



Employee & Organizational Wellness Branch

2014

Employee & Organizational Wellness Branch

Leadership Team:

- **Director i/c**
- **Manager i/c Health, Safety & Disability**
- **S/Sgt i/c Employee Assistance**

Presentation Overview

- **Health, Safety & Disability Team**
- **Role within EPS**
- **Occupational Health and Safety (OHS) within EPS**
- **2014 Internal OHS Audit Results**

Health, Safety & Disability Management Structure

Health, Safety & Disability Team:

- **Manager**
- **2 Disability Management Consultants**
- **Occupational Health Nurse, Health Nurse**
- **Occupational Health & Safety Consultant**

Disability Management

- **Provide disability claims management services for Short Term Disability claims.**
- **Provide disability claims management services in partnership with Great West Life for Long Term Disability claims.**
- **Provide Workers Compensation Board return to work coordination.**
- **Facilitate gradual and/or modified return to work planning.**
- **Provide education and support to members on disability management issues and processes.**

Nursing

- **Provide 24/7 infection control advice and management to frontline members.**
- **Coordinate first aid program services within EPS including first aid response within Police Headquarters.**
- **Manage confidential medical information related to program activities.**
- **Provide and promote health programs within EPS, including required medical monitoring and wellness programs.**

Occupational Health & Safety

- **Assists management with implementation of EPS occupational health & safety program.**
- **Investigates serious incidents involving EPS staff.**
- **Facilitates occupational health & safety training and auditing.**

Occupational Health & Safety

- **Occupational, Health & Safety program in place.**
- **Measured through annual safety audit.**
- **Action plans developed to address auditor recommendations.**

Certificate of Recognition (CoR)

- **Recognition by Alberta Government and WCB to employers for implementing an OHS Management System.**
- **Must participate in and pass annual safety audit.**
- **EPS achieved and has maintained Certificate of Recognition for last 5 years.**

Benefits:

- **Reduction in injuries.**
- **Decreased WCB Premiums.**

2014 Safety Audit

- **Passed audit with an overall score of 90%.**
- **Final Report to be presented to Chief's Committee and Senior Management.**

Audit Findings (General)

Overall Strengths:

- **Management Team is sincere in their commitment to workplace health and safety.**
- **Effective hazard assessment and control process in place within EPS.**
- **Excellent emergency response plans in place for EPS facilities.**

Audit Findings (General)

Suggestions for Improvement:

- **Increase OHS support to front line supervisors.**
- **Perform more workplace inspections and include more employees in inspection process.**
- **Increase incident investigative training for all supervisors.**

Next Steps

- **Action plan in development to address audit findings.**
- **Implementation of action plan commencing Fall 2014.**

QUESTIONS?