



POLICY REVIEW COMMITTEE
Report No. 25-029

15 May 2025

**RESCISSION OF POLICY P 054 HS - WORKPLACE SAFETY AND
INSURANCE ACT**

Key Contact: Shawn Lehman, Superintendent of Employee Services

PURPOSE:

1. To approve the rescission of Policy P 054 HS - Workplace Safety and Insurance.

STRATEGIC LINKS:

2. The proposed rescission is consistent with the Board's policy review and development process and supports a commitment to effective governance. This aligns with the pillars of Learning, Well-being, and Social Responsibility under the OCDSB 2023-2027 Strategic Plan.

CONTEXT:

3. An effective policy review cycle should include a consideration as to whether a policy can or should be rescinded on the basis that it is no longer relevant, required, or could be combined with another related policy. The policy at hand was developed in 1998 and revisited 5 years later as part of the cyclical policy review. Since 2003, this policy has not been reviewed and changes were not necessary at any point. This report recommends the rescission of this policy for the rationale listed below.

KEY CONSIDERATIONS:

4. Background
All school boards in Ontario are legally obligated to comply with the *Workplace Safety and Insurance Act* (WSIA). This act governs workplace injury, illness insurance, and return-to-work programs in the province.

Staff in Employee Services have confirmed that the 2003 WSIA Policy provisions continue to be relevant. As the OCDSB has not gone beyond any legislated requirements and only mirrors the requirements of the WSIA, the Policy team recommends rescinding this policy.

5. Risk Analysis of Policy Rescission
There are no risks associated with the rescission of this policy, as processes and associated procedures are in place for reporting to the Workplace Safety and Insurance Board (WSIB), guaranteeing the implementation of all legislated

requirements listed under the WSIA and required by the existing OCDSB Policy [P 058 HS - Occupational Health and Safety](#).

The related governing documents and processes currently in place include:

- PPM 76a - [Workplace Safety and Insurance Coverage for Students in Work Education Programs](#) (Not requiring the development of a board policy)
- [P 058 HS - Occupational Health and Safety](#)
- [PR 593 HS - Worker Accident Reporting and Investigations](#) (Under Review)
- [PR 680 HS - Violence in the Workplace](#)
- [OCDSB 921 - Functional Abilities Form for Timely Return to Work](#);
- [Resources](#) from the Elementary Teachers' Federation of Ontario (ETFO)
- [Resources](#) from the Ontario Secondary School Teachers' Federation (OSSTF)

6. Comparative Analysis with Other School Boards in Ontario

Staff conducted a jurisdictional scan with other school boards in Ontario and found no other boards in the province having a stand-alone policy for WSIA. Due to the interconnectedness between the WSIA and the *Occupational Health and Safety Act* (OHSA), all other boards in the province have one policy covering the requirements of both Acts and different procedures and processes for the implementation of such requirements.

RESOURCE IMPLICATIONS:

7. There are no resource implications to the rescission of Policy P 054 HS - Workplace Safety and Insurance.

COMMUNICATION/CONSULTATION ISSUES:

8. Upon the approval of the Board of the rescission of the policy, public access to the policy will be removed.

RECOMMENDATION

THAT Policy P 054 HS - Workplace Safety and Insurance, attached as Appendix A to Report 25-029, be rescinded.

Shawn Lehman
Superintendent of Employee Services

Pino Buffone
Director of Education and
Secretary of the Board

APPENDICES

Appendix A- Standing Policy P 054 HS - Workplace Safety and Insurance