



MIRVISH  
PRODUCTIONS



## **What is a joint health and safety committee?**

A joint health and safety committee (JHSC) is composed of worker and employer representatives. Together, they should be mutually committed to improving health and safety conditions in the workplace. Committees identify potential health and safety issues and bring them to the employer's attention and must be kept informed of health and safety developments in the workplace by the employer. As well, a designated worker member of the committee inspects the workplace at least once a month.

## **What is the joint health and safety committee's role?**

The committee is an advisory body that helps to stimulate or raise awareness of health and safety issues in the workplace, recognizes and identifies workplace risks and develops recommendations for the employer to address these risks. To achieve its goal, the committee holds regular meetings and conducts regular workplace inspections and makes written recommendations to the employer for the improvement of the health and safety of workers.

## **Why are joint health and safety committees important?**

Joint health and safety committees assist in providing greater protection against workplace injury and illness and deaths. Joint health and safety committees involve representatives from workers and employers. This co-operative involvement ensures that everything possible is done to identify and eliminate or mitigate workplace health and safety hazards. Joint health and safety committees are a key element of a well-functioning workplace internal responsibility system.

### **JHSC worker representatives:**

- Attend quarterly JHSC meetings;
- Select one or more of their group to conduct monthly workplace inspections to identify workplace hazards (while not mandatory, this person should be a certified member); where it is not practical to carry out monthly inspections, the JHSC will establish an inspection schedule that ensures at least part of the workplace is inspected monthly and the entire workplace is inspected at least once per year;
- Be consulted about workplace testing that is being carried out for occupational health and safety purposes – one worker representative must be present at the beginning of testing to validate procedures and/or results;
- Make recommendations to the company concerning occupational health and safety;
- Select one or more of their group to be present at the investigation of a work refusal;
- Select one or more of their group to assist in conducting investigations where a worker is killed or critically injured;



**Certified JHSC Members:**

- In addition to the respective responsibilities above, Certified JHSC Members are responsible to:
  - Investigate any complaint from anyone in the workplace that a “dangerous circumstance” exists;
  - Initiate and assist in the investigation of a bilateral work stoppage;
  - Assist in the investigation of a work refusal;
  - Investigate a critical injury or fatality.

In the event of a situation other than work stoppage or a dangerous circumstance, where the certified worker member is not available to attend without delay, another worker JHSC member shall be asked to attend in his or her place. In any case, the certified worker member shall be notified of the situation immediately.

All members of JHSCs must observe rules of confidentiality under the Occupational Health and Safety Act. Except where allowed under the Act, committee members must not disclose information about workplace tests or inquiries conducted under the Act or regulations, reveal the name of any person from whom information is received, disclose any trade secret information or disclose the results of any medical examinations or tests of workers except in a way that does not identify anyone.