

**Health, Safety and Environmental  
Management System (HSEMS)**

**An Introduction**

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**Presentation Summary**

- Introduction to HSEMS
- Value proposition
- Implementation strategy

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**HSEMS Overview**

- HSEMS is the process and the tools to facilitate Health, Safety and Environmental (HSE) management in the workplace (not a computer system)
  - Policies, procedures, guidance documents, manuals, checklists, consultation, etc
  - Tools are available electronically from central website
  - HSEMS team will facilitate and work with units

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**HSEMS Overview continued**

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- HSEMS will facilitate proactive management of HSE risks and liabilities by systematically integrating the safety processes already in use in many colleges

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- The University of Saskatchewan will be a leader amongst our peers with regard to safe working environment – faculty, students and staff will view the U of S as a preferred place to work and study.
- Financial and people resources required to implement and operate the HSEMS will be shared under a collaborative model between Colleges and the HSEMS implementation team.
  - Requires 20-40 hours per unit for implementation

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**HSEMS Elements**

- 5 main sections:
  - Leadership
  - Hazard Assessment and Management
  - Liability Management
  - Evaluation
  - Review

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**HSEMS Elements**

**Leadership:**

- College and Unit leaders need to provide commitment and leadership to facilitate safety culture
- People within units must understand their responsibilities and accountabilities for safety in the workplace
- College and Unit leaders set objective, measurable goals to facilitate continuous improvement

**HSEMS Elements**

**Evaluation:**

- Identify and measure workplace conditions as appropriate
- Review and evaluate workplace conditions
- Identify areas for improvement

**HSEMS Elements**

**Hazard Identification and Management:**

- Use tools to identify hazards in the workplace
  - SOP, JSA, safety meetings, workplace inspections etc
- Manage identified hazards
- Ensure people are trained to do their job safely
- Follow up on incidents to prevent recurrence

**HSEMS Elements**

**Prevention:**

- Use best management practices
- Control measures

**HSEMS Elements**

**Liability Management:**

- Identify and meet legal requirements
  - Sask OHS Act and Regs, Criminal Code, others
- Implement emergency measures
- Ensure access to accurate information regarding hazards (document control)
- Maintain records for due diligence

**HSEMS Elements**

**Investigation:**

- Investigate incidents and near misses
- Determine causes and contributing factors
- Implement corrective actions

**HSEMS Elements**

**Evaluation:**

- Monitor and measure workplace conditions as appropriate
- Participate in Assessment to review progress
- Use data to improve safety processes

**HSEMS Elements**

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**HSEMS Elements**

**Review:**

- Use data during decision making
- Continuous improvement

**HSEMS Elements**

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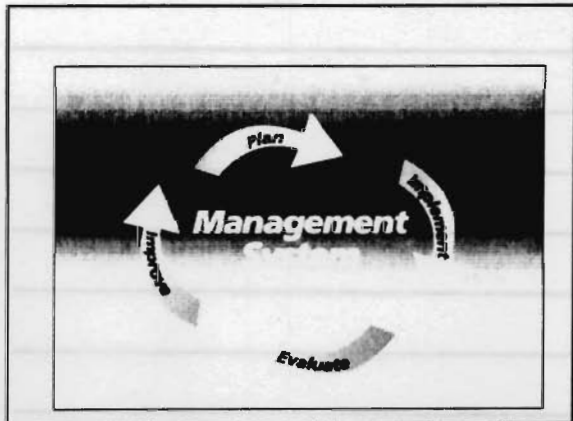
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**HSEMS Elements**

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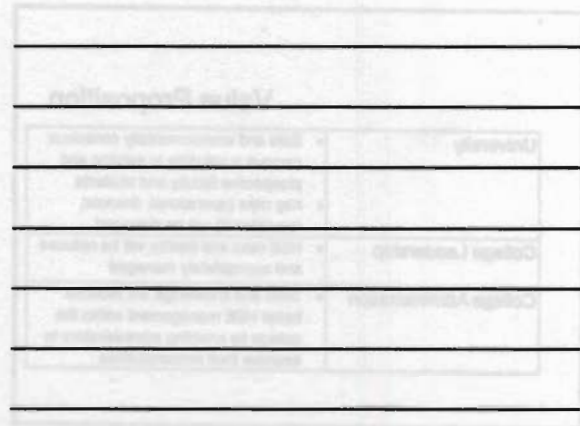
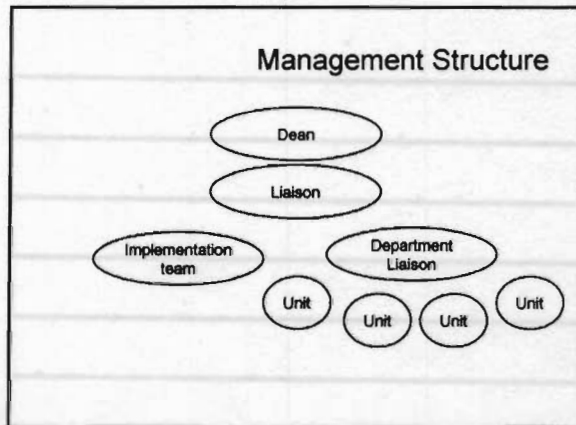
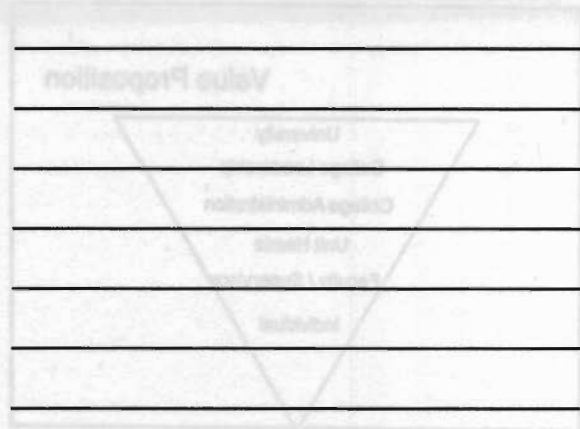
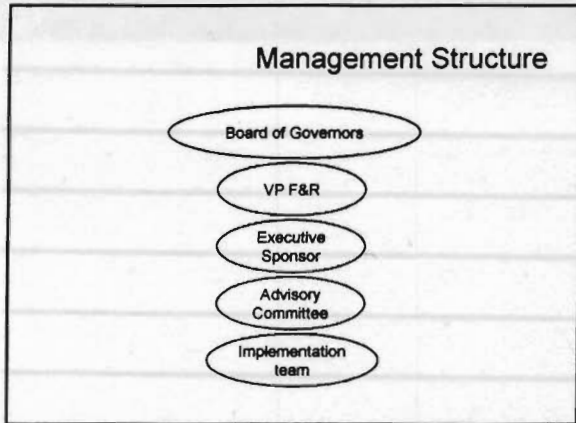
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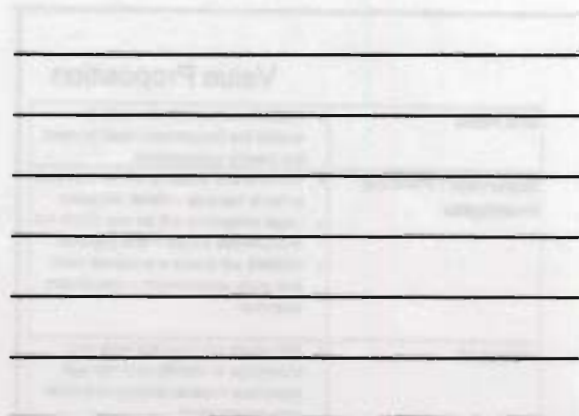
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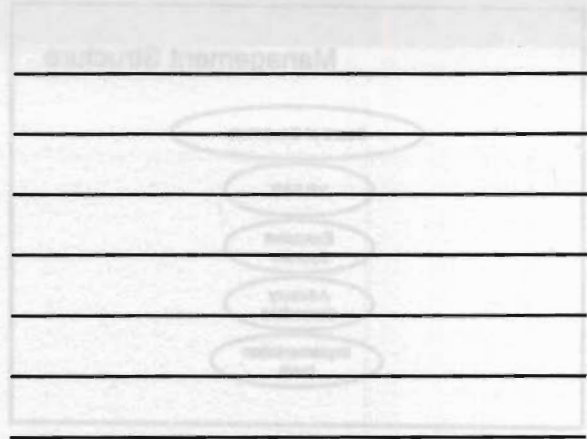
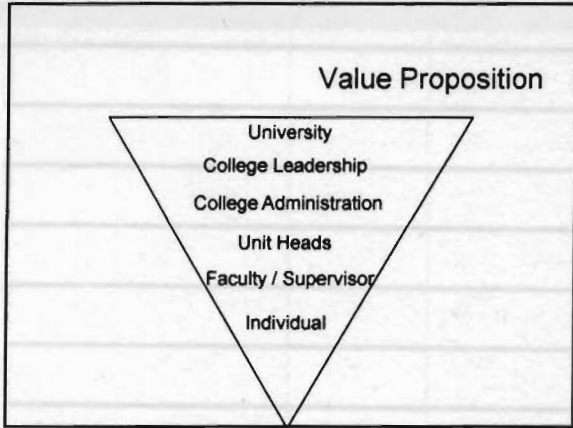


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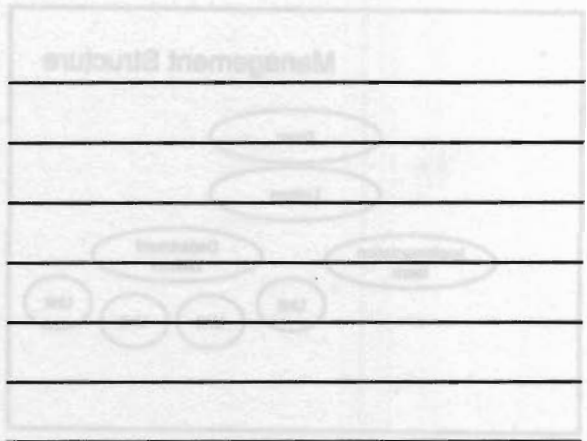
- ### HSEMS Function
- HSEMS Implementation team:**
- Communicate the process and tools to units
  - Assist and consult with units to remove the busy work as much as possible
  - Assess progress and make recommendations
  - Report progress (objective, data-based)
- College:**
- Dean / Senior leadership provide leadership and appoint liaison within the college, line management owns and drives the process
  - Develop action plan for continual improvement





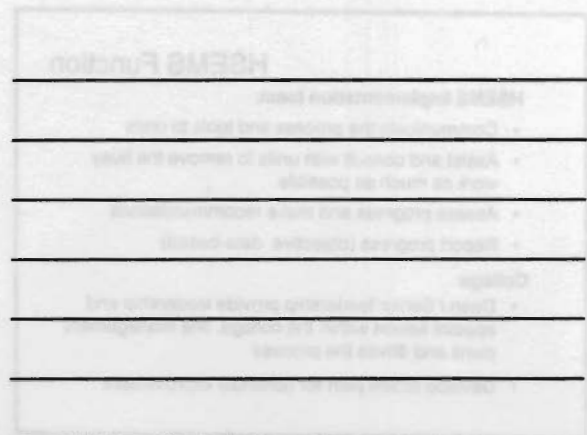
### Value Proposition

University	<ul style="list-style-type: none"> <li>• Safe and environmentally conscious campus is valuable to existing and prospective faculty and students</li> <li>• Key risks (operational, financial, reputational) will be managed</li> </ul>
College Leadership	<ul style="list-style-type: none"> <li>• HSE risks and liability will be reduced and appropriately managed</li> </ul>
College Administration	<ul style="list-style-type: none"> <li>• Tools and knowledge will facilitate better HSE management within the college by enabling administrators to exercise their responsibilities</li> </ul>



### Value Proposition

Unit Head	<ul style="list-style-type: none"> <li>• HSEMS will provide the tools to enable the Department Head to meet the Dean's expectations</li> </ul>
Supervisor / Principal Investigator	<ul style="list-style-type: none"> <li>• Workers and students will be exposed to fewer hazards – moral obligation</li> <li>• Legal obligations will be met ( OHS Act and Criminal Code) – due diligence</li> <li>• HSEMS will create a preferred work and study environment – recruitment incentive</li> </ul>
Individual	<ul style="list-style-type: none"> <li>• Individuals will have the tools and knowledge to identify and manage workplace hazards leading to a safer work environment</li> </ul>



### Implementation Strategy

- HSEMS Implementation Advisory Committee established by Richard Florizone (Executive Sponsor and Committee Chair Dennis Gorecki)
- Colleges and Admin units ranked according to HSE risk
- Pilot implementation within Pharmacy and Nutrition, FMD, WSEP, Consumer Services (2008)
- University-wide implementation beginning 2009, completed by end of current planning cycle (2012)
- Work with individual units within Engineering to develop customized approaches to challenges

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### Questions?

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