

“The new kid on the  
block”

and

She is Here to **HELP**  
**YOU!**

# Who Am I?

- Rose Plessis
- RN, COHN(c) - Canadian certified
- Occupational / Employee Health Nurse
- Tatagwa View
- RN Training at HSC – Winnipeg
- OHN training at Grant MacEwen College/University in Edmonton by correspondence
- 14 yrs working in Acute Medicine - HSC
- 7 yrs OH at HSC – Winnipeg
- 5.5 yrs OH in CCHS where I started up the OH programs
- Retired

# What is Occupational health nursing

- It is a specialty area of nursing practice which focuses on the worker/worker group by:
    - promoting health
    - preventing illness/injury
    - protecting workers from risks associated with exposure to occupational health hazards
    - recommending placement of workers in jobs suited to their physiological and psychological health status
    - restoring workers' health in a safe and healthy work environment
- (Canadian Occupational Health Nursing Association; *OCCUPATIONAL HEALTH NURSING PRACTICE STANDARDS*, 2003)

# Role of OHN

- Clinician
  - Specialist
  - Manager
  - Co-ordinator
  - Adviser
  - Health educator
  - Counsellor
  - Researcher
- ([www.who.int](http://www.who.int))

# Scope of Practice

- manage and administer an occupational health service within legal and professional parameters
- conduct health examinations
- assess the work environment
- provide primary, secondary, and tertiary prevention strategies
- provide health education and health promotion programs
- provide counseling interventions and programs
- manage the information system
- conduct health surveillance programs
- monitor injury/illness trends
- program planning, policy development, and cost-containment strategies

# OHS Programs

- Programs are based on 5 broad hazard categories:
  1. Biological
    - bacteria, viruses, insects, plants, birds, animals, and humans, etc.,
    - BBF exposures
  2. Chemical
    - substances such as acids or poisons and those that could lead to fire or explosion, cleaning agents, dusts and fumes from various processes
    - depends on the physical, chemical and toxic properties of the chemical
    - WHMIS / MSDS

# OHS Programs

## 3. Musculoskeletal / Ergonomic

- repetitive movements, improper set up of workstation, patient and material movement and handling, etc.,

## 4. Physical / Safety

- radiation, magnetic fields, pressure extremes (high pressure or vacuum), noise, heat and cold, poor lighting, ventilation, air quality, steps, ladders, fire, falling objects, slippery surfaces, floors, stairs etc,
- slipping/tripping hazards, inappropriate machine guarding, equipment malfunctions or breakdowns

## 5. Psycho-social

- stress, violence, bullying, etc
- Work hours, rotating shifts, etc

# Why the need for OHN?

- Saskatchewan Occupational Health and Safety (OH&S) Act and Regulations
  - “Duty to ensure, as far as is reasonably practicable, the health, safety and welfare at work of the employer’s workers”
  - Employers have a duty to provide OH&S service and safety programs
    - Policy, procedures and work processes
    - Identifying existing and potential risks to workers
    - Prepare for emergency response
    - Outline responsibilities of the employer, supervisors and workers
    - Controlling biological or chemical substance exposure
    - Train workers and supervisors in safe work practices and procedures
    - Reporting and investigation of accidents, incidences and injuries
    - Include worker participation in OH&S activities
    - Means to review/revise OH&S programs



# Why the need for OHN?

- All Union collective agreements have Articles pertaining to OH&S
- Also bound by privacy legislation
  - HIPA (Health Information Privacy Act)
    - HIPA, which came into force on September 1, 2003, provides rules and guidelines that govern the collection, use and disclosure of personal health information in Saskatchewan.
    - HIPA places duties or responsibilities on organizations and individuals in the health system, called trustees, to protect the privacy of your personal health information.
  - FOIP (The Freedom of Information and Protection of Privacy Act)
  - LA FOIP (The Local Authority Freedom of Information and Protection of Privacy Act)
- Numerous other legislations
- Best practice standards and principles

# Need to meet legislative standards

- Comply with all aspects of the H&S Act and Regulations
- Employers have a duty to “ensure, insofar as is reasonably practicable, the health, safety and welfare at work of all of the employer’s workers”
  - Need to develop specific safety and health programs as it pertains to the risks in the workplace
  - Need to collect, use and disclose personal health information from employees related to said programs
    - Needs to be kept confidential and secure
    - Restricted access to employer/supervisors “on need to know to basis only” to ensure safety of the employee
    - Managed by a trustee for the employer
      - OHN
        - Employee Health Records

# Employee Health Records

- Are confidential, cumulative accounts of health information for each worker. Individual health records include employee-specific documentation of occupational injuries and illnesses, non-occupational injuries and illnesses, occupational health histories, results of pre-placement and periodic health examinations, laboratory results, health surveillance results, immunizations, workers' compensation forms, occupational health nursing and medical progress notes, as well as disability information and documentation of episodic care. (American Association of Occupational Health Nurses, 1995, p.48).

# Supervisor Responsibilities

- Managers/supervisors are responsible for:
  - ensuring the safety and health of the patients/clients/residents that they are responsible for
  - Ensuring the health and safety of their workers
    - “complying with the Act and any regulations made pursuant to the Act that apply to the place of employment and ensure that the workers under their direction comply with the Act and those regulations”

# Worker Responsibilities

- Workers are responsible for:
  - Taking reasonable care to protect his or her health and safety and the health and safety of other workers who may be affected by his or her acts or omissions
  - Complying with the Act and regulations



# How can I HELP YOU?

- Advise supervisors / employees on health and safety matters
- Act as a resource on H&S committees
- Collect and analyze statistics; make recommendations
- Collect and maintain employee confidential personal health info and advise as to employee's fitness to work in specific work environments
- Advise on protective practices for Infection control issues
- Provide follow-up to employees for biological exposures, i.e. chickenpox, Blood and Body Fluid exposure, etc.
- Provide required immunizations to employees
- Develop safety, health and wellness initiatives
- Collaborate with other disciplines, i.e. Infection Control, public health, WCB, etc., to determine risks & develop solutions

# How can I HELP YOU?

- Assist in:
  - Workplace inspections, identifying workplace hazards
  - developing solutions to eliminate or decrease hazards
  - Developing safe work practices
  - Program development that meet the legislative requirements
  - Education and training
  - Determining appropriate PPE for hazards
  - Infection control issues
  - research

# Programs presently being worked on

- Respiratory Protection Program
  - Risk assessment for Respiratory Hazards Form
    - Determines hazard risk of airborne contaminants
  - Write program that complies with legislation
  - Determine Fit Testing requirements
  - Create a plan for who will be fit tested and how that will be implemented
  - Supplies
  - Training on use of respirators and fit testing



# Programs presently being worked on

- Blood and Body Fluid Post Exposure Protocol
  - Reviewing existing policy and procedures
  - Develop procedures that now includes OHN
    - Define roles and responsibilities
    - Outline defined steps
  - Require input from various sectors
    - Primary care, LTC, acute care, home care
    - Lab services, etc.
  - Revise policy

# Programs presently being worked on

- Immunization and Tuberculin Testing
  - Determine which immunizations to be given
  - Signing physician for standing orders
  - Develop policy
  - Develop information sheets and required forms
  - Collect existing employee information already housed at regional sites
  - Database
  - Develop process for newly hired employees
  - Implement program

# Programs presently being worked on

- Seasonal Influenza for Staff
  - Review policy and revise if needed
  - Review existing protocols and processes and revise if needed
  - Work with managers to develop strategies to meet regional goal
  - Plan for 2012 influenza season
  - Pandemic planning

# Where to reach me?

- Tatagwa View
  - 842-8217
  - Second floor with Recruitment
    - Will be moving but don't know where yet
- Welcome any and all questions at any time

# Plan for 2012

- Visit all the sites
- Meet with the managers
- Tour facilities
- Discuss issues
- Meet OH&S committees
  
- Looking forward to meeting everyone