Partners in Occupational Health and Safety: The Case for Quebec (a network)

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The Workplace Health and Safety Network in Quebec and the Newfoundland and Labrador Equivalents

Institut de Recherche Robert-Sauvé en Santé et en Sécurité du Travail (IRSST)  
~ No Nfld & Lab. equivalent

Ministère du Travail  
~ Department of Labour

Ministère de la Santé et des Services Sociaux  
~ Department of Health and Community Services

CSST WHSCC
Regional departments (21)  
• Prevention/inspection  
• Compensation/rehabilitation  
~ WHSCC directors

Regional boards (16)  
* Public health division  
• Regional workplace health team  
~ Regional health divisions

CLSC (70) (Local community services centers)  
• Local workplace health team  
~ No Nfld & Lab. equivalent

Joint sectoral associations (12)  
~ Such as the Construction Safety Association

Company – Workplace Health and Safety Committee/Representative
Objective of the Reform (1979)

• Eliminating, at the source, dangers to the health, safety, and physical well-being of workers.

• This objective is based on joint management.
Joint Action

• In this context, joint action refers to equal participation of the two main players in the workplace: management and employees.
Provincial Level

- Commission de la santé et la sécurité du travail (CSST)
- Institut de Recherche Robert-Sauvé en Santé et en Sécurité du Travail (IRSST)

- Joint Board of Directors
Commission de la Santé et la Sécurité du Travail (CSST)

• The agency mandated by the provincial government to administer OHS in Quebec.
  – Prevention
  – Inspection
  – Repairs

• Succession in the Department of Labor

• 21 regional offices offering services close to workers and employers.
Institut de Recherche Robert-Sauvé en Santé et en Sécurité du Travail (IRSSST)

- Ensures scientific research, the development of OHS knowledge, and researcher training.
- Offers laboratory services to the CSST / companies and occupational health network.
Sectoral Level

- Joint sector associations (12)
  - Mandate: Provide training, information, research, and counselling services upon company request.
  - Help provide management.
  - Make recommendations to the CSST.

Joint Board of Directors
Company Level

• Joint OHS committee
  ➢ Mandate: Identify and correct risks at the workplace.
  ➢ Activities: Take part in investigations of accident or incidents, perform inspections, etc.
  ➢ The corporate health program, information and training programs, the choice of personal protective equipment, and the choice of physician in charge of the corporate health program must be approved by the committee (decisional authority).
Occupational Health Network

- Ministère de la santé et des services sociaux (MSSS)
- Regional Health and Social Services Boards (16)
- Local community service centers (70 CLSCs)
Ministère de la Santé et des Services Sociaux (MSSS)

• Mandate: Responsible for strategic directions in occupational health services.
Regional Health and Social Services Boards

- Mandate: Planning, control, and assessment.
  - Organization plan, planning, and annual summary of activities, activity assessment and results.
  - Professional services (expertise) in support of local occupational health teams.
Regional Health and Social Services Boards (16)

- Composition of the Regional Team
  - Regional coordinator (team leader)
  - Physician Advisor
  - Nurse Advisor
  - Hygienist Advisor
  - Occupational therapist, audiologist
  - Researcher
  - Administrative and support staff
Local Community Service Centers
(70 CLSCs)

• Mandate:
  – Deliver the services related to the health program.
  – Collect data on the workers' state of health and health risks to which they are exposed.

• Composition:
  – Local coordinator
  – Physician in charge
  – Nurse
  – Industrial hygiene technician
  – Hygienist
  – Support staff
Peripheral Interveners

- **Employer Associations**
  - Conseil patronal en santé et sécurité du travail (employer OHS council)
  - Employer sectoral association for occupational health and safety (prime metal manufacturing sector).
  - Conseil du patronat (employer council)
  - Manufacturers' association
  - Association des Hôpitaux du Québec
  - ...
Peripheral Interveners (cont.)

• Union Associations
  – Fédération des travailleuses et travailleurs du Québec (FTQ)
  – Confédération des syndicats nationaux (CSN)
  – Centrale des syndicats (CSD)
  – …
Peripheral Interveners (cont.)

- **Department of Education**
  - Regional technical and vocational training branch
- **Provincial labor development society**
- **Commission de la Construction du Québec**
- **Universities**
Quebec's Network of OHS Partners

**JOINT**
- CSST/WHSCC
- IRSST (NL)
- Joint sector-based association (e.g. NLCSA)
- Comité de SST – représentant en SST / OHS committee and representative

**OCCUPATIONAL HEALTH**
- Équipe régionale / Regional occupational health team
- Équipe Locale (NL)

Ministère du Travail / Dept. of Labor
Ministère de la Santé / Dept. of Health
Ministère de l’Éducation / Dept. of Education

Employer associations

Union associations

Vocational training schools

Consultants

Universities
Conclusion

- Occupational safety and health is a complex network of knowledge requiring a network of partners to ensure that OHS knowledge is constantly updated.
  - Research is key to growth in OHS knowledge.
  - Partners are pivotal to OHS knowledge transfer.