

# Ministry of Labour

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## Occupational Health & Safety Update



**Safe At Work Ontario**  
Enforcement > Compliance > Partnership >

## Safe at Work Ontario Consultations

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- Annually, the Ministry of Labour (MOL) conducts stakeholder consultations to obtain input and advice on how to improve occupational health and safety enforcement in Ontario.
- The purpose of this consultation is to receive input in order to support the strategic enforcement priorities of this sector.
  - The MOL also considers other information such as system priorities, available data, information about workplace trends and other field intelligence when planning enforcement priorities.
- The MOL uses information obtained to draft “sector plans” and to plan blitzes, initiatives and other enforcement activities.

# Chief Prevention Office (CPO) Update: Occupational Disease Initiatives

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- Occupational Disease Action Plan – Prevention
  - Developed in the summer of 2016, chaired by Occupational Health Clinic for Ontario Workers (OHCOW)
  - aligns the occupational health and safety system towards occupational disease prevention by preventing hazardous exposures in workplaces
  
- Occupational Disease Rapid Response Team
  - MOL Prevention Office, Operations and the WSIB are working together to create an Occupational Disease Rapid Response Team that will ensure a coordinated system response to occupational disease.
  - The Rapid Response Team will be in place by the end of the year to improve prevention and enforcement and assist with WSIB claims

# Chief Prevention Office (CPO) Update: Mental Health

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- ThinkMentalHealth.ca has been developed by Ontario's health and safety system partners to provide business owners with the resources needed to better understand and prevent mental health problems
- The site includes resources for staff and management on the prevention, intervention and accommodation of mental health problems in the workplace.
- WSIB accepts claims for mental injuries;
  - PTSD
  - Traumatic Mental Stress
  - Chronic Mental Stress

# Chief Prevention Office (CPO) Update: Accreditation and Employer Recognition

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- Development of an accreditation framework and employer recognition program, in consultation with stakeholders, which will recognize excellence in occupational health and safety has commenced.
- Extensive face-to-face consultations throughout 2017 with labour and employer stakeholders, and subject matter experts, to receive initial feedback on the proposed elements of the program have taken place.
- Public consultations will seek views on:
  - The development and implementation of a proposed accreditation framework;
  - Elements of an occupational health and safety management system accreditation standard;
  - Additional requirements for employer recognition; and,
  - A potential incentive framework for participants in the program.

# Chief Prevention Office (CPO) Update: Accreditation and Employer Recognition

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- The draft Voluntary Chief Prevention Officer (CPO) Occupational Health and Safety Management System (OHSMS) Accreditation Standard, and a supporting consultation paper, have now been posted for public consultation on the Ministry of Labour (MOL) website.
- The MOL is encouraging all interested parties to provide comment and feedback for consideration by December 20, 2017.
- Email: [preventionfeedback@ontario.ca](mailto:preventionfeedback@ontario.ca)
- Fax: 416-325-6501
- All feedback will be considered and evaluated as the MOL moves forward with the development of this program.

# CPO Update: Training Programs

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## Health and Safety Representative (HSR)

- While mandatory training is required to be a certified member for a Joint Health and Safety Committee (JHSC), no such training is currently required to be a Health and Safety Representative (HSR)
- CPO is exploring options for what HSR training for the 130,000 employers required to have an HSR might look like
- The Ministry, in collaboration with system partners, has begun to develop a framework for HSR training

# CPO Update: “Guide to Construction H&S Legislation in Ontario” app

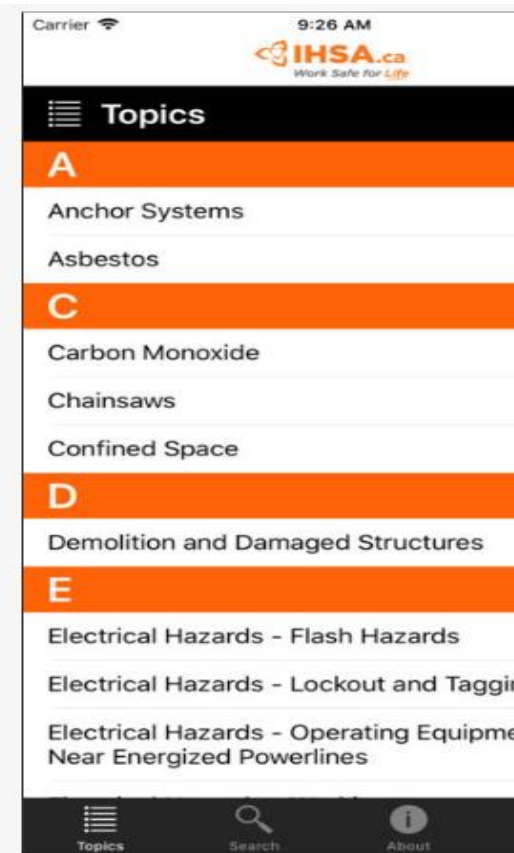
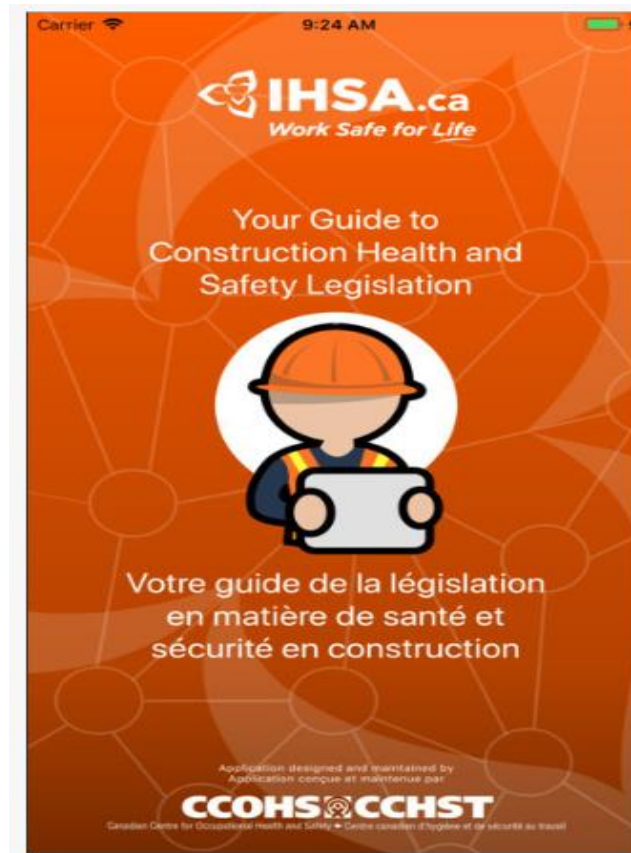
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The app is an innovative product with summary info on 50 key topics with construction focus. In English and French. Funded by Prevention, developed by the IHSA and CCOHS.

- Web link:  
<http://ohsguide.ihsa.ca/>
- iOS app:  
<https://itunes.apple.com/ca/app/on-const-ohs/id1250117186?mt=8>
- Android app:  
<https://play.google.com/store/apps/details?id=ca.ihsa.construction&hl=en>



# CPO Update: “Guide to Construction H&S Legislation in Ontario” app



# Construction Health and Safety Program

## Key Health and Safety Issues and Hazards:

- In consultation with our system partners, the ministry will continue to place priority on:
  - Vulnerable workers – general awareness training requirements
  - Small businesses
  - Fall hazards – non-compliance

## 2015-16 Summary of Critical Injuries and Fatalities:

OHS events and injuries	2015-16
Fatalities	16
Critical Injuries	158

\* Data is subject to change due to updates in the enforcement database.

# Province-wide Activities: 2017-2018

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## Construction Sector Initiatives

Noise Hazards	April 1, 2017 – March 31, 2018
“Struck By” Hazards	April 1, 2017 – March 31, 2018
Fall Protection	May 1, 2017 – March 31, 2018

## Construction Sector Blitzes

Falls: Ladder Safety	Oct 2, 2017 – Nov 24, 2017
Residential Projects	Sept 1, 2017 – Nov 30, 2017

# Industrial Health and Safety Program

## Key Health and Safety Issues and Hazards:

- In consultation with our system partners, the Industrial Program will continue to place priority on:
  - New and Small Business
  - Vulnerable workers
  - Machine guarding
  - Slips, Trips and Falls

## 2015-16 Summary of Critical Injuries and Fatalities:

OHS events and injuries	2015-16
Fatalities	28
Critical Injuries	727

\* Data is subject to change due to updates in the enforcement database.

# Province-wide Activities: 2017-2018

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## Industrial Sector Initiatives

Noise, WHMIS, Ergonomics (ladder use)	April 1, 2017 – March 31, 2018
Preventing “struck by” injuries – pedestrian traffic/vehicles; material handling and storage	April 1, 2017 – March 31, 2018

## Industrial Sector Blitzes

Slips, Trips and Falls – including ice or snow in parking lots or exterior walkways; housekeeping	Oct 2, 2017 – Nov 24, 2017
Machine Guarding and Electrical Hazards - PSHSR	January 15, 2018 – February 28, 2018

# Province-wide Activities: 2017-2018

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## Healthcare Sector Initiatives

Noise	April 1, 2017 – March 31, 2018
IRS in LTC & Retirement Homes; IRS, WPV and Needle Safety in Family Health Teams and Community Health Centres; WPV in hospitals	Sept 1, 2017 – March 31, 2018

## Healthcare Sector Blitzes

Slips, Trips and Falls	Oct 2, 2017 – Nov 24, 2017
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# Legislation updates - WHMIS

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In May 2017, Health Canada has announced that Phase 1 and Phase 2 have been extended. The transition to WHMIS 2015 included a three-stage transition period that is synchronized nationally across federal, provincial and territorial jurisdictions.

PHASE 1 was a deadline to suppliers, manufacturers and importers to provide labels and SDS in WHMIS 2015 format as of June 1, 2017. Manufacturers and importers now have until June 1, 2018 to comply with the *Hazardous Products Regulations*. Suppliers can continue to comply with either the *Controlled Products Regulations* (WHMIS 1988) or the *Hazardous Products Regulations* (WHMIS 2015).

PHASE 2, the deadline for Distributors to comply with WHMIS 2015 has been delayed by three months to September 1, 2018.

**“Workplace Hazardous Materials Information System – A Guide to the Legislation”**, July 2017 version is now posted on MOL website

# WHMIS Transition Period – Update (May 19, 2017)

Phases	Timing	Suppliers		Employers
		Manufacturers and Importers	Distributors	
1	February 11, 2015 - <b>May 31, 2018</b>	WHMIS 1988 or 2015	WHMIS 1988 or 2015	WHMIS 1988 or 2015
2	<b>June 01, 2018 - August 31, 2018</b>	<b>WHMIS 2015</b>	WHMIS 1988 or 2015	WHMIS 1988 or 2015
3	<b>September 01 - November 30, 2018</b>	<b>WHMIS 2015</b>	<b>WHMIS 2015</b>	WHMIS 1988 or 2015
Completion	December 2018	<b>WHMIS 2015</b>	<b>WHMIS 2015</b>	<b>WHMIS 2015</b>



## **Critical Injury Regulation - O. Reg. 834/90**

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For the purposes of the Act and Regulations, “critically injured” means an injury of a serious nature that,

- Places life in jeopardy **or**
- Produces unconsciousness **or**
- Results in a substantial loss of blood **or**
- Involves the fracture of a leg or arm but not a finger or toe **or**
- Involves the amputation of a leg, arm, hand or foot, but not a finger or toe **or**
- Consists of burns to a major portion of the body **or**
- Causes the loss of sight in an eye

# Critical Injury Regulation - revised MOL interpretation

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- Legal definition of a critical injury has not changed.
- “*an injury of a serious nature*” **AND** there must also be a connection between the hazard giving rise to the critical injury and worker health and safety.
- Previously, the interpretation of this provision excluded fracture of the wrist and fracture of the hand as well as the fracture of an ankle and a foot. The Ministry’s revised interpretation is as follows:
  - the fracture of the foot or the ankle may constitute a critical injury
  - the fracture of a single toe does not constitute a critical injury, but the fracture of more than one toe may constitute a critical injury
  - the fracture of the hand or the wrist may constitute a critical injury
  - the fracture of a single finger does not constitute a critical injury, but the fracture of more than one finger may constitute a critical injury

# Workplace Harassment

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- In Force September 8, 2016
- No change re: workplace violence provisions under OHSA
- Defines workplace sexual harassment
- New employer responsibilities re: workplace harassment
- Fact Sheets, Guidelines, videos resources have been developed – on MOL internet site

# Code of Practice (COP) to Address Workplace Harassment under OHSA

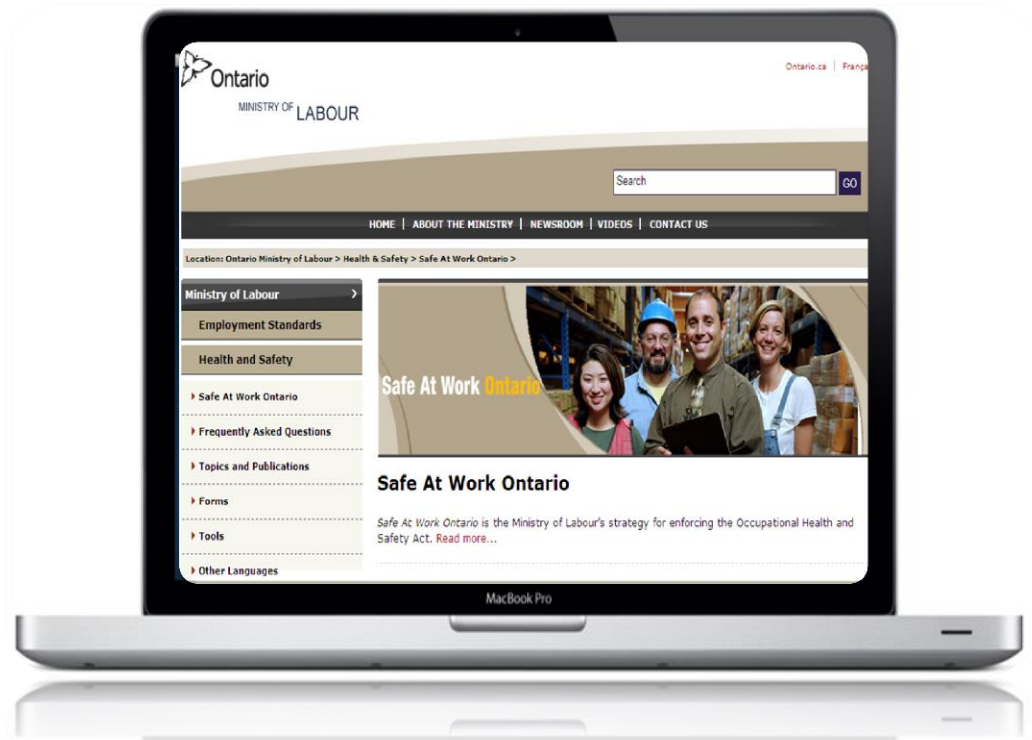
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- Designed to assist employers meet their obligations under the legislation
- Compliance with the COP is a way that employers can meet their OHSA requirements re: workplace harassment
- Can adopt the practices of all or part of the COP
- Provides info on workplace harassment policy, program, employer duties, info and instruction
- Provides sample policy, program, and investigation template

# Ministry of Labour Website

The MOL website a source for the latest news on:

- Blitzes
- Sector plans
- Hazard alerts
- Compliance tools
- Interactive Web Tools
- Prosecution Activity



<https://www.labour.gov.on.ca/english/index.php>

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? **QUESTIONS** ?

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