



Advisory Council on Occupational Health and Safety

Annual Activity
Report 2025-2026

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REFERENCE PERIOD

This report covers the period of April 1, 2025, through to March 31, 2026.

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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 April 1, 2025 to March 31, 2026.

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 Provincial 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 Services in helping create safe and healthy workplaces throughout the province.

Yours truly,

A handwritten signature in black ink that reads "R. Luther". The signature is written in a cursive, flowing style.

Rayna Luther

Overview

The Occupational Health and Safety Advisory Council has 11 members, including a Chairperson, Vice-Chairperson, three labour representatives, three management representatives, two Ex-Officio positions, and a Recording Secretary. Members are appointed for three-year terms and are eligible for reappointment for no more than two consecutive terms. The following is a list of active members serving on the Advisory Council as of March 31, 2026:

Member	Representation
Rayna Luther	Chairperson
Francine Wight	Vice-Chairperson
Rovshen Baymyradov	Labour Representative
Roger Duffy	Labour Representative
Kayla Stokes	Labour Representative
Tracy Allen	Management Representative
Randy Hart	Management Representative
Grant Skinner	Management Representative
Elizabeth Lane - Ex-Officio, Chief Executive Officer, WorkplaceNL	
Gail Boland - Ex-Officio, Assistant Deputy Minister, Government Services	
Peggy Strickland – Recording Secretary, Program and Policy Development Specialist, Government Services	

Mandate

The Occupational Health and Safety Advisory Council is established in accordance with Section 12 of the **Occupational Health and Safety Act**. The duties and responsibilities of the Advisory Council are established under Section 17 of the **Occupational Health and Safety Act** and include providing advice to the Minister of Government Services on the administration of the legislation, 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.

Vision

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

Budget and Expenditures

The Advisory Council is funded through the Occupational Health and Safety Division of the Department of Government Services. 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. While the Advisory Council met once during the 2025-2026 fiscal year, the expenditures have not yet been processed. Due to a delay in receiving the information needed to set up payments, the expenditures could not be processed before the end of the 2025–2026 fiscal year and will occur in the 2026–2027 fiscal year.

Highlights and Partnerships

In 2025-2026, the Advisory Council continued its collaborative efforts with representatives from labour and management to provide informed advice to the Provincial Government on matters related to occupational health and safety.

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, 2025, to March 31, 2026, towards the achievement of its objectives as outlined in the Advisory Council's 2023-2026 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, the Advisory Council provided the following advice to the Minister:

- 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 November 6, 2025, in the 2025-2026 reporting period and provided recommendations on initiatives under review by the Department of Government Services.

Indicator: Advice provided to the Minister on the administration of the Act and its regulations

Result: The Advisory Council provided advice to the Minister regarding the potential adoption of Canadian Standards Association (CSA) standards **CSA Z96 – High-Visibility Safety Apparel** and **CSA Z94.4.1 – Filtering Respirators**. These standards were presented for consideration as part of broader national harmonization efforts across Canadian jurisdictions. The Advisory Council discussed the implications of adopting these standards and the related regulatory amendments that would be required under the

Occupational Health and Safety Regulations, 2012.

Indicator: Advice provided to the Minister on occupational health and safety matters

Result: The Advisory Council reviewed and provided recommendations on occupational health and safety initiatives under consideration by the Department of Government Services. Discussions focused on regulatory developments, emerging occupational health and safety issues, and opportunities to strengthen worker protection while supporting alignment with national standards and best practices.

Indicator: Advice provided on matters relating to occupational health and safety referred to the Advisory Council by the Minister

Result: The Advisory Council received updates on initiatives supporting the **Occupational Health and Safety Reconciliation Agreement (2018)** and the **Pan-Canadian Occupational Health and Safety Reconciliation Agreement (2020)**, both of which aim to promote interjurisdictional collaboration and harmonization of occupational health and safety requirements across Canada. The Council also discussed ongoing mutual recognition initiatives and considered opportunities to support labour mobility where full harmonization may not be feasible, provided existing levels of worker protection are maintained or enhanced. Through these discussions, the Advisory Council provided advice and recommendations on matters referred for its consideration during the reporting period.

Opportunities and Challenges:

The Advisory Council strives to stay aware of new business, so that its advice to the Minister is of high quality and value. The Advisory Council provides various perspectives on occupational health and safety issues for the Minister to consider in the development and amendment of legislation and policy.

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 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 impact or provide opportunities to improve workplace safety in the province.

Financial Statements:

The Advisory Council is not required to provide financial statements.

