

# OCCUPATIONAL HEALTH & SAFETY

*Everyone • Everything • Everyday*



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## MSIP Report Cards Due in May

MSIP report cards are due May 15th. Please ensure that the report cards are signed by the site's administrator prior to passing them in. If you have any questions or are having difficulty in completing the report card, contact Dawna Woodside at [dlwoodside@ihis.org](mailto:dlwoodside@ihis.org).

## Importance of Incident Investigation

When investigating an incident it is crucial to gather as much information as possible and analyze the data to determine the root cause of the incident. By determining the root cause of an incident we can then look at finding ways to prevent the same or similar injuries or illnesses from happening again.

Managers are responsible for investigating incidents that occur in their areas or involve their employees and documenting the follow-up on the Provincial Safety Management System (PSMS). Each site's OH&S Committee is also responsible for reviewing incidents and making recommendations for future prevention. This being said, the OH&S Officer for Safety and Compliance is going to start taking a more active role in incident investigations within Health PEI by following up with both employees and managers.



## Sing a Song for Safety Participants

The Integrated Disability Management Team would like to thank the QEH Environmental Services group for submitting their version of a health and safety song. This talented group included Cathy O'Connor, Norma Williams, and Roger French along with Anthony Ford as the camera man. Participants were awarded prizes donated by McInnis Cooper and the Worker's Compensation Board.

## Recover@Work Pilot

Health PEI is piloting Recover@Work, a short-term modified/alternate duties program for its employees who are injured at work. Research shows that it is important to return to work as soon as medically possible following a work-related injury. Studies show that when employees are kept out of the workplace by an injury, the success rates for returning to work rapidly decrease and is measured in weeks. Furthermore, research also shows that maintaining an employee's connection with the workplace while they recover significantly improves the likelihood of a successful recovery: Remaining active, productive and connected to the workplace contributes to the healing process, strengthening mind and body; protecting uninjured areas of the body from de-conditioning during the healing period; and maintaining the social and workplace connections supports a positive mental attitude that is so important for best health outcomes. Modified/alternative duties or schedules can be adapted to employee limitations while they recover.

As part of Health PEI's Recover@Work pilot program, the Employer has developed modified or alternate duties that can be offered to employees who have experienced mild or moderate injuries who are likely to recover to their pre-injury function within six weeks. These duties are temporary and are intended to keep the employee connected to the workplace on a weekly basis (typically starting at 2 hours per day, 3 days per week) and might not involve any of the core duties of their job. Note that the Recover@Work duties are different from Easeback which is used when an employee is capable of doing core functions of their pre-injury job, but need to strengthen and build endurance.

**Recover@Work is being piloted at four sites: Beach Grove, Prince Edward Home, Colville Manor and Riverview Manor, starting on May 1, 2017**

This 90 day pilot will enable Health PEI to assess the process of communicating the need for alternate duties and supporting the injured worker with a recommendation regarding whether to continue and expand the program by end of summer.

If you have any questions and/or concerns, please contact Health PEI's OH&S Officer for Return to Work at 902-438-4531 or send an email to [ReturntoWork@ihis.org](mailto:ReturntoWork@ihis.org).

### OH&S Officer – Return to Work

Angie MacCaul (OH&S Officer – Return to Work) is currently off. Karen Thomson will be covering in this role on a casual basis until Angie returns. Karen can be reached at 902-438-4531 or [kjthomson@gov.pe.ca](mailto:kjthomson@gov.pe.ca).

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A member of the Integrated Disability Management Team