



Posting ID Number: 2026-6510

Job Title: Health and Safety Specialist – Health, Safety & Wellness (Human Resources) FT 2026-6510

Job Type: Full Time

Department: Human Resources

Number of Positions: 1

Link to apply:

[Health and Safety Specialist – Health, Safety & Wellness \(Human Resources\) FT 2026-6510 in Cambridge, Ontario | Careers at CA-ON-Cambridge](#)

Salary

\$48.71 - \$57.99

Position Summary:

The Health and Safety Specialist is part of the Health, Safety & Wellness team at Cambridge Memorial Hospital. This role is focused on the planning, implementation, and continuous improvement of safety and risk prevention programs. This role ensures compliance with all legislation, regulatory standards, leads incident investigations, and collaborates with leaders to foster a culture of safety for staff, patients, volunteers, physicians, medical professional staff, midwives, students and visitors.

Key Responsibilities:

- Accountable for review and monitoring of compliance with the OHSA and other legislation (i.e. WSIA, Employment standard act, etc.) through building, implementing and evaluating workplace health and safety strategies across clinical and corporate departments.
- Lead for ensuring organizational compliance with changes in legislation through monitoring of legislation and development of plans to meet change requirements.
- Oversee incident reporting, including follow-up with workers, investigations (including critical injury investigation and reporting to MLITSD), complete root cause analyses and lead corrective actions.
- Coordinate and participate in internal and external inspections, risk assessments, and Ministry of Labour investigations.

- Serve as a subject matter expert related to safety prevention strategies including, not limited to, workplace violence prevention, MSD prevention strategies (including safe patient handling), chemical handling programs (including response to chemical spills), needle/sharps practices, etc.
- Support the Joint Health and Safety Committee (JHSC) through provision of reports and updates, lead for inspection monitoring, and back-up administrative support including preparation of agenda, package and meeting minutes, as needed.
- Collaborate with teams across the organization (clinical and non-clinical) to develop and implement proactive safety solutions.
- Monitor safety performance indicators, prepare regular reports, and present findings to leadership and committees, internally and externally.
- Lead for WSIB Claims including submission of documentation as per WSIA requirements, review of potential cost relief, appeals, etc.
- Assist Abilities Management team with support for accommodation needs related to work-related injuries / WSIB Cases
- Supports emergency preparedness and code response planning (e.g., Code Red, Code White, Code Silver), including drills and education.
- Prepare appropriate periodic reports related to WSIB, workplace violence incidents and other safety reports as required.

Qualifications:

- Occupational Health & Safety Degree / Diploma required.
- Minimum 5 years of experience in a health and safety specialist role within a public sector environment, preferably the healthcare sector.
- Additional education in field of nursing, public health, occupational therapy or kinesiology considered an asset.
- Canadian Registered Safety Professional (CRSP), or Canadian Health & Safety Consultant (CHSC) or equivalent certification preferred.
- Strong knowledge of all applicable legislation, clinical environments, patient safety concerns, and healthcare regulations.
- Experience with electronic safety management systems (e.g., RL6, Parklane), as well as proficient with Microsoft suite (including, not limited to, word, excel, teams, power point)
- Proven ability to work effectively amongst cross-functional teams in a unionized environment.
- Excellent communication, facilitation, and analytical skills.

We thank all those who apply, however only those selected for an interview will be contacted.