

**Introduction to Health and Safety Principles  
for COVID-19**

**The Role of Joint Health and Safety Committees  
(JHSCs)**

**Part III - Summary Sheet**

March 2021

**1. Legislation, Regulations, Policies and Practice Directives**

- *Workers Compensation Act*
- Occupational Health and Safety Regulations
- Occupational Health and Safety Guidelines
- Occupational Health and Safety Policies
- Workers Compensation Claims Policies (Rehabilitation Services & Claims Manual)
- Workers Compensation Claims Practice Directives

**2. Core Principles of Health and Safety**

- Precautionary Principle
- Due Diligence
- Internal Responsibility System
- Hazard and Risk Management Using the Hierarchy of Controls

**3. Elements of a Successful Health and Safety Program**

- A written Employer OHS policy
- Health and safety promotion
- Regular workplace inspections
- Worker orientation and training

- A fully functioning Joint Health and Safety Committee and meetings of management for health and safety program review
- Accident and incident investigations
- Keeping records and statistics
- Instruction and supervision of workers
- Emergency procedures and First Aid
- Any other workplace-specific procedures that may arise from such things as hazard and risk assessments

#### **4. Common Problems and Issues**

- Lack of updated Exposure Control Plans and Safety Plans
- Lack of inspections, hazard assessments, hazard control
- How to address exposures or potential exposures
- Right to Refuse requests
- Violence
- Overlap of WCB claim and appeals
- Dysfunctional JHSCs. Reasons for dysfunctional JHSCs include:
  - Employer selection of Worker Representatives
  - Lack of initial training and annual education
  - High turnover of the JHSC members
  - Lack of mentoring of new JHSC members
  - Retaliation against worker JHSC members
  - Poor labour relations
  - Poorly worded Terms of Reference
  - Lack of role clarity including JHSC duties
  - No clear direction by the Co-chairpersons
  - No action plan that assigns people, resources and timelines to each action or recommendation