

# Safety Matters



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## Safety

The changing weather on the roads and sidewalks does have an impact on our safety. The question to ask is, "Am I prepared?" Every year there are a number of slips, trips, and falls that occur on employer premises and parking lots that are related to the conditions. A focus on properly maintaining parking lots, wearing appropriate footwear, and keeping a hand free in case of falls can prevent a serious injury.

Recently there has been an increase in work-related travel since the pandemic started and with winter coming, there are increased risks related to travel hazards. So take time this month to remind your employees (and yourselves) about getting ready for the change of season and the importance of winter driving readiness; driver's training, winter tires, equip your vehicle for the "what ifs" and check-in & let others know at work when you arrive safely.



## Health & Wellness



Resources for workers, employers and health care providers to plan a successful return to work.

Two years ago cannabis in Canada was legalized. An employer's fundamental approach to drugs and alcohol remains the same: it is not permissible to be impaired by drugs or alcohol in the workplace and the addition of a new substance in the marketplace does not change this underlying requirement for employees to be fit for work.

Assessing fitness to work starts with working together. Workers' Compensation Board of NS has great resources on return to work and assessing fitness for work. Check them out here at [WorkSafe.ForLife](https://www.worksafe.ns.ca/)

Awareness and communication with your employees - this helps pave the way to knowing if a sick leave is coming. A "heads up" starts the conversation for a stay at work plan.

## COVID-19

Per the province's Sept. 29 announcement, Phase 5 of Nova Scotia's reopening plan started on Oct. 4.

Further to our organization's ongoing commitment to take important steps in reducing the spread of COVID-19, and in light of the Oct. 6 announcement by the Province of Nova Scotia, the municipality is currently taking steps to prepare for a mandatory vaccination policy for its employees. This policy will require all municipal employees to be fully vaccinated by Dec. 15, 2021.

<https://www.halifax.ca/fire-police/fire/emergency-management/coronavirus-disease-covid-19>

## Safety Tips

- Some other tips include: wear proper footwear for the conditions, beware of black ice that is hard to see especially after a light snow fall, keep a free hand, avoid carrying too many things at once and be aware of your surroundings.
- Tips to think about when driving safely are: allow enough time for the trip, be well rested, avoid sedating medications, limit distractions and spend time/attention on clearing your vehicle of snow to ensure good visibility.
- Other winter tips are: Do not drive in winter conditions if you do not have to 😊

