**HEALTH & SAFETY/INJURED WORKERS ADVOCACY COMMITTEE CONFERENCE**

**(Oct.16-20,2018)**

**Session 1 : Making Joint Health and Safety Committees Work for Workers**

* Legislative framework needed for the JHSC to function properly
* Structure, role and functions within the JHSC
* Ways to make the committee function better
* How to run productive meetings
* How to write recommendations to management
* Supervisors proper training on how to handle work refusals
* 3 Rights for H&S – Right to know, right to participate and right to refuse unsafe work
* The internal responsibility system and how it works
* Keeping minutes/reports is very important for the committee to work well
* To improve committee effectiveness you must do the following: have a good working relationship, bring in experts/resources if you must, consistency, letters to upper mgt., Union by-laws to help.

**Session 2 : Understanding mental injuries at work**

* Work-life balance is important for a healthy state of mind
* Workplace inspection forms as a notification risk assessment
* Injury reports are very important in order to start a trail
* What does it mean to be psychologically healthy and safe in the workplace
* Identify Psychosocial hazards in our workplace
* Root causes of mental injuries
* Ways to prevent mental injuries
* OHSA Sec.32 is important as it covers harassment in the workplace
* Protect the confidentiality of individuals who may be suffering from mental health problems or have suffered a mental injury.

**Other highlights of the Conference** :

* OHCOW (Occupational Health Clinics for Ontario Workers) has a tool kit for mental injury that anyone can access for help.
* Workplace Violence and Harassment Prevention Kit was also made available to members.
* Health and Safety Committee Resource Kit was also in our package and available to members
* Mental Health and Injuries is a growing concern in our workplaces
* 15% of workers in the construction industry die in the first week of starting their new jobs.
* Speaker from OPSEU spoke about a model for workplace mental health and she gave out a mental health awareness handbook (stressassess.ca) along with the mental injury tool kit (OHCOW.ON.CA)