



## EMS S.21 Subcommittee

### Meeting #1 - 2016 – FINAL Minutes

Date: March 31, 2016  
Chair: Michael Maclsaac  
Location: Room 207 - 21 Voyager Court South, Toronto, ON.

#### Attendees:

Members: Jennifer Amyotte, Wayne Markell, Roger Mayo (by teleconference for items 3b and 3c, and Roundtable), Michael Maclsaac, Ian Nash, Trevor Storey

Observers: Rob Nishman, Tim Metcalfe

Regrets: Jim Minick, Joel Usher

Facilitator: Karen Hanna

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1. Introductions/Agenda Review – The committee decided that discussion of the draft Guidance Note on Musculoskeletal Disorder (MSD) Prevention will be deferred to a future meeting.
  2. Minutes of Meeting #3 - 2015 (December 3, 2015) – Information only; the minutes were previously approved by the committee and distributed on January 12, 2016. Mike Maclsaac mentioned that the EMS Subcommittee minutes are posted on interim Ontario Association of Paramedic Chiefs (OAPC) website and will be posted on the new OAPC website once launched. A link to the Public Services Health & Safety Association's website (where the EMS Subcommittee Guidance Notes are housed) will be posted on the new OAPC site once launched.



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### 3. Guidance Notes

- a. Guidance Note #6 Motor Vehicle Advanced Technology Hazards, Guidance Note #7 Hazards Associated with Marijuana Grow Operations and Clandestine Drug Labs, and Guidance Note #8 Infection Prevention and Control Practices – Karen Hanna reported that the Police Section 21 Committee (as subject matter experts with respect to responses to marijuana grow operations and clandestine drug labs) discussed the content of draft Guidance Note #7 Hazards Associated with Marijuana Grow Operations and Clandestine Drug Labs at their February 2016 meeting. It was recognized that there is a lot of information regarding marijuana grow operations and clandestine drug labs that can be found in the public domain; as a result, the Police Section 21 Committee has no concerns with draft Guidance Note as written. The Guidance Notes (GN #6, GN #7 and GN #8) will now proceed to the Ministry of Labour's approvals process.

**ACTION: Karen Hanna to proceed with Ministry of Labour approval of the Guidance Notes.**

- b. Guidance Note #9 Workplace Violence and Harassment – Karen Hanna presented a draft of the Guidance Note, the wording of which is similar to that of another first responder committee but tailored to the work of paramedics. Roger Mayo participated in the discussion by teleconference and shared with the committee the Scene Security and Patient Care Policy of Niagara Emergency Medical Services, as well as Appendix 1 of that policy, Niagara EMS Operational Service Delay Report & Checklist. The draft Guidance Note was reviewed by the committee and, with minor amendments, was considered to be ready to be sent out for stakeholder comment. Comments received on the draft Guidance Note will be discussed at the June 17<sup>th</sup> meeting.

**ACTION: Karen Hanna to send the draft Guidance Note out for comment.**



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- c. Draft MSD Guidance Note and an Update on the Planning for the CRE-MSD Conference – Roger Mayo and Joel Usher are the representatives from the EMS Subcommittee on the planning committee for the CRE-MSD Conference on MSD Prevention in the Paramedic Sector being held on May 10, 2016. Roger Mayo reported that the planning meetings for the conference have been held by teleconference and that the draft Guidance Note on MSD Prevention will not be written until after the conference takes place. Information conveyed at the conference will help to inform what should be included in the draft Guidance Note. The next planning committee conference call is scheduled for April 8<sup>th</sup>.

Karen Hanna read to the committee information sent by Joel Usher, who was unable to attend the March 31<sup>st</sup> EMS Subcommittee meeting. Joel indicated that he had concerns about how general a single MSD Guidance Note would have to be to incorporate the full paramedic scope of MSD issues. His suggestion would be to break a single MSD Guidance Note up into multiple chapters: perhaps one for vehicle design, one for modes of conveyance, one for psycho-social issues (i.e. shift work) and one related strictly to policies (deployment issues, BLS carry everyone rules, unnecessary risk taking in the back of a moving ambulance to meet assessment rules, etc.).

On Joel's suggestion about splitting the MSD Guidance Note up, the committee decided that further discussion is warranted on this.

With respect to the upcoming CRE-MSD conference, Joel indicated that he felt that his participation on the conference planning committee has been a worthwhile endeavour. The planning committee has worked toward making the upcoming conference one that will convey pertinent and up to date research information in a manner that allows for equal input from labour and management alike. He noted



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that an OAPC member (although currently seconded from that role), Doug Socha, is speaking at the conference regarding the Canadian research perspective and Ian Nash will be giving the Ontario research perspective.

The committee discussed the possibility of inviting Dr. Richard Wells and Dr. Steve Fischer from CRE-MSD to the next EMS Subcommittee meeting on June 17<sup>th</sup> to assist with the development of the MSD Guidance Note.

**ACTION: Roger Mayo and Joel Usher to report back to the committee on the results of the conference at the June 17<sup>th</sup> meeting. Karen Hanna will approach Dr. Wells and Dr. Fischer at the CRE-MSD conference and invite them to the June 17<sup>th</sup> meeting.**

4. Draft EMS Survey – Karen Hanna presented to the committee a draft EMS survey. It was acknowledged that the majority of the health and safety priorities identified through the 2010 survey have either been completed by the committee or work is underway. The draft survey was discussed and the committee finalized it. Tim Metcalfe indicated that Public Services Health & Safety Association (PSHSA) would be able to host the committee's survey on the PSHSA website.

**ACTION: Tim Metcalfe to post the EMS Survey in Survey Monkey format on the PSHSA website. The survey results will be discussed at the June 17<sup>th</sup> meeting.**

5. MOL Report - Karen Hanna reported that the Industrial Health and Safety Program will be conducting the following blitzes for the 2016-2017 fiscal year. The Falls Blitz will take place from May 16 – July 15, 2016. The New and Young Worker Blitz will be held from July 18 – September 2, 2016. The Chemical Handling Blitz will be held from September 19 – October 31, 2016. There will also be a year-long Initiative, the New Small Business Registrations and Internal Responsibility System Initiative. This Initiative will be conducted from April 1, 2016 – March 31, 2017.



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Karen Hanna provided a demonstration of a new resource to assist employers in the understanding the key requirements of the Occupational Health and Safety Act (OHSA). The Health and Safety Checklist will be posted on the Ministry of Labour website soon. Although it was developed to assist employers to self-evaluate how they are complying with the provisions of the OHSA, it can be used by all workplace parties to identify workplace health and safety improvements.

Karen Hanna reported that there is a new Ministry of Labour Alert on Tire Explosion - Pyrolysis that was posted to the MOL website and distributed to the committee on March 15<sup>th</sup>. The Alert was developed because large rubber tires for trucks and heavy equipment have the potential to explode as a result of a decomposition process, which can occur when the tire overheats or is exposed to a heat source. Workers and others may sustain critical or fatal injuries as a result.

The Ontario Association of Designated Officers (OADO) is holding their Annual Educational Symposium on April 13, 2016. The notice about the symposium was shared with the committee on March 14<sup>th</sup>.

There is a new regulation respecting Noise (O. Reg. 381/15) under the OHSA that was approved on December 9, 2015, and becomes effective on July 1, 2016. This regulation replaces the noise protection requirements set out in the Regulations for Industrial Establishments, Mines and Mining Plants, and Oil and Gas – Offshore, and extends noise protection requirements contained in these regulations to all workplaces covered under the OHSA. O. Reg. 381/15 will help protect Ontario workers from noise-induced hearing loss, a leading cause of occupational disease for Ontario workers.

Bill 132, Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), 2016, received Royal Assent on March



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8, 2016, and is in force September 8, 2016. Bill 132 amends the OHS Act to include a definition of workplace sexual harassment and adds workplace sexual harassment to the definition of workplace harassment.

As of March 22, 2016, Bill 163, Supporting Ontario's First Responders Act (Posttraumatic Stress Disorder), 2016, was ordered for Third Reading pursuant to the Order of the House. The MOL announcement on Bill 163 was forwarded to the committee on February 1<sup>st</sup> and PSHSA information on the PTSD Resource Toolkit and website [www.firstrespondersfirst.ca](http://www.firstrespondersfirst.ca) was forwarded to the committee on March 24<sup>th</sup>.

6. Roundtable – Ian Nash will send to the committee two Ministry of Labour field visit reports pertaining to exposure to Strep A. The MOL visits were conducted in March 2016 to Essex Windsor Emergency Medical Services. Ian also discussed his participation at the CRE-MSD conference on May 10<sup>th</sup> as a presenter and will be touching base with Dr. Steve Fischer about his participation in the conference.

Mike MacIsaac indicated that Minister of Labour Kevin Flynn is opening the OAPC Spring meeting and conference in May 2016. Mental health and post-traumatic stress disorder are on the agenda on Day 1 and the focus of Day 2 is labour relations.

Tim Metcalfe provided an update on PTSD and the Road to Mental Readiness (R2MR). PSHSA has been given funding to develop PTSD resources (an on-line Resource Toolkit) in collaboration with MOL. The first module of the Toolkit (“Getting Started”) launched on March 21, 2016 at [www.firstrespondersfirst.ca](http://www.firstrespondersfirst.ca). Tim also provided an update on changes to Joint Health and Safety Committee certification.



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Trevor Storey provided an update on the Ornge communications system. Trevor also indicated that a new interior for the aircraft (i.e. helicopters) is being discussed and he is participating on the committee.

Jennifer Amyotte discussed the National Advisory Committee on Immunization's Canadian Immunization Guide regarding the Chicken Pox vaccination and indicated the MOHLTC's Emergency Health Services Branch has not changed the standards for paramedics. Jennifer also spoke about the Infection Prevention and Control Conference being held in Niagara the week of May 16<sup>th</sup>. In addition, Jennifer mentioned that Sudbury (Jennifer and a paramedic JHSC worker member who worked on the program with Jennifer) will also be presenting the Back Care Program and the collaboration with OHCOW, CUPE, and Paramedic Services at the MSD conference on May 10th.

Wayne Markell reported that the OADO Annual Educational Symposium on April 13, 2016, is sold out and there is a wait list. There will be 120 participants at the symposium. Wayne also discussed the "In the Dark" EVD exercise that was conducted by Cornwall S.D. & G. EMS and will distribute related documents to the committee.

Roger Mayo reported that Niagara Emergency Medical Services are in dialogue with providers of the R2MR training for train the trainer programs.

### **7. 2016 Meeting Dates (all meetings being held at 21 Voyager Court South, Toronto)**

- Friday, June 17, Room 207
- Thursday, September 8
- Thursday, December 8

### **8. Meeting was adjourned at 2:30 p.m.**