

OHS Case ID: 8897FMLCRHP

Field Visit no: 8897FMLCRHP-8897-FV002

Visit Date: 2026-AUG-17

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

Visit Purpose: To follow up on a previously issued order.

Visit Location: Dean of Health and Community Services office in Sutherland Campus.

Visit Summary: No orders issued.

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 July 7, 2026 during field visit # 8897FMLCRHP-8897-FV001.

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

The main activity of the workplace is a community college.

The following required documents provided by the employer were reviewed:

1. Student/ Employee Incident Report,
2. Form 7/8,
3. A copy of the Final Investigation Report (upon completion), including any/all witness reports, and preventative measures to mitigate a recurrence,
4. A copy of the written agreement between PRHC and Fleming College regarding workplace placements for nursing students.
5. The last six months of the joint Health and Safety Committee meeting minutes.

Discussion with workplace parties regarding investigations, root cause analysis, actions taken to prevent a recurrence which should include actionable items based on root cause, and assigned to an individual with a date they are to be actioned on.

Resources:

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.

Workplace Safety and Prevention Services has a Risk Assessment & Root Cause Analysis tool to assist with investigations:

<https://www.wsps.ca/health-safety-resources-tools/research/root-cause-analysis>

Final Report.

A copy of this report shall be posted in a conspicuous location for all workers to read.

Recipient	Inspector Data	Worker Representative
Name <u>Angela Hounam</u>	Lynda F. Brown	Name <u>not available</u>
Title <u>Health & Safety Coordinator</u>	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 _____
Signature _____	Signature <u>Lynda F. Brown</u>	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.ourb.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