

W W W . O H C O W . O N . C A



OHCOW: LOOKING FORWARD

2015 - 2020

STRATEGIC PLAN ▶



Occupational
Health Clinics
for Ontario
Workers

Centre de santé
des travailleurs
et travailleuses
de l'Ontario



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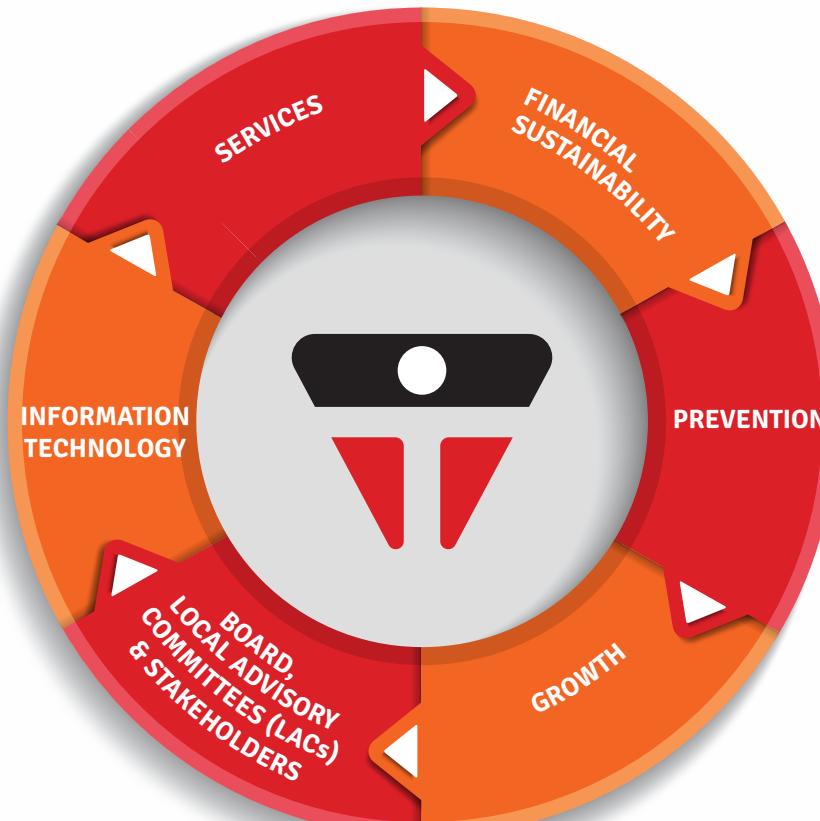


STRATEGIC PLANNING – PURPOSE

- An overall approach that determines :
 - ▶ where OHCOW as an organization is going over the next number of years;
 - ▶ how it is going to get there; and
 - ▶ how it will know if it got there or not.
- Enables OHCOW to look into the future in an orderly and systematic way, and helps to ensure that we remain relevant and responsive to the needs of workers and communities.
- Brings our diverse team together to make informed decisions and focus efforts and resources more effectively.
- Provides a single frame of reference to organize, guide and coordinate activities.
- Provides a framework to monitor and evaluate performance against set expectations.

OVERALL STRATEGY

OHCOW's 2015-2020 strategic plan identifies six strategic directions





OHCOW's UNIQUENESS

For over 25 years, OHCOW has played a unique role in improving the health and safety of Ontario workers.

- Direct involvement in occupational injury and disease through clinical services
- At the front-line in the detection of work-related health conditions
- Interdisciplinary team of health and safety professionals responding to needs of workers in all sectors province-wide
- Services to some of the most vulnerable workers in Ontario
- Experience in working effectively with employers and prevention system partners while adhering to strong labour roots and values
- Within the prevention system, we are a vital bridge between the worker community and vulnerable workers



OUR APPROACH TO OCCUPATIONAL HEALTH

- ▶ **We identify and prevent work-related injuries, illnesses and disease.**
At the core of each clinic interdisciplinary teams of professionals identify work related health problems.

- ▶ **We provide health based prevention solutions** that look at a connection between the health problems and the work conditions in order to prevent future issues from occurring.

- ▶ **We support workplace parties** in developing prevention interventions and prevention tools and resources which contribute to elimination of occupational injury, illness and disease.

- ▶ **We communicate information to workers and workplaces** to prevent future occupational injury, illness and disease from occurring.



OUR VISION

“The detection, prevention and elimination of occupational disease, injuries and illnesses, and the promotion of the highest degree of physical, mental and social well-being for all workers.”

OUR MISSION

“The protection of all workers and their communities from occupational disease, injuries and illnesses, support their capacity to address occupational hazards and to promote the social, mental and physical well-being of workers and their families.”



CORE VALUES AND PRINCIPLES

- ▶ Be committed to the detection, prevention and elimination of occupational injuries and illnesses, and the promotion of the highest degree of physical, mental and social well-being for all workers.
- ▶ Reject behaviour based safety and work for real change in the working conditions which contribute to injury and illness.
- ▶ Remain labour governed and able to freely respond to the priorities of workers and unions.
- ▶ Focus on occupational health and primarily on gradual onset illnesses and injuries. This includes occupational disease, musculoskeletal disorders and psychosocial hazards.
- ▶ Continue its unique role: we are the only prevention system organization able to directly address individual and group worker health concerns through interdisciplinary teams and clinical services.



CORE VALUES AND PRINCIPLES

- ▶ Only get involved in a prevention intervention when the workers/union are fully and freely involved. Where necessary, we will also work directly with the workers and their union (if there is one).
- ▶ Be particularly committed to supporting Ontario's most vulnerable workers, such as migrant farm workers.
- ▶ Be committed to free collective bargaining and honouring contracts with our employees and resist any interference with this process.
- ▶ Recruit qualified candidates committed to the health and safety of workers and the philosophy, goals and objectives of the organization, using a fair, open and transparent hiring process.
- ▶ Continue our longstanding practice of procuring goods and services from union providers whenever possible and as much as possible made in Canada.

STRATEGIC DIRECTIONS

SERVICES

Continue to provide service excellence, strengthen its capacity to provide interdisciplinary services and support the well-being of staff and leadership and continue to have an engaged and expert workforce

FINANCIAL SUSTAINABILITY

Identify and secure additional funding to support clinical services, prevention initiatives, research and outreach activities, and provide the sustained funding to grow OHCOW's services

PREVENTION

Continue to expand prevention services including occupational disease prevention and identify initiatives to meet the future needs of the most vulnerable workers in the province

GROWTH

Grow OHCOW prevention and clinical services to meet the increasing needs of workers

BOARD, LOCAL ADVISORY COMMITTEES (LACs) AND STAKEHOLDERS

Capitalize on the Board leadership and partnering skill with labour and workplaces and continue to build strong partnerships and collaborations to meet OHCOW's organizational objectives

INFORMATION TECHNOLOGY

Integration of technology to engage, communicate and reach Ontario workers to better meet their needs



KEY ACTIONS ON STRATEGIC DIRECTIONS

SERVICES

Continue to provide service excellence, strengthen its capacity to provide interdisciplinary services and support the well-being of staff and leadership and continue to have an engaged and expert workforce

- Clients having access to applicable professional staff
- Meeting client needs on a local and system wide level
- Addressing identified prevention priorities including Vulnerable Workers, Small Businesses and High Hazards
- Providing an exemplary work environment for staff



KEY ACTIONS ON STRATEGIC DIRECTIONS

FINANCIAL SUSTAINABILITY

Identify and secure additional funding to support clinical services, prevention initiatives, research and outreach activities, and provide the sustained funding to grow OHCOW's services

- Continue to operate in the most efficient effective way possible
- Pursue a funding plan to meet the needs of stakeholders



KEY ACTIONS ON STRATEGIC DIRECTIONS

PREVENTION

Continue to expand prevention services including occupational disease prevention and identify initiatives to meet the future needs of the most vulnerable workers in the province

- Develop new tools, resources and awareness for prevention including occupational disease, vulnerable workers, small business, and high hazard priorities
- Expand prevention services to Eastern Ontario



KEY ACTIONS ON STRATEGIC DIRECTIONS

GROWTH

Grow OHCow prevention and clinical services to meet the increasing needs of workers

- Continue to pursue additional funding to meet stakeholder needs relating to new and enhanced services and research initiatives
- Continue to expand collaborative partnerships
- Deliver future services in most efficient and effective way



KEY ACTIONS ON STRATEGIC DIRECTIONS

BOARD, LOCAL ADVISORY COMMITTEES (LACs) AND STAKEHOLDERS

Capitalize on the Board leadership and partnering skill with labour and workplaces and continue to build strong partnerships and collaborations to meet OHCOW's organizational objectives

- Board and LAC will continue to lead, support and promote OHCOW's work and services
- Board and LAC will continue to pursue collaborative partnerships



KEY ACTIONS ON STRATEGIC DIRECTIONS

INFORMATION TECHNOLOGY

Integration of technology to engage, communicate and reach Ontario workers to better meet their needs

- Use technology to enhance accessibility and functionality of tools and resources to clients



ALIGNMENT WITH SYSTEM PRIORITIES





BALANCED PRIORITIES





ABOUT US

Who we are :

OHCOW's interdisciplinary team of doctors, nurses, occupational hygienists and ergonomists work like detectives to look for clues and examine the workplace for hidden dangers. They do this to help keep workers from becoming sick or getting hurt while they are at work. They assess how workers do their jobs and provide recommendations that will help create a place that is healthy and safe for workers, their families and the community.

What we do:

- Medical diagnostic service for workers who may have work-related health problems.
- A group service for joint health and safety committees and groups of workers.
- An inquiry service to answer workplace health and safety questions.
- An outreach and education service to make people aware of health and safety issues.
- A research service to investigate and report on illnesses and injuries.

Who can use our services :

At the core of each clinic is our dedicated staff trained in occupational health and safety who are available to provide work-related medical assessments for a full range of occupational illnesses and injuries. Our clinics also provide ergonomic and occupational hygiene services at no charge to the client.

- ▶ Workers
- ▶ Joint Health and Safety Committees
- ▶ Unions
- ▶ Employers
- ▶ Doctors
- ▶ Nurses
- ▶ Community Groups
- ▶ Members of the Public

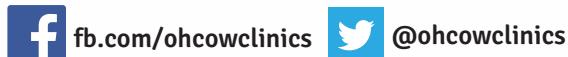
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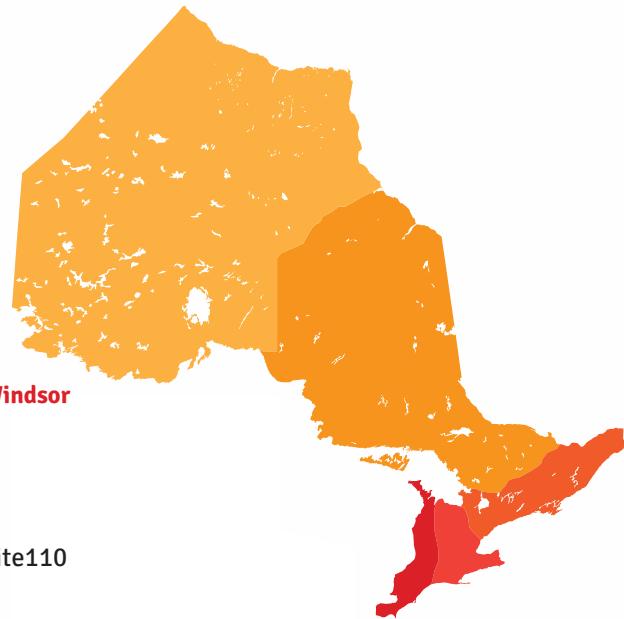
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