



Digital Government and Service NL

Advisory Council on Occupational Health and Safety

Annual Activity Report
2021-22

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REFERENCE PERIOD

This report covers the period April 1, 2021 through March 31, 2022,
the fiscal year of the Advisory Council on Occupational Health and Safety.

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Chairperson's Message

As Chair of the Advisory Council on Occupational Health and Safety (the Advisory Council), I am pleased to submit the Annual Activity Report for the activities of the Advisory Council for 2021-22.

This report is prepared in compliance with the **Transparency and Accountability Act**, which categorizes the Advisory Council as a Category Three Entity, and requires the Advisory Council to prepare an annual report. The Advisory Council is accountable for the preparation of this report and the results reported.

The Council was pleased to welcome three new management representatives in November 2021. On behalf of the members of the Advisory Council, I would like to reaffirm our commitment to working closely with all stakeholders to provide strategic advice to the Minister of Digital Government and Service NL in helping create safe and healthy workplaces throughout the province.

Yours truly,

A handwritten signature in blue ink that reads "Travis White". The signature is written in a cursive, flowing style.

Travis White
Chairperson

Vision

People in Newfoundland and Labrador living and working in healthy and safe environments with access to efficient and responsive programs and services.

Mandate

The Advisory Council is established pursuant to section 12 of the **Occupational Health and Safety Act**. The duties and responsibilities of the Advisory Council are established pursuant to section 17 of the Act. They include providing advice to the minister on the administration of the Act and the regulations, occupational health and safety, and any matter relating to occupational health and safety that the Minister has referred to the Council for its advice.

Representation

The Advisory Council has 11 members, including a chairperson, vice-chairperson, two ex-officio positions, and a secretary. The remaining membership consisting of equal representation from labour and management. Members are appointed for terms not exceeding three years and are eligible for reappointment for not more than two consecutive terms. Where the term of a member expires, he or she continues to be a member until reappointed or replaced. As of March 31, 2022, the following is a list of active members serving on the Advisory Council:

Member	Representation
Travis White	Chairperson
Yvette Coffey	Vice-Chairperson
Robert Richards	Labour Representative
Kristy Reid	Labour Representative
Mary Kathleen King	Labour Representative
Rayna Luther	Management Representative
Liz Palmera-Nunez	Management Representative
Leonard LeRiche	Management Representative
Dennis Hogan	Ex-Officio – Chief Executive Officer, WorkplaceNL
K. Gail Boland	Ex-Officio – Assistant Deputy Minister, Digital Government and Service NL
Heather Taylor	Secretary – Manager, Occupational Health and Safety Division, Digital Government and Service NL

Budget and Expenditures

The Advisory Council is funded through the Occupational Health and Safety Division of Digital Government and Service NL. The division operates on a maximum of five per cent of the annual assessment revenue paid to WorkplaceNL. Approximately \$25,000

is budgeted annually for the operation of the Council, which includes reimbursement as per Treasury Board Guidelines for Boards, Commissions and Agencies. From this total, approximately \$3,600 is reserved for reimbursing members; \$5,500 is reserved for meeting expenses; and the remainder, approximately \$15,900, is reserved for travel and per diem expenses. The Advisory Council spent \$515 during the 2021-22 fiscal year for reimbursement to members. There were no further expenditures.

Highlights and Partnerships

The Advisory Council worked with representatives of labour and management to provide advice to government on occupational health and safety. The Advisory Council works with all key stakeholders on occupational health and safety issues as they arise.

Report on Performance

This document outlines the Advisory Council's activities from April 1, 2021 to March 31, 2022, including the goals and objectives achieved as outlined in the 2020-23 Activity Plan.

Objective: By March 31, 2021, 2022, and 2023, the Advisory Council will have advised the responsible Minister for Occupational Health and Safety.

Indicators:

As requested, provided advice to the Minister on:

- The administration of the Act and its regulations
- Occupational health and safety
- On any matter relating to occupational health and safety that the Minister has referred to the Council for advice.

Results Achieved

During the 2021-22 reporting period, the Advisory Council was successful in achieving one meeting, via Skype. During this meeting, an orientation was provided to the new membership on the legislative authority of the Advisory Council, as well as an overview of Digital Government and Service NL and WorkplaceNL.

In addition, Dennis Hogan, CEO of WorkplaceNL provided an overview of the [2019 Statutory Review of the Workers' Compensation System](#) and subsequent key recommendations. Of particular interest to the Advisory Council were recommendations regarding:

- WorkplaceNL's policy on Traumatic Mental Stress, specifically, the coverage of chronic stress, as it relates to workplace violence or harassment in conjunction with the **Occupational Health and Safety Regulations, 2012**. Given the Advisory Council's mandate, it was suggested that the Council would be an ideal representative group to seek advice on the matter of workplace violence and harassment.

- Clarification of the definition of supervisor in the Occupational Health and Safety legislation and consideration of making the supervisor training course mandatory as opposed to its current voluntary status.

The Council is considering both recommendations accordingly.

In addition, the Minister requested consideration of whether the legislative definition of floatation devices should be clarified. The Council agreed to complete a jurisdictional scan to determine if Newfoundland and Labrador's Occupational Health and Safety regulations are aligned with other provinces and territories.

In addition, an update was provided to Council on the Pan-Canadian Occupational Health and Safety Reconciliation Agreement and associated legislative amendments.

Opportunities and Challenges

The mandate of the Advisory Council is to advise the Minister on the administration of the Act and regulations, occupational health and safety, and on those matters referred to them by the responsible Minister. Several emerging issues will present challenges and opportunities for the Council. The Council will be challenged to stay abreast of new and evolving issues so that its advice to the Minister is of high quality and value. However, the Council also sees these issues as an opportunity to feed into the development/amendment of government legislation and policy to ensure that such considers the varying perspectives related to occupational health and safety.

- The Advisory Council will continue to provide advice on the administration of regulatory requirements around worker-on-worker violence and workplace harassment.
- The harmonization of occupational health and safety requirements will continue to provide opportunities and challenges for the Advisory Council, as industries work to align their practices with other jurisdictions.

Financial Statements

Financial statements are not required to be provided by the Advisory Council.