



2018 HEALTH & SAFETY POLICY STATEMENT & GOALS

HEALTH & SAFETY POLICY STATEMENT

The health and safety of our employees is important. Our policy is to strive for the highest possible level of safety and to comply with all applicable laws. We are committed to the prevention of occupational illness and injury. We believe that prevention is key to reducing the human and economic costs associated with workplace injuries, accidents and illness. We do this with the help and cooperation of our employees and consumers. Everyone must be conscientious about work safety including proper work methods, reporting potential hazards and decreasing known hazards.

Cheshire will make every reasonable and practical effort to provide and maintain a safe and healthy occupational environment. It must be remembered that most work areas are consumers' private homes and as such warrant respect for individual needs, styles, cultures, likes and dislikes.

Cheshire employees, consumers, leaders and board members are responsible for complying with all legislative and organizational policies, procedures and practices related to health and safety. Moreover they are responsible for actively promoting, identifying and reporting the need for change or updating current information and practices.

While prevention is our goal, Cheshire is also committed to the active rehabilitation of workers who are injured. We do this by providing early and safe return to work duties where necessary and by working cooperatively with the injured worker and their health care providers to develop return to work strategies that facilitate their recovery.

Cheshire continues to work towards the elimination of workplace injuries. Working with our Joint Occupational Health & Safety Committees and building on the foundation of a comprehensive Health & Safety program, our goals this year will focus on the following areas:

- **Focus on Prevention**

Looking at organizational trends in hazard and incident reporting we will focus our education on the identification and control of hazards related to Musculoskeletal injuries, Slips, Trips, Falls, Motor Vehicle accidents and other areas of high risk. We will monitor trends throughout the year and work to understand the factors that contribute to unsafe conditions. We will continue to promote Health and Safety as a cultural benefit, not just a work-related benefit.

- **Training & Hazard Identification**

We will continue to develop targeted training which will cultivate work practices that prevent injuries. Encourage utilization of training resources to address program specific challenges or risks as they are identified (ex. Back Care, CPI, Infection Control, etc.) Bowel and Bladder Training and Medication and G-Tube Training will continue to run at regular intervals, facilitated by a qualified instructor.

- **Mental Health & Wellness Promotion**

Understanding the importance of self-care while working in a helping profession, our aim will continue to be towards the creation of a healthy and mindful workplace. We will support the psychological health and physical wellness of employees and increase recognition of the impact that home or personal issues can have on the workplace. We will work on offering further resources, training and coping strategies for employees in an effort to minimize psychological risks such as mental anguish, stress or compassion fatigue.

- **Return to Work & Disability Management**

Supporting employees to remain active and engaged at work and effectively managing return to work are strategies that foster a safe, healthy and productive work environment. We will work to prevent or resolve personal injury and health concerns by focusing on wellness, safety and recovery. We will continue to utilize consumer routines as an accurate snapshot of support needed and to identify suitable work opportunities based on physical demands. Disabilities will be managed by the H&S Coordinator and HR Coordinator for occupational and non-occupational injuries or illnesses with timely follow up to support return to work.

- **Health & Safety Roles and Representation**

We will look at ways to share information and resources across all programs, utilizing the wealth of knowledge and experience from our front-line representatives. Health and Safety representation, including management, certified members, leads and committees at each program will work to align their strategies and cultivate work practices that prevent injuries.

- **Development of Systems and Resources**

We will continue to look for ways to make the safe delivery of our services more effective and productive. Our goal is to further develop our online Incident Reporting system and Injury Statistics Workspace for accurate visual representation of up-to-date numbers and trends. We will continue to work towards use of one system for management of Health and Safety incidents and WSIB claims. We will also review feedback provided by system users to see where development and changes are needed for greater accuracy and efficiency

Thank you for being our partner in Health & Safety.

A handwritten signature in black ink that reads "Judi Disher". The signature is written in a cursive, flowing style.