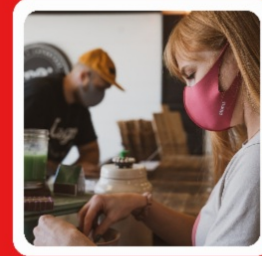


BUILDING A HEALTH & SAFETY CULTURE

MARCH 2021



Last year, we saw a resurgence of interest in occupational health & safety. The COVID-19 pandemic has forced business operators to comply with strict protocol that far exceed any measures implemented in the past. These new regulations in addition to the upkeep of already high safety standards particularly affected those organizations who lacked the resources to develop, maintain and implement a health and safety program that would meet the critical compliance required in conducting business today.

A key component of a successful health and safety program is engaging the very people who you are trying to protect: your employees. Building a health and safety culture provides opportunities to engage with and further enhance protocol, policies and programs together as a team. In this issue of HR In-Brief, we provide you with ways in which you can build a winning health and safety culture.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Kim Osborne, *Partner*, Chemistry Consulting Group

FEATURED BLOG

[Taking Home a Health & Safety Culture](#)



Read More

By Heather Caul, *RPR, Recruitment Associate*
Chemistry Consulting Group

"Now that many employees have shifted to working virtually from home, this is a timely and valuable opportunity to influence employees' health and safety culture at home.

In addition to parents working from home, in some jurisdictions, school-age children are learning virtually and older siblings registered in post-secondary institutions may also have set up workstations to study from home. It's not ideal for anyone, but learning how to implement a culture of health and safety at home may influence work habits that students might take with them into their future workplaces."

GET TO KNOW OUR ASSOCIATE

Heather Caul

How many years have you been in the HR profession?

5 years

What are your favourite areas to advise or support on?

Executive Search and Recruitment; Health and wellness, ergonomics.

What is something new you've learned or energizing that you've taken up recently?

I've enjoyed listening to some popular podcasts.

On the topic of H&S, is there a new safe/healthy habit you've adopted this year?

I've always been an active runner but I've found having daily scheduled walks, bikes and hikes with friends has become essential to help me through the stress of navigating me and my family through the pandemic.

7 Characteristics of a Positive Safety Culture at Work



Predictive Safety

"Even if you think you have a great, positive safety culture, your workers' input is critical to ensure it actually works to reduce incidents. Why? Because it needs to be in their language and suited to their needs and the pressures of their jobs."

[Continue Reading](#)

How to Keep Workers Motivated in Tough Times



Magid

"The pandemic has made it harder than ever to keep a sense of community as we've been forced to limit our social interactions, cover our faces, and stand six feet away when we interact. But there are ways you can compensate to try to keep your facility or jobsite as normal as possible."

[Continue Reading](#)

Core Attributes of a

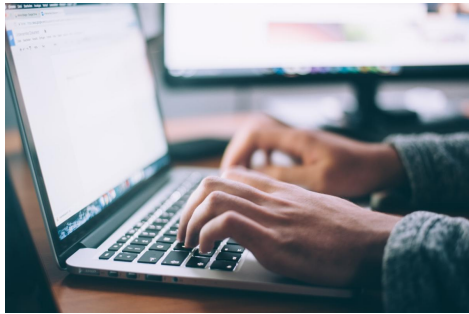
World-Class Safety Culture



Safe Site Solutions

"Safety should be a pillar of a company's values rather than an afterthought. New business owners should invest the same time, energy, and money into safety as they do in finding the right location, hiring the best workers, and gathering the necessary assets."

[Continue Reading](#)



Employee Safety Survey Questions

[Love to Know](#)

[Read More](#)



25 Signs You Have An Awesome Safety Culture

[ErgoPlus](#)

[Read More](#)



"Employment Rebounds"

The Daily - Labour Force Survey

	DECEMBER 2020	JANUARY 2021	FEBRUARY 2021
VICTORIA	5.6%	5%	5.1%
VANCOUVER	7.1%	7.6%	7.8%
BRITISH COLUMBIA	7.2%	8.0%	6.9%
CALGARY	10.1%	10.2%	10.5%
ALBERTA	11.1%	10.7%	9.9%
CANADA	8.6%	9.4%	8.2%

Source: *Statistics Canada Labour Force Survey, February 2021*

ch

Need support with developing and updating
Health & Safety Programming and Compliance?

We are here to help.

Chemistry Consulting Group Inc.

Victoria - Vancouver - Nanaimo

[Check Our Blog](#)



[Contact Us](#)