

# Winter is Coming: Is Your Business Ready?

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# Why Be Concerned?

- Approximately 70% of injuries during winter storms result from vehicle accidents
- 25% are a result of working or being caught out-of-doors
- Musculoskeletal are the most common injury types

# It's Everyone's Responsibility

The Internal Responsibility System (IRS) as found  
in the NS OH&S Act:

Employers, contractors, constructors, employees  
and self-employed persons at a workplace are  
share the responsibility for the health and safety  
of persons at the workplace.

# It's Everyone's Responsibility Continued

- Employers need to “share the rules” for winter safety through clear, well-written policy.
- Employees need to know the rules and comply with them as required.

# Outdoor Workers

- Proper use of PPE
- Call back-in SOP
- Hand Safety policy
- Back Safety policy
- Right to Refuse

# Vehicle Preparation

- Approximately 70% of injuries during winter storms result from vehicle accidents
- Vehicle policy required!

# Operational Planning

- Rule of Thumb: buses pulled or RCMP close roads then close operations
- Storm policy required
- ✓ Discuss absenteeism
- ✓ SOP around communicating a closure
- ✓ Flexible workforce

# Operational Planning Continued

- Weather specific SOPs...
  - ✓ Walkways
  - ✓ Parking lots
  - ✓ Forklifts and mobile equipment
- Back Safety policy
- Hand Safety policy



# Absenteeism

- Absenteeism policy
  - ✓ Employee safety is paramount
  - ✓ All reasonable efforts be made to come to work.
  - ✓ Excusable versus not excusable

# Return to Work

- Return to Work Policy
  - ✓ Must outline WCB requirements.
  - ✓ Options for reintegrating the employee back to the workplace

## We recommend that:

- ✓ Review of your current policies, do they incorporate specifics to potential winter impacts?
- ✓ Ensure policies comply with provincial/federal legislation.
- ✓ Ensure policies stress employee safety first to help build a positive organizational culture.
- ✓ Have up-to-date SOPs
- ✓ Set expectations and train!

# Questions?

## ~Thank You~