

<b>Job Title:</b>	<b>Occupational Health and Safety Advocate</b>
<b>Bargaining Unit:</b>	<b>Facilities Bargaining Association (FBA)</b>
<b>Term:</b>	<b>Two (2)-Year Term</b>
<b>Salary:</b>	<b>Wage Replacement</b>
<b>Hours of Work:</b>	<b>37.5 hours per week on a regular schedule Monday to Friday</b>

### **OHS Advocate**

#### **Conditions of Work:**

The Occupational Health and Safety (OHS) advocate is a full-time, two-year term position established through the OHS Advocate Pilot Project (the “Project”). The wage rate and benefits will be in accordance with the successful applicant’s existing classification under the Facilities Bargaining Association (FBA) Provincial Collective Agreement. Upon completion, the OHS advocate will return to their prior regular position(s) and/or the casual list, if applicable.

#### **Summary of Work:**

The OHS Advocate will:

- Work with a group of selected worksites to support and educate FBA worker representatives on the Joint Occupational Health and Safety Committees (JOHSCs)
- Support the FBA JOHSC worker representative appointment process at the local level for each region
- Provide information and increase awareness about JOHSCs and foundational OHS topics with FBA members across the region
- Participate in joint meetings with the Employer and FBA about the Project.

The role focuses on building awareness of workplace health and safety and injury prevention.

#### **I. Roles and Responsibilities**

a) Support FBA JOHSC members from selected JOHSCs to:

- develop their skills to perform their JOHSC duties and functions through advocacy and providing information
- communicate health and safety concerns with the employer

- b) Promote FBA member participation in JOHSC.
- c) Support the FBA JOHSC worker representative appointment process at the local level.
- d) Advise FBA members how to communicate health and safety concerns with the Employer.
- e) Provide information and increase awareness for FBA members about:
  - The duties and functions of JOHSC per the *Workers' Compensation Act*, OHS Regulation and the Collective Agreement.
  - The importance and role of JOHSC and how to contact them.
  - Resources for resolving safety and health problems, such as the Workplace Health and Safety team, JOHSC, the Employer, the Union and WorkSafeBC.
  - Their OHS rights under the *Workers' Compensation Act*, OHS Regulation, and the Collective Agreement.
  - The importance of reporting hazards, near misses and all injuries and illnesses including early signs and symptoms and how to do it.
- f) Provide information as required for the Project evaluation.

## II. Reporting

- The OHS Advocate shall report to the Employer for administrative purposes but shall take direction from the Union on performance of work.
- The OHS Advocate will meet with the HEU OHS Department staff on a regular basis to report on their work, share experiences, and problem solve any issues that may arise.
- The OHS Advocate may meet with the employer or employer's OHS representatives, per the parties identified processes, to learn more about the employer's occupational health and safety programs and processes, share observations and recommendations, and collaboratively address issues that arise.
- The OHS Advocate may be invited to attend joint meetings between the FBA and HEABC regarding the Project.

### III. Qualifications

- FBA member
- For the Island Advocate position – be employed by Island Health Authority
- For the Fraser Health Advocate position – be employed by Fraser Health Authority
- Completed all health and safety training required for their current role including the Provincial Violence Prevention Curriculum
- Minimum of one (1) year of experience as a JOHSC worker representative or equivalent within five (5) years
- Completed the mandatory education for new JOHSC members
- Additional health and safety training is an asset
- Ability to travel throughout the Health Authority. A vehicle is an asset.
- Ability to use digital tools and virtual meeting platforms is an asset.