



## REPORT TO

GOVERNANCE AND POLICY  
COMMITTEE

## OCCUPATIONAL HEALTH AND SAFETY POLICY

For surely I know the plans for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope - *Jeremiah 29:11*

## Drafted

August 23, 2024

## Meeting Date

December 3, 2024

Marta Radic, Coordinator, Occupational Health and Safety

Nairi Kazazian, Head of Labour Relations and Occ. Health

Derek Luk, Senior Policy Advisor

Lynda Coulter, Executive Superintendent, Human Resources, Leadership, Equity

## RECOMMENDATION REPORT

**Vision:** *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

**Mission:** *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN  
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne  
Director of Education

Adrian Della Mora  
Associate Director of Academic  
Affairs & Chief Operating Officer

Derek Boyce  
Associate Director of Corporate  
Services and Chief Commercial Officer

Ryan Putnam  
Chief Financial Officer and Treasurer

## **A. EXECUTIVE SUMMARY**

To provide the Governance and Policy Committee (GAP) with a proposed updated Occupational Health and Safety Policy formerly, H.M. 17 (Appendix A - Tracked and Appendix B – Clean).

**The cumulative staff time required to prepare this report was 7 hours.**

## **B. PURPOSE**

1. As part of the Occupational Health and Safety Act (OHSA) requirement to review this policy annually, necessary updates such as an increase in maximum fines to corporations, as well as emphasis on supervisors' duties to follow-up on health and safety concerns in a timely manner were identified.

## **C. BACKGROUND**

1. OHSA legislates worker safety and requires that the employer prepare and review annually a written occupational health and safety policy.
2. This policy was first approved in April 2009 and was last amended in October 2023.
3. On October 26, 2023, the Occupational Health and Safety Act was amended such that maximum fines for corporations increased from \$1.5M to \$2.0M.
4. On September 3, 2024 GAP approved review of the policy.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. Increased fines for organizations reflect recent amendments to the Occupational Health and Safety Act.
2. The policy is also updated based on a recommendation of the Multi-Workplace Joint Health and safety Committees to emphasize the importance of supervisors requirement to follow-up on health and safety concerns “in a timely manner.”
3. This policy has been amended in consultation with various labour partners on the Board's three Multisite Site Joint Health and Safety Committees.

## **E. METRICS AND ACCOUNTABILITY**

1. Per OHSA requirement, the policy will be reviewed in consultation with the three Multisite Joint Health and Safety Committees on an annual basis.

2. Per OHSa requirement the policy will be posted on the Health and Safety Bulletin Board in every school and TCDSB workplace.

**F. STAFF RECOMMENDATION**

Staff recommends that the revised Occupational Health and Safety Policy provided in Appendix A (tracked) and Appendix B (clean) be approved.