

OHS Case ID: **AA97FLVSJHK**

Field Visit no: **8897FLVSJHK-8897-FV003**

Visit Date: **2026-AUG-17**

Field Visit Type: **FOLLOW-UP**

Workplace Identification:

FLEMING COLLEGE

Notice ID:

599 BREALEY DRIVE, PETERBOROUGH, ON CA K9J 7B1

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 previously issued orders.**

Visit Location: **Dean of Health and Community Services office 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 visits conducted on June 26, 2026 during field visit #8897FLVSJHK-8897-FV001 and July 14, 2026 during field visit # 8897FLVSJHK-8897-FV002.

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

The main activity of the workplace is a community college. The following orders were discussed:

1. 8897FLVSJHK 8897-OR003: 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. Order due date: August 14, 2026.

The employer provided documentation that revealed the worker (student) had received training on safe lift/transfers, including bariatric residents or clients. ORDER COMPLIED.

2. 8897FLVSJHK 8897-OR004: 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. Order due date: August 14, 2026.

The employer provided documentation that revealed the supervisor (clinical instructor) had received training on safe lift/transfers, including bariatric residents or clients. ORDER COMPLIED.

3. 8897FLVSJHK 8897-OR005: 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. Order due date: August 14, 2026. The employer provided documentation that revealed the supervisor (clinical instructor) had received training on reporting requirements for student accidents resulting in injuries during work placements. ORDER COMPLIED.

4. 8897FLVSJHK 8897-OR006: The employer shall ensure any nursing student on a work placement disabled from performing his or her usual work or requires medical attention because of an accident, or incident of workplace violence at the workplace, the employer shall, within four days of the occurrence, give written notice of the occurrence containing the prescribed information and particulars to the Director. Order due date: October 30, 2026.

Discussion with workplace parties regarding investigations, root cause analysis and actions taken to prevent a recurrence should be actionable items assigned to an individual and a date they are to be actioned on. Discussed change to due date for order to be changed to August 28, 2026.

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

Recipient	Inspector Data	Worker Representative
Name <u>Angela Hounam</u>	Inspector Data 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 _____ Title _____ <i>not available</i>
Title <u>Health & Safety Coordinator</u>		
Signature _____	Signature <u>L. 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.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