



June 18, 2021

**To:** All Superintendents, Secretary Treasurers, HR Contacts, and CUPE National K-12 Co-ordinator

**From:** BCPSEA –and– the K-12 Presidents' Council and Support Staff Unions

**Re:** Joint Health and Safety Committee Member Survey - Results

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In January 2021 the British Columbia Public School Employers' Association (BCPSEA) and the K-12 Presidents' Council and Support Staff Unions issued a Joint Health and Safety Committee (JHSC) Survey to all school districts. Schools and sites in each district were to complete the survey in order to gain a better understanding of how JHSC were functioning in our sector. We are pleased to provide you with the results of this survey.

Attached you will find:

1. Province wide report – all school districts together - for large sites
2. Province wide report – all school districts together - for small sites
3. School district specific report for large sites
4. School district specific report for small sites
5. School district specific Excel workbook for large sites
6. School district specific Excel workbook for small sites

### **Executive Summary**

Just over 2000 submissions were received during the survey period of January 25, 2021 to February 23, 2021. The survey was based closely on a WorkSafeBC template titled the Joint Health and Safety Committee Evaluation Tool. The template was modified to support both French speaking workers as well as to allow for appropriate responses from small sites where Joint Health and Safety Committees are not required. The format of the survey was primarily multiple choice.

The results show that as a whole the sites that participated in the survey have Joint Health and Safety Committees (JHSC) that are functional. Where there was an opportunity for free text answers this information was analyzed and grouped into categories based on the responses. The top categories were identified based on frequency of related responses.

For both large and small sites, the top four most frequently identified safety concerns are listed in order in the table below.

Large sites	Small sites
1. COVID-19 pandemic 2. workplace violence 3. trips, slips and falls 4. maintenance of: buildings, grounds, air quality	1. COVID-19 pandemic 2. trips, slips and falls 3. workplace violence 4. maintenance of: buildings, grounds, air quality

When asked how to improve the effectiveness of the JHSC, worker and employer representatives provided a wide range of comments including:

- Access to more training
- Incorporating health and safety into all meetings
- Encouraging and supporting workers to fill out incident forms
- Continuing to use communication technology
- More use of a worker and employer teams to do investigations (not just employer led investigations)

The analysis has led the Taskforce to make the following recommendations:

- Prioritize a review of your workplace violence prevention processes.
- Keep the JHSC active and engaged beyond the COVID-19 state of emergency.
- Support JHSC training initiatives.
- Identify and address slip, trip, and fall hazards at all sites.
- Support the timely maintenance of identified safety hazards.
- Continue to support the implementation of MOE, BCCDC and WSBC COVID-19 guidelines.

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