




HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	May 25, 2023
SUBJECT:	Health and Safety
REPORT NUMBER:	23-048
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

The Occupational Health and Safety Act (OSHA) sets out minimum health and safety standards to protect workers against hazards on the job. It applies to almost every worker, supervisor, employer and workplace in Ontario, including constructors, workplace owners, and suppliers of equipment or materials to workplaces that are covered by the OSHA. As the employer, the Hamilton Police Services Board recently completed training from the Public Services Health and Safety Association (PSHA) to meet its obligations under the Act. Further, the Hamilton Police Service is complaint with its obligations under OSHA as detailed below.

INFORMATION

The Occupational Health and Safety Act sets out minimum standards for employers, specifically, the establishment of an internal responsibility system (IRS) and establishing measures and procedures for dealing with workplace hazards. The OSHA legislates the structure, function and responsibilities of the JHSC which we are complaint. Specifically, the Hamilton Police Service has established a Joint Health and Safety Committee (JHSC) comprised of members selected by the Hamilton Police Association (HPA) and members representing the Hamilton Police Service. This joint committee operates under official terms of reference and is co-chaired by one representative of management and one representative of the HPA. All members of the committee have received training and eight members have received their certification training. The JHSC meets quarterly and minutes are recorded and circulated. As part of this committee, workplace inspections are completed by members of the committee. These inspections are tracked and used to ensure mitigation of hazards are

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rectified. As required in the Act, the Hamilton Police Service has posted the Occupational Health and Safety Act, Health and Safety at Work poster, and names and locations of the JHSC members we also include contact numbers on bulletin Boards throughout the workplace. These required items are also posted on our intranet for easy access by our Members.

Additionally, all members of the Hamilton Police Service complete health and safety training as part of their on-boarding and as part of planned refreshers. Supervisors complete enhanced training detailing their responsibilities under the act. In addition, in our effort to prevent further accidents, the Occupational Health team reviews all reported incidents. This review forms the substance for our monthly health and safety talks. Monthly health and safety talks provide education, awareness and expectations to all members. An example of a health and safety talk would be prior to the winter months, the Safety talk is in slips, trips and fall. This talk focused on prevention of having an incident. Monthly health and safety talks are distributed via must read and are stored on our intranet for future reference.

Health and Safety is paramount in the protection of our workers and the Hamilton Police Service is compliant with its obligations under the Act.

APPENDICES AND SCHEDULES ATTACHED

N/A

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