	Summary of Municipality Responses on OHS Actions		
	Muncipality Size	**Actions Planned/Taken**	**Impact Identified**
1	Small	Additional training, considering technology solution	Cost for training
2	Small	Updating directives, codes of practice, additional training, in the process of acquiring technology solution	Prioritizing these updates impacts other work (e.g. delays)
3	Small	Implementing Joint Health and Safety Committee (JHSC), additional training	Cost for implementing JWSHS and training, prioritizing these updates impacts other work
4	Small	Reviewing exisiting policies and/or developing new ones, already have a technology solution	Increased workload with needing to seek out answers to all the new questions
5	Small	Adjusting set-up of JHSC, developing new policies, rewriting Emergency Management Plan, hiring to a disability management position	Cost for a new position and lawyers to write policies
6	Small	Addressing legislative requirements	Prioritizing these updates results in delays to other work
7	Small	Completing revision of policies and new hire orientation, additional training	Health and safety already well-integrated and there is minimal impact
8	Small	Additional training and revising terms of reference for JHSC, additional standing meetings per month, supervisors being held accountable, already have a technology solution	Cost for training
9	Small	Adding safety area reps, developing harrassment and violence policy and procedures	Prioritizing these updates impacts other work
10	Small	Updating policies and procedures, additional training, already have technology solution	Cost for training, prioritizing these updates impacts other work
11	Small	Developing new policies and procedures, documentation and training, contractor and lawyer to review substance abuse prevention policy	Orientation requires more time to complete
12	Small	Training for substance abuse, harrassment, JHSC, developing policies and procedures	Time and cost for training and policies; much busier with site visits
13	Medium	Training for all staff, some work will be done by contractors	Budget increase for training, contractors
14	Medium	Training, some work will be done by contractors, considering technology solution	Cost for training, contractors and new technology
15	Medium	Undergoing gap analysis, changes to JHSC, hire a contractor, new harrassment and violence policy, supervisors responsible for competency training, considering technology solution	Cost for contractor
16	Medium	Defining worksite and locations, maintaining mid-sized committee, developing in-house Contractor Safety Management program, potentially serious incidents are reported through OHS professional, developing harrassment and violence policy, developing training matrix, training supervisors, already have technology solution	
17	Large	JHSC compliance, terms of reference template, revising harrassment and violence policy, already have technology solution	Cost for two project managers to address JHSC requirements and OHS professional for Contractor Safety Management program
18	Large municipal police	Implemented JHSC, addressing "refusal of unsafe work" challenges, rewrite OHS program, already have technology solution	Cost for safety professional to rewrite OHS program
19	Large	Working on obtaining letter of acceptance for OHS Committees, already have technology solution	

Small: 0-25,000 population

Medium: 25,001-150,000 population

Large: 150,001+

Please note: information has been anonymized as it was obtained in confidence