

December 2014

Health & Safety Report

Terry Kiley
H&S OPI

My report as Health & Safety OPI covers the period of September 2014 to December 2014

Discussion points for the NHSPC as follows:

The RCN provided an update on the progress of the Work Refusal at CFB Halifax (Dockyard). An interim Harbour Control Point solution has been developed. Full implementation cannot be achieved until the submarine undocks and is in the water. The issue remains in abeyance, while RCN Management and FMF employees continue to discuss options. Awareness training will continue to be given as the RCN works towards a permanent solution. The Work Refusal cannot be considered resolved until the long-term solution has been implemented.

The Army provided an update on the Work Refusal at the CFB Wainwright water treatment plant. The interim solution will remain in place until the results of the air quality testing are received. Duty to Accommodate and Return to Work processes are being used to ensure employees are appropriately managed. Progress is being made but resolution is still pending. It was indicated that the water treatment plant may be transferred to the city of Wainwright. This item will be revisited at the next NHSPC meeting to confirm implementation of the solution. ADM (IE) has been requested to assist.

Any work refusals must be brought forward for review by the NHSPC. All work refusals will be part of D safe G's annual reporting to the committee.

Violence Prevention in the Workplace (VPW)

Concerns were raised regarding the provision of investigator training for workplace violence complaints. Privacy concerns were raised in regards to the sharing of protected information during an investigation by the "competent person". Ensuring the "competent person" receives the appropriate training should be sought prior to an investigation however training requirements have not been clearly defined. As investigations must begin immediately, it was suggested investigation training be offered to WHCS co-chairs to allow the investigative process to begin until a qualified "competent person" can be appointed.

Action: The Prevention of Violence in the Workplace WG will meet to review the policy and specifically discuss the required qualifications of the "competent" person.

Provision of First Aid (CFB Esquimalt)

The RCN rep reiterated that they were compliant regarding provision of first aid services in the workplace, specifically the FMFs. However, concerns have been raised by employees at FMF Cape Breton since the termination of their advanced first aid attendant. The employees expressed they believe the site should be staffed with advanced first aid attendants as they have had additional training for heavy industrialized workplaces. The employer has commissioned a third party to conduct a risk assessment and the results are pending.

Action: Provision of First Aid (CFB Esquimalt) to remain on the Agenda until the matter is resolved.

Questions were raised regarding the provision of clothing to specific civilian employees working in potentially hazardous environments such as plumbers, electricians, etc. Funding is available for Personal Protective Equipment (PPE) and protective clothing may be considered as PPE if required for protection. It was recommended that an analysis on job requirements and a Job Hazard Analysis (JHA) be conducted for the tasks in question.

Action: All L1s are to ensure that JHAs are conducted in accordance with the Defence OHS policies and programs.