

MARCH SAFETY SEGMENTS: YOUR HEALTH AND SAFETY COMMITTEE



Health and safety committees (HSCs) are an integral part of the safety culture of any organization regardless of the organizations size or complexity. HSCs serve a vital purpose beyond being drivers of a healthy safety culture, they are stewards of the safety programs within the safety management system.

PSYCHOLOGICAL HEALTH AND SAFETY FACTOR: INVOLVEMENT AND INFLUENCE

DIRECTIONS

Be sure to encourage discussion by being open to all answers and opinions from participants. Watch the 4-minute video with the group about [Involvement and Influence](#). Read out the definition and facilitate the discussion by following the guide below:

SAFETY SEGMENT DISCUSSION

[Workplace Strategies for Mental Health](#) defines Involvement and Influence as present in a work environment where employees are included in discussions about how their work is done and how important decisions are made.

Ask participants:

1. Think of a time when you were directly involved in a decision making process. What about a situation where you were not involved? How were these two situations different from each other?
2. What are some other ways that employees can be involved in decision making in a workplace

Watch the video again.

Ask participants:

1. What could have been done differently in the scenario with Chang and René?
2. What are some strategies to help YOUR workplace with worker Involvement and Influence?
3. Write down different ways that YOU can become involved in the decision making process and influence the outcome.

Go the extra mile! You can prepare for this topic, get more resources and read more [here](#).



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THE IMPORTANCE OF A SAFETY COMMITTEE

DIRECTIONS

Start out the discussion by asking if anyone knows the reasons for having a health and safety committee beyond being required by legislation. Watch the 7-minute video, [Health and safety Committees Are Critical - 5 Reasons Why Explained](#). After everyone is done, use the summary points and guiding question below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Summarize the video during the discussion with the following benefits a strong health and safety committee provides:

1. Strong safety committees boost and organization's safety culture through participation and representation of both workers and management.
2. Safety committees provide insight into the effectiveness of health and safety programs such as safe work procedures
3. Health and safety committees held to "lighten the safety load" by participating in safety management system activities such as hazard assessment review.

Guiding Question:

1. Have you thought of the safety committee as a vital part of a safety culture and the safety management system before watching the video?



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HOW THE SAFETY COMMITTEE CAN PROMOTE SAFETY

The safety committee can have a broad reach beyond just their membership. Safety committees because of their composition of both worker and management representation have the potential to influence the entire organization from the top down and the bottom up. Safety committees can be utilized to promote different aspects of the safety management system such as the importance of informal hazard assessments to all levels of the workforce.

DIRECTIONS

Watch the video [Should I Join the Health and Safety Committee?](#) and ask the participants to pay close attention to the different ideas shared throughout the video on promoting health and safety.

SAFETY SEGMENT DISCUSSION

Tips and Tools:

- Confirm understanding and awareness by facilitating a discussion. The idea is to brainstorm different ideas on promoting safety and
- Consider the possibility of recruiting new membership to the existing committee by giving them some exposure.

Guiding Questions:

1. Did you spot any of the ways or methods to promote health and safety in in the organization
2. Do you have any ideas on methods to promote health and safety that weren't mentioned in the video?
3. Have you thought anymore on the notion of being on the safety committee now?



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HOW SAFETY LEADERS CAN CREATE CHANGE - THE SAFETY COMMITTEE

DIRECTIONS

Sometimes we need change to occur but you are the only one championing that change. How can we get the message across, how can we influence change? Regardless of where you sit in the organizational hierarchy, you have the potential to be a safety leader. The best way to bring about change is to form a coalition. Your coalition can be the safety committee.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- Have you noticed a safety concern but were not sure how to get it fixed?
- What is our policy and procedure for reporting safety concerns and hazards?
- Did you know you can report issues to the Health and Safety Committee
- Do you know who the safety committee members are?
- Do you know how to contact the safety committee?



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ALTERNATE RESOURCE: MAKING EFFECTIVE RECOMMENDATIONS

DIRECTIONS

Part of the HSC's responsibilities is to make good effective recommendations to the employer to correct or remedy safety issues in the workplace. Making effective recommendations is the key point. Show the video found [here](#) on how to make good, effective recommendations to the employer then facilitate discussion using the points below.

SAFETY SEGMENT DISCUSSION

Summary points:

- There can be two types of recommendations informal and formal
- Always look at facts, not opinions
- Match to the legislation and consider more than one method
- Use the hierarchy of controls

Guiding Questions:

- What are the key points to making a good recommendation?
- What are the different ways recommendations can be made?
- Which recommendation should use a form signed by the co-chairs?



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