

SAFETY FIRST

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Comprehensive Workplace Health and Safety

According to the Canadian Centre for Occupational Health and Safety (CCOHS), a **Comprehensive Workplace Health and Safety (CWHS) program** “is a coordinated strategy with related activities, initiatives, and policies developed by the employer, in consultation with employees, to **continually improve or maintain the quality of working life, health, and the well-being of the workforce.**” A robust CWHS program can improve employee productivity, morale, engagement, and retention and can also result in reduced absenteeism, employee turnover, injuries, and medical leave.

The four elements of a CWHS plan are **safety, work environment/culture, physical and mental health, and community involvement.** These elements overlap in many ways and cannot be isolated.

Here are a few things to think about when creating or implementing a CWHS program:



Everyone on staff can have a role in program development and progress. Widespread support for the goal of a healthy workplace is critical.



Review your organizational culture and policies regarding employee appreciation, like opportunities for growth and development and fairness in work distribution.



Your CWHS plan should include support for active living, healthy nutrition, and mental health. New habits lead to changed lifestyles, and it is very important for everyone to feel empowered and enabled to make healthier habits.

These factors are key in creating a workplace where everyone feels empowered to share safety concerns or suggested safety improvements. Your personal daily interactions with your coworkers contribute to their well-being and levels of stress, as well as your own. Mental well-being is a critical foundation for physical safety.

Register for **WASTECON® 2024** and attend the opening session **“Safety in the Skies and on the Ground: Aviation Industry Insights for Solid Waste and Resource Management”** to learn how to instigate culture change and employee development at your workplace.



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