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| <b>Meeting Name:</b>               | Joint Health & Safety Committee                      |
| <b>Meeting Date/Time/Location:</b> | May 20 <sup>th</sup> , 2026   2:00pm   W5901 & Webex |

## Agenda Items:

|    | Topic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| 1. | The meeting was called to order at 2:01PM. The meeting was chaired by J. Armstrong<br>A Land Acknowledgement was shared by B. Jones.<br>At this time, Lisa Barker, Christina Murphy, Jennifer Cox, Meghan Darwin, Dan Carvalho and Sarah McBride joined the meeting.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 2. | The agenda was approved with the following amendment: <ul style="list-style-type: none"> <li>“ED Weapons Incident” added as item 4. by T. Archer</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3. | The minutes were approved as presented.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 4. | ED Weapons Incident                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|    | <p>An incident occurring on 08MAY2026 was reviewed by the committee after safety concerns were raised. A list of questions provided by T. Archer were answered by B. Johnston. T. Archer will reach back out for additional information if required. Highlights include;</p> <ul style="list-style-type: none"> <li>The unit manager, patient relations and security staff remained with the subject, who was not a patient, while at D1 MHS. Prior to the subject attempting to access the ED the police were contacted and the ED was advised of the situation. The subject was escorted through the ED by patient relations and security staff to the main door exit. The subject remained outside of the ED entrance until advised by police upon their arrival they were trespassing. The subject left the property.</li> <li>Heightened security measures were implemented including cordoning off part of the ED and securing access points.</li> <li>No threats of bodily injury were made. No physical interventions by staff or police were used.</li> <li>No weapons were visible or threatened.</li> <li>Criteria for a Code White or Code Silver were not met.</li> <li>An Impact was submitted by a staff member as a security event. The staff member was not injured and did not require any time off.</li> <li>A formal written trespass order has been ordered. A penguin has been added to the subject’s chart should they present as a patient.</li> <li>Some doors in the ED were on the old system, causing a delay. Issue has been corrected.</li> <li>An email from the on-call director was sent to the ED and D1 charge nurses to disseminate.</li> <li>Manager and Director on-call coverage and Emergency Response both provide 24/7 support.</li> <li>D1 is a locked unit and has 24/7 direct security.</li> <li>A new push-station lockdown for unit doors will be installed in the next few weeks.</li> <li>A recent camera upgrade provides better coverage, enabling live tracking.</li> </ul> <p><i>At this time M. Darwin and J. Cox left the meeting.</i></p> |
|    | Standing Agenda Items:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 5. | <b>Building Services Update &amp; Ventilation Report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|    | <p>D. Carvalho reviewed the Ventilation Report which will be shared with members once received. Highlights include;</p> <ul style="list-style-type: none"> <li>Cameras are used in the duct work to provide a visual inspection and measurements of dust. Various measurements were reviewed. The report shared onscreen stated the measurements exceeded threshold limits; additional rational has been requested.</li> <li>Rust in ductwork can only be remediated in the spring and fall to maintain temperatures in the unit and reduce negative health outcomes.</li> <li>It was suggested that future ventilation testing be communicated to reduce inquiring calls to switchboard.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|            | <ul style="list-style-type: none"> <li>Ductwork will have real time monitors installed ahead of the upcoming roof construction.</li> <li>The September ventilation report was also requested and will be provided by <b>C. Carvalho</b>.</li> </ul> <p><i>At this time D. Carvalho left the meeting.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>6.</b>  | <b>IPAC Update</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|            | <p>S. McBride provided an update on Infection Prevention and Control. Highlights include;</p> <ul style="list-style-type: none"> <li>2025/26 saw fewer outbreaks with no deaths compared to last year.</li> <li>Rhinovirus being an antecedent cause of death caused a critical event and review for improvement. IPAC screening was complete, but did not match charting. IPAC is working with staff to improve the accuracy of the screening and increasing visibility of alcohol hand rub stations to reduce transmission.</li> <li>An update on the Hantavirus outbreak was shared. The risk to the public remains low with no additional precautions recommended. Public Health has completed all contract tracking with none in the Lakelands Public Health region.</li> <li>An update on Ebola was shared. The regional Epic group has updated the travel screening list of countries with increased risk to include the Democratic Republic of Congo and Uganda. An internal group is working on reviewing the Ebola manual. ED cart is stocked, and PPE on hand. Donning and doffing training is available.</li> <li>Attention was brought to the decline in hand hygiene compliance. Monthly scorecards are shared with managers and should be brought to huddles and safety boards. Scorecards are shared quarterly with all staff. Feedback is being collected from ED staff about the placement of alcohol hand rub dispensers for best use. Improved signage is a potential solution. Anyone looking to join the Hand Hygiene Working Group or become a Hand Hygiene Auditors can reach out to <b>S. McBride</b> (<a href="mailto:smcbride@prhc.on.ca">smcbride@prhc.on.ca</a>) directly.</li> </ul> <p>Any ideas to improve, engage staff, or remove barriers to improve hand hygiene compliance, please reach out the <b>S. McBride, J. Armstrong, B. Jones</b> or <b>C. Evans</b> directly.</p> <p><i>At this time, C. Murphy and S. McBride left the meeting.</i></p> |
| <b>7.</b>  | <b>Workplace Violence Prevention Committee Update</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|            | <ul style="list-style-type: none"> <li>The committee has previously discussed reviewing the Searching Patients, Visitors, and/or Their Property Policy for ethics and improve the safety of staff. An update from the forthcoming meeting will be shared by email with this committee.</li> <li>Workplace Violence stats were shared (30 reports in March, 21 reports in April).</li> <li>A recent event on B3 was reviewed. No injuries or exposures were reported, however the restraint kit was incomplete. This has been corrected.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>8.</b>  | <b>X-Ray Safety Updates</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|            | <ul style="list-style-type: none"> <li>An update from the Radiation Safety Committee reported no exceedances.</li> <li>The physician previously reporting exceedances has been monitored by the techs and no incidents have been reported since. The decimeters have been moved closer to the door in the OR to encourage use.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>9.</b>  | <b>Policies - Deferred</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>10.</b> | <b>Review of Scorecard Data</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|            | <p>The Scorecard Data shared in the agenda package was reviewed. Highlights include;</p> <ul style="list-style-type: none"> <li>ED sees higher metrics because of unpredictable population.</li> <li>Disrespectful behaviour is mostly patient to staff.</li> <li>C3 has reached out to Phil Oakley, Violence Prevention Specialist, to provide a training refresher course. This is available to any unit/department that could benefit.</li> <li>MSD injuries were high in March with 16 reported. Reduction through data analytics, preventative measures and equipment will be used.</li> <li>Work is being done to reduce blood borne pathogens. Physician reporting remains a gap. Work is being done between Occ Health, ICU and ED to create resources available through SharePoint to support charge nurses, teams and units.</li> <li>B4 has continued security presence. A new penguin security system has been installed to provide second by second updates. Door integration for the unit is planned.</li> <li>CRU incidents are reported under D1.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

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|            | <ul style="list-style-type: none"> <li>An Emergency Preparedness Coordinator has recently been hired and is reviewing all code policies.</li> </ul>                                                                                                                                                                                                                                                                                                                                                             |
| <b>11.</b> | <b>Ministry of Labour Business</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|            | <ul style="list-style-type: none"> <li>Proof of compliance was received by the MOL for the previous order.</li> <li>MOL now requires a full narrative to be submitted with outbreak information.</li> <li>MOL will complete a biomedical walkthrough of the OR in June or July.</li> </ul>                                                                                                                                                                                                                      |
| <b>12.</b> | <b>Review of Monthly Inspections &amp; Workplace Violence Risk Assessment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|            | <ul style="list-style-type: none"> <li>As of today, 18 inspections have been completed. However, only 6 Workplace Violence Risk Assessments have been submitted. <b>J. Armstrong</b> to email those who have not submitted.</li> <li>A review of monthly inspections from April and May were shared.</li> </ul>                                                                                                                                                                                                 |
| <b>13.</b> | <b>Monthly Executive Inspections</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|            | <p><b>Oncology &amp; Radiation Suite</b></p> <ul style="list-style-type: none"> <li>A review of the inspection was shared. Only a few concerns were noted including leaking from aging windows when it is raining. Window replacement will be added to capital planning list.</li> </ul> <p><b>Gift Shop &amp; Foundation Office</b></p> <ul style="list-style-type: none"> <li>The space is improved with clean vents and no hanging hazards.</li> <li>The Violence Risk Assessment is forthcoming.</li> </ul> |
|            | New Business:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>14.</b> | <b>JH&amp;S Upcoming Meeting Date Change (September)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|            | <ul style="list-style-type: none"> <li>The date for September will be moved from 16SEPT to 09SEPT to accommodate the representative from the RAAM clinic.</li> </ul>                                                                                                                                                                                                                                                                                                                                            |
| <b>15.</b> | <b>Inspection Criteria Update</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|            | <ul style="list-style-type: none"> <li>There were previously 81 criteria. This has been condensed to a more manageable 56 items.</li> <li>The updated inspection form will be emailed to this committee and added to the SharePoint.</li> </ul>                                                                                                                                                                                                                                                                 |
| <b>16.</b> | <b>Homeless Encampment on Wallis</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|            | <ul style="list-style-type: none"> <li>The situation has been resolved but will continue to be monitored. With the closure of the safe injection site, more encampments are anticipated closer to health services.</li> <li>The blue safety lights in the parking lot are tested weekly.</li> </ul> <p><i>At this time, Lisa Barker, President of CUPE, left the meeting.</i></p>                                                                                                                               |
| <b>17.</b> | <b>Goose Control</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|            | <ul style="list-style-type: none"> <li>The Capital Branch was to implement coyote decoys. Communication was shared with all staff.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                   |
| <b>18.</b> | <b>Convex ceiling mirrors for Elevators</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|            | <ul style="list-style-type: none"> <li>Portering staff have requested additional mirrors outside of elevators, specifically in patient areas. This should be included when the common areas are inspected.</li> </ul>                                                                                                                                                                                                                                                                                           |
| <b>19.</b> | <div>The meeting was adjourned at 3:26pm</div> <div>Next scheduled meeting is Wednesday, July 15th, 2026   2:00pm</div>                                                                                                                                                                                                                                                                                                                                                                                         |

|                                             |                                |                                           |                 |
|---------------------------------------------|--------------------------------|-------------------------------------------|-----------------|
| Guests:                                     |                                |                                           |                 |
| Sarah McBride                               | Jennifer Cox                   | Meghan Darwin                             |                 |
| Dan Carvalho                                | Christina Murphy               | Lisa Barker                               |                 |
| 2026 JHSC Participants                      |                                |                                           |                 |
| Management Representatives                  |                                |                                           |                 |
| Paula Harrington - Administration Office W4 | Regrets                        | Executive Sponsor<br><i>Certified</i>     | Non-Voting      |
| John Armstrong (co-chair) - Supply Chain W2 | Present                        | Manager                                   | Voting Member   |
| Tracy Richmond - Pharmacy W6                | Regrets                        | Manager                                   | Voting Member   |
| Dakota Forsyth - Mental Health & Addictions | Present                        | Manager                                   | Voting Member   |
| Bill Johnston - Security W3                 | Present                        | Manager                                   | Voting Member   |
| Sue Haydon - Occupational Health W3         | Present                        | Manager OHSW                              | Voting Member   |
| Worker Representatives                      |                                |                                           |                 |
| CUPE                                        |                                |                                           |                 |
| Dave Butcher - Facilities W2                | Present                        | CUPE 1943 non-nursing<br><i>Certified</i> | Voting Member   |
| Rachel Fleming - B4                         | Regret                         | CUPE 1943 nursing                         | Voting Member   |
| Katrina Crough – MDR W2                     | Present                        | CUPE 1943 non-nursing                     | Voting Member   |
| Barb Jones (co-chair) - OR W5               | Present                        | CUPE 1943 nursing                         | Voting Member   |
| Lisa Barker (alternate) – Float Pool D2     | Present                        | CUPE 1943 nursing                         | Voting Member   |
| ONA                                         |                                |                                           |                 |
| Shannon Culkeen - RAAM Clinic               | Regret - JH&S Training         | ONA                                       | Voting Member   |
| Nichole Osborne - Dialysis W5               | Present                        | ONA<br><i>Certified</i>                   | Voting Member   |
| Tara Archer - ONA BUB D2                    | Present for #1 - JH&S Training | ONA                                       | Voting Member   |
| OPSEU 345                                   |                                |                                           |                 |
| Alyson Lockwood                             | Present                        | OPSEU 345                                 | Voting Member   |
| Esha Shastri – Central Registration W4      | Regret                         | OPSEU 345                                 | Voting Member   |
| Jessica Gallon - AOP C1                     | Regret                         | OPSEU 345                                 | Voting Member   |
| OPSEU 373                                   |                                |                                           |                 |
| Devan Metzler - Diagnostic Imaging W3       | Present                        | OPSEU 373                                 | Voting Member   |
| Jana Vinayagamoorthy - Dialysis W5          | Regret                         | OPSEU 373                                 | Voting Member   |
| Non-Union, Non-Management                   |                                |                                           |                 |
| Lindsey Mei – Dialysis W5                   | Present                        | Non-union, non-<br>management worker rep  | Voting Member   |
| Offsite Locations                           |                                |                                           |                 |
| 14 Hunter Street (KCU) – Open               | --                             | --                                        | --              |
| RAAM Clinic – Shannon Culkeen               | See above - ONA                | See above - ONA                           | See above - ONA |
| Admin Support                               |                                |                                           |                 |
| Courtney Evans - Administration Office W4   | Present                        | Executive Assistant                       | Non-Voting      |
| Audrey De Sousa - Occupational Health W3    | Present                        | Safety Officer                            | Non-Voting      |