



# Strategic Horizon Plan

2022 – 2026

# OHCOW STRATEGIC PLANNING FRAMEWORK

2022 – 2026



# OHCOW 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.

# OHCOW Mission

- To **protect** workers and their communities from occupational disease, injuries and illnesses.
- To **support** their capacity to address occupational hazards.
- To **promote** the physical, mental and social well-being of workers and their families.

# OHCOW's Uniqueness

For over 35 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
- Being at the **front-line** in the detection of work-related health conditions
- Providing an **interdisciplinary team** of health and safety professionals responding to needs of workers in all sectors province-wide
- Servicing some of the most vulnerable workers in Ontario
- Working effectively with **employers** and **prevention system partners** while adhering to strong labour roots and values
- Being a **vital bridge** between the worker community and vulnerable workers within the prevention system

# Strategic Directions



Services



Financial Sustainability



Board, Local Outreach Committees (LOCs) and Stakeholders



Prevention of Potential and Proven Occupational Health Hazards

# Strategic Directions, cont'd...



## SERVICES

Continue to provide service excellence, strengthen its capacity to provide interdisciplinary services and support the well-being of staff 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.

# Strategic Directions, cont'd...



## BOARD, LOCAL OUTREACH COMMITTEES (LOCS) 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.



## PREVENTION OF POTENTIAL AND PROVEN OCCUPATIONAL HEALTH HAZARDS

Continue to address hazards from a worker perspective using the precautionary principle and hierarchy of controls – facilitated by staying current with medical scientific research for existing and emerging occupational health issues.



# PRIORITIES WITH LENS PERSPECTIVES



# The OHCOW Approach to Occupational Health

**Identify and prevent work-related injuries, illnesses and disease** using interdisciplinary teams of professionals to identify work-related health problems.

**Support workplace parties** With prevention interventions, tools and resources that contribute to the elimination of occupational injury, illness and disease.



**Provide health-based prevention solutions** that look at a connection between the health to prevent future issues from occurring.

**Communicate information to workers and workplaces** to prevent future occupational injury, illness and disease from occurring.

# Performance Indicators

## Balanced Scorecard

Proposed	Components
Organizational Capacity/ Learning and Growth	<ul style="list-style-type: none"><li>• People</li><li>• Infrastructure and Technology</li><li>• Culture</li></ul>
Internal Processes	<ul style="list-style-type: none"><li>• Efficiency</li><li>• Quality</li></ul>
Customer and Stakeholder	<ul style="list-style-type: none"><li>• Customer Value</li><li>• Satisfaction/Retention</li></ul>
Financial/Stewardship	<ul style="list-style-type: none"><li>• Financial Performance</li><li>• Effective Resource Use</li></ul>

# About Us

OHCOW's **interdisciplinary team** of doctors, nurses, occupational hygienists and ergonomists work like detectives to search 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.

## About Us *cont'd...*

At the core of each OHCOW clinic is our dedicated staff trained in occupational health and safety who are available to provide work-related medical assessments for full range of occupational illnesses and injuries.

Our clinics also provide ergonomic and occupational hygiene services at no-charge to the clients, who include:

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

# Contact Us

## Provincial Office/Toronto Clinic

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## Ottawa Clinic

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## Sarnia-Lambton Clinic

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## Sudbury Clinic

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## Thunder Bay Clinic

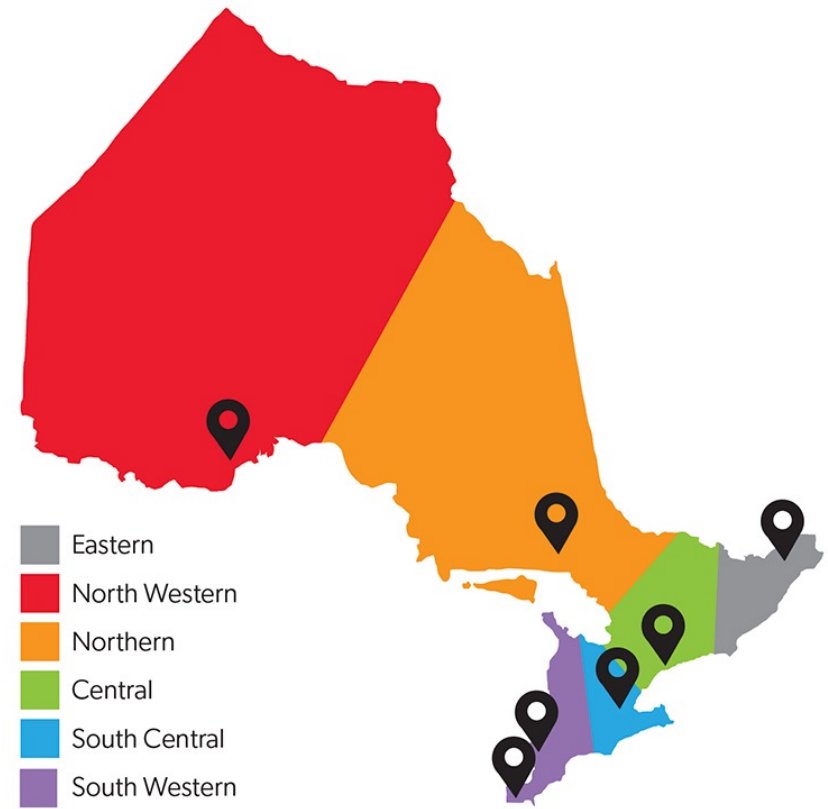
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