

EMPLOYMENT OPPORTUNITY

Women's College Hospital is the first and only independent, academic, ambulatory care hospital in Ontario with a primary focus on the health of women. If you're ready to be part of the future of healthcare, then you will want to join an institution in which the possibilities for creative innovation, breakthroughs in new thinking and groundbreaking work in academic ambulatory medicine are limitless. Women's College Hospital is committed to patient safety as a key professional value and an essential component of daily practice.

An exciting Regular Full-Time opportunity as a **Manager, Occupational Health, Safety, Wellness and Infection Prevention and Control (Competition #154.19)** exists in the Occupational Health, Safety, Wellness and IP&C Department reporting to the Vice President People, Culture, and Equity & Chief Human Resources Officer.

Summary of Duties, but not limited to:

- Management of the Occupational Health Safety and Wellness and Infection Prevention and Control Team
- Responsibility for ensuring compliance with all relevant legislation and best practices.
- Responsible for development, implementation, monitoring and evaluation of Infection Prevention and Control program for the organization.
- Responsible for development, implementation, monitoring and evaluation of Wellness program for the organization.
- Manage employees' health needs by overseeing employee occupational health pre-placement health assessments, immunization programs (including flu clinics), activities related to compliance with the Ontario Hospital Association's Communicable Disease Surveillance program and other related functions.
- Oversee the provision of incidental absence and short-term disability management services; collaborate with the Human Resources department and managers throughout the hospital regarding disability management and absence prevention.
- Lead and facilitating employee re-integration to the workplace through planning, implementation and co-ordinating timely modified work programs; liaising with other health care professionals, disability insurance carriers and the WSIB; and co-ordinating employee health surveillance programs.
- Design and implement the annual employee influenza immunization program to achieve optimal immunization rates.
- Be responsible for the evaluation of safety policies and procedures by researching leading practices and maintaining current knowledge of applicable legislation and guidelines.
- Assist in the completion of injury and incident reports, and participate in the investigation of the occurrence while monitoring trends in safety and establishing required action to reduce and/or eliminate all incidents.
- Consult with management and H&S committees to ensure H&S / IPC training programs and content are current and aligned with business needs and goals.
- Provide consultation expertise on accident prevention, risk management and other health and safety / IPC practices, while endorsing and executing a safety culture with a focus on influencing behaviours.
- Responsible for providing wellness expertise to the organization through strategic planning, analysis, development, management and evaluation of Corporate Wellness Programs.
- Develop and coordinate implementation of Workplace Mental Health/Psychological Health and Safety programs.
- Works in partnership with all stakeholders to support a safe work environment.
- Main liaison with Ministry of Labour and Public Health related to OHS and IPC issues.
- Oversees the compliance of the Occupational Health and Safety Act, as well as the applicable Provincial Infectious Diseases Advisory Committee best practice documents.
- Partners with Union Leaders, Joint Health and Safety Co-Chairs to proactive approaches for safety.

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As a role model and champion you will work to identify and integrate safe, best practices into daily activities to foster the delivery of safe and exemplary care.

The responsibilities described above are representative and are not to be construed as all-inclusive.

Qualifications/Skills:

- Bachelors degree in a health discipline or relevant equivalent degree and
- Registration in a regulated health profession, preferred
- Minimum 3 years leadership experience in Occupational Health Safety
- Expert knowledge of OH&S legislation and best practice H&S procedures related to the healthcare sector.
- Canadian Registered Safety Professional (CRSP) designation preferred.
- Infection Prevention and Control experience preferred
- Demonstrated expert knowledge and understanding of disability legislation and regulations, including Duty to Accommodate, Employment Equity Act, Workers' Compensation Act and Human Rights Legislation, Accessibility Ontario Disability Act.
- Prior experience with organizing and coordinating wellness initiatives/programs would be an asset.
- Ability to maintain confidentiality.
- Client service and outcome orientation coupled with superior communication and influencing skills.
- Computer literacy in a Windows environment utilizing Word, Excel, and Outlook at a proficient level. Parklane experience an asset.
- Professional behavior and communication that meets the standards of the professional regulatory college or association, as applicable, and the standards of Women's College Hospital
- This position plays a critical role in acting as an advocate for safety and will demonstrate principles, practices and processes that will optimize a safe environment for all

POSTING DATE: June 7, 2019

Please forward resumes via email to HR@wchospital.ca with your name and the competition number in the subject line. (Example: Jane Smith, 1.16)

We thank you for your interest, however, only qualified applicants who are selected to be interviewed will be contacted.

Women's College Hospital is a fully affiliated teaching hospital of the University of Toronto and is committed to fairness and equity in employment and our recruitment and selection practices. We encourage applications from Indigenous peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our Hospital community. Accommodation will be provided in all parts of the hiring process as required under our Access for People with Disabilities policy. Applicants need to make their requirements known in advance.