

OHS Case ID: **8897FLVSJHK**
Field Visit no: **8897FLVSJHK-8897-FV002**

Visit Date: **2026-JUL-14**

Field Visit Type: **FOLLOW-UP**

Workplace Identification: **FLEMING COLLEGE**
599 BREALEY DRIVE, PETERBOROUGH, ON CA K9J 7B1

Notice ID:

Telephone:
(705) 749-5530

JHSC Status:
Active

Work Force #:
750

Completed %:

Persons Contacted: **Angela Hounam, Health and Safety Coordinator,
Erin Bickle, Compliance Assurance Officer,
Kevin Griffin, Dean of School of Health & Community Services,
Elane Kalavrias, JHSC co-chair & cert. worker rep (over the phone).**

Visit Purpose: **To audit compliance with the Occupational Health and Safety Act (OHSA) and related Regulations.**

Visit Location: **Dean of Health and Community Services office.**

Visit Summary: **Orders issued. See narrative.**

Detailed Narrative:

The purpose of today's visit by the Ministry of Labour, Immigration, Training and Skills Development (MLTSD) was to follow up on a visit conducted on June 26, 2026 during field visit #8897FLVSJHK-8897-FV001.

DISCUSSION BY MINISTRY OF LABOUR, IMMIGRATION, TRAINING AND SKILLS DEVELOPMENT

The main activity of the workplace is a community college.

The incident was discussed with the workplace parties and updated information was provided.

The following documents were provided by the employer and reviewed:

1. Incident report,
2. A copy of the investigation report, including all witness statements upon completion.
3. Form 7/8
4. Policy/Procedures for clinical instructors on reporting and responding to medical emergencies for students.
5. Clinical Instruction material provided to students on procedures for repositioning of patients and bariatric patients.

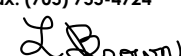
The following documents were requested but not provided by the employer:

6. Training records for the clinical instructor involved in the incident, specifically regarding procedures for reporting and responding to medical emergencies for students.
7. Training records for the student involved in the incident, specifically regarding procedures for repositioning of patients, including bariatric patients.

Repositioning

When services are provided to bariatric patients/residents or clients, the workplace needs to provide training and supervision to protect worker health and safety when handling bariatric patients/residents or clients. The training should consider:

- the criteria that establishes if a patient/resident/client is bariatric,
- a risk assessment process that determines the worker handling demands health and safety risks and establishes control measures given the bariatric patient/resident/client,
- prioritizing the use of mechanical aids to reduce the demands on workers,
- how to minimize the risks to workers when supporting and providing care to a specific bariatric patient/resident/client as part of the care plan,

Recipient		Inspector Data	Worker Representative		
		Lynda F. Brown			
Name	<u>Erin Bickle</u>	O.H.S.A. & B.O.S.T.A INSPECTOR	Name	<u>Elane Kalavrias</u>	
		PROVINCIAL OFFENCES OFFICER			
Title	<u>Compliance Assurance & Systems Officer</u>	300 Water St 3rd Flr, Peterborough ON K9J 8M5	Title	<u>H&S Worker Co-Chair</u>	
		HSPeterboroughDistrict@ontario.ca			
		Tel: (705) 761-5236			
		Fax: (705) 755-4724			
Signature		Signature		Signature	

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.olrb.gov.on.ca/> for more information.

The Government of Ontario wants to hear from you. You can provide feedback on this visit at 1-888-745-8888

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-methods / processes to obtain additional equipment when needed.

Review of the Practical Nursing Course Outlines (NRSRG 246 & NRSRG 198) included some of the above identified criteria. **The employer is encouraged** to include more specifically under repositioning, determining if the patient/resident/client is bariatric and requires additional equipment, and the type of mechanical lifting device to be used and/or available at the workplace. Repositioning patients/residents/clients can include tasks such as boosting them up in bed, rolling, or re-adjusting in a wheelchair or lounger. These tasks can involve high forces when grasping, pulling, shifting of the surfaces the patient/resident/client may be positioned on (e.g. soaker pads, bed sheets), particularly when there is greater friction and heavier patients and can be coupled with awkward back and shoulder postures. Equipment that prevents the slipping or shifting of patients/residents/clients within their resting position and the use of low friction repositioning aids and mechanical assists should be evaluated and considered to reduce and control musculoskeletal disorder risk.

Discussed with workplace parties regarding repositioning devices that were available but were not used at the time of the incident. According to the Educational Agreement between Ross Memorial Hospital and Sir Sanford Fleming College, dated April 2019, the college faculty member is responsible for thoroughly familiarizing his/herself and orientating students to policies, standards, procedures and set-up of the clinical unit. The employer shall ensure the clinical instructor and the student who were working on the medical unit on June 16, 2026 when the incident occurred, are retrained on safe patient handling, specifically when handling bariatric patients (**ORDERS ISSUED**).

Discussion with workplace parties regarding the worker injury that occurred on June 16, 2026 and which was not reported to the MLTSD until June 24, 2026. The employer shall ensure the clinical instructor who was working on the medical unit on June 16, 2026 when the incident occurred, is retrained on the OHSA, s. 51 and s. 52, including the workplaces internal reporting process, specifically when involving student accidents/injuries during a work placement (**ORDER ISSUED**).

Review of the joint health and safety committee meeting minutes (last meeting minutes dated May 28, 2026) revealed accident reports were discussed and included both workers and students. **The committee is encouraged** to include specific program departments (i.e. Health & Community Services) where the accidents are occurring, to determine if there are any trends. The committee meeting minutes did not include recommended actions or assigned action owners with deadlines. The workplace parties reported a secondary process was in place to address this. **The committee is reminded** to include this information in the meeting minutes.

Discussed with workplace parties regarding the number of nursing student accidents/injuries during work placement. Under OHSA, Notice of accident, explosion, fire or violence causing injury, s. 52 (1) If a person is disabled from performing his or her usual work or requires medical attention because of an accident, explosion, fire or incident of workplace violence at a workplace, but no person dies or is critically injured because of that occurrence, the employer shall, within four days of the occurrence, give written notice of the occurrence containing the prescribed information and particulars to the Director, if an inspector requires notification of the Director. The undersigned inspector is requesting any/all accidents causing injuries to any/all nursing students, specifically during work placements, to be submitted to the MLTSD for a period of three months (**ORDER ISSUED**).

Incident Investigation

Discussed the importance of determining root cause during an incident investigation to ensure steps are taken to prevent reoccurrence. In this case, the investigation report did not identify that the use of the appropriate repositioning aide was not used.

RESOURCES:

For information on prevention of musculoskeletal disorder guidelines, MSD Prevention Ontario provides information for workplaces and can be found here: <https://www.msdpreservation.com>

Public Services Health and Safety Association (PSHSA) has resources to assist with conducting investigations: <https://www.pshsa.ca/resource/how-to-investigate-an-incident/> Final report. COP

For a guide Guide for health and safety committees and representatives to assist with setting up committee meeting minutes:

Recipient	Inspector Data	Worker Representative
Name <u>Erin Bickle</u>	Lynda F. Brown O.H.S.A. & B.O.S.T.A INSPECTOR PROVINCIAL OFFENCES OFFICER 300 Water St 3rd Flr, Peterborough ON K9J 8M5 HSPeterboroughDistrict@ontario.ca Tel: (705) 761-5236 Fax: (705) 755-4724	Name <u>Elane Kalavrias</u> Title <u>H&S Worker Co-Chair</u>
Title <u>Compliance Assurance & Systems Officer</u>		
Signature <u>Erin Bickle</u>	Signature <u>L. Brown</u>	Signature <u>Elane Kalavrias</u>

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<https://www.ontario.ca/page/guide-health-and-safety-committees-and-representatives> Public Services Health and Safety

Workplace Safety and Prevention Services (WSPS) has free resources to assist with committee meetings:

<https://www.wsps.ca/roles-and-responsibilities/developing-ohs-policy-and-program/joint-health-safety-committee-inspections>

Final Report

A copy of this report is to be posted in the workplace where it may come to the attention of workers.

A Notice of Compliance form has been provided which shall be completed and returned to this inspector upon compliance with the orders issued in the time provided for each. The employer and the JHSC worker representative must sign the Notice of Compliance form and complete the details of the action to achieve compliance.

Recipient		Inspector Data	Worker Representative		
Name	<u>Erin Bickle</u>	Lynda F. Brown	Name	<u>Elane Kalavrias</u>	
		O.H.S.A. & B.O.S.T.A INSPECTOR PROVINCIAL OFFENCES OFFICER			
Title	<u>Compliance Assurance & Systems Officer</u>	300 Water St 3rd Flr, Peterborough ON K9J 8M5 HSPeterboroughDistrict@ontario.ca	Title	<u>H&S Worker Co-Chair</u>	
		Tel: (705) 761-5236			
		Fax: (705) 755-4724			
Signature	<i>Erin Bickle</i>	Signature	<i>L. Brown</i>	Signature	<i>Elane Kalavrias</i>

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Order(s) /Requirement(s) Issued:

To:
THE BOARD OF GOVERNORS OF SIR SANDFORD FLEMING COLLEGE

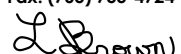
Org/Ind Role:
Primary Employer

Mailing Address:
599 BREALEY DRIVE, PETERBOROUGH, ON, CA K9J7B1

Order(s) /Requirement(s) Description:

You are required to comply with the order(s) /requirement(s) by the Comply by dates listed below.

No	Type Code	Act/Reg	Year	Sec.	Sub Sec.	Clause	Text of Order/Requirement	Comply by Date
1 8897FLVSJHK- 8897-OR003	Time	OHSA	1990	25	2	a	The employer shall, provide information, instruction and supervision to a worker to protect the health or safety of the worker, specifically when handling bariatric patients/residents or clients. A student worker sustained an injury while assisting with repositioning a bariatric patient during a work placement, and bariatric assistive devices and/or procedures were not used.	2026-AUG-14
2 8897FLVSJHK- 8897-OR004	Time	OHSA	1990	27	1	a	A supervisor shall ensure that a worker, works in the manner and with the protective devices, measures and procedures required by this act and the regulations, specifically when handling bariatric patients/residents or clients. A student worker sustained an injury while assisting with repositioning a bariatric patient during a work placement, and supervisor did not ensure the worker used the bariatric assistive devices and/or procedures.	2026-AUG-14
3 8897FLVSJHK- 8897-OR005	Time	OHSA	1990	25	2	a	The employer shall, provide information, instruction and supervision to a worker to protect the health or safety of the worker, specifically on reporting requirements for student accidents resulting in injuries during work placements. An accident resulting in an injury to a student during a placement occurred on June 16, 2026 and was not reported until June 24, 2026.	2026-AUG-14
4 8897FLVSJHK- 8897-OR006	Time	OHSA	1990	52	1	2	The employer shall ensure if a nursing student while on a work placement is disabled from performing his or her usual work or requires medical attention because of an accident, explosion, fire or incident of workplace violence at the workplace, but no person dies or is critically injured because of that occurrence, the employer shall, within four days of the occurrence, give written notice of the occurrence	2026-OCT-30

Recipient		Inspector Data	Worker Representative
Name	Erin Bickle	Lynda F. Brown	Name Elane Kalavrias
Title	Compliance Assurance & Systems Officer	O.H.S.A. & B.O.S.T.A INSPECTOR PROVINCIAL OFFENCES OFFICER 300 Water St 3rd Flr, Peterborough ON K9J 8M5 HSPeterboroughDistrict@ontario.ca Tel: (705) 761-5236 Fax: (705) 755-4724	Title H&S Worker Co-Chair
Signature		Signature 	Signature 

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To:
THE BOARD OF GOVERNORS OF SIR SANDFORD FLEMING COLLEGE

Org/Ind Role:
Primary Employer

Mailing Address:
599 BREALEY DRIVE, PETERBOROUGH, ON, CA K9J7B1

Order(s) /Requirement(s) Description:

You are required to comply with the order(s) /requirement(s) by the Comply by dates listed below.

No	Type Code	ActReg	Year	Sec.	Sub Sec.	Clause	Text of Order/Requirement	Comply by Date
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**containing the prescribed information and particulars
to the Director for a period of three months.**

Recipient

Inspector Data

Worker Representative

Name Erin Bickle
Title Compliance Assurance & Systems Officer

Lynda F. Brown
O.H.S.A. & B.O.S.T.A INSPECTOR
PROVINCIAL OFFENCES OFFICER
300 Water St 3rd Flr, Peterborough ON K9J 8M5
HSPeterboroughDistrict@ontario.ca
Tel: (705) 761-5236
Fax: (705) 755-4724

Name Elane Kalavrias
Title H&S Worker Co-Chair

Signature *Erin Bickle*

Signature

Signature *Elane Kalavrias*

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