



Deploying Our Expertise

2024 Activity Report



Declaration of Data Reliability

I declare that I have every reason to believe that the observable facts and measurable data presented in this activity report accurately reflect the situation at December 31, 2024. This information falls under my responsibility as President and CEO of the Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST). I hereby attest to its accuracy and the reliability of the controls relating thereto. The indicators retained are developed using reliable and accurate data, and allow us to assess the IRSST's production over the course of the year. Recommended by the members of the Institute's Scientific Advisory Board and approved by the Board of Directors, the 2024 Activity Report faithfully describes the Institute's mission, vision and principal achievements.

Lyne Sauvageau



Mission

In keeping with the spirit of the *Act respecting Occupational Health and Safety* (AOHS) and the *Act respecting industrial accidents and occupational diseases* (AIAOD), the IRSST's mission is:

To contribute to workers' health and safety through research, its laboratories' expertise, and knowledge dissemination and transfer, with a view to promoting prevention and sustainable return to work.

Vision

- **A leader** in the advancement and mobilization of scientific and technical knowledge in occupational health and safety (OHS), we are recognized at the national and international levels for the quality and relevance of our achievements.
- **Present for and influential** on our OHS partners and in the public sphere, our expertise informs our actions aimed at improving the health and safety of Québec workers.
- **A forum for collaboration, creativity and innovation**, we offer a healthy and exemplary work environment that supports initiative and the recognition of individual and collective achievements.

Values

Proud of our mission and committed to achieving our vision, we embody the following values:

- **Excellence**, as the foundation of the IRSST's credibility and leadership;
- **Agility**, to anticipate and respond to needs and emerging problems;
- **Openness**, to capitalize on the diversity of people, ideas and disciplines;
- **Integrity and transparency**, as the heart of our work, exchanges and actions.

Message from the Chair of the Board of Directors



Louise Otis

Chair of the Board
of Directors

The IRSST has been a key player in Québec's occupational health and safety (OHS) ecosystem for 44 years now. Recognized for its expertise, the quality of its studies and its close ties with workplaces, the Institute pursues its mission of OHS research in a spirit of equal employer/worker representation.

Since my appointment as Chair of the Board of Directors in December 2023, I have witnessed numerous strategic advances and collective efforts made in preparation for the future. As you know, occupational health and safety is top of mind in workplaces. The many challenges it poses involve both prevention and sustainable return to work. The commitment of the IRSST and its partners is essential to our ability to meet these challenges.

The year 2024 was marked by important developments, notably our qualification on March 4 as a research centre eligible for government subsidy programs. This recognition reinforces the Institute's credibility and opens the door to increased collaboration with companies, thus paving the way to concrete solutions for OHS issues. In addition, the adoption of new in-house regulations modernized our governance processes, adapting them to current realities and positioning us more optimally to support workplaces.

Innovation was a key focus this year. The Information Technologies Division finished implementing a cloud-based office automation solution, deployed a new telephone system and launched a data classification and labelling project for managing personal and sensitive information in compliance with the requirements of the *Act to modernize legislative provisions as regards the protection of personal information* (SQ 2021, c 25). This initiative reflects the IRSST's commitment to protecting the data it holds, while improving the tools designed to ensure the efficiency of its activities and meet the growing needs of workplaces. Equally noteworthy is the fact that we are integrating sustainable development into all our initiatives to adapt them to the current and future issues faced by workplaces.

In 2024, the Board of Directors made an important decision to substantially increase the resources allocated for research, subject to the funds available. This decision will make it possible to fund new research positions and projects within our in-house team, as well as to strengthen our expertise and our advisory role with the CNESST, particularly regarding emerging risks. These initiatives attest to the importance we place on a fundamental pillar of our mission: that of creating solid and applicable knowledge.

The IRSST further strengthened its scientific capacities by increasing its workforce and consolidating its strategic partnerships, especially with universities. These collaborations enhance our work and enable us to adapt our OHS efforts to the needs of the various occupational sectors. The *Act to modernize the occupational health and safety regime* transformed the responsibilities borne by workplaces, and the Institute played a key role in supporting them through these changes. Our laboratories, unique in Canada, adapted their service offerings to respond to a diversified clientele and to preserve the health and safety of people at work.

In addition, I would like to stress the importance of the international outreach initiatives taken by the IRSST, which shares its knowledge and collaborates with top-tier partners around the world. This outreach attests to its relevance and the influence of its work. By strengthening its international partnerships, the Institute contributes actively to addressing global occupational health and safety challenges, while also maximizing its local benefits. Combined with greater visibility in the media, this collective outreach highlights the Institute's pertinence in an ever-changing world of work.

Lastly, I would like to underscore the arrival of Anouck Gagné as the new President and CEO of the CNESST and as the Vice-Chair of the IRSST's Board of Directors. Her expertise and commitment will reinforce the strategic ties between the two organizations. I am confident that this collaboration will contribute to the achievement of our shared goals of a better future in terms of occupational health and safety.

I wish to thank all members of the Institute's staff and the Board of Directors for their steadfast dedication and rigour.

Message from the President and CEO

Deploying Our Expertise



Lyne Sauvageau
President and CEO

While this past year was devoted to preparing for the future and outlining our vision, it also marked a turning point toward concrete action. We implemented the means needed to strengthen our capacities and ensure safe and resilient workplaces that are adapted to current and future challenges. Under the theme *Deploying Our Expertise*, we consolidated our resources, deepened our partnerships and redoubled our efforts to anticipate transformations in the world of work.

In 2024, the IRSST invested over 3.3 million dollars in 14 carefully selected research projects, signalling a decisive year in terms of our capacity to meet workplace needs. These projects, headed by experienced scientific teams, will reaffirm the Institute's role as a catalyst for concrete, innovative solutions.

Supported by its Scientific Advisory Board and Board of Directors, the Institute also embarked on a strategic transformation in the way it develops its research capacities. This process included adding new positions on the scientific team, increasing the funding earmarked for research, and as of 2025, creating a two-million-dollar reserve to meet the ad hoc needs of workplaces.

The coming into force of the *Act to modernize the occupational health and safety regime* also led to major changes in workplace responsibilities by giving employers a bigger role in implementing and managing adapted health programs. Faced with this transition, the IRSST realigned the role of its laboratories to meet the needs of a more diversified clientele and thus offer direct support to all workplaces, in collaboration with the public occupational health network.

As part of this transformation, the IRSST launched *PhareSST*, a unique platform in the French-speaking world, dedicated to occupational health and safety. This institutional repository centralizes all IRSST-funded and -produced scientific materials. It also facilitates access to research results, while increasing their visibility and benefits in both workplaces and the scientific community. With *PhareSST*, the Institute acquired a modern, long-lasting tool that reinforces both its mission of disseminating knowledge and its strategic role in the OHS research ecosystem.

Our partnerships lie at the heart of this strategic approach, and extend both nationally and internationally. One of the noteworthy collaborations marking this past year was an historic agreement signed with the Indigenous Center for Occupational Health & Public Safety (ICOHPS). This alliance opens new avenues for the Institute and allows it to address specific needs of members of Québec's First Nations. A unique initiative, it is based on shared values of respect and collaboration with the goal of sustainably improving health and safety conditions in these communities.

At the interprovincial level, we signed a strategic agreement with Ontario's Institute for Work & Health (IWH), and at the international level, with Denmark's National Research Centre for the Working Environment (NFA), for the purpose of carrying out joint projects and increasing knowledge exchange. This collaboration offers the IRSST the opportunity to access state-of-the-art practices and to pool resources, adding both an interprovincial and an international dimension

to our efforts while ensuring that our actions remain firmly rooted in Québec priorities. By expanding our presence on the international scene, we increase our capacity for action and innovation, without ever losing sight of the importance of maintaining a solid and pertinent base in Québec.

For the IRSST, deploying our expertise also implies a proactive process of identifying gaps in knowledge and strengthening competencies, through both in-house research and, more often, collaborative projects with external partners. This past year we supported a number of research projects aimed at meeting today's needs and anticipating those of tomorrow. For example, the project involving the evaluation of telework arrangements and their impact on mental health (carried out at Université du Québec à Trois-Rivières (UQAM)) and the study on the risks to workers who handle electric batteries (led by a UQAM researcher) illustrate our determination to address contemporary problems. Moreover, our project aimed at developing an impartial tool for monitoring isolated workers (carried out jointly with McGill University) underscores our commitment to equitable and diversified protection for Québec's labour force.

The Institute thus continued to pursue its mission of improving occupational health and safety by building on a solid foundation of partnerships and increased resources. All our initiatives, whether local, national or international, were designed to build a safer, more resilient work environment for today and for generations to come. By adopting an inclusive approach, strengthening our scientific resources and building strategies collaborations, we equipped ourselves to respond effectively to the expectations of Québec society and to pave the way to a sustainable future.

The cornerstone of our commitment in 2024 was this ambitious, proactive vision of sustainably consolidating our research capacities and transforming our role to anticipate and meet emerging needs in an ever-changing world of work.

In closing, I must underscore the commitment and mobilization of the IRSST's personnel. Thanks to their dedication, we were able to make significant advances in occupational health and safety, thus helping ensure a work environment that is safer and more sustainable for all.

2024 in Numbers

Research

110 funded or co-funded research projects in progress

3 research programs in progress

Over **150** researchers

- from Québec, the rest of Canada and the world collaborated with the IRSST.

Scholarships and fellowships

31 graduate studies scholarships and postdoctoral fellowships

- were awarded to master's, doctoral and postdoctoral candidates whose research programs related specifically to the prevention of industrial accidents and occupational diseases, or to the return to work of affected workers.

Laboratories

58,505 environmental, toxicological and microbiological

- analyses were performed in response to requests from our clientele as a whole, with continuous growth in the number of requests coming from outside the public occupational health network.

9,092 hours

- were devoted to calibrating, maintaining and repairing measurement and sampling instruments.

22 activities

- were carried out to develop and optimize testing and analysis methods, thereby increasing our laboratories' service offerings.

2 applied research projects

- were in progress with funding from an external organization.

Dissemination, strategic watch and knowledge mobilization

40 IRSST-produced materials

- ▶ 17 research and expert reports
- ▶ 12 guides and technical and awareness-raising tools, in French
- ▶ 3 laboratory methods
- ▶ 8 videos (lectures and news reports)

312 media activities

- ▶ 25 mentions in the traditional media
- ▶ 185 mentions on the social networks
- ▶ 59 mentions on Web sites and in external, non-IRSST newsletters
- ▶ 23 interview or information requests received by our specialists
- ▶ 20 news releases disseminated on the IRSST's Web site

88 scientific publications related to projects carried out or funded by the IRSST

- ▶ 5 publications in conference proceedings
- ▶ 1 book chapter
- ▶ 82 articles in scientific journals, including 12 literature reviews

Prévention au travail

- ▶ the magazine published jointly by the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) and the IRSST. Since 2024, the content of the magazine has been available on the Web site only.

25 simplified articles

- + comic strips accompanied by simplified articles in the "BD de l'IRSST" section of the magazine

La SST expliquée

- ▶ the IRSST's podcast series, season 1. Each podcast covers one of the research and knowledge topics developed at the Institute.

8 episodes

- ▶ each lasting from 8 to 16 minutes

11 researchers and research professionals

- ▶ chat with the host to help people discover the scientific advances made in OHS.

Web and social networks

- ▶ Sessions: 137,818
- ▶ Unique downloads of our reports, guides and tools: 1,360,129
- ▶ Video viewings: 42,366
- ▶ Subscribers to the IRSST's various social networks: 33,014
- ▶ Subscribers to *InfoIRSST*, the Institute's electronic newsletter: 7,566



Research

Every year, the IRSST's scientific personnel and external researchers whose work it funds conduct research and publish results that help advance occupational health and safety knowledge, with a view to promoting prevention and sustainable return to work.

In 2024, **110 research projects** were under way. Examples of studies whose results were published in 2024 are provided in this section.



Merging of musculoskeletal models of the lumbar spine

Preventing musculoskeletal disorders poses a major challenge for worker health and safety. Working with his team, IRSST researcher **Christian Larivière** produced research synthesis Report RS-1191-fr, titled *Fusion et validation de modèles musculosquelettiques de la colonne lombaire pour la prévention et la réadaptation des travailleurs* [merging and validation of musculoskeletal models of the lumbar spine to aid prevention and worker rehabilitation]. It explores various biomechanical tools to gain a better understanding of the demands placed on the lumbar spine. The conclusions of the report propose innovative strategies for reducing the effects of repetitive movements and awkward postures, thus contributing to injury prevention and the rehabilitation of the most exposed workers.



Christian Larivière



Women's occupational exposure to chemical substances

Women's exposure to chemical substances in the workplace is increasingly worrisome in occupational health and safety. Report R-1190-fr, titled *Exposition professionnelle des femmes aux substances chimiques: amélioration d'une matrice emploi exposition existante pour fournir des estimations spécifiques au sexe: rapport abrégé* [women's occupational exposure to chemical substances: improvement of an existing job exposure matrix to provide sex-specific estimations of exposure: abridged report], explores exposure contexts specific to female workers. The project was led by **Vicki Ho**, researcher and assistant professor at Université de Montréal, and her research team. Based on recent data, it highlights the associated risks and suggests possible improvements for better protecting this population.



Adapting tools to support a gradual return to work

A gradual return to work after a prolonged absence is key to successful reintegration. Report R-1189-fr, titled *Adaptation des outils pour soutenir le retour progressif au travail* [adapting tools to support a gradual return work], derived from research work by **Marie-José Durand**, a researcher and professor at Université de Sherbrooke, explores ways of adapting existing tools to better meet the needs of both workers and employers. The conclusions propose strategies for facilitating a sustainable, balanced return to work, thereby contributing to smooth reintegration into the workplace.

Returning to the office after the COVID-19 health crisis

The pandemic transformed workplaces and required quick adaptations. A joint research team from the IRSST and Université du Québec à Montréal (UQAM), composed of **Bénédicte Calvet**, **Maud Gonella**, **Isabelle Berger**, **Martin Chadoin**, **Élise Ledoux** and **Denys Denis**, produced Report R-1146-fr titled *Étude de la gestion de la crise sanitaire liée à la COVID-19 pour soutenir la transition vers de nouvelles organisations du travail dans le secteur de l'administration publique* [study of the management of the COVID-19-related health crisis to support the transition toward new forms of work organization in the public administration sector]. In addition to serving as a guide to facilitate a safe and efficient transition toward new forms of work organization, it proposes ergonomic principles and inclusive processes for reorganizing work spaces, supporting hybrid work and meeting the needs of both workers and employers.



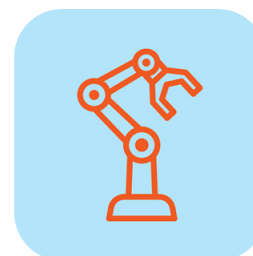
Maud Gonella



Bénédicte Calvet

Managing risks in collaborative robotics: the integrator at the heart of the process

An IRSST research team headed by researcher **Sabrina Jocelyn** and composed of **Damien Burlet-Vienney**, **Chun Hong Law** and **Laurent Giraud**, penned Report R-1197-fr titled *Identification en laboratoire des éléments essentiels au processus d'intégration sécuritaire de cellules cobotiques* [laboratory identification of the elements essential to the process of safely integrating cobotic cells]. This document places the integrator at the heart of the analysis of the cell integration process. By characterizing cobotized tasks and laboratory-performed integrations, the study proposes categories of cobotic applications and a tool for defining the limitations of cobotic installations. Its results highlight the importance of technical choices, productivity demands and integrator training, while also offering suggestions to strengthen the safety and efficiency of collaborative applications.



Sabrina Jocelyn



Damien
Burlet-Vienney



Chun Hong Law



Laurent Giraud



Absences and early departures in an educational setting

Report R-1198-fr titled *Analyse longitudinale et comparative des absences et des départs hâtifs dans un milieu d'éducation au Québec: une étude exploratoire* [longitudinal and comparative analysis of absences and early departures in an educational setting in Québec: an exploratory study] was prepared by IRSST researcher **Alessia Negrini** and her team, including **Samantha Vila Masse**, a scientific professional at the IRSST, as well as members from other institutions. It analyzes work disability-related absences and early departures (retirement or resignation) of personnel in a school services centre over a five-year period. The study identifies a variety of trajectories for physical and psychological disability-related absences, with an overrepresentation of women on leave for psychological reasons. Preschool and elementary school teachers take greater advantage of early retirement, often three years before the usual age, while resignations tend to involve personnel with fewer years of service and fewer absences.



Alessia Negrini



Samantha Vila
Masse



Impact of physical efforts on older workers: a feasibility study

Report R-1199-fr titled *Impact des efforts physiques en milieu de travail sur le développement de la fatigue musculaire, les propriétés tissulaires et la stabilité posturale des travailleurs plus âgés: une étude de faisabilité* [impact of physical efforts in the workplace on the development of muscle fatigue, tissue properties and postural stability in older workers: a feasibility study], by **Martin Descarreaux** and his team from Université du Québec à Trois-Rivières, examines the effects of physical efforts on workers aged 50 and over compared to those on younger workers. While age does not directly influence most physiological changes, workers aged 50+ show greater postural instability that is partly related to their weight. The conclusions of the report call for adapting tasks to individual capacities rather than age, by prioritizing personalized interventions designed to improve health and well-being at work.

Working in open-area offices and coworking spaces

Report R-1200-fr titled *Le travail dans les espaces ouverts et de coworking: deux études en ergonomie de l'activité* [working in open-area offices and coworking spaces: two studies on activity ergonomics], by Université TELUQ's **Marlène Cheyrouze** and **Diane-Gabrielle Tremblay**, explores the impact of open-area work spaces on social interactions, concentration and telephone calls. Although short in duration, interactions influence work dynamics in organizations, while noise and distractions hinder concentration. Telephone calls are often made in phone booths in coworking spaces and open-area offices. The report recommends providing a framework for interactions, adapting phone booths and arranging spaces in a way that balances collaboration and acoustic privacy.



OHS preventive intervention model for orderlies in long-term residential care facilities (CHSLDs)

Report R-1201-fr, titled *Recherche-action visant le développement d'un modèle d'intervention préventive en SST par et pour les préposés aux bénéficiaires en CHSLD* [action research aimed at the development of an OHS preventive intervention model by and for orderlies in long-term residential care facilities, or CHSLDs], was produced by researcher **Nathalie Jauvin** from the Institut national de santé publique (INSPQ) and her team. It explores innovative processes for improving occupational health and safety in these environments. Conducted in two CHSLDs, the study identifies risk factors related to workload, lack of support and low decision-making autonomy. Specific measures were developed for each site studied, such as clarifying roles and developing contingency plans. The report points out the challenges of participatory programs in CHSLDs, particularly organizational and external constraints, while also identifying positive conditions such as the commitment of management and a structured approach, for ensuring the sustainability of initiatives.





Validation of a work-related asthma screening questionnaire

Produced by **Catherine Lemièr** from Université de Montréal and her team, Report R-1203-fr titled *Validation du questionnaire pour le dépistage de l'asthme relié au travail (QDART(L)TM) pour l'amélioration de sa détection précoce* [validation of the work-related asthma screening questionnaire (QDART(L)TM) to improve early detection], evaluates the efficiency of this questionnaire. With a sensitivity of 94.1%, it was found to be efficient in rapidly detecting this chronic lung condition. Workers presenting with symptoms of work-related asthma (WRA) experience a reduced quality of life and greater absenteeism, thus requiring adapted management. This questionnaire can help improve WRA detection in high-risk environments and asthma clinics.



Operationalizing motivational interviewing in work rehabilitation

Under the direction of researcher **Marie-France Coutu**, a Université de Sherbrooke team presented Report R-1205-fr titled *Opérationnaliser l'approche de l'entretien motivationnel pour la réadaptation au travail* [operationalizing the motivational interviewing approach for work rehabilitation]. It proposes a model and training kit for integrating the technique of motivational interviewing (MI) into the musculoskeletal disorder-related practices of work rehabilitation professionals. The practitioners involved in the study deemed the kit usable and useful for improving their relationships with the workers they were assisting. The workers saw MI as a reassuring and motivating approach, which in turn promoted their commitment. This study opens the doorway to implementing MI in rehabilitation, with adjustments designed to maximize its impact.

Portrait of occupational injuries among immigrants in Québec

Marc-Antoine Busque, Martin Lebeau and Jaunathan Bilodeau from the IRSST's Statistical Knowledge and Surveillance Group and researcher Daniel Côté published Report S-1202-fr titled *Portrait statistique des lésions professionnelles chez les immigrants au Québec* [statistical portrait of occupational injuries among immigrants in Québec]. The report identifies the increased risks faced by this population, particularly recent immigrants. Among other things, it highlights the fact that this immigrant population has a longer average compensation period for occupational injuries. The conclusions underscore the need to focus preventive interventions on workers recently arrived in Québec.



Marc-Antoine
Busque



Martin Lebeau



Jaunathan
Bilodeau



Daniel Côté

OHS Data and Statistics Observatory

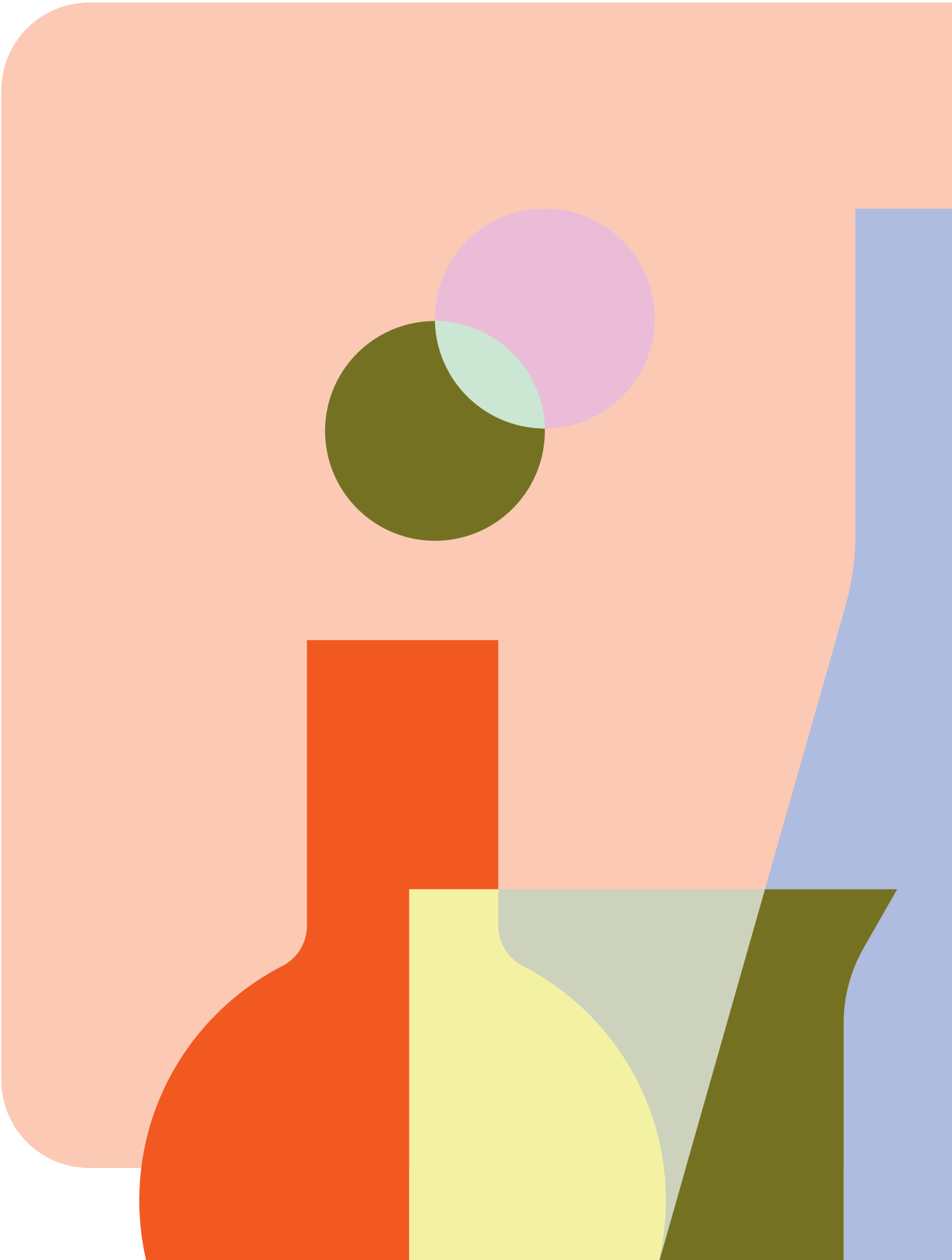
Headed by the IRSST's Chief Scientific Officer Alain Marchand and the staff of the Statistical Knowledge and Surveillance Group (SKSG), the groundwork project for creating the future OHS Data and Statistics Observatory made significant strides in 2024. The cloud-computing environment enabling raw data storage and transformation was implemented and Power BI visualizations were produced, providing a first glimpse at this tool's capacities. Also, the SKSG, working with the IRSST's Communications and Public Relations Department and in collaboration with an external firm, began the task of creating the Observatory Web site. The work is progressing on schedule, with the site launch planned for 2025. This Observatory will provide access to detailed statistical profiles of occupational injuries in Québec and to an exhaustive catalogue of OHS data sources. It will become an indispensable tool for OHS practitioners in Québec, facilitating informed decision-making and the development of effective OHS strategies.



2022-2025
STRATEGIC
PLAN



Alain Marchand



Laboratories

The IRSST's Laboratory Division responds to requests from all its partners for environmental, microbiological and toxicological analyses, and for the calibration and maintenance of various types of sampling and measurement equipment. Thus, it conducts many activities that draw on the expertise and know-how of its human resources to improve health and safety in all workplaces.

Laboratories more accessible than ever to all workplaces and OHS practitioners throughout Québec

In July 2024, the Laboratory Division led a regional tour of occupational health teams from Québec's public occupational health network (RSPSAT). The goal was to gain a better understanding of the issues and challenges they face and thereby adjust its service offerings to respond as effectively as possible to practitioners' realities. The relationship between the RSPSAT and the IRSST's laboratories remains vital if we are to support effective prevention approaches in all workplaces.

Moreover, in the context of the *Act to modernize the occupational health and safety regime* (SQ 2021, c 27), the laboratories increased their presence in Québec's entire OHS ecosystem. This improved positioning facilitates workplaces' access to the laboratories' vast analytical capacities in chemistry, microbiology and toxicology; to the measurement and sampling equipment available; and to calibration services for their own equipment. The increase in the number of requests for analysis observed in 2024 compared to that of the previous year was largely attributable to the strengthening of the laboratories' position.

Teams from the RSPSAT, agencies, organizations and companies also call on the laboratories to conduct scientific and technical training activities of interest and to provide demonstrations of their OHS interventions in Québec's regulatory context. In 2024, these included training sessions on toxicology, biological risks in the workplace, collector media with respect to regulatory changes, and noise measurement. The participants emphasized their appreciation of our laboratory teams' expertise and know-how.



Ongoing efforts to respond to regulatory and technological changes

With our scientific professionals and the contribution of IRSST researcher **Dr Simon Aubin**, our laboratory team began revising the *Sampling Guide for Air Contaminants in the Workplace*. This document, cited in section 44 of the *Regulation respecting occupational health and safety*, is particularly useful for occupational hygiene practitioners. The IRSST also sought the input of external experts from different backgrounds when carrying out this revision exercise. The new version of the guide will come out in 2025.



Simon Aubin

Constantly changing regulations and technologies oblige us to deploy different testing and analytical methods, or to optimize those already proposed to our clients. In 2024, therefore, we carried out **22 activities involving the development of tests and methods**. The most sought-after teams during the year were those dealing with the analysis of solvents, semi-volatile organic compounds, metals and biological risks. Also solicited were the teams involved in deploying new acoustic calibration stations and new tests for the cut resistance of protective gloves and work gloves.

All the Institute's laboratory personnel are dedicated to this fundamental work in order to continue playing a leading role in OHC. This work is combined with the high volume of services they provide on a daily basis to an increasingly diverse clientele, using solid, proven, high-quality processes. In this regard, the laboratories' CNRC-CLAS accreditation in the Acoustic and vibration field of calibration and the Flow field of calibration was renewed in 2024 following an audit.

Service laboratories committed to involvement in research and technology transfer

Over and above its activities of providing services and developing methods or tests, the Laboratory Division also contributes its expertise to applied research projects, often in partnership with the IRSST's Research Department. However, its teams are mainly devoted to the other mandates they are given. In this regard, a new research project concerning piperazine began in September 2024 with a financial contribution from WorkSafeBC. Lastly, the interaction between the Laboratory Division and the Research Division extends beyond the studies funded, deploying equally in the context of expert assessments and interventions in the field and in the search for solutions to existing or emerging problems.

Lastly, our teams' demonstrated desire to contribute to applied research is accompanied by their wish to participate in training highly qualified personnel to ensure the next generation of professionals in the occupational hygiene analysis sector. In 2024, the Institute's laboratories therefore hosted one male student, one female master's-level student with a Mitacs scholarship and two undergraduate students.







Research Fund and Partnerships

The IRSST has played a vital role in building and maintaining an occupational health and safety research community in Québec for four decades. The Institute attracts OHS researchers and orients their work toward priority areas by offering a variety of programs to the scientific community.

Grant programs

The Research Fund and Partnership Division has put in place various programs designed for the scientific community. Its research funding is divided into four programs:

- Research Project Grant Program
- Research Program Grant Program
- Graduate Studies Scholarship and Postdoctoral Fellowship Program
- Research Partnerships.

Research project grants: nearly \$3.4 million of funding

The IRSST received and evaluated 28 proposals in the context of its 2023-2024 Research Project Grant competition. Upon completion of the evaluation process, the Institute's Scientific Advisory Board recommended funding 14 of these proposals, representing a total investment of \$3,374,101. The following studies received grants:

- *Development and evaluation of an impartial device for monitoring isolated workers in order to provide a solution adapted to the diversity of the Québec labour force*, principal investigator: **Sharmistha Bhadra**, Full Professor, McGill University, research grant of **\$255,900**;
- *Exploratory study on the handling of powerful batteries for electric and hybrid vehicles in garages: portrait of the occupational health and safety risks and outlook for the entire industry in Québec*, principal investigator: **Denys Denis**, Professor, Université du Québec à Montréal, research grant of **\$359,405**;
- *A portrait of the different telework arrangements and their effects on workers' mental and physical health over time: What do the longitudinal data from ELOSMET tell us?*, principal investigator: **Annick Parent-Lamarche**, Professor, Université du Québec à Trois-Rivières, research grant of **\$209,107**;
- *Child labour in Québec: working toward better identification and understanding of the situations, tasks and risks that can harm their physical and psychological development*, principal investigator: **Élise Ledoux**, Professor, Université du Québec à Montréal, research grant of **\$230,135**;
- *Evaluation of the impact of indoor ambient-air characteristics on aerosol-based viral transmission in workplace settings*, principal investigator: **Caroline Wagner**, Assistant Professor, McGill University, research grant of **\$334,338**;
- *Concurrent exposure to noise and ototoxic chemical agents: identification of priority economic activity sectors*, principal investigator: **Philippe Sarazin**, IRSST researcher, research grant of **\$121,530**;
- *Enrichment of longitudinal survey data by the addition of occupational exposure data: proof of concept using the Canadian Longitudinal Study on Aging and data from CANJEM*, principal investigator: **Audrey Smargiassi**, Professor, Université de Montréal, research grant of **\$100,436**;

- *Teleworking as a transitional accommodation modality to facilitate the return-to-work process of individuals with a common mental disorder: exploration of stakeholders' perceptions*, principal investigator: **Alexandra Lecours**, Professor, Université du Québec à Trois-Rivières, research grant of **\$138,243**;
- *Occupational health and safety risks and preventive measures during maintenance work on hybrid and electric mining equipment in underground mines*, principal investigator: **Firdaous Sekkay**, Assistant Professor, Polytechnique Montréal, research grant of **\$144,460**;
- *Project BEST – working to improve the occupational health and well-being of employees in the health and social services sector: effectiveness of an organizational intervention using a digital tool to prevent violence and other risks*, principal investigator: **Mahée Gilbert-Ouimet**, Associate Professor, Université du Québec à Rimouski, research grant of **\$359,813**;
- *Post COVID-19 condition and work: a multi-sectoral view of the issues and the situation of affected workers*, principal investigator: **Marie-France Coutu**, Professor, Université de Sherbrooke, research grant of **\$359,978**;
- *Psychosocial risks of work and psychological health of immigrants with temporary status in Québec: a better understanding of the situation to ensure better prevention interventions*, principal investigator: **Aline Lechaume**, Associate Professor, Université Laval, research grant of **\$332,842**;
- *In situ evaluation of workers' exposure to ultrafine particle aerosols emitted by a 3D printing process*, principal investigator: **Ludwig Vinches**, Assistant Professor, Université de Montréal, research grant of **\$279,664**;
- *Performances of a wide range of filtering facepieces under different operating conditions*, principal investigator: **Clothilde Brochot**, IRSST researcher, research grant of **\$148,250**.

Research program grants

The IRSST also funds research programs. Its Research Program Grants Program is designed to support a scientific team in carrying out an ongoing structural program on a subject involving medium- and long-term objectives. The funding offered covers a five-year period.

In 2024, the Institute's Scientific Advisory Board recommended funding a new research program titled *Occupational Health and Safety in the Agrifood Industry: from Case Studies to an OHS Management Model in Three Very Small Québec Companies*, under the scientific direction of IRSST researchers **Caroline Jolly** and **Jessica Dubé**, for an amount of **\$499,310**.

The Institute also continued funding its first two research programs:

Impulse Noise in the Workplace, principal investigators: **Hugues Nélisse** and **Franck Sgard**, IRSST researchers, research grant of **\$590,168**;

Promoting Respiratory Protection in the Workplace by Evaluating and Improving Respiratory Protective Devices, principal investigators: **Ali Bahloul**, IRSST researcher, and **Sylvain G. Cloutier**, Professor, École de technologie supérieure, research grant of **\$628,250**.

These three research programs represent a total investment of **\$1,717,728**. The teams are encouraged to use this funding as leverage for obtaining other sources of funding or the contributions needed to carry out the projects associated with their program.



Caroline Jolly



Jessica Dubé



Hugues Nélisse



Franck Sgard



Ali Bahloul

The new OHS generation

The IRSST uses every means at its disposal to steer a competent and creative new generation toward a career in OHS. Thus, in addition to hosting students, trainees and collaborators, in 2024 it awarded **31 scholarships and fellowships** to students through its graduate studies scholarship and postdoctoral fellowship program. The numbers of recipients, by level of studies, were as follows:

- **9** at the master's level;
- **19** at the doctoral level; and
- **3** at the postdoctoral level.



Research partnerships

Partnerships are an effective way to leverage growth in collective OHS research capacity.

With its ambition of catalyzing OHS research, development and innovation, the IRSST creates, maintains and funds collaborative relationships. It does so by negotiating advantageous agreements – for its researchers, their partners and Québec – with partners in public sectors (ministries, granting organizations, government corporations, local administrations, universities, colleges), with private non-profit organizations (foundations, community organizations, research organizations) and with private-for-profit organizations (small, medium-sized and large enterprises) in Québec, the rest of Canada and around the world.

Nearly **sixty partnership agreements** were maintained in 2024, while some **fifteen** new agreements were ratified. The IRSST also continued to reflect on its positioning in collaborative R&D with the goal of exploring other possible partnerships and opportunities for co-funding scientific studies.

In concrete terms, the Institute maintained and established research partnerships in four different ways to ensure optimal mobilization of its funding and its teams' expertise, namely, by issuing joint calls for proposals, co-funding specific research studies, sharing scientific infrastructures and establishing interinstitutional framework agreements.

It was in this spirit that joint calls for proposals were issued with leading French-speaking universities, and other collaborative relationships were maintained, notably with Université de Montréal and its Swine and Poultry Infectious Diseases Research Center, as well as its brand-new Centre de recherche en santé publique (CRéSP).

The combined efforts of the Research Fund and Partnerships Division (RFPD) and other IRSST units mean that we can already look forward to obtaining **at least two new major partnership grants** in 2025 to co-fund specific studies: one grant from the Canadian Cancer Society for a national initiative aimed at reducing the exposure of dental personnel to carcinogenic products, with an IRSST specialist serving as principal investigator; and the second grant for an international project conducted with University of Milan – Bicocca (Italy) for the purpose of comparing and disseminating best hybrid-work practices for promoting worker health. Not only is the European Union funding the Italian part of this second project, but Québec's Ministère des



Relations Internationales et de la Francophonie is funding the Québec component of this IRSST-launched initiative.

Other international initiatives also materialized in the institutional sector. These included the co-creation – by the IRSST in partnership with the Institut National de la Recherche Scientifique (France) and the Occupational Health Unit in the Faculty of Medicine and Pharmacy at Université Hassan 2 de Casablanca (Morocco) – of the Réseau International Francophone de Recherche en Santé et Sécurité au Travail for the purpose of working together to significantly improve occupational health and safety in French-speaking countries. Additionally, the IRSST joined forces with Ontario's Institute for Work & Health (IWH) by signing a five-year framework partnership agreement with the aim of intensifying their relations and sharing their resources to strengthen safe and healthy workplaces.

Fruitful discussions were also held about potentially sharing a collaborative research aerovirology infrastructure with Université du Québec à Montréal. This confirms the success of the joint, supervised use of this type of infrastructure, as was already the case with the IRSST's Controlled Environment Laboratory.

Furthermore, a new public/population health pole was established to operate under the governance of Université de Montréal's School of Public Health. This allows the IRSST to increase its collaborations with numerous partners, including Québec's Ministère de la Santé et des Services sociaux, the Institut national de santé publique du Québec, the Direction de la santé publique de Montréal and the Institut national d'excellence en santé et en services sociaux (INESSS).

Mention must also be made of the fact that the Indigenous Center for Occupational Health & Public Safety (ICOHPS) and the IRSST signed a memorandum of understanding aimed at promoting cooperation and joint research initiatives in order to identify, respond to and mitigate specific issues relating to the health and safety of First Nations workers. This collaborative agreement between the two organizations is a first in the Institute's history. It opens new doors and creates a space for reciprocal sharing and commitment with a view to improving the health and safety conditions of this population, particularly of members of the roughly 40 communities living in Québec. Continuing this partnership and enhancing such exchanges is seen as a priority at the IRSST, which intends to support them over the time.

To offer better conditions for training the next generation of OHS researchers, the IRSST collaborates with Mitacs to fund the inclusion of promising university students in innovative scientific research. Since 2015, the two organizations have worked together to carry out no fewer than **thirty** projects, more than half within the past two years alone. This strong growth in these high-value partnerships, which facilitate the carrying out of studies with substantial funding, attest to (among other things) the IRSST's and its teams' awareness

of the resources available and collaborations possible for optimal research funding.

Internal interventions by the Research Fund and Partnerships Division (RFPD) on the themes of partnerships, intellectual property and strategies to be adopted by both the IRSST and its experts continue to expand their horizons and improve their understanding of their rights and obligations, while also supporting them in their innovative processes.

These interventions and the RFPD's support for strategic research initiatives have already provided interesting opportunities for holding scientific meetings and creating partnerships with industry, governments and agencies, seldom seen until now.

Thus, in accordance with Objective 3.1 of the Institute's strategic orientations ("Develop collaborations to launch joint research or OHS development initiatives"), the IRSST successfully completed its process of applying for recognition as an eligible public research centre (CRPA) with the Ministère de l'Économie, de l'Innovation et de l'Énergie du Québec (MEIE). This recognition officially certifies its capacity, in terms of human, physical and financial resources, to carry out scientific research and experimental development (SR&ED) work on behalf of companies. With this new recognition as a CRPA, the cutting-edge projects that the Institute carries out and funds can not only gain access to sectoral funding related to innovation and economic development, but also offer companies the chance to benefit from a substantial refundable tax credit for scientific research and experimental development carried out by the IRSST.

Lastly, the RFPD ensures that all active and future collaborations always provide for appropriate recognition of the work done by the Institute's researchers during talks and follow-up of various agreements with the partners (universities, companies, government agencies) engaged in these shared activities. This includes confidentiality agreements prior to the exchange of information, the assignment of intellectual property rights needed for various publications, and financial terms and conditions corresponding to its inventive contribution to innovative projects.





Dissemination, Strategic Watch and Knowledge Mobilization

The Strategic Watch and Knowledge Mobilization (SWKM) Division is responsible for responding to requests from, and meeting the needs of, the Institute and workplaces by constantly being on the lookout for, producing and implementing knowledge mobilization and transfer strategies.

At the same time, the Communications and Public Relations Department ensures the dissemination of knowledge on numerous platforms, both digital and traditional.

The SWKM Division in 2024

The SWKM Division focuses mainly on mobilizing knowledge by drawing on a wide range of knowledge (scientific, derived from the grey literature and from practice settings) to respond in an appropriate, accessible and timely manner to the needs expressed by occupational health and safety stakeholders in Québec. By actively engaging its partners in all its activities, it ensures that its initiatives reflect the realities and needs experienced in the field as closely as possible.

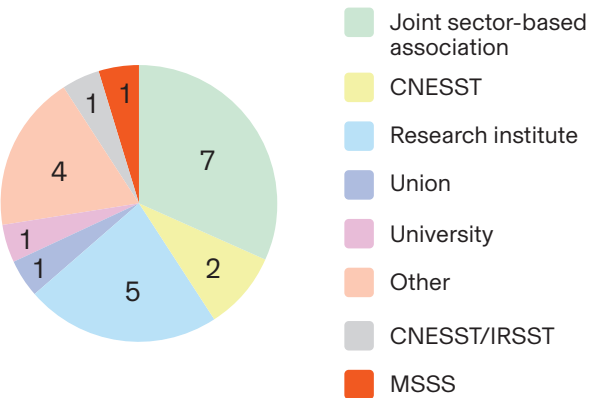
Landmark achievements of 2024

Responding to emerging issues

In collaboration with its partners and other IRSST divisions, the SWKM team carried out work on subjects such as the following:

- the risks associated with lithium-ion batteries and electric vehicles;
- the composition of burnt wood dust;
- the external violence to which healthcare and social services workers and bus drivers are subjected;
- adapted arrangements for neurodivergent workers;
- safety in warehouses with an oxygen-depleted atmosphere; and
- exposure of firefighter instructors in modular fire training systems.

NUMBERS OF KNOWLEDGE MOBILIZATION ACTIVITIES BY TYPE OF REQUESTOR, 2024



The SWKM team

Creating innovative tools

To maximize the benefits of its work, the SWKM Division produced:

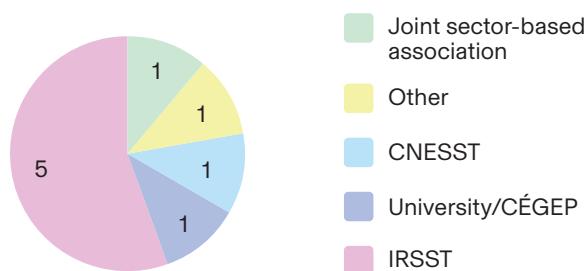
- **multimedia tools:** a FAQ on lithium-ion batteries and a derivative podcast produced by the Communications and Public Relations Department;
- **practical tools:** fact sheets on forklifts, electronics recycling and the management of heat-related risks; and
- **creative and engaging content:** comic strips published in the magazine *Prévention au travail* and a series of videos on respiratory protective devices.

Providing services to OHS partners and external organizations

The SWKM Division contributed its expertise to strategic committees, including:

- the Observatoire national de l'amiante (ona);
- various committees of the CNESST and the Fonds de recherche du Québec; and
- the steering committee on occupational health and safety for indigenous workers and communities.

NUMBERS OF KNOWLEDGE MOBILIZATION EXPERT REPORTS BY TYPE OF REQUESTOR, 2024



Contributing expertise to internal achievements and committees

- Participating in the revision of the *Sampling Guide for Air Contaminants in the Workplace*, in the advisory committee of the Direction régionale de santé publique en santé au travail (DRSP SAT) and in a thematic literature review on diversity in the workplace;
- Participating in various committees on occupational hygiene, chemistry, toxicology, ethics and the IRSST relocation project.

Performing outreach in the scientific community

- Presenting the IRSSST's landmark achievements at conferences and colloquia, on topics such as suicide prevention in police forces, prevention of violence against bus drivers and the *La boîte à gants* initiative; and
- Giving presentations at and otherwise participating in international events such as ICOH 2024 and the EASOM 2024 summer school, and collaborating with the Global Network for Evidence for Work.



A redefined and evolving role for the thematic committees

Thematic committees provide a forum for dialogue between science and occupational health and safety practice. They bring together the IRSSST's social partners, namely, the CNESST, joint sector-based associations, employer and union representatives, members of professional orders, the Réseau de santé publique en santé au travail, the Ministère de la Santé et des Services sociaux, and a host of others. The committees evolve over time to better reflect workplace needs and realities.

In 2024, the SWKM Division redefined the functioning of these committees in light of the latest advances in OHS, legislative changes and participants' expectations. Here are the key changes:

- A strategic adjustment: Some committees were reoriented or expanded to ensure better coverage of the priority themes.
- A redesigned format: In-person meetings were prioritized, facilitating networking opportunities and enriching exchanges.

Energizing exchanges through thematic committees

- Organizing the **13** meetings held by the six thematic committees, which convened a total of nearly **190** people.

The updated committees and the names of those in charge are as follows:

- Ergonomics and Work Organization
Édith Vinet
- Occupational Hygiene
**Christelle Lopez and
Isabelle Maguire**
- People in Vulnerable Work Situations
Marie Comeau
- Rehabilitation and Sustainable
Return to Work
Arnaud Bihl
- Psychological Health
Marie-Hélène Poirier
- Safety in the Workplace
Patricia Vega



In 2025, these committees will continue to evolve (or be adapted) to provide their members with spaces that are ever more representative, participatory, influential and stimulating.

Ambitious growth

Already a rich source of expertise, the SWKM team was significantly expanded in 2024, with **four new members** joining their ranks in the capacity of knowledge mobilization advisors. These new resources will work respectively on occupational hygiene, rehabilitation/return to work, and safety in the workplace components, and on knowledge mobilization per se.

The SWKM Division also launched structural projects such as:

- a scoping review on ohs knowledge mobilization, in collaboration with ontario's institute for work & health; and
- active participation in the development of the global network for evidence synthesis in occupational safety and health, work participation and wellbeing at work.

These accomplishments attest to the Documentation Centre's importance as an essential link in the scientific production chain, one that combines innovation, expertise and collaboration in the service of research.

The year 2024 at the Documentation Centre: supporting research and access to knowledge

The Documentation Centre's accomplishments in 2024 clinched its strategic role in promoting scientific knowledge. In January, the arrival of a new staff member enabled the Centre to take over management of scientific monitoring and information activities, thus helping support the IRSST's research and dissemination work.

The September launch of the institutional repository PhareSST opened up new prospects for disseminating research results.

The scientific monitoring service disseminated **130** monitoring bulletins in 2024, with an average click-through rate of **18%**. It had a total of **1,035** subscribers as at December 31, 2024, with the occupational mental health bulletin reaching an impressive milestone of **700** readers. Since November, this service has produced a new bulletin devoted to artificial intelligence in occupational health and safety.

The Documentation Centre also made a name for itself by exerting professional influence through two presentations on the implementation of the IRSST's institutional repository. Illustrating the challenges and successes specific to a specialized milieu like the IRSST, the first presentation was given at the annual training day of the Fédération des milieux documentaires, and the second, at the Congrès des professionnel-le-s de l'information (CPI 2024).

In addition, the Centre's staff members took active part in various communities of practice, notably in the areas of scientific monitoring, knowledge synthesis and artificial intelligence, while collaborating with partners such as Ontario's Institute for Work & Health (IWH) in a scoping review on the transfer of OHS knowledge.

In terms of documentation, **280** acquisitions were added to the Centre's holdings, while **406** documents were consulted or provided, confirming the importance of this service for users. The references service processed **46** requests, devoting **430** hours to in-depth bibliographic searches, an increase of **100%** over 2023.



Greater Visibility Thanks to the Communications and Public Relations Department

Knowledge transfer is an integral part of the IRSSST's organizational priorities. This means that, in addition to disseminating knowledge to the scientific community, the Institute goes a step further to ensure that the results of its work can be accessed, understood and used by its partners and by workplaces. It also reaches out to the general public through multiple channels, including radio, television, newspapers and digital platforms. The Communications and Public Relations Department (CPRD) is a strategic player in disseminating and expanding the reach and impact of the knowledge acquired at the IRSSST.

Facteurs de risque video series

The *Facteurs de risque* series, produced by Savoir média in collaboration with the IRSSST, has been a phenomenal success since its 2020 launch, with **millions of views** on various platforms. From February 19, 2024 to December 31, 2024, the third season registered **599,637** views.

A mini-series of **15** capsules, titled *Facteurs de risque, en une minute*, was produced in 2024. It explores recent IRSSST research in a fun and simplified way. The capsules will be broadcast starting in January 2025 on television and on the Savoir média Web site.



La SST expliquée podcast series

The IRSSST launched its first podcast series titled *La SST expliquée* on January 30, 2024. Hosted by François-Étienne Paré, the **8** episodes are available on all the listening platforms.

Since its launch on December 31, 2024, *La SST expliquée* series reached **3,928** listeners.

The second season was in production in fall 2024, and **8** new episodes will be broadcast in 2025.

The IRSSST's scientists gave many journalistic interviews, including to Radio-Canada, *La Presse* and *Le Devoir*. This led to **269** mentions in the traditional media, on social networks and Web sites, and in the newsletters of various organizations, as well as to **23** requests for interviews or information.



Outreach and influence

In addition, **76** dissemination activities in the "Headlines" section of the IRSSST's Web site were also covered on its social media networks. They included announcements of such things as appointments, notices of publication of research reports, and documents on knowledge mobilization or the outreach initiatives of its scientists on various platforms.



EVENTS

Events

The IRSST organizes and participates in events that provide opportunities for disseminating OHS knowledge. In 2024, the Rendez-vous de la science (RVS) program included **7** sessions offered in hybrid mode, with each attracting more than **150** participants on average. As well, a special RVS session was devoted to the topic of OHS challenges posed by electric vehicles and powerful lithium-ion batteries. The lecture was followed by a workshop for reflecting on the related OHS issues, and on the direction of research and knowledge mobilization pertaining to them.

During the course of the year, the IRSST hosted its information kiosk at **11** events: the symposium of the Union des producteurs agricoles, the annual symposium of the Association paritaire pour la santé et la sécurité du travail du secteur des affaires sociales (ASSTSAS), the conference of the Association québécoise pour l'hygiène, la santé et la sécurité du travail (AQHSST), the Grand Rendez-vous de la CNESST in Québec City and Montreal, Festival Eurêka!, two regional symposia of the CNESST, the Grand Rendez-vous des chimistes et biochimistes, the annual meeting of the International Society of Exposure Science (ISES 2024) and the 34th International Congress on Occupational Health (ICOH/CIST 2024) in Marrakech, Morocco.



The IRSST colloquium

The year 2024 also signalled the return of the IRSST's annual colloquium, in force and in person. Under the theme "health and safety at the heart of waste management – challenges, prospects and practices," it brought **190** attendees together in the Grande Bibliothèque auditorium. Opening addresses by Minister of Labour **Jean Boulet**, Chair of the IRSST's Board of Directors **Louise Otis**, CNESST President and CEO **Anouk Gagné**, and IRSST President and CEO **Lyne Sauvageau** kicked off the day's activities. Convening OHS partners, scientists and people active in the OHS community, this event provided an opportunity for sharing the latest scientific advances and best OHS practices.



2024 institutional colloquium

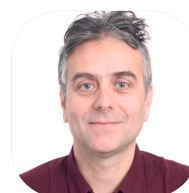
ADMINISTRATIVE SUPPORT SERVICES

Human Resources Division

The IRSST's personnel are its main asset, with their expertise in disciplines as diverse as ergonomics, anthropokinetics, biomechanics, occupational hygiene, physics, chemistry, biology, microbiology, toxicology, epidemiology, engineering, anthropology, demography, psychology, management and economics. As at December 31, 2024, there were **161** people on staff. Two-thirds of them were scientific personnel, specifically, **24** researchers, **57** professionals and **26** technicians.

The IRSST filled **14** permanent positions during the year and hired **18** other people to meet one-off needs. It also welcomed **32** trainees (bachelor's, master's, doctoral and postdoctoral students), as well as collaborators and a guest professor, to its offices and laboratories.

In terms of internal succession, **Luiz Melo** was appointed a researcher in the Research Department.



Luiz Melo

“Healthy Enterprise”

In 2020, the IRSST created the Healthy Enterprise Committee to ensure that it offers a stimulating, healthy and safe work environment. Its mission is to promote organizational practices conducive to the health of the Institute's personnel and of the organization.

In order to determine the Institute's intervention priorities, the committee conducts a survey of all personnel every two years to collect information on their needs and concerns. Once analyzed, this information guides the development of the annual action plans.

The 2024 action plan was therefore based on the results of the 2022 survey. It proposed a number of interventions, notably concerning risk prevention and psychological risk factors (organizational justice, recognition, conflict management, etc.).

In the same spirit, all staff members were invited to a “Continuous Improvement Day” on October 3. It provided the opportunity for discussion and sharing in the context of workshops on the challenges, actions and our collective and individual responsibilities regarding sustainable development.



**2022-2025
STRATEGIC
PLAN**

ADMINISTRATIVE SUPPORT SERVICES

Finance and Procurement Division



Significant headway was made in 2024 in terms of the IRSST's strategic plan. The mapping of the processes of the Finance and Procurement Division (FPD) was completed, providing a clearer picture and allowing better optimization of the work flow. Moreover, more than 40% of all standard operating procedures were drafted, thus helping standardize and ensure the continuous improvement of administrative practices.

Moreover, the electromechanical equipment maintenance team was actively involved in maintaining optimal conditions in the laboratories, thereby guaranteeing the reliability of the research infrastructures. In collaboration with the Human Resources Division, the FPD also worked on implementing the new payroll and HR software, with deployment expected in May 2025. Lastly, the Finance and Physical Resources team continued to provide essential support to the Institute's various divisions by assisting them in the daily management of their activities. These accomplishments bear witness to our commitment to organizational efficiency and continuous improvement.

Information Technologies Division



In 2024, the Information Technologies Division pursued its efforts to optimize collaborative work by completing implementation of the cloud-based office automation solution. This step forward is part of an overall work-tool modernization initiative aimed at improving both efficiency and information security. It included deploying a new telephone system throughout the organization. The FPD also joined forces with strategic partners to strengthen information security and offer more modern services adapted to users' changing needs. Lastly, the launch of the data collection and labelling project for managing personal and sensitive information, in compliance with the requirements of the *Act to modernize legislative provisions as regards the protection of personal information* (SQ 2021, c 25), attests to the IRSST's commitment to protecting the information it holds.

HIGHLIGHTS

New developments at the Documentation Centre

New developments at the Documentation Centre

On October 28, 2024, the IRSST began systematically monitoring scientific publications on artificial intelligence (AI) and its influence on occupational health and safety. This initiative is aimed at tracking AI trends and reflecting on its ethical and responsible use in the changing world of work.

PhareSST: a new phase in disseminating scientific knowledge

The IRSST embarked on a new phase in its knowledge dissemination mission in 2024 with the implementation of PhareSST, an institutional repository designed to centralize all the documents it produces. PhareSST gives free access to a vast range of content, including articles in scientific journals, books and book chapters, dissertations and theses, laboratory methods, research and expert assessment reports, as well as podcast episodes, guides and fact sheets. In the space of just three months, the repository gained quickly in popularity, registering over **7,700 downloads in more than 101 countries**. These figures confirm the global reach of this platform, which enables researchers, professionals and students around the globe to benefit from the IRSST's expertise. In fact, PhareSST is now one of the institutional repositories registered in OpenDOAR, the largest global directory of its kind. This achievement confirms the IRSST's commitment to making knowledge accessible to all, thereby contributing to the broader dissemination of research and to the promotion of open science at the service of society.

Research grants

- IRSST researcher **Sabrina Gravel** obtained a grant from the Canadian Cancer Society (CCS) in the summer of 2024 to support her study aimed at reducing dental personnel's exposure to carcinogenic products. This funding falls under the CCS's occupational cancer prevention program.
- The IRSST team composed of **Sébastien Gagné**, **Simon Aubin**, **Pierre-Luc Cloutier** and **Loïc Wingert** obtained \$180,000 in funding from WorkSafeBC and Mitacs. The aim of their research is to develop a laboratory method for analyzing piperzine in the workplace that will meet the Québec and British Columbia standards. Begun in September 2024, the work will run through to August 2026.
- IRSST researchers **Joannie Martin** and **Loïc Wingert** participated in the research project on innovative approaches for characterizing and counting asbestos fibres when evaluating occupational exposure within the context of moving asbestos mining residues, funded by the Fonds de recherche du Québec – secteur Santé. This study, which is part of the TAARMAQ program launched by Québec's Observatoire national de l'amiante in October 2024, benefitted from total funding of nearly one million dollars awarded for three research initiatives.



Sabrina Gravel



Sébastien Gagné



Simon Aubin



Pierre-Luc Cloutier



Loïc Wingert



Joannie Martin

HIGHLIGHTS

Partnerships

- An agreement with the Institute for Work & Health (IWH): On June 12, 2024, the IRSST signed a five-year partnership framework agreement with Ontario's IWH. It is designed to strengthen collaboration between the two institutes in terms of research and the sharing of occupational health and safety knowledge.
- An agreement with the Indigenous Center for Occupational Health & Public Safety (ICOHPS): On June 14, 2024, the IRSST penned an agreement with the ICOHPS designed to promote cooperation and joint research projects. The objectives of this collaboration are to identify, respond to and mitigate the specific issues related to the health and safety of First Nations workers.
- A new agreement for advancing OHS research: The [National Research Centre for the Working Environment](#) (NFA) of Denmark and two Canadian research institutes, namely the [Institute for Work & Health](#) (IWH-Ontario) and the [Institut de recherche Robert-Sauvé en santé et en sécurité du travail](#) (IRSST-Québec), entered into a new strategic partnership. Signed in Warsaw (Poland) on September 9, 2024, this collaboration marks an important milestone in the advancement of occupational health and safety research on a global scale.



Signing of the IRSST-NFA-IHW agreement

Outreach and influence

Inauguration of the IRSST-ÉTS vibration platform

On February 2, 2024, the IRSST and the ÉTS inaugurated a multi-axis platform unique in Québec for simulating vehicle and heavy machinery vibrations. This innovative tool will make it possible to study the vibratory risks to the entire body and to improve testing using suspension seats. The event took place in the presence of Minister of Labour [Jean Boulet](#), and then-President and CEO of the CNESST [Manuelle Oudar](#).



Inauguration of the IRSST-ÉTS vibration platform

Launch of season 3 of the *Facteurs de risque* series

Six new episodes were presented on February 19, 2024 at the third-season launch of the *Facteurs de risque* series, produced by Savoir média in collaboration with the IRSST. The event brought together Minister of Labour [Jean Boulet](#), Chair of both the CNESST's and the IRSST'S Board of Directors [Louise Otis](#), and then-President and CEO of the CNESST [Manuelle Oudar](#). This series, which has already reached nearly **3 million** viewers, continues its mission of raising awareness of occupational health and safety.



Launch of Facteurs de risque season 3

HIGHLIGHTS

Paupières d'oreilles – launch of a reference work

On May 30, 2024, **Jérémie Voix**, a professor in the Department of Mechanical Engineering at the École de technologie supérieure (ETS), and IRSST researcher **Franck Sgard** launched the first two volumes of a reference work titled *Paupières d'oreilles*. Then-President and CEO of the ÉTS **François Gagnon** and IRSST President and CEO **Lyne Sauvageau** underscored the collective effort that led to the production of this collaborative work. It will be useful to professionals involved in hearing protection in the workplace. The event convened colleagues from the ÉTS and the IRSST, along with numerous other contributors.



Biobulle at UQÀM

The Groupe interdisciplinaire de recherche en aérovirologie (GIRA), composed of the IRSST's **Geneviève Marchand**, **Loïc Wingert** and **Nancy Lacombe**, together with Benoit Barbeau from the Department of Biological Sciences at Université du Québec à Montréal (UQÀM), took on the mission of seeking a better understanding of the transmission mechanisms of aerosolized viruses and of optimizing sampling and the quantification of their infectiousness, using the *biobulle* (biobubble) installation at UQÀM. This research installation attracted the attention of Minister of Labour **Jean Boulet** and TVA Nouvelles, both of whom visited the premises to report on the research being conducted.



Visit to the biobulle at UQÀM



Credit photo: UQÀM

HIGHLIGHTS

Conferences and events

ICOH

The 34th International Congress on Health (ICOH 2024), the biggest global event dedicated to OHS research, was held in Marrakech, Morocco, from April 28 to May 3, 2024. This major gathering provided an opportunity for sharing knowledge, scientific approaches and solutions for improving worker health, safety and well-being. IRSST President and CEO

Lyne Sauvageau was there and participated in the Global Policy Forum.

As the representative of the Americas and the research community at this round table event, she explained (1) that research results must meet workplace needs, (2) the lessons learned by the IRSST about how to transfer and adapt results effectively, and (3) that the aim is to facilitate their application by workplaces and practitioners. Several IRSST researchers also shared the conclusions of their work at this congress.



Global Policy Forum in Morocco

Launch of the Réseau International Francophone de Recherche en SST

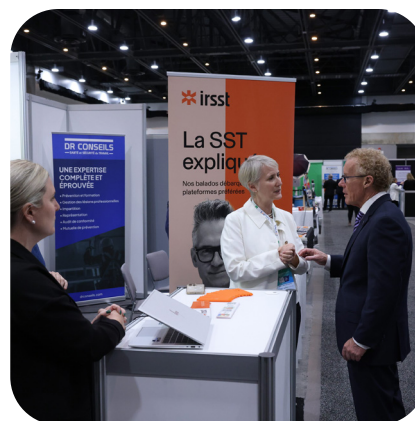
Major international initiatives helped strengthen the IRSST's outreach and impact. These included the creation of the Réseau International Francophone de Recherche en Santé et Sécurité au Travail. This innovative partnership, established with the Institut National de la Recherche Scientifique (France) and the Unité de Santé au Travail of Université Hassan II de Casablanca (Morocco), aims to significantly improve occupational health and safety in French-speaking countries.

The IRSST at the Grands Rendez-vous de la CNESST

As is customary, the IRSST participated in the Grands Rendez-vous de la CNESST in Montréal and Québec City.

Noémie Boucher and **Patricia Labelle** from the Communications team hosted the Institute's kiosk on May 8, 2024 in Québec City, where they showcased its dissemination tools such as the *La SST expliquée* podcast series, the *Facteurs de risque* series and the *preventionautravail.com* Web site. IRSST President and CEO **Lyne Sauvageau** participated in the Grands Prix de la CNESST awards ceremony, which spotlights occupational health and safety initiatives.

An entire team was on site on November 7, 2024 to raise awareness of the IRSST, its laboratory services and the various products available for discovering the knowledge acquired at the Institute. The main attraction at the kiosk was unquestionably the exoskeletons, which were explained by **Maud Gonella** and **Christian Larivière**, and which a number of participants were able to try out.



HIGHLIGHTS

ISES

In October 2024, the IRSST participated in the annual meeting of the International Society of Exposure Science (ISES) in Montréal, a major event dedicated to exposures impacting the health of vulnerable populations. The major contributors included **Sabrina Gravel**, a member of the scientific committee, as well as IRSST researchers **Simon Aubin** and **France Labrèche**, who together led a symposium on occupational exposures to non-regulated chemical products, highlighting the crucial issues they raise for occupational health. The Institute's President and CEO, **Lyne Sauvageau**, was also present to underscore the importance of promoting women's place in the sciences and their key role in occupational health and safety. She took part in a networking session sponsored by the IRSST in partnership with Université de Montréal's School of Public Health and designed to encourage inclusion and diversity in scientific research.



Pamela Prud'homme, Philippe Sarazin, Maude Pomerleau, Capucine Ouellet and Sabrina Gravel at ISES

ISO/TC 299/WG 3

From October 7 to 10, 2024, the IRSST hosted the meeting of the international standardization committee ISO/TC 299/WG 3: Robotics – Industrial Safety. This working group develops standards crucial to ensuring safety in environments shared by humans and robots. This meeting was led by IRSST researcher **Sabrina Jocelyn**, supported by **Maura Tomi** from the Communications and Public Relations Department.



International standardization committee ISO/TC 299/WG 3: Robotics - Industrial Safety

HIGHLIGHTS

AQHSST

The IRSST was present at the annual AQHSST congress, where **Audrey Bernèche-D'Amours**, **Caroline Gauthier** and **Catherine Choinière** represented the Laboratory Division at the Institute's kiosk. **Audrey Bernèche-D'Amours** also gave a lecture on the development of an assay method for subtilisin-type proteases, while **Manel Bourguiba**, a master's student, explained how she had verified (in collaboration with specialists in the Institute's Research Department) the performance of a multi-fraction sampler that addresses the regulatory changes in the *Regulation respecting occupational health and safety* (ROHS). The themes covered at the kiosk included environmental, toxicological and microbiological analyses, as well as the instruments essential to preventing occupational diseases.



AQHSST congress

ASSTSAS

On April 24, 2024, the IRSST took part in the annual conference of ASSTSAS in Trois-Rivières, Québec. IRSST President and CEO **Lyne Sauvageau** highlighted the 45 years that this organization has dedicated to OHS prevention, consolidating its ties with the health network. IRSST researcher **Alireza Saidi** and advisor **Isabelle Maguire** presented research results and technical tools, in addition to answering visitors' questions about the Institute's work and services.



Isabelle Maguire



Alireza Saidi

ICSC Cards

From April 8 to 12, 2024, the IRSST hosted those in charge of international chemical safety cards (ICSC Cards), which provide essential information on the dangers of synthetic products in the workplace. The event, inaugurated by IRSST President and CEO **Lyne Sauvageau** and Director of the Laboratory Division Bruno Ponsard, was led by IRSST chemist **Sébastien Gagné**, who has been contributing to this committee's work for a number of years. These data sheets have been produced since the 1980s and are designed to promote the safe use of chemical products. Today, there are about **1,700** such cards, all regularly updated to include the latest scientific advances.



Bruno Ponsard



Sébastien Gagné

IOHA 2024

IRSST researcher **Philippe Sarazin** gave a lecture at the IOHA 2024 International Scientific Conference in Dublin, where he spoke about the health risks associated with chemical exposure in the workplace based on analysis of the OSHA (U.S. Occupational Safety and Health Administration) database. This conference, organized under the theme "Protecting Workers from Health Hazards," brought the world's leading experts together to promote occupational hygiene.



HIGHLIGHTS

Forum stratégique SST of the Conseil du patronat du Québec

On November 12, 2024, the IRSST participated in the Forum stratégique SST of the Conseil du patronat du Québec (CPQ), devoted to adapting occupational health and safety to the challenges posed by climate change. The IRSST's **Capucine Ouellet**, certified industrial hygienist, and **Alireza Saidi**, researcher, gave a lecture on heat exposure at work, promoting existing tools and devices for adapting to heat stresses. For his part, Minister of Labour **Jean Boulet** stressed the importance of the IRSST's research in identifying the climate-related OHS challenges. Alongside IRSST President and CEO **Lyne Sauvageau** and CPQ's Vice-President, Labor and Legal Affairs **Marie-Claude Perreault**, the IRSST's experts reaffirmed their commitment to supporting safer, more resilient work environments.



Forum stratégique SST

EAOHP 2024

In June 2024, IRSST researchers **Alessia Negrini** and **Laurent Corthésy-Blondin** participated in the 16th conference of the European Academy of Occupational Health Psychology (EAOHP) in Granada, Spain. They explored key themes related to psychosocial risks, such as telework, techno-overload and artificial intelligence, while signalling the importance of communication and collaboration in preserving team health and cohesion.



RoomVent

IRSST researcher **Ali Bahloul**, an expert in industrial ventilation and indoor air quality, sat on the scientific committee of the 17th edition of RoomVent, one of the most prestigious conferences in the world in this field. Organized by Swedvac and its partners, this conference was held in Stockholm, Sweden, from April 22 to 25, 2024. It brought researchers, engineers, consultants and decision-makers together to foster exchanges between the research and industry communities in order to rise to the current challenges and meet society's needs.



Ali Bahloul

Festival Eurêka!

Anouk Aubert-Simard, **Caroline Jolly**, **Maud Gonella** and **Romane Calteau** hosted the IRSST's kiosk at Québec's Festival Eurêka!, from May 24 to 26, 2024. With activities such as the "Cuisine invisible" [invisible cooking processes] and a workshop on exoskeletons, they attracted more than 1,000 visitors (both children and adults) by explaining concepts related to occupational health and safety.



The IRSST team hosting its Eurêka kiosk

HIGHLIGHTS

Teaching faculty

- **Clothilde Brochot** was named an associate professor at Université du Québec à Rimouski for the period dating from September 24, 2024 to September 23, 2029.
- **Daniel Côté** had his status as an associate researcher at the Centre de recherche en réadaptation (CRIR) on September 12, 2024 in the Axis 2 research team (Participation, Social Inclusion and Rehabilitation Services) renewed for a five-year term.
- **Ali Bahloul**, an IRSST researcher, obtained associate professor status in the Department of Electrical Engineering of the ÉTS, recognizing his experience in industrial ventilation and air quality.

Noteworthy contributions

- **Joannie Martin**, an IRSST researcher, contributed to the *Avis de l'Anses* titled "Fibres courtes d'amiante en milieu professionnel" [short asbestos fibres in the workplace], published on April 25, 2024, using her expertise in characterizing fibres and particles.
- **Sabrina Jocelyn**, a researcher and engineer at the IRSST, participated in the promotional clip for the 2024 "Fierté" campaign of the Ordre des ingénieurs du Québec, which has been disseminated over various media platforms since April 1, 2024. In May, she also chaired a session at the annual conference of the Institute of Industrial and Systems Engineers (IISE) in Montreal, and presented a scientific article on the safe use of autonomous mobile robots.
- **Iuliana Nastasia**, an IRSST researcher, was officially named a member of the Scientific Committee on Work Disability Prevention and Integration (WDPI) of the International Commission on Occupational Health (ICOH) for a three-year term, at the organization's international congress held in Morocco in May 2024.
- **Sabrina Gravel**, an IRSST researcher, was named Secretary of the ICOH Scientific Committee on Occupational Toxicology (SCOT) for the 2024-2026 period, again furthering the IRSST's international outreach and influence.

Appointment in the IRSST's Executive Office

Dany Pigeon was appointed Building Project Manager at the IRSST on June 6, 2024.



Daniel Côté



Ali Bahloul



Joannie Martin



Iuliana Nastasia



Sabrina Jocelyn




Sabrina Gravel

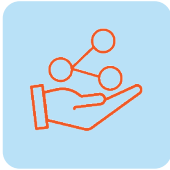


Dany Pigeon





2022-2025 Strategic Plan



SHARE knowledge

STRATEGIC ORIENTATION 1

Percentage completion of Strategic Plan objectives based on activities carried out from 2022 to 2024

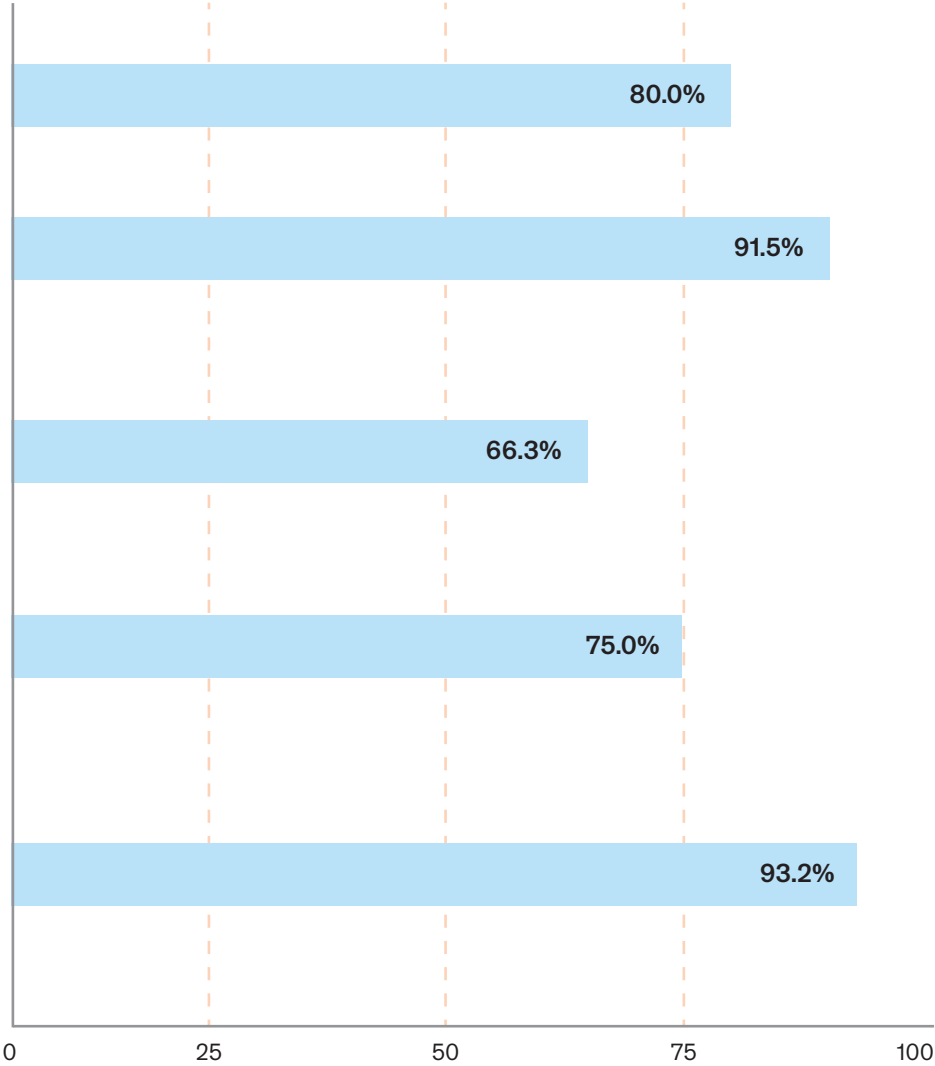
STRATEGIC ORIENTATION 1
SHARE knowledge

Objective 1.1
Optimize the use and dissemination of monitoring and biomonitoring data.

Objective 1.2
Continually disseminate the results of strategic watch and knowledge mobilization activities.

Objective 1.3
Strengthen our role as scientific advisor to the CNESST and its network, and to government ministries and agencies.

Objective 1.4
Increase target audiences' awareness of the knowledge resulting from IRSST work.



Percentage completion
of 2022-2025 Strategic Plan: 75%

SHARE knowledge

STRATEGIC ORIENTATION 1

Objective 1.1

Optimize the use and dissemination of monitoring and biomonitoring data.

- The groundwork activities for creating the future OHS Data and Statistics Observatory made it possible to implement a cloud-computing environment for raw data storage and to produce Power BI visualizations, thus providing a first glimpse at this tool's capacities. Also, in conjunction with the IRSST's Communications and Public Relations Department, the work of creating the Observatory's Web site progressed on schedule.

Objective 1.2

Continually disseminate the results of strategic watch and knowledge mobilization activities.

- Concrete and innovative tools were developed to maximize the impact of the Institute's strategic watch and knowledge mobilization work. For example, a FAQ was created on lithium-ion batteries and fact sheets were developed on forklifts, electronics recycling and the management of heat-related risks to meet the needs of our OHS partners.

Also noteworthy were the implementation of PhareSST, an institutional repository designed to centralize all IRSST-produced materials, and the launch of a new scientific monitoring activity targeting artificial intelligence in OHS.

Objective 1.3

Strengthen our role as scientific advisor to the CNESST and its network, and to government ministries and agencies.

- Throughout 2024, the IRSST's expertise was sought on numerous subjects, such as ergonomic risks or risks associated with exposure to asbestos or lead (requested by the CNESST). Ventilation and respiratory protection were the subject of expert opinions, whether regarding a recycling centre (requested by the Centre intégré de santé et de services sociaux (CISSS) de la Gaspésie), ambulance services (requested by the CIUSSS du Centre-Sud-de-l'Île de Montréal) and the agricultural sector (INSPQ). In addition, an expert assessment report on material handling was issued in response to a request from Montréal-Trudeau International Airport regarding baggage handling.

Objective 1.4

Increase target audiences' awareness of the knowledge resulting from IRSST work.

- Efforts to reach various audiences continued with the launch of a first series of eight podcast episodes, titled *La SST expliquée*, available on all listening platforms. A third season of the *Facteurs de risque* series was also produced, again by Savoir média in collaboration with the IRSST.



ASSIST our partners in improving OHS conditions for workers

STRATEGIC ORIENTATION 2

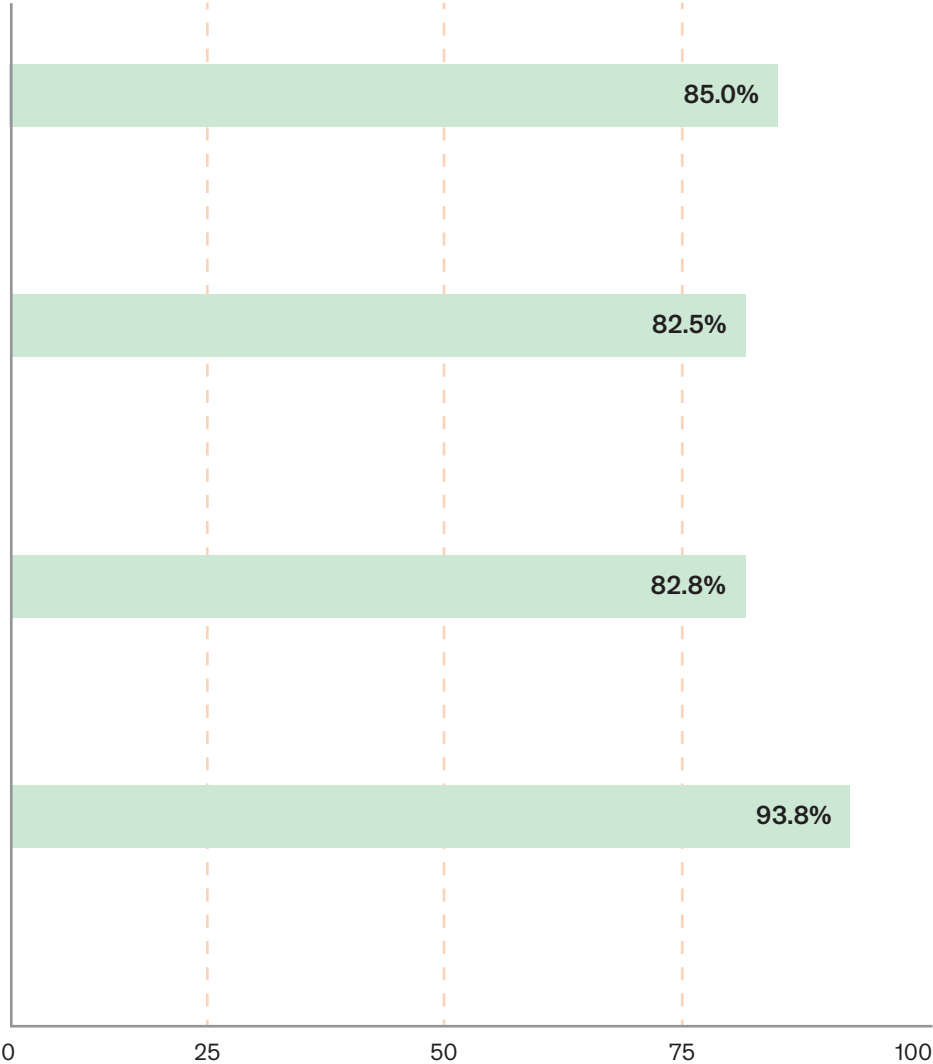
Percentage completion of Strategic Plan objectives based on activities carried out from 2022 to 2024

STRATEGIC ORIENTATION 2
ASSIST our partners in improving OHS conditions for workers

Objective 2.1
Strengthen collaboration with our social partners to optimize our analysis of their needs and their use of knowledge.

Objective 2.2
Redefine the role of our laboratories in line with the needs expressed and anticipated, and within our capabilities.

Objective 2.3
Respond to the needs expressed or anticipated in an appropriate and timely manner.



Percentage completion of 2022-2025 Strategic Plan: 75%

ASSIST our partners in improving OHS conditions for workers

STRATEGIC ORIENTATION 2

Objective 2.1

Strengthen collaboration with our social partners to optimize our analysis of their needs and their use of knowledge.

- ▶ In 2024, the redefinition of the role and functioning of the thematic committees was completed, providing better mechanisms for sharing the latest OHS advances, legislative changes and the committee participants' expectations. This led to updated themes for the redefined committees, which are now six in number.

Objective 2.2

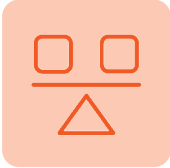
Redefine the role of our laboratories in line with the needs expressed and anticipated, and within our capabilities.

- ▶ The Institute's laboratories adapted their service offerings to an increasingly diverse clientele, particularly following the adoption of Québec's *Act to modernize the occupational health and safety regime*, which transformed the responsibilities borne by workplaces regarding prevention. A regional tour of occupational health teams in Québec's public occupational health network (RSPSAT) during summer 2024 provided a better understanding of the issues and challenges these teams face. This in turn enabled the laboratories to adjust their service offerings to respond as effectively as possible to practitioners' realities.

Objective 2.3

Respond to the needs expressed or anticipated in an appropriate and timely manner.

- ▶ A special meeting of our Scientific Advisory Board marked the beginning of a reflection process on the approach that would make it possible to identify future needs for occupational health and safety (OHS) research in a context of rapid transformations in the world of work. Moreover, each request from our partners is now subject to analysis to determine the appropriate mechanism(s) for action (research, mobilization or laboratory activities, or a partnership).



WORK TOGETHER to create a lever effect

STRATEGIC ORIENTATION 3

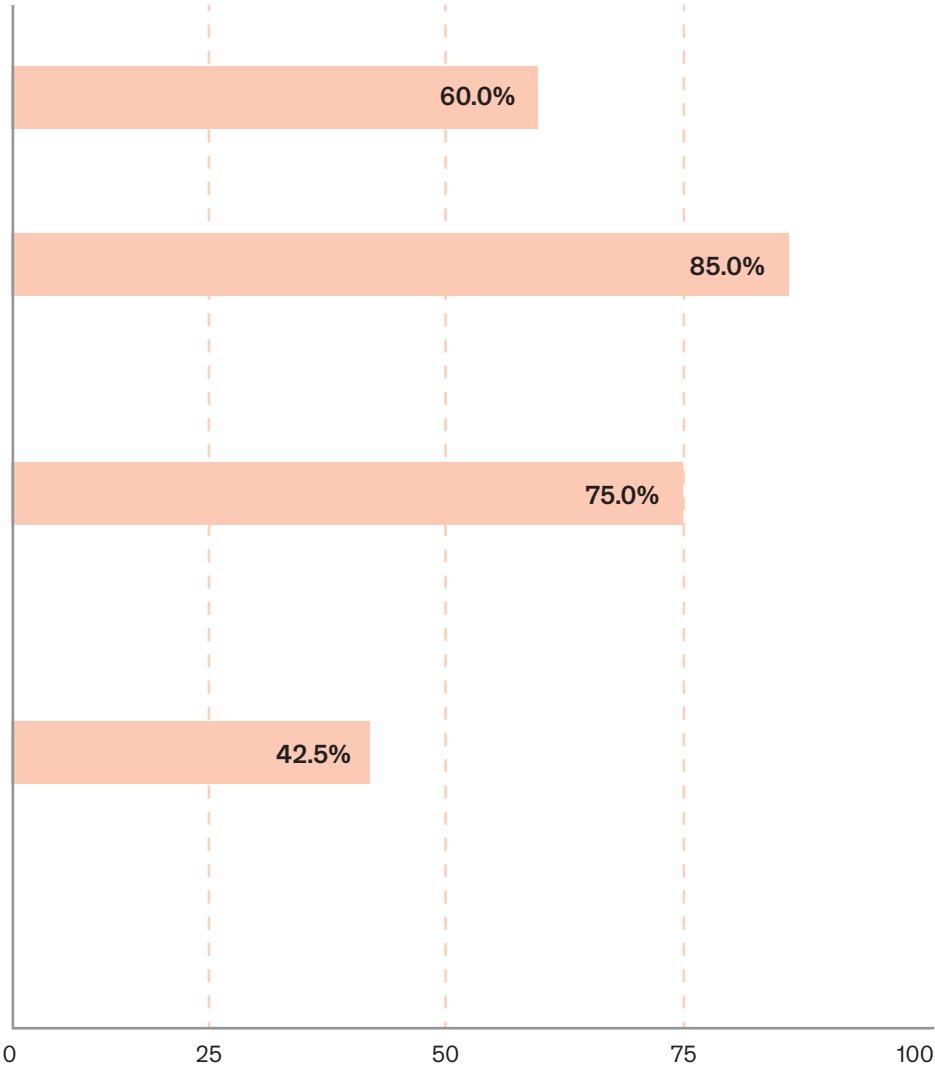
Percentage completion of Strategic Plan objectives based on activities carried out from 2022 to 2024

STRATEGIC ORIENTATION 3
WORK TOGETHER
to create a lever effect

Objective 3.1
Develop collaborations to
launch joint research or OHS
development initiatives.

Objective 3.2
Establish alliances with national
and international organizations
to pool complementary
expertise.

Objective 3.3
Forge closer ties with higher
education institutions to help
train a new scientific and
technical generation involved
in OHS.



Percentage completion
of 2022-2025 Strategic Plan: 75%

WORK TOGETHER to create a lever effect

STRATEGIC ORIENTATION 3

Objective 3.1

Develop collaborations to launch joint research or OHS development initiatives.

- The IRSST was granted official recognition as a public research centre eligible for funding from Québec's Ministry of Economy, Innovation and Energy (MEIE).

Examples of initiatives funded through this new recognition were joint calls for proposals, notably with Université de Montréal and its Swine and Poultry Infectious Diseases Research Center and its brand-new Centre de recherche en santé publique (CReSP).

In addition, the creation of a new public/population health hub, under the governance of Université de Montréal's School of Public Health, gives the IRSST an ideal opportunity to strength its collaborations with numerous partners, including the Ministère de la Santé et des Services sociaux, Institut national de santé publique du Québec, Direction de la santé publique de Montréal and Institut national d'excellence en santé et en services sociaux.

Objective 3.2

Establish alliances with national and international organizations to pool complementary expertise.

- Over 60 partnership agreements were active, including some 15 established in 2024. Taking different forms, these agreements are designed to effectively mobilize the associated funding and the expertise of the partners' teams.

At the Canadian level, a framework partnership agreement was clinched with Ontario's Institute for Work and Health (IWH) and a memorandum of understanding was signed with the Indigenous Center for Occupational Health & Public Safety (ICOHPS). The latter is designed to promote cooperation and joint research initiatives on the specific issues relating to the health and safety of First Nations workers.

At the international level, the Réseau International Francophone de Recherche en Santé et Sécurité au Travail was created in partnership with France's Institut National de la Recherche Scientifique (INRS-France) and the Occupational Health Unit in the Faculty of Medicine and Pharmacy at Université Hassan 2 de Casablanca, in Morocco. The purpose of creating this network is to improve occupational health and safety in French-speaking countries.

A collaboration with Denmark's National Research Centre for the Working Environment (NFA) and Ontario's Institute for Work & Health (IWH) marked an important milestone in the advancement of occupational health and safety research, as it will help close the gap between research and its application.

Objective 3.3

Forge closer ties with higher education institutions to help train a new scientific and technical generation involved in OHS.

- The IRSST welcomed over 30 trainees in 2024, including bachelor's, master's, doctoral and postdoctoral students.

Around a dozen IRSST scientists participated in the 17th edition of Festival Eurêka! at the end of May. Held in Parc Jean-Drapeau, this event provides an opportunity to raise younger people's awareness of the world of science and technology.



COMMIT collectively and individually to realizing the full potential of our organization

STRATEGIC ORIENTATION 4

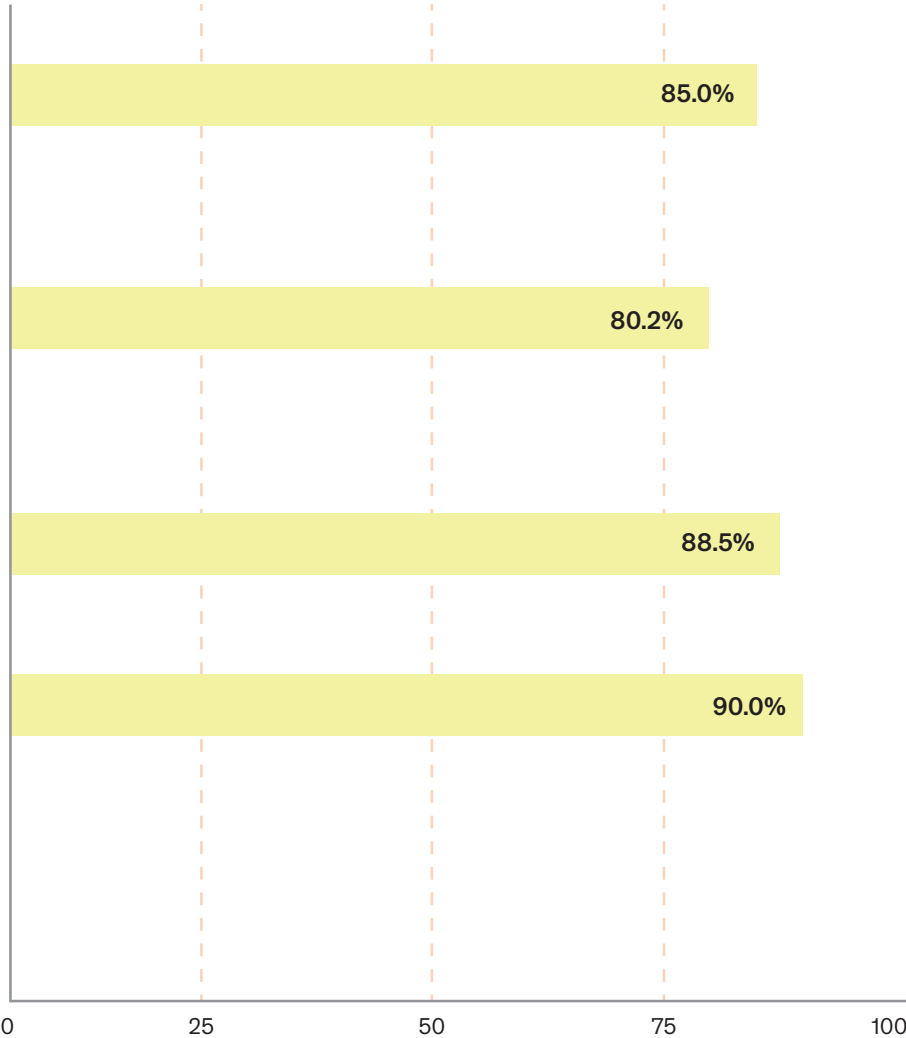
Percentage completion of Strategic Plan objectives based on activities carried out from 2022 to 2024

STRATEGIC ORIENTATION 4
COMMIT collectively and individually to realizing the full potential of our organization

Objective 4.1
Work together to build a more stimulating, healthier and safer work environment.

Objective 4.2
Modernize our management and work tools.

Objective 4.3
Upgrade our facilities to support short-, medium- and long-term developments.



Percentage completion of 2022-2025 Strategic Plan: 75%

COMMIT collectively and individually to realizing the full potential of our organization

STRATEGIC ORIENTATION 4

Objective 4.1

Work together to build a more stimulating, healthier and safer work environment.

- The Healthy Enterprise Committee conducts a survey of all personnel every two years to collect information on their needs and concerns. This information then guides the development of the annual action plans. The 2024 survey led to the proposal of a series of interventions concerning risk prevention and psychosocial risk factors (organizational justice, recognition, conflict management, etc.).

In May, all staff members were also invited to the Institute's annual event devoted to continuous improvement. It provides the opportunity for sharing and discussing challenges and actions, as well as our collective and individual responsibilities regarding sustainable development.

Objective 4.2

Modernize our management and work tools.

- The year 2024 saw the final touches to the implementation of a cloud-based office automation solution, an initiative aimed at improving the IRSST's operational efficiency and at information security. The data collection and labelling project for managing personal and sensitive information was begun to comply with the requirements of the *Act to modernize legislative provisions as regards the protection of personal information* (SQ 2021, c 25).

A joint project involving the Finance and Procurement Division and the Human Resources Division also began in 2024 for the purpose of implementing the new payroll and HR software, with deployment expected in spring 2025.

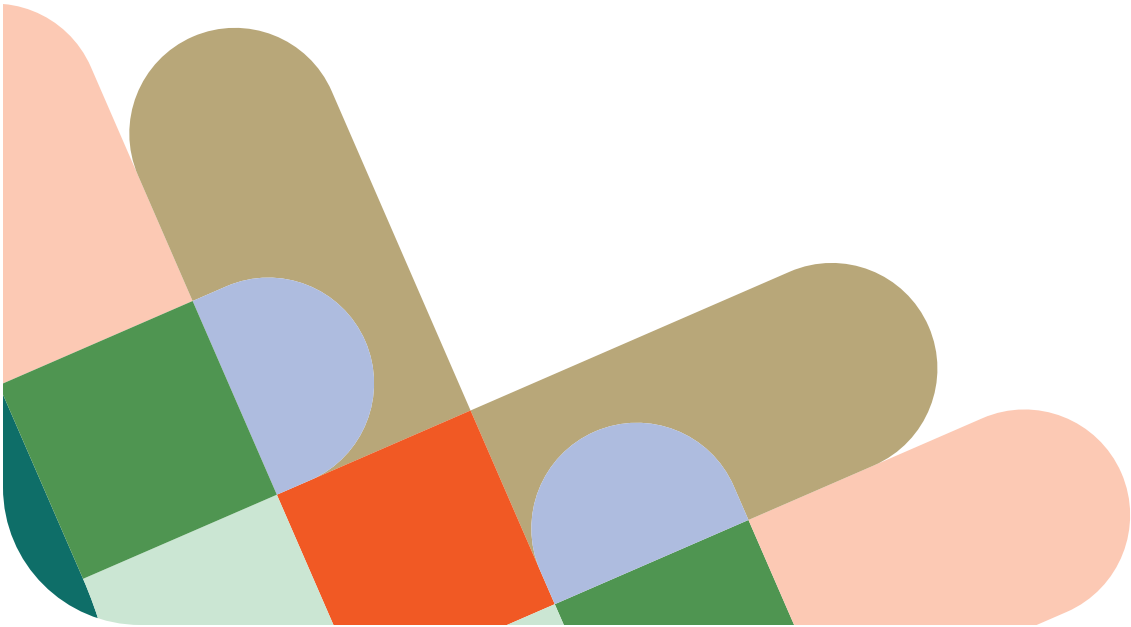
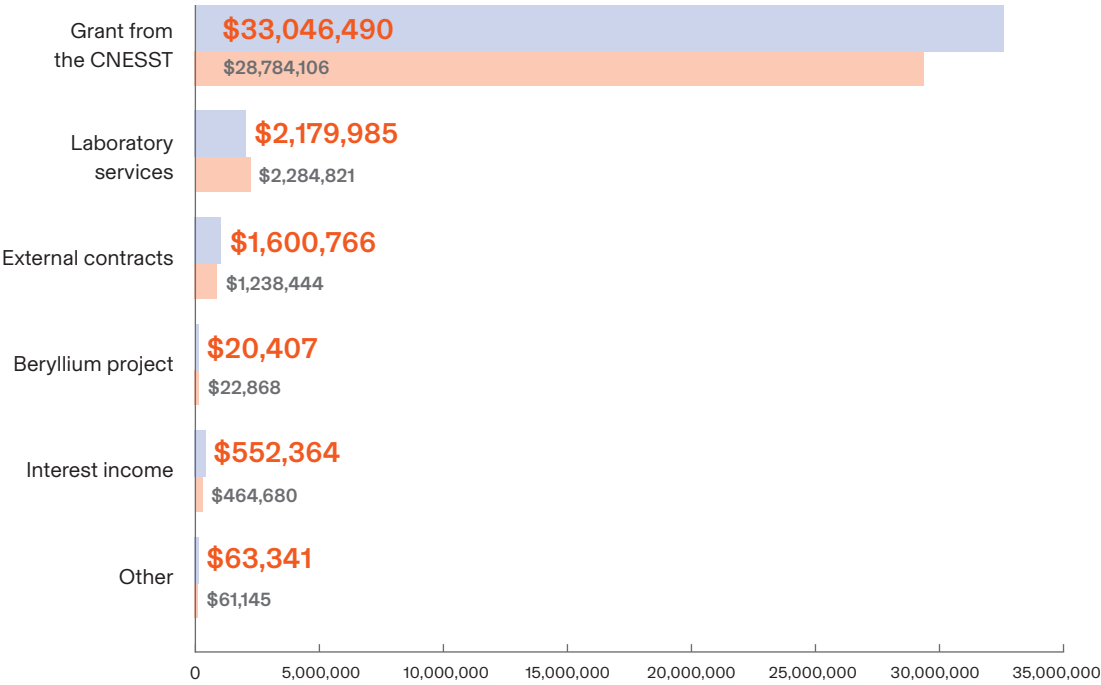
Objective 4.3

Upgrade our facilities to support short-, medium- and long-term developments.

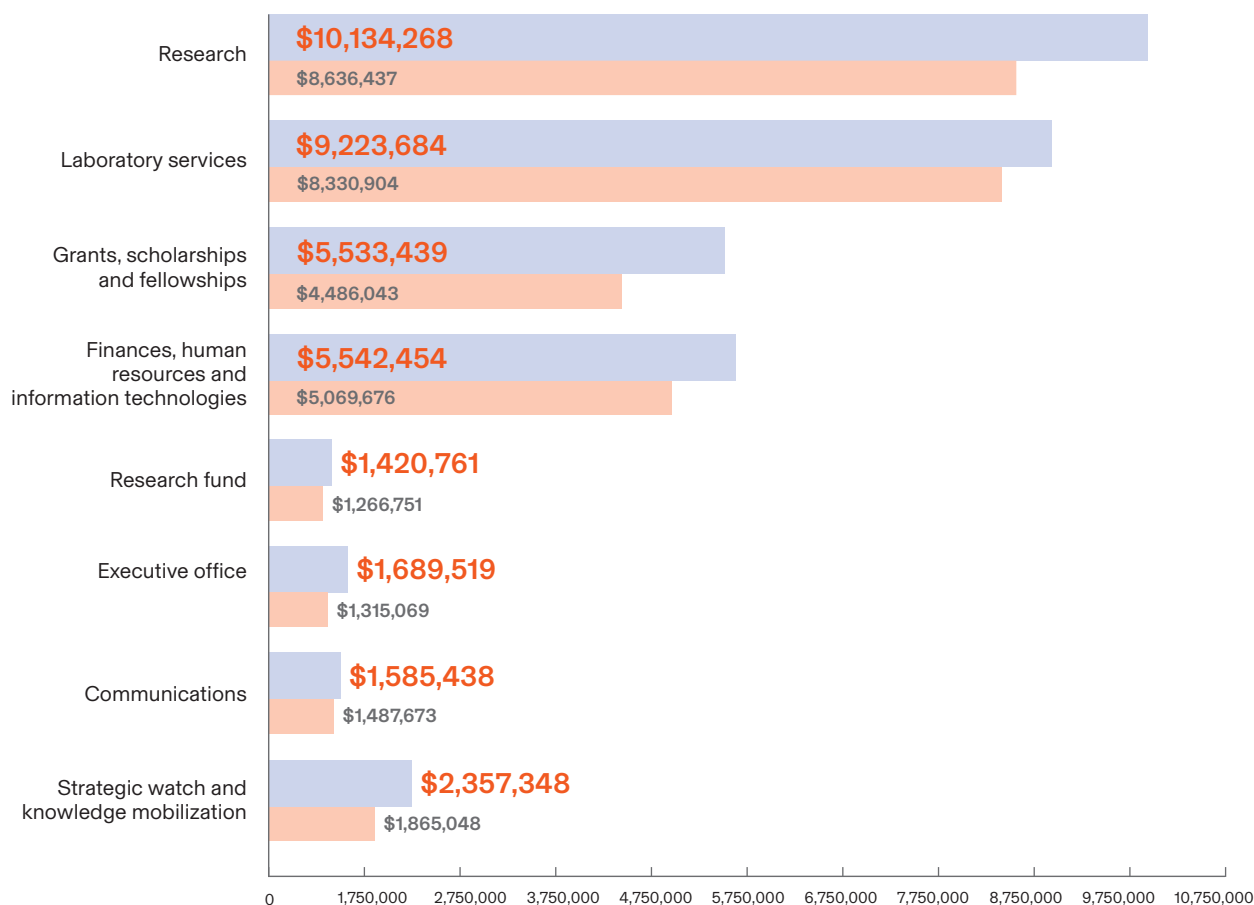
- The IRSST continued its efforts to identify the building solution best suited to its needs and the fulfillment of its mission. The year 2024 signalled the hiring of a project manager, the formation of a steering committee and the filing of an initial business case.

Financial Results

Total revenues of **\$37,463,353**
distributed as follows:



Total expenditures of \$32,457,601 distributed as follows:



Excess of revenues over expenses

2024 results
(\$23,558)

2023 results
\$398,463

Governance

Board of Directors

Chair

Louise Otis

Vice-Chair

Anouk Gagné

Employer representatives

Yves-Thomas Dorval*

Anny Bienvenue

Isabelle Simoneau**

Claude Breton**

Alexandre Gagnon*

Marie-Claude Perreault

François Vincent

Worker representatives

Kaven Bissonnette

David Bergeron-Cyr

Magali Picard*

Dominic Lemieux

Éric Gingras**

Simon Lévesque

Caroline Senneville*

Executive Office

Lyne Sauvageau

Observer

Isabelle MÉRIZZI**

Appointments**

Isabelle Simoneau,

Claude Breton and Eric Gingras

Departures

Manuelle Oudar, Josée Méthot,

Charles Milliard, Carole Neill,

Caroline Clark

The Board of Directors has the overall responsibility of ensuring that the IR SST's aims and objectives are achieved. More specifically, this includes efficiently, ethically and independently determining the Institute's orientation, and supervising and overseeing the management of the Institute's affairs. The Board is composed of the Chair, Vice-Chair, and seven representatives each of employers and workers, who also make up the Board of Directors of the CNESST.

The members of the Board of Directors met **four** times in 2024, while those of the Executive Committee met **six** times.

Remuneration and benefits paid to the members of the board of directors

There are two distinct remuneration profiles for individuals holding positions on the IR SST's Board of Directors:

- Chair of the Board of Directors
- Other directors

Chair of the Board of Directors

The person holding the position of Chair of the Board of Directors receives annual remuneration of \$13,258, in addition to an attendance fee of \$934 each time they participate in meetings of the Board and of the committees reporting to it.

Other directors

Any person serving as a director is paid a \$500 attendance fee each time they participate in meetings of the Board and of the committees reporting to it.

Committee chairpersons are accountable for the results and functioning of their group and report to the Board of Directors. They are paid an additional fee of \$250 for these additional responsibilities when they chair the meetings of strategic committees.

In 2024, the Chair of the Board of Directors received total remuneration of \$19,796, while the other Board members each received \$17,000.

* Members of the Administrative Committee

** Appointments

The Scientific Advisory Board

Chair

Lyne Sauvageau

Employer representatives

Lionel Bernier

Gilles Rousseau

Marie-France Turcotte

Carolane Frappier**

Worker representatives

François Ouellet

Benôit Laberge

Marie-Ève Patry**

Vanessa Laflamme**

Scientific and technical members

André-Pierre Contandriopoulos

Denis Harrisson

Joseph Hubert

Louise Millette

Sylvie Montreuil

Isabelle Ganache**

Observer

Mohamed Aiyar

Appointments**

Carolane Frappier

Marie-Eve Patry

Vanessa Laflamme

Isabelle Ganache

Departures

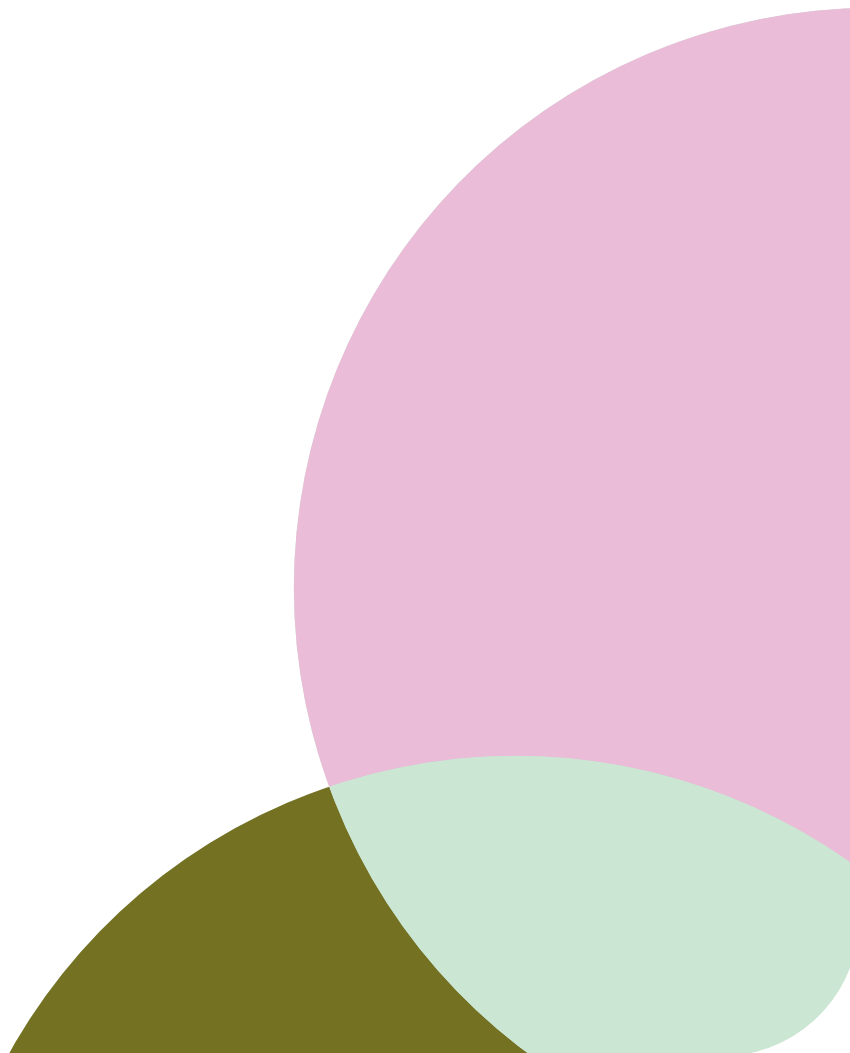
Hugo Desgagné

Denis Mailloux

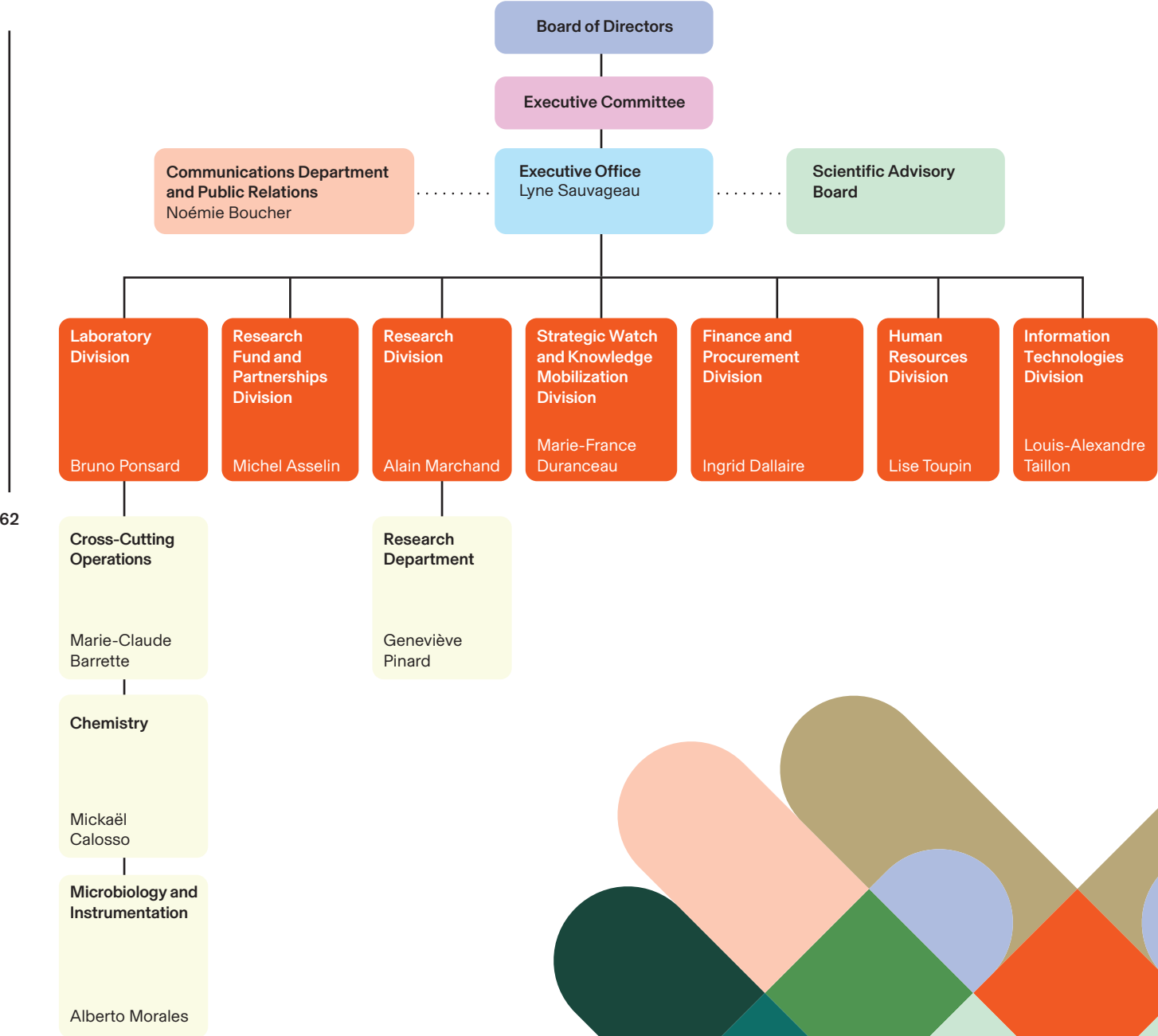
Josée Saint-Laurent

The Scientific Advisory Board (SAB), a three-part advisory body, is composed of **four** employer representatives, **four** worker representatives and **six** members from the scientific and technical community. Chaired by the Institute's President and CEO, its role is to issue opinions on the organization's general and budgetary orientations; the determination of its research priorities, programs and study projects; the awarding of scholarships and fellowships; and its policies pertaining to how its scientific activities are conducted.

In 2024, the SAB met **eight** times.



Organization Chart



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