

**Priorities Committee Meeting\_Jun18\_2019**

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**REPORT FOR INFORMATION****Occupational Health and Safety Feedback from Municipalities****Report Purpose**

To provide Priorities Committee with an overview of how municipalities are addressing the June 2018 changes to Occupational Health and Safety Legislation.

**Our Prioritized Strategic Goals**

Governance Requirement

Continuously improving the way we work, as one organization, in an agile and sustainable manner.

**Report**

In order to address the motion passed through the budget process by Council in November 2018, Administration surveyed several municipalities and organizations on their approach to the OHS legislation changes. 19 Alberta municipalities/organizations responded to HR's survey/request for information.

Municipalities have varying resourcing and operational challenges in implementing the changes required by the OHS legislation, with effort focused on attaining compliance. The larger the organization, the more complex are the implementation issues. The most significant impact for most respondents is the allocation of additional resources for conducting gap analysis; reviewing and updating programs, directives, policies and codes of practice; training; and determining priorities for implementation.

Most respondents indicate increased administration costs for their OHS program including:

- Increased training requirements.
- Increased worksite safety meetings, greater participation.
- Additional resources in the form of contractors/staff.
- Implementing or assessing options for a technology solution to assist with program management.

Workloads of OHS staff have substantially increased; with the emphasis on implementing changes, resulting in the delay of other projects and spending less time in the field.

**Council and Committee History**

November 26, 2018      THAT Administration provide a report by the end of the second quarter of 2019 on how other Alberta municipalities are addressing the changes to Occupational Health and Safety legislation.

**Other Impacts**

**Policy:** N/A

**Legislative/Legal:** The Alberta Occupational Health and Safety Act legislates minimum standards for healthy and safe practices in Alberta workplaces.

**Interdepartmental:** N/A

**Master Plan/Framework:** N/A

**Enclosure**

1                      Summary of Municipality Responses