

Calgary Progressive Lifestyles Foundation

Occupational Health and Safety Committee Meeting Meeting Minutes: January 6, 2023, 0900 hrs

Management Members present: Penny Tataryn (Case Manager) Sharon Ng (Case Manager) Tammy Bent (Case Manager) Co-chairperson: Penny Tataryn	Worker Members present: Gabriel Mbonigaba (Community Access Worker) Sharon Kwan (Supportive Roommate/Community Access Worker) Dora Mejia (Admin) Co-chairperson: Gabriel Mbonigaba
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Adoption of minutes of last meeting:

* Pets reside in home issue for clients in a non-supportive roommate model. The CRM now accepts the data but it still isn't coming up on the Client Profile Sheet. This still needs follow-up but is not urgent.

Reports

First Aid

No first aid reports

Staff incident reports
Since last OHS meeting

* Dec 2022 [REDACTED] smoking both cannabis and marijuana in his home when our staff are present. Committee continues to uphold that smoking both cannabis and marijuana and/or nicotine around the staff is against their health and safety. We recommend this stops immediately.

* Nov19/22 [REDACTED] Claim: staff being emotionally/verbally abused by another staff in a senior position. This claim is very detailed. Penny talked to both of the staff and both of the staffs' story is the same. There are photos which OHS do not have regarding the stove having years of built-up debris and this mess was not just recently done. OHS needs to look at Violence/Harassment: take it to case manager who takes it to HR, investigation needs to be opened. Needs role clarity; staff are given clear and written understanding of who their supervisors are in every situation, and what the roles of everyone are. The College of AB Psychologists have best practices. It is believed dual roles are normally avoided.
What are the staff responsibilities in the home?
Recommendation: policy says HR will investigate and take disciplinary action as required. Need role clarity/dual roles, clarity of roles of staff.
OHS would like to be part of the investigation.

Potentially Serious Incidents n/a

Serious Incidents n/a

Internal Inspections n/a

Other OHS inspections Or reports n/a

Training and Education If anyone is requesting more training they may indicate this.

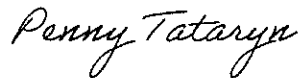
Old business

A lot of our recommendations are not closed. Send again these responses with a date, 30 days.

New business

Next meetings: February 10, 2023 @ 0900 hrs

Reviewed by:



Penny Tataryn
Co-chairperson



Gabriel Mbonigaba – Employee Co-Chair