



Policy & Program Information Sheet

Your Partner for Occupational Injury Management & Risk Mitigation

Baron Health & Safety Consultants is a Calgary-based firm that helps companies strategically navigate workplace injuries and broader health and safety challenges. As consultants, we pride ourselves on working *with* companies as opposed to *alongside* them, establishing consistency together for how incidents are managed and offering peace of mind for all of those involved. Our distinctive emergency medicine approach is backed by clear guidance, attentive support, evidence-based solutions, and a team that **truly cares**. Working with Baron means bringing structure and confidence to your unique health and safety needs, regardless of how complex or simple they may be.

Different Needs. One Adaptable Approach.

Every company is at a different stage when it comes to its workplace programs and policies. Some organizations may need documentation developed from the ground up, while others may be working with outdated materials or are looking for confidence that their current programs still meet today's expectations. Baron's Program & Policy Development service is designed to adapt to those different needs rather than applying a one-size-fits-all approach.

Depending on where your organization currently stands, our team of experts can develop entirely new programs and policies, modernize existing documentation, or review current materials to identify gaps and opportunities for improvement. The goal is to provide your company with clear, practical documentation that strengthens accountability while supporting consistent decision-making across the board.

Where Collaboration Meets Practical Implementation

Baron's adaptable approach to this service is rooted in collaboration. Our consultants work directly with key internal personnel to understand the ins and outs of your business, where responsibilities sit, and what challenges or risks need to be addressed. This allows us to develop programs and policies that reflect the realities of your workplace while avoiding generic frameworks that fail to account for how your organization *actually operates*.

Just as importantly, we consider how the finished documentation will function once it is put into practice. We offer supervisor training to help them understand how to properly implement and follow the programs and policies that have been developed. Rather than simply handing over finished documentation, we equip your team with the knowledge and preparedness required to put it into practice. This collaborative and operationally grounded approach is a key differentiator of our Program & Policy Development service, helping turn important documentation into something that can actually be applied with confidence across your organization.

Discover

1

Understand your business, operations, and internal structure.

Identify

2

Pinpoint gaps, clarify priorities, and identify areas where risk can be reduced.

Develop

3

Create or refine documentation that addresses those findings and helps mitigate risk.

Implement

4

Support implementation through supervisor training so your team is empowered to use it properly.

Scan the QR code to schedule a
free 30-minute consultation!



Follow us:  

Baron Health & Safety Consultants | www.baronhealthcare.ca | All rights reserved.

From Common Pain Points to Clear Solutions



The effectiveness of a program or policy depends on far more than just simply having it in place. Throughout our work with clients across a variety of industries, we have seen common gaps that can make documentation difficult to follow, outdated, or disconnected from daily operations. Below are some of the pain points we encounter most often, paired with how we solve each one.

Common Pain Points

Baron's Solution

1

Employees are unclear on roles and responsibilities when situations arise.

Baron helps establish defined responsibilities within programs and policies so everyone understands who is accountable for what. This reduces uncertainty when action is required and gives teams a more dependable framework to follow.

2

Operational leaders are not confident that risk is being objectively mitigated through existing policies.

As part of the identification stage of this service, our team provides a fresh perspective to lacking processes that may result in potential risk. We uncover gaps and areas of your existing (or non-existent) programs and policies as exposed by lagging indicators or repetitive undesirable outcomes. The result is the application of best practices to mitigate risk with functional, repeatable controls.

3

Existing documentation is too complicated to use in real-world situations.

Baron focuses on practical application when developing and refining documentation. We help simplify processes and clarify direction so employees can understand what is expected without having to interpret overly complex language when it matters most.

4

Day-to-day operations and/or legislation has changed, but programs and policies have not.

Our consultants help identify where documentation no longer reflects current realities. We then refine those areas, so your organization is operating from guidance that better matches how the business functions today while meeting the required legislative standard.

5

Important processes rely too heavily on independent, non-guided decision making rather than documented direction.

Baron helps translate internal or nuanced knowledge and established practices into robust documentation. This creates greater continuity within the organization and reduces reliance on specific individuals being available to explain or execute a standardized process.

6

Companies are unsure where gaps or unnecessary risk exist within their current documentation.

Baron brings an outside expert perspective to established programs and policies. By reviewing how the documentation is structured and intended for use, our team can identify areas that require improvement before those gaps create larger challenges or unintended risk internally.

Disclaimer: This document is provided for informational purposes only and does not constitute medical advice, diagnosis, or treatment. Always seek guidance from a qualified healthcare professional regarding any specific injury, symptoms, or concerns. If you believe you may be experiencing a medical emergency, call 911 or go to your nearest emergency department. Baron Health & Safety Consultants is not responsible for any loss, injury, or damages resulting from reliance on the information contained within this document.