



BRINGING THE OHS REGIME UP TO DATE

The occupational health and safety system changed significantly on October 6th, 2021. For the CSN, the reform adopted by the government still falls short of the mark.

More about the campaign: [OHS | To truly protect everyone](#) (available in French only)



INTERIM REGIME

You will find the latest information produced by the CNESST about the [interim regime in effect since April 6, 2022](#) by [clicking here](#) (In French only)

SUGGESTED READING

- The most recent edition of the [ASSTSAS' OP Magazine](#) is largely devoted to the modernization of the OHS system (available in French only).
- The most recent edition of the [SANS PÉPINS magazine](#) looks at the ergonomics of daycare equipment (available in French only).
- [The most recent OHS news from the CSN](#), [click here](#) (available in French only)

EDITO :

FSSS Strategic Plan for Occupational Health and Safety Prevention Coming Soon

Excitement is building towards the regular federal council meeting of June 20th to 22nd, when we will finally present the Federation's strategic plan for occupational health and safety prevention. A well-thought out, proactive plan, with realistic and achievable goals. The Federation has never gone so far in occupational health and safety prevention!

At the last convention, the occupational health and safety (OHS) committee of the FSSS received the mandate to help us implement union support and its contribution will certainly allow us to reach our goals. The FSSS-OHS committee's plan is integrated into the strategic plan. You will be able to assess overall progress because the two will pull together to ensure work is carried out and coordinated efficiently.

An Essential New Tool

At the next federal council meeting, we will also introduce a very interesting tool developed by the Institut national de Santé publique du Québec (National Institute of Public Health of Quebec (INSPQ)) about the psycho-social risks faced by healthcare workers in times of pandemic. While this tool was developed primarily for healthcare workers, we believe it can be used by all unions in the Federation. The psycho-social risks we face at work are no different whether we come from the public sector or private sector and ways of identifying and preventing them are generally the same. Not to be missed!

OHS Tuesdays

To keep ourselves better equipped, trained and informed, "OHS-FSSS Tuesdays" will soon be launched. With our mandate to hold regular meetings on occupational health & safety prevention, we will also use the next council meeting to present an overview of events you will be invited to starting next fall.

yours for the union,

First Vice-President of the FSSS-CSN

Judith Huot

OHS Prevention Officer

PROJECT BIP33: AN INSPIRING OHS INITIATIVE

National Action Plan

In 2019, Minister of Health and Social Services Danielle McCann committed to taking better care of everyone working every day in our institutions in the Plan d'action national visant la prévention des risques en milieu de travail et la promotion de la santé globale 2019-2023 (National Action Plan to Prevent Workplace Risk and Promote Global Health 2019-2023). Under this Plan, success depends on the collective responsibility of employer, employee and union. Specific targets and goals are also defined in the action plan's deliverables.

The Action Plan's Goals in Motion

In February 2018, in response to increasing health and safety needs in continual assistance residences (CAR) in Montérégie-Ouest, a joint CAR committee was created. CARs take in people of all ages with a developmental disability or autism spectrum disorder with a behavioural or severe behavioural disorder.

Employers, ASSTSAS representatives and union reps from FIQ, APTS, FSSS-CSN and CUPE collaborated to improve workplaces. At the same time, protection measures were put in place for staff working with users with severe behavioural disorders. The goals of this committee, taken from the national action plan, were to:

- Produce and implement an intervention strategy to reduce violence in the workplace in all facilities of the institution; and
- Produce and implement an intervention strategy to reduce psycho-social risks at work in all facilities of the institution.

Bip33

This is how the Bip33 pilot project came about. Bip33 is a training which makes use of an "aggressive conduct therapeutic intervention ball". This ball, used in the Myriad Residences and developed by specialized educator and trainer Jocelyn Bourdeau, allows a safe distance to be maintained while responding to situations of aggression, thus protecting caregivers, their patients, and the relationship. Beyond crises, the ball is also used to orient patients in their environment without physical intervention.

The Montérégie-Ouest CISSS has invested in the project by giving \$8000 to buy these balls, and in this way helping to protect both users and workers.



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A two-day Bip33 training was supposed to take place in April/ May but was postponed due to lack of resources and labour. A proposal to hold the training over four half-days, to make it less difficult to find replacements, is currently under consideration. Currently, two residences are targeted because they have space to use the large ball: Lansdowne Residence in Granby and Hector Residence in Ormstown, each of which houses two users with a severe behavioural disorder. The Lily Butters Residence in Saint-Hyacinthe may be targeted in the future.

Keep up the good work!

It's truly an innovative and inspiring project!

Bravo to the STTCISSSMO-Estrie Union for their perseverance and achievements!

SUMMER HOLIDAYS AT LAST!

The labour shortage in the health and social services sector has been, without a shadow of a doubt, the most difficult context its workers have had to face for some time.

Finding replacements is hard when the workload has increased exponentially and working conditions meet neither needs nor expectations.

It is difficult to find professional fulfillment in a context where we have to make choices in care-giving.

Recognition from our employers and our government for each of us has unfortunately been absent.

MAIN PSYCHO-SOCIAL FACTORS IN THE WORKPLACE:

- **workload;**
- **decision-making autonomy;**
- **recognition;**
- **social support from supervisor and colleagues;**
- **psychological harassment.**

The deteriorating working conditions and their repercussions are raising the alarm about the psychological well-being of healthcare and social service workers. Almost half of these workers are in a state of high or very high psychological distress.

Let's Take Care of Ourselves

We have made sacrifices for the common good, we have put our resilience to the test, we have faced so many difficulties these past years, and now it is time to take care of ourselves. **This summer, it will be essential for all of us to “let go”, to be caring, not only towards each other but especially towards ourselves, for the sake of our mental health.** Take the time to relax, to be happy, to recharge, and come back in top shape, because it is certain to be a busy fall for OHS.

Happy holidays!

yours, the OHS Committee



OHS ACTIVITIES



Post-traumatic stress: when it becomes urgent to act

APSAM and ASSTSAS are organizing a one-day conference for emergency service workers and managers: emergency communications workers, police officers, firefighters, and paramedics. People who contribute to their health and safety are also welcome. Keep an eye on the ASSTSAS website to register

Date: Wednesday, September 21st 2022

Location: Delta Centre des congrès, Trois Rivières

Lunchtime prevention talks

Offered by video-conference, ASSTSAS' lunchtime talks are an opportunity to discuss health and safety at work. Upcoming Topics:

- Prevention of injuries in day-cares when changing diapers
- Concerns and sharing about WHMIS
- What are your concerns about lockouts? Do you have experiences to share?

[For more information or to register](#) (available in French only)

Formation (in French only)

- See the [ASSTSAS calendar of training workshops here](#)
- Check out the [ASSTSAS Youtube channel](#) for numerous webinars and trainings