

to maintain,
promote
and restore
employee
health,
safety and
well-being.



PILLARS
OF THE
WORKPLACE

ONTARIO OCCUPATIONAL HEALTH NURSES ASSOCIATION



we get into
the heart
of an
organization
to implement
cost
effective
strategies

WHO ARE WE?

OHNs are registered
Nurses with a diploma
and / or degree in
Nursing. They may also
have a college certificate
in Occupational Health
Nursing or a university
diploma in Occupational
Health. In Ontario,
Occupational Health
Nurses are regulated by
the Nursing Act and the
Regulated Health
Professions Act.

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WHAT IS OCCUPATIONAL HEALTH NURSING?

Occupational Health
Nursing provides
integrated occupational
health and safety
services to employers
and employees.
Occupational Health
Nurses (OHNs) work
closely with managers,
supervisors, insurers,
family physicians,
other health care
professionals, and
individual employees
to maintain, promote
and restore employee
health, safety and
well-being.



HOW OHNs HELP THE WORKPLACE

The OHN's mandate is to deliver a proactive occupational health program that helps prevent accidents, illness and injury and promotes employee health.

This includes identifying potential occupational health and safety issues, promoting healthy lifestyles and behaviours, providing resources, education, counselling and solving problems. We get into the heart of an organization and work closely with both management and employees to implement cost-effective strategies based on best practices that restore employee health and promote safe and timely return to work. Occupational Health Nurses have an excellent track record of successful dialogue and consultation with employers, insurers, educational institutions and government.



OHNS HAVE THE KNOWLEDGE AND EXPERTISE TO HELP YOU WITH:

- HEALTH AND WELLNESS
- DISABILITY MANAGEMENT
- PROGRAM MANAGEMENT
- BUSINESS STRATEGIES

Research has shown a positive work environment results in a healthier bottom line with enhanced production and decreased absenteeism.

OHNs help employers achieve this goal by developing employee programs such as healthy lifestyle, infection control, health and safety, and employee assistance. If an employee is on disability, OHNs manage the case and provide an objective assessment to determine what is necessary for the employee to return to work.

An effective Occupational Health and Safety program results in:

- Increased productivity
- Decreased absenteeism
- Fewer occupational and non-occupational injuries and illnesses
- Reduced compensation benefit costs
- Fewer disruptions in day-to-day business
- Enhanced profile as a responsible and caring organization



HOW DO I BECOME AN OHN?

If you are an RN and you perform any of the Occupational Health & Safety functions listed in the OH & S Checklist (see right panel), you may *immediately* apply for membership in OOHNA and receive professional liability insurance and education materials *specific* to Occupational Health & Safety. You do not require your COHN(C) designation to join OOHNA.

An RN who is currently not working in OH & S, and wants to perform functions related to the OH & S Checklist will need to do one or more of the following:

- Take an OH & S community college course or long distance learning course.
- Find a job in OH & S (contact the OOHNA office for assistance).
- Join a local Occupational Health Nursing Association.
- Visit www.oohna.on.ca for Education and Area Association listings.

Important: Any Registered Nurse interested in OH & S may apply for OOHNA membership and gain access to OOHNA's on-line job board. 80% of available OH & S jobs for Ontario nurses are listed with OOHNA!

OCCUPATIONAL HEALTH AND SAFETY CHECKLIST

DO YOUR NURSING INTERESTS AND/OR SKILLS INCLUDE ANY OF THESE COMPONENTS?

- Risk Management YES NO
- Disability Case Management and Return to Work Assessments YES NO
- Health & Safety Policy and Program Development YES NO
- Employee Assistance Program YES NO
- Communicable Disease and Infection Prevention Control Practices (e.g. Immunization) YES NO
- Lifestyle Promotion
- Ergonomic Policies and Programs (e.g. Assessment, Education, Repetitive Strain Injury Prevention and Back Injury Prevention) YES NO
- Legislation Awareness and Interpretation (e.g. Occupational Exposure Levels, WHMIS, PHIPA) YES NO
- Environmental Monitoring (e.g. Noise, Air Quality and PPE - Personal Protective Equipment) YES NO
- Baseline Health Assessments
- Medical Surveillance (e.g. Lung Function, Audiometry and Vision Screening) YES NO
- Disaster Planning YES NO
- Data Collection and Analysis YES NO
- Customized Training (e.g. Stress Management and First Aid) YES NO
- Interdisciplinary Consultation and Support (e.g. Human Resources, Joint Health and Safety Committee) YES NO

If you answered yes to any of these, you may be a candidate for OCCUPATIONAL HEALTH NURSING

Contact the
Ontario Occupational Health Nurses Association at
416-239-6462 or e-mail
administration@oohna.on.ca
to find out how we can help.