



101 HOLIDAY INN DRIVE  
PO BOX 29045  
CAMBRIDGE, ON N3C 0A0  
866.723.9082

## **OPSWA – Inclement Weather Policy – Home Care PSWs**

In recent years the severity of weather in Ontario has forced the OPSWA to consider the adoption of best practices and a policy to:

1. Define parameters for the Personal Support Worker to determine if the risk to their personal health and safety is too great to attend a home care appointment
2. Ensure that this policy does not come into conflict with the Occupational Health and Safety Act Part V, Sec. 43(1) and 43(2) respectively.

Personal Support Workers who are members of the Ontario Personal Support Workers Association and who are employed in the delivery of home care, either through their own proprietary enterprise, or while employed with an entity that delivers said care, are encouraged to adopt as best practices in the event that inclement weather poses a serious risk of injury to the PSW, the following:

- 1.) Inclement weather is defined as any environment event that prevents or seriously impedes a PSW from meeting with a home care client and must satisfy the following parameters:
  - a. The environmental conditions are such that to travel would place the PSW in undue risk of injury (i.e. Ministry of the Environment statements advising persons to avoid travelling on roads due to poor driving conditions) and;
- 2.) Where this action will NOT directly endanger the life, health and safety of another person.
- 3.) Only OPSWA members are covered and must adhere to this policy.

**DISCLAIMER: This policy is not to be used as justification for shift abandonment.**