



# Advisory Council on Occupational Health and Safety

Annual Activity  
Report 2024-25

For more information:

Website: <https://www.gov.nl.ca/dgsnl/>

Government Modernization and Service Delivery

P.O. Box 8700

St. John's, NL A1B 4J6

Telephone: 709.729.4834 Fax: 709.729.4754

E-mail: [DGSNLInfo@gov.nl.ca](mailto:DGSNLInfo@gov.nl.ca)

#### **REFERENCE PERIOD**

This report covers the period of April 1, 2024, through to March 31, 2025, the fiscal year of the Advisory Council on Occupational Health and Safety.

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## **Chairperson's Message**

As Chairperson of the Advisory Council on Occupational Health and Safety, I am pleased to submit the Annual Activity Report for 2024-25.

This report is prepared in compliance with the **Transparency and Accountability Act**, which requires the Advisory Council to prepare a yearly report as a Category 3 Government entity. The Advisory Council is accountable for the preparation of this Report and for the results reported.

On behalf of the members of the Advisory Council, I would like to reaffirm our commitment to working closely with all stakeholders to provide strategic advice to the Minister of Government Modernization and Service Delivery in helping create safe and healthy workplaces throughout the province.

Yours truly,



Rayna Luther

## Overview

The Advisory Council on Occupational Health and Safety (Advisory Council) has 11 members, including the Chairperson, Vice-Chairperson, two ex-officio positions and a secretary. The remaining membership consists of equal representation from labour and management. Members are appointed for three-year terms and are eligible for reappointment for no more than two consecutive terms. Where the term of a member expires, the member continues to serve until reappointed or replaced. The following is a list of active members serving on the Advisory Council as of March 31, 2025:

<b>Member</b>	<b>Representation</b>
Yvette Coffey	Chairperson
Rayna Luther	Vice-Chairperson
Mary Kathleen King	Labour Representative
Francine Wight	Labour Representative
Robert Richards	Labour Representative
Liz Palmera-Nunez	Management Representative
Randy Hart	Management Representative
Grant Skinner	Management Representative
Ann Martin - Ex-Officio CEO, WorkplaceNL	
Gail Boland - Ex-Officio Assistant Deputy Minister Government Modernization and Service Delivery	
Peggy Strickland – Recording Secretary Program and Policy Development Specialist, Government Modernization and Service Delivery	

## **Vision**

People in Newfoundland and Labrador living and working in healthy and safe environments with access to efficient and responsive programs and services.

## **Mandate**

The Advisory Council is established in accordance with section 12 of the **Occupational Health and Safety Act** (the Act). The duties and responsibilities of the Advisory Council are established pursuant to section 17 of the Act. They include providing advice to the Minister on the administration of the Act and the Regulations, occupational health and safety matters and any matter relating to occupational health and safety that the Minister has referred to the Advisory Council for its advice.

## **Budget and Expenditures**

The Advisory Council is funded through the Occupational Health and Safety Division of the Department of Government Modernization and Service Delivery. Approximately \$25,000 is budgeted annually for the operation of the Advisory Council, which includes reimbursements as per Treasury Board Guidelines for Boards, Commissions and Agencies. From this total, approximately \$3,600 is reserved for reimbursing members, \$5,500 is reserved for meeting expenses and the remainder, approximately \$15,900, is reserved for travel and per diem expenses. The Advisory Council spent \$445 during the 2024-25 fiscal year for reimbursement to members. There were no further expenditures.

## **Highlights and Partnerships**

In 2024-2025, the Advisory Council continued its collaborative efforts with representatives from labour and management to provide informed advice to government on matters related to occupational health and safety.

During the reporting period, orientation sessions were delivered to three newly appointed members: two appointed in 2024-2025 and one in 2023-2024. These sessions provided an overview of the Advisory Council's mandate and authority, as well as the roles and responsibilities of Digital Government and Service NL (renamed

Government Modernization and Service Delivery after the reporting period) and WorkplaceNL.

The Advisory Council remains actively engaged with key stakeholders, including WorkplaceNL, to address emerging occupational health and safety issues and support continuous improvement in workplace practices across the province.

## **Report on Performance**

This document outlines the Advisory Council's activities from April 1, 2024, to March 31, 2025, towards the achievement of its objectives as outlined in the Advisory Council's 2023-26 Activity Plan.

### **Objective:**

By March 31, 2024, 2025, and 2026, the Advisory Council will have advised the responsible Minister for Occupational Health and Safety.

### **Indicators:**

As requested, provided advice to the Minister on:

- The administration of the Act and its regulations.
- Occupational health and safety.
- Any matter relating to occupational health and safety that the Minister has referred to the Advisory Council for advice.

### **Results Achieved:**

The Advisory Council met virtually on December 18, 2024, in the 2024-25 reporting period and provided recommendations on initiatives under review by the Department of Digital Government and Service NL.

- **Radiation Health and Safety Act and Radiation Health and Safety Regulations** – Occupational Health and Safety staff presented the Advisory Council with an overview of the new **Radiation Health and Safety Act** and **Radiation Health and Safety Regulations** effective December 2, 2024. Key updates include revised registration requirements, enhanced safety measures, clearer language to support dental hygienist participation, and the establishment of an Information Sharing Agreement with the National Dose Registry.
- **Supervisor Training** - In 2023, the Advisory Council agreed to assess the

requirements and potential impacts for mandatory supervisor training with the assistance from the Occupational Health and Safety Division. Occupational Health and Safety staff in coordination with staff from Workplace NL, provided an update on the supervisor safety training.

Occupational Health and Safety staff and WorkplaceNL indicated that 6,825 individuals have completed standard voluntary supervisor training since 2017. The Advisory Council discussed a risk-based approach for implementation of supervisor training. It was indicated that Traffic Control Person (TCP) Level II training is another opportunity to ensure that supervisors in high-risk industries receive mandatory training.

Throughout the reporting period, the Advisory Council was also consulted on various regulatory and harmonization matters.

### **Opportunities and Challenges:**

The mandate of the Advisory Council is to advise the Minister on the administration of the Act and Regulations, occupational health and safety matters, and those matters referred to the Advisory Council by the Minister. The Advisory Council will endeavour to stay abreast of new business, so that its advice to the Minister is of high quality and value. The Advisory Council views occupational health and safety issues as an opportunity to feed into the development and amendment of legislation and policy to ensure that government considers the varying perspectives related to occupational health and safety.

The continued harmonization of occupational health and safety requirements remains a challenge and an opportunity for the Advisory Council. Unforeseen issues can arise when industries work to align their practices with other jurisdictions. Members must stay vigilant to ensure they are up to date on industry and safety developments, while also ensuring the Minister is able to receive appropriate and timely advice on how these developments may affect or provide opportunities for safety in the province.

## **Financial Statements:**

Financial statements are not required to be provided by the Advisory Council.



