

Faculty of Health Sciences  
Joint Health and Safety Committee (JHSC)  
Minutes of Meeting

Held Wednesday, December 9<sup>th</sup>, 2020 at 2:00 p.m.

Attendees:	Anne Biggar	CCTG	Non-union
	Anita Lister	DBMS	MGMT
	Lucie Pelland	SRT	QUFA
	Dan Langham	EH&S	
	Hamid Ghaedi	PSAC 901- unit 2	
	Sharon David	SRT	MGMT
	Christine Irving	FHS	MGMT
	Allison Mackey	Nursing	MGMT
	Logan Bale	DBMS	USW
Minutes:	Allison Leverette	FHS	Non-union
Co-Chairs:	John Singleton	Cancer Research Labs	MGMT
	Worker co-chair vacant		
Regrets:	Edwin Ocran	PSAC 901- unit 1 (TA's/TF's)	
Copy to:	Safety Officers, Faculty of Health Sciences Department Heads		

J. Singleton (Co-Chair) called the meeting to order at 2:05pm.

1) Approval of the Agenda

Approved as written, by A. Lister.

2) Review of the Minutes of November 18, 2020 Approved as written, by H. Ghaedi.

D. Langham appointed an EH&S staff member to inspect a small office in LDA with an employee working closely to an electrical fuse box — D. Langham will report back after he connects with the staff member regarding any findings.

3) Incident Reports e Department of Medicine — Cardiology The incident occurred at the end of November 2020. The employee stated that they were leaving Etherington Hall and there was a mat outside covering an uneven sidewalk. They stepped on the mat and turned their left ankle and twisted their knee before catching themselves on the building door. There was a slight delay in reporting due to some Department staff

working remotely. Medical attention was sought from a Doctor in the Department, as well as at Urgent Care at Hotel Dieu. However, the employee returned to their regular job without any lost time or lost earnings.

#### 4) New Business

##### 4.1 Inspection Reports

- 80 Barrie St. (UGME) — Logan/Sharon
  - All "issues" were very minor and could be corrected quickly, in-house.
- Botterell Hall, Floors 2,4,5,6 — Anita/Lucie
- Y. Tse conducted the inspection on behalf of the JH&SC members, due to safety concerns. Outside of a committee meeting might be the best avenue to have the discussion regarding balancing Covid-related inspection processes and regulatory requirements to do the inspections. A. Leverette will assist with coordinating a meeting for D. Langham and J. Singleton with Y. Tse and the others concerned, outside of this committee.

##### 4.2 Annual Injury Stats Review (2019) for FHS

Looking at injury statistics is one of the methods EH&S uses as a reference for what incidents are occurring under each of the areas. It should be noted that Covid-19 delayed the production of the 2019 statistics, and the 2020 statistics should be generated in the new year (April/May 2021).

The intent is to display a snapshot with where we sit in the education sector, under the WSIB, based on the size of the university and number of employees. The report indicates what types of injuries are occurring, and by whom (age range of individual, length of service,

It is important to look at if there is a pattern to the stats and what the injury experiences are. It is noted that a majority of the injuries were related to Animal Care at this time, with 12% of injuries being animal bites and scratches. The Faculty may be reflected differently moving into late 2020 and 2021 , following Animal Care's departure to the VPR portfolio in October 2020.

Also of note is the length of time on the job — there is a sizable difference for the 1 day to 1 year period for when employees are more susceptible to injuries. An increase in oversight on the job is recommended for this period, as the employee familiarizes themselves with their settings and equipment, etc. This is largely made up of (summer) student employees. A thorough orientation to the position and workspace is also important for prevention. Complacency, latency issues (e.g., ergonomics), and an aging workforce are all more common for employees on the job for 10-20+ years.

#### 5) Other Business

##### 5.1 Covid-19-related updates

There has been a recent rise of Covid-19 cases in the area. It is a time to ensure that people are still being vigilant and following the protocols in place to curb the spread. The news of the vaccine is exciting; however, it will take some time in order for this to be employed. Safety inspections remain important in order to review the additional Covid-19 protocols.

The provincial framework has moved from green to yellow, which has affected operations only slightly at the University (within Athletics, etc.). It is looking as though there may be a move soon from yellow to orange, or even red, under the provincial framework. The University is planning for a potential impact in response to these prospective changes. Research will move further into the guidelines for approval as set out by the central Research Response Committee, as opposed to the discretion of the Faculties and Departments.


The Covid-19 webpage at Queen's has been updated with a new format to encourage ease of browsing. It is encouraged that committee members/employees review the new webpage for all Covid-19 related information.

It is noted that there was an FHS employee who works at KHSC who had concerns about employees in their workspace not wearing face masks as required and properly social distancing, etc. They were unaware of where to bring this concern in order to be addressed. The Queen's Covid-19 Policy applies to all FHS employees. If an individual saw Queen's FHS employees not complying with this in the hospital, it can be reported to hospital staff if they have a reporting procedure, although it would be best if addressed to the Department under which the FHS employee worked. The hospital could also tackle the issue as the facility in which the Queen's FHS employees work, as their policies are also in place.

The meeting was adjourned at 2:25pm.

OUR NEXT MEETING WILL BE Wednesday, January 20<sup>th</sup>, 2021 at 11 :00am.

Minutes approved by:

  
Co-Chair J. Singleton  
*(Worker Co-Chair position is vacant)*