OCCUPATIONAL HEALTH PARTNERSHIP PROPOSAL

Green Health Canada Inc. × NGHA

Canadian Healthcare Occupational Health Framework Implementation Across 6 Medical Cities

Executive Summary

NGHA maintains world-class medical capabilities but requires systematic occupational health prevention programs to achieve complete excellence. Green Health Canada Inc. bridges this critical gap through proven Canadian healthcare frameworks and regulatory compliance systems, specifically adapted for Saudi Arabia's healthcare environment.

8	6	24	100%
Prevention Programs	Medical Cities Covered	Month Partnership	Canadian Standards

Evidence-Based Results

- ✓ **25-35% reduction in musculoskeletal injuries** through systematic patient handling programs
- ✓ **20-30% reduction in needlestick injuries** via biological exposure control
- ✓ **30-40% reduction in repeat incidents** through systematic investigation and prevention
- ✓ **8 comprehensive prevention systems** based on Canadian healthcare frameworks
- ✓ **Vision 2030 alignment** with innovation and research collaboration

8 Core Occupational Health Prevention Programs

Based on Canadian healthcare standards and regulatory requirements

💪 Material Handling & Workstation Ergonomics (MSIP)

Impact Without This Program:
Musculoskeletal injuries from poor ergonomics lead to chronic pain, increased sick leave, reduced productivity, and long-term disability claims - creating both human suffering and significant organizational costs.

Based on: Musculoskeletal Injury Prevention Program + Canadian Occupational Health Standards - Ergonomics Requirements (Office & Administrative Settings)

Expected Result: 20-25% reduction in office/administrative manual handling injuries, 15-20% reduction in workstation ergonomic complaints

Key Deliverables:

- ✓ MSIP Program/Annual Evaluation templates
- ✓ 26-point Computer Workstation Self-Assessment checklist
- ✓ Office Ergonomics Independent Learning Package with systematic implementation protocols
- ✓ Training on reporting ergonomic concerns through existing NGHA systems

Implementation Details

4-month implementation focusing on office environments, administrative areas, and non-clinical workstations

Expected Outcomes:

- ✓ 20-25% reduction in office-related back injuries
- ✓ 15-20% decrease in repetitive strain injuries at workstations
- ✓ Improved administrative productivity by 15%

Assessment Tools & Resources

- 26-point Computer Workstation Self-Assessment covering posture, layout, lighting, and work design
- Systematic implementation protocol with manager approval workflows
- Two-week trial and follow-up assessment procedures
- Office workstation adjustment guides and reference materials
- Equipment procurement recommendations with recommended office equipment lists

Ready-to-Implement: Proven Canadian healthcare ergonomics assessment methodology with immediate deployment capability across all NGHA administrative and clinical support areas.

🏥 Safe Patient Handling Program

Impact Without This Program:
Without safe patient handling protocols, healthcare workers suffer preventable back injuries and MSI disorders that cause personal suffering, lead staff to consider job changes, and result in extended recovery periods.

Based on: Canadian Occupational Health Systems Applied in Healthcare Settings + Healthcare Safe Patient Handling Standards + Canadian Ergonomic Requirements

Expected Result: 25-35% reduction in MSI injuries, 20-30% reduction in lost-time days

Key Deliverables:

- ✓ Complete SPH Program Evaluation framework
- ✓ Annual Review assessment tools and templates
- ✓ Patient handling incident data tracking system
- ✓ Department-specific lifting protocols and procedures
- ✓ Equipment evaluation and procurement recommendations
- ✓ Employee feedback collection mechanisms
- ✓ Training on reporting patient handling incidents through existing NGHA systems

Implementation Details

5-month comprehensive program with structured evaluation across all patient care areas

Expected Outcomes:

- ✓ 25-35% reduction in lifting-related injuries
- ✓ 25% improvement in patient comfort during transfers
- ✓ 20-30% decrease in workers' compensation claims
- ✓ Structured annual evaluation and improvement system

Evaluation Tools & Resources

- Train-the-trainer programs for Safe Patient Handling including lifting techniques
- SPH Program Evaluation Annual Review templates
- Incident data tracking by activity type (transfer, bathing, dressing, toileting)
- Employee feedback collection surveys and meeting protocols
- Equipment inventory and inspection processes
- Train-the-trainer programs for Safe Patient Handling including lifting techniques
- Training record tracking and verification systems
- Action item tracking with target dates and responsible persons
- Mechanical lift systems evaluation and maintenance protocols

📋 Incident Investigation & Prevention System

Impact Without This Program:
When incidents aren't properly investigated, preventable hazards recur, staff lose confidence in safety systems, and the culture of accepting workplace risks becomes normalized - perpetuating the cycle of harm.

Based on: Canadian Occupational Health Standards - Investigation Requirements + Healthcare Incident Analysis Standards

Expected Result: 30-40% reduction in repeat incidents, 20-25% reduction in uncontrolled hazard recurrence

Key Deliverables:

- ✓ Incident investigation templates
- ✓ Root cause analysis protocols
- ✓ Prevention action tracking systems
- ✓ Training on existing NGHA reporting systems and procedures

Implementation Details

3-month systematic rollout with investigator training and system deployment

Expected Outcomes:

- ✓ 30-40% reduction in repeat incidents
- ✓ 50% faster investigation completion
- ✓ 90% improvement in corrective action implementation

Tools & Resources

- Investigation platform with 5 Whys and fishbone analysis
- Root cause analysis software
- Incident trend analysis dashboard
- Action tracking system

🛡️ Violence Risk Assessment (VRA) System

Impact Without This Program:
Without proper violence prevention, healthcare workers experience depression, anxiety, fear, and anger. Many consider leaving their jobs, and work motivation significantly decreases. These psychological impacts directly harm both staff wellbeing and patient care quality.

Based on: Healthcare Violence Prevention Standards + Canadian Occupational Health Standards - OHS Regulation

Expected Result: 5-15% reduction in physical assaults, 10-20% reduction in staff injuries from violence

Key Deliverables:

- ✓ VRA Assessment Template (English)
- ✓ Site-specific Violence Prevention Policies
- ✓ Training curriculum for high-risk departments
- ✓ Staff familiarization with existing NGHA reporting systems and MOH legal protections

Implementation Details

6-month phased rollout starting with emergency departments and psychiatric units

Expected Outcomes:

- ✓ 5-15% reduction in physical assaults
- ✓ 10-20% reduction in staff injuries from violence
- ✓ 50-100% increase in incident reporting

Tools & Resources

- Utilize existing SRS system for reporting
- Establish reporting policies, guidelines and training
- Real-time risk assessment tools
- De-escalation training modules

🦠 Biological Exposure Control Program (Bio-ECP)

Impact Without This Program:
Needlestick injuries and infectious disease exposures create immediate health risks, require costly post-exposure prophylaxis, generate significant anxiety about infection, and can lead to long-term health consequences.

Based on: Health Canada Biosafety Guidelines + Canadian Occupational Health Standards - Biological Hazard Regulations + Interior Health Respiratory Protection Program + Infection Control Standards

Expected Result: 20-30% reduction in needlestick/sharps injuries, 15-25% reduction in post-exposure cases, 95% respiratory protection compliance

Key Deliverables:

- ✓ Bio-ECP policies and procedures
- ✓ Comprehensive Respiratory Protection Program with fit testing protocols
- ✓ Biological Hazards tracking and monitoring system
- ✓ Focus department identification and specialized protocols
- ✓ Fit tester certification and training programs
- ✓ Exposure control training and education modules
- ✓ Training on reporting biological exposures and needlestick injuries through existing NGHA systems

Implementation Details

5-month comprehensive implementation focusing on high-risk departments, laboratory areas, and respiratory protection

Expected Outcomes:

- ✓ 20-30% reduction in needlestick injuries
- ✓ 15-25% decrease in infectious disease exposure
- ✓ 95% compliance with biosafety and respiratory protection protocols
- ✓ 100% fit testing compliance for airborne infectious agent exposure roles
- ✓ Trained fit testers at ratio of 1:100 employees requiring fit testing

Comprehensive Bio-ECP Tools & Resources

Respiratory Protection & Fit Testing:

- Biological Hazards Insight Report system for tracking and monitoring
- N95 and elastomeric respirator fit testing protocols (qualitative and quantitative)
- Fit tester certification training (2-year certification cycle)
- Focus department identification (Emergency, ICU, Laboratory, Medical Imaging, Respiratory Therapy)

Exposure Control Systems:

- Sharps injury prevention devices and protocols
- Post-exposure prophylaxis protocols
- Biological waste segregation and disposal systems
- Annual fit testing scheduling and compliance monitoring

Complete Canadian Framework: Proven Interior Health respiratory protection standards with comprehensive fit testing protocols, biological hazard tracking, and specialized focus department procedures adapted for NGHA implementation.

🧠 Critical Incident Support & Workplace Resilience Program

Impact Without This Program:
After traumatic workplace incidents such as violence, patient deaths, or serious injuries, staff experience depression and anxiety without proper support. This leads to increased stress-related absenteeism and significant decreases in work motivation and engagement.

Based on: Critical Incident Stress Management Standards + Canadian Occupational Health Standards - Psychological Safety Requirements + Workplace Resilience Best Practices

Expected Result: 10-15% reduction in stress-related absenteeism following critical incidents, improved staff resilience and coping capacity

Key Deliverables:

- ✓ Critical incident debriefing protocols for post-traumatic events
- ✓ Stress management training for high-pressure departments
- ✓ Manager training on recognizing and referring distressed employees
- ✓ Training on accessing existing NGHA mental health support and confidential reporting channels

Implementation Details

8-month focused implementation targeting critical incident response and high-stress departments

Expected Outcomes:

- ✓ 10-15% reduction in post-incident stress leave
- ✓ Faster recovery and return to work after traumatic events
- ✓ Improved manager capability to support distressed staff
- ✓ Better utilization of existing employee support resources

Tools & Resources

- Critical incident debriefing protocols (within 24-72 hours of traumatic events)
- Peer support team training and activation procedures
- Manager recognition guide for signs of workplace stress
- Resilience training modules for Emergency, ICU, and high-stress departments
- Referral pathways to existing NGHA employee assistance programs
- Confidential support access guidelines

🏢 Controlled Substances Management Program

Impact Without This Program:
Inadequate controlled substances management leads to diversion incidents, medication errors affecting patient safety, regulatory penalties, and erosion of trust within healthcare teams.

Based on: Health Canada Controlled Substances Regulations + Saudi Food and Drug Authority Standards + Canadian Occupational Health Standards - Chemical Safety

Expected Result: 30-40% reduction in diversion incidents, 25-35% reduction in documentation errors

Key Deliverables:

- ✓ Controlled substances policies
- ✓ Security and handling protocols
- ✓ Training and compliance monitoring systems
- ✓ Training on reporting discrepancies and diversion concerns through existing NGHA systems

Implementation Details

6-month secure implementation with enhanced security protocols and staff certification

Expected Outcomes:

- ✓ 30-40% reduction in diversion incidents
- ✓ 25-35% reduction in documentation errors
- ✓ 85% improvement in inventory accuracy

Tools & Resources

- Secure inventory management system
- Dual sign-off access control
- Regular audits and reconciliations
- Incident reporting for discrepancies

🚨 First Aid & Emergency Response Program

Impact Without This Program:
Delayed emergency response in healthcare settings can worsen injury outcomes, increase liability exposure, and undermine staff confidence in workplace safety - particularly critical given existing occupational hazards.

Based on: Canadian Red Cross Standards + Canadian Occupational Health Standards - First Aid Requirements + Healthcare Emergency Protocols

Expected Result: 30-50% faster emergency response times, 15-20% reduction in severity of outcomes

Key Deliverables:

- ✓ Emergency response protocols
- ✓ First aid training curriculum
- ✓ Emergency equipment assessment and placement
- ✓ Integration with existing NGHA emergency response systems and communication protocols

Implementation Details

4-month comprehensive emergency preparedness program across all facilities

Expected Outcomes:

- ✓ 90% staff first aid certification
- ✓ 30-50% faster emergency response times
- ✓ 15-20% reduction in severity of outcomes

Tools & Resources

- Clear coverage requirements per shift
- Scenario-based drills and training
- AEDs and first aid equipment optimization
- Integration with community emergency services

24-Month Implementation Roadmap

Phase 1: Foundation (Months 1-6)

Milestone: Assessment & System Design

Key Activities:

- → Site assessment, stakeholder meetings, gap analysis
- → System customization, policy development
- → Initial training rollout

Success Metrics: Complete assessment, 25% staff trained

Phase 2: Core Implementation (Months 7-12)

Milestone: System Deployment

Key Activities:

- → Material Handling & Ergonomics program launch
- → VRA and Bio-ECP implementation
- → Incident reporting and investigation system deployment

Success Metrics: All 8 systems operational, 50% incident reduction, 75% training completion

Phase 3: Optimization (Months 13-18)

Milestone: Performance Enhancement

Key Activities:

- → Performance monitoring, system refinement
- → Advanced training, supervisor development
- → Culture transformation initiatives

Success Metrics: Target performance achieved, 90% training completion

Phase 4: Sustainability (Months 19-24)

Milestone: Independence & Continuous Improvement

Key Activities:

- → Knowledge transfer, internal capability building
- → System handover, ongoing support protocols
- → Final assessment, continuous improvement planning

Success Metrics: Full independence, sustained performance

Partnership Scope & Deliverables

Comprehensive Occupational Health Partnership

NGHA receives comprehensive occupational health consulting services across all 6 medical cities with proven Canadian healthcare frameworks and regulatory compliance guidance.

What's Included in Partnership

- ✓ **Expert occupational health consulting team** with Canadian healthcare specialization
- ✓ **Comprehensive prevention programs** implementation and management
- ✓ **Complete training curricula** in English
- ✓ **24/7 support** and consultation access
- ✓ **Coverage across all 6 medical cities**

Complete Service Package

Material Handling & Ergonomics systems	✓ Included
Safe Patient Handling programs	✓ Included
Incident investigation & prevention systems	✓ Included
Violence Risk Assessment systems	✓ Included
Biological Exposure Control Program (Bio-ECP)	✓ Included
Critical Incident Support & Workplace Resilience	✓ Included
Controlled Substances Management systems	✓ Included
First Aid & Emergency Response Program	✓ Included
All documentation and templates	✓ Included

NGHA Responsibilities

- ✓ Travel and accommodation costs for Green Health Canada team
- ✓ Staff time for occupational health training and implementation activities
- ✓ Facility access and resources for program evaluation
- ✓ Internal communication and change management support

Contact Information

Green Health Canada Inc.

Project: NGHA Occupational Health Consulting Partnership

Primary Contact: Mohammad Al Dhaher

Title: Principal Occupational Safety Consultant

Specialization: Occupational health consulting using Canadian healthcare frameworks & regulatory compliance strategies

Location: Vernon, British Columbia, Canada

Consulting Approach: Independent Canadian consultant utilizing proven Canadian healthcare occupational health frameworks