

Evidence Story Template

Firm Name:		
WSIB Account Number:		
Topic: Health and Safety Participation		
Situation: Involvement of employees at all levels in the health and safety program		
Situation: Tell your story using the rationale statement.		Evidence Examples
<ol style="list-style-type: none"> 1. Why did you select this topic? 2. Why was this topic important to your workplace? 3. What did you want to achieve? 4. Who did it affect? 	<ol style="list-style-type: none"> 1. This topic was selected to have more employees at all levels of the organization involved in the process of identifying, assessing, and controlling hazards. 2. This topic is important in our endeavour to continually reduce hazards in the workplace. 3. The goal is to empower more employees to identify hazards and be involved in the health and safety program and ultimately have a safer workplace. 4. The procedure will affect all employees. The intent is to have much more involvement in the health and safety program and provide a safer workplace for all. 	<p>Written standard for this topic</p>
Challenge: Think about the steps you took to plan and execute implementation of your topic.		Evidence Examples
<ol style="list-style-type: none"> 1. What was the overall goal? 2. What was the plan to implement the topic? 	<ol style="list-style-type: none"> 1. Our overall goal was to enhance employee participation in the health and safety program and have more employee involvement in identifying hazards, assessing risk, and recommending controls for hazards that are identified. Presently, only the JHSC conducts inspections. With more employees involved, we believe the workplace will be much safer. 2. The plan was to have input from the JHSC to help develop the procedure and have commitment and support from the senior leadership team to provide resources necessary to get this initiative done by September 2020. 	<p>Written procedure developed</p> <p>Photo of JHSC representatives and Senior management reviewing/approving procedure</p>

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Solution: Reflect on the implementation of the topic.		Evidence Examples
<p>1. What was the goal? Was it achieved? If not, what factors affected achieving the goal?</p>	<p>1. Our overall goal was to enhance employee participation in the health and safety program and have more employee involvement in identifying hazards, assessing risk, and recommending controls for hazards that are identified. The procedure is working, and it is effective.</p>	<p>Copies of monthly inspection provided since program implementation.</p> <p>Video of JHSC members discussing the procedure with workers and potential improvements.</p>
<p>2. What has changed?</p>	<p>2. Not only do we have the JHSC conducting monthly inspections, employees from all levels of our organization from the Plant Manager to the newest hire, are working together to conduct monthly inspections based on the schedule that was developed.</p>	
<p>3. What impacts have you noticed?</p>	<p>3. Based on JHSC discussions with people in various departments, the word on the floor is that workers see an improvement in getting health and safety issues resolved much quicker and they now have input on how to improve safety in the workplace.</p>	