

NABU 330

Cross Border Issues in Strategic Human Resource Management

Unit 10

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Agenda

- Taking Attendance
- Focus Activity – Student pairs from last class give a brief (less than 5 minute) HR Stories presentation Occupational Health & Safety
- Lecture – Ch. 14 = Occupational Health & Safety
- Video = The Safety Inspection Process (5:53)
- Activity – Check-in for Ch. 13 & 14
- Learning Consolidation
 - Check-in with each group – want to see a reasonably well-prepared Table of Contents
 - Class time to work on New Employee Handbook
- Next Steps

Attendance

Focus Activity

Each pair from last class gives a
3 minute presentation on their
chosen jurisdiction for
Occupational Health & Safety

Lecture – Ch. 14

Occupational Health & Safety

Responsibilities & Rights under Occupational Health & Safety

- Principle of Joint Responsibility
- Laws
 - General health and safety
 - Specific industries
 - Specific hazards
 - See Figure 14.1

Employees Basic 3 Rights pg. 326

1. The right to know about workplace safety hazards
2. The right to participate in the occupational health and safety process
3. The right to refuse unsafe work if they have “reasonable cause” to believe that the work is dangerous

WHMIS legislation

- WHMIS = Workplace Hazardous Materials Information System
- Legally mandated system designed to protect workers by providing information about hazardous materials in the workplace pg. 328
- MSDS = Material Safety Data Sheets
 - Even for so-called “every day items” like bleach and printer toner
- Employee training
- Hazard symbols and signs

3 Basic Causes of Accidents

1. Chance Occurrences

- Beyond management's control

2. Unsafe Conditions

- Responsibility of management to be aware of and resolve these problems

3. Unsafe Acts

- Inappropriate employee behaviour that undermines safety cautions and may require a progressive discipline system

Can we predict which Employees
are more likely to cause
accidents?

See Figure 14.3

Page 332

Workplace Challenges 1/2

- Substance abuse
- Job-related stress
 - Reducing job stress
 - Burnout
 - PTSD (Post-Traumatic Stress Disorder)
 - Workers' Compensation & Stress-Related Disability Claims
- Repetitive Strains
 - Ergonomics
 - Computer monitors and set-up

Workplace Challenges 2/2

- Workplace toxins
- Workplace smoking
- Viral pandemic
- Violence at work
 - And the law
 - Prevention and control
 - Jobs with high risk of violence
 - Workplace Violence Policy
 - Heighten Security Measures

Employee Wellness Programs

- Employee and Family Assistance Programs (EFAPs)
- Part of a larger process
- Keeping up to date with the most recent research
- Effectiveness = High
- Also, indirectly improves communication between HR and high-risk employees

WorkSafeBC

[https://www.worksafebc.com/
en](https://www.worksafebc.com/en)

WorkSafeBC

The screenshot shows the WorkSafeBC website interface. At the top left is the 'WORK SAFE BC' logo. To the right is a search bar with the placeholder text 'Search worksafebc.com' and a magnifying glass icon. Below the logo is a navigation menu with tabs: 'Health & Safety', 'Insurance', 'Claims', 'I Am a...', and 'More'. The 'Health & Safety' tab is active. Below the navigation menu is a large light green box containing a list of links: 'A-Z index of health & safety topics', 'Create & manage a healthy & safe workplace', 'Industries', 'Education, training & certification', 'Tools, machinery & equipment', 'Hazards & exposures', and 'Injuries & diseases'. Below this list is a link that says 'More health & safety topics >'. To the right of the green box is a section titled 'How do I...' with an information icon. This section contains a list of links: 'Report unsafe working conditions', 'Report a workplace injury or disease', 'Search the OHS Regulation & related materials', 'Get health & safety resources (videos, posters, publications & more)', 'Submit a Notice of Project form', and 'Conduct an incident investigation'. A large red circle is drawn around the 'How do I...' section.

WORK SAFE BC

Search worksafebc.com

Health & Safety Insurance Claims I Am a... More

A-Z index of health & safety topics
Create & manage a healthy & safe workplace
Industries
Education, training & certification

Tools, machinery & equipment
Hazards & exposures
Injuries & diseases

More health & safety topics >

i How do I...

- Report unsafe working conditions
- Report a workplace injury or disease
- Search the OHS Regulation & related materials
- Get health & safety resources (videos, posters, publications & more)
- Submit a Notice of Project form
- Conduct an incident investigation

How much does WorkSafeBC cost Employers?

- <https://www.worksafebc.com/en/insurance/know-coverage-costs>
- (Industry's base premium rate +/- your experience rating) X Your assessable payroll = Your total premiums
- Insurance program to pay into to provide “employers with protection from lawsuits related to worker compensation for work-related injuries and illnesses in BC.”
- Gives out compensation for and to workers

Reporting injuries to WorkSafeBC

What to do when you're injured at work

1

Report your injury immediately to your employer

Your employer is responsible for getting you any necessary first aid, and for transporting you to a medical facility if that's what you need. Be sure to keep in touch with your employer if you have to be off work.

2

See your physician

Your doctor will recommend treatment for your injury, and may refer you to other health care practitioners. Be sure to ask about what modified work duties, and activities at home, you can do to help your recovery. And always let your health care provider know that you were injured at work.

3

Report your injury to us

If you've missed work, call Teleclaim. Our team will gather your information and answer any questions you may have about making a claim. If you haven't missed work but sought medical attention, we recommend reporting online. Before you report your injury, please review the information you'll need to provide.

Roles and responsibilities for everyone in the workplace

[https://www.worksafebc.com/en/
health-safety/create-manage/
rights-responsibilities](https://www.worksafebc.com/en/health-safety/create-manage/rights-responsibilities)

(click to see webpage with drop-down menu options and information)

The Safety Inspection Process from WorkSafeBC

(5:53)

[https://www.youtube.com/watch?
v=TN1dqU6C-nk](https://www.youtube.com/watch?v=TN1dqU6C-nk)

Activity – Recapping Ch. 13 & 14

1. Each student receives one blank index card
2. First, students write their names on the top of the card
 - optional = can make this activity anonymous
3. Next, write either a question about employee benefits or workplace safety (Ch. 13 & 14)
 - OR an interesting point you've learned while reviewing the WorkPlaceBC website
4. Then, cards are collected and redistributed randomly for a new student to read the question or comment to the rest of the class to spark class discussion

Learning Consolidation (LC)

Learning Consolidation

- Check-in with each group – want to see a reasonably well-prepared Table of Contents
- Class time to work on Assignment #2 – New Employee Handbook & Career Fair

Next Steps

1. Catch-up on HR Stories online you haven't finished
2. Keep current on your assigned readings! Remember, this is part of prepping your Study Notes binder that you can bring to the Final Exam
3. Send me your questions regarding the Final Exam
4. Send me your questions regarding Assignment #2 – New Employee Handbook & Career Fair
5. Next class, you can earn 3 marks for your Final Exam by showing me a reasonably well-prepared Study Notes package (max. 12 pages) for the Final Exam

Thank you for another great class!

See you in Moodle, by email, or by text

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