



Health & Safety at Work

Prevention Starts Here

**Ontario's Prevention Office Update:
Association of Workers' Compensation Boards of Canada
(AWCBC)**

May 17, 2016

Purpose

- To provide an update on recent health and safety initiatives led by the Ontario Ministry of Labour, including:

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Key Training Initiatives

Mandatory Awareness Training Program: **came into force on July 1, 2014**

- Requires every worker and supervisor to complete basic occupational health and safety awareness training
- Free tools created to support compliance such as workbooks, employer guides, and eLearning modules

Working at Heights Training (WAH): **came into effect on April 1, 2015**

- Requires that employers ensure workers who may use fall protection on construction projects have successfully completed a CPO approved WAH program, delivered by a CPO approved WAH provider for consistent and quality training.
- Nearly 120,000 construction workers have received working at heights training as of April 30, 2016.

Key Training Initiatives Cont'd

Joint Health and Safety Committee (JHSC) Certification Training Standards: came into effect March 1, 2016

- To become certified, a JHSC member must complete both Part One and Part Two of a CPO-approved JHSC certification training program delivered by a CPO-approved training provider
- Five day training program consists of Part One Training which is generic and is applicable to all workplaces where a JHSC is required, while Part Two Training focuses on a minimum of six hazards relevant to the workplace

Construction Hazard Awareness Training : Current

- Regulatory proposal to mandate construction hazard awareness training posted on the Government's Regulation Registry on May 11 for a 90 day consultation period
- Also seeking feedback on draft training standards that are part of the regulatory proposal
- Proposal, if approved, would ensure construction workers receive awareness training on common construction hazards and how these hazards may be eliminated or controlled

Examples of Recent Regulatory Amendments

Construction Project Regulation:

- New rotary foundation drill rig operator training and pre-requisite qualifications requirements and technical and operational safety requirements for drill rigs (effective July 1, 2016)
- Enhanced and clarified provisions relating to exposure to carbon monoxide, and other fumes and gases, released from internal combustion engines (effective July 1, 2016)
- Strengthened fall protection measures (most effective January 1, 2016, one July 1, 2016)
- Corrected errors, omissions and inconsistencies, updated outdated references, and clarifying certain requirements (some effective January 1, 2016 , others July 1, 2016)
- Recently consulted on additional proposed amendments relating to the operation of suspended access equipment

Mining Regulation:

- Changes to the electrical requirements for working on energized equipment (effective January 1, 2016) and improved requirements for high visibility safety apparel (effective July 1, 2016)
- Updating references to standards, legislation, and terminology (January 1, 2016)
- Gradually changing fees for rope testing by the Material Testing Lab (January 1, 2016)
- Recently consulted on additional proposed amendments regarding risk assessments, water management, traffic management, ground control and surface diamond driller training

Examples of Recent Regulatory Amendments Cont'd

- Occupational Health:

- Amended Regulation 833 to apply occupational exposure limits (OELs) to construction projects by removing the current exemption for construction projects (effective July 1, 2016), and to enable future Codes of Practice
- New all-sector regulation that extends noise protection requirements to workplaces not currently covered by industrial, mining, and oil and gas-offshore regulations (e.g. construction, health care, schools, fire, farming, police) (effective July 1, 2016)
- A package of proposed changes affecting the control of hazardous substances, which includes new or revised OEL limits, has been posted for consultation. The consultation period closes on June 6, 2016

Mining Health Safety and Prevention Review

- Ontario's CPO along with an Advisory Group comprised of key mining stakeholders, undertook a comprehensive review of the health, safety and prevention issues related to underground mining
- Final Mining Health, Safety and Prevention Review final report with 18 recommendations from the CPO to the Minister released April 16, 2015
- The government accepted all of the 18 recommendations that came from the report



Current Status: Some of the Review's recommendations have already been acted on, and work is underway to implement all the recommendations by 2017

Construction Health and Safety Action Plan (CHSAP)

- Ontario's construction sector has traditionally experienced high rates of workplace injuries and fatalities compared to other sectors
- In September, 2014, the Premier directed the Minister of Labour to work with the construction sector, through the Chief Prevention Officer (CPO), to strengthen workplace injury and illness prevention in the construction sector
- In response, the Minister of Labour and CPO announced the launch of the Construction Health and Safety Action Plan (CHSAP) in November, 2014 to decrease the injuries, illnesses and fatalities in the construction sector

Current Status: A set of activities have been identified for the Action Plan based on research, data analysis and stakeholder consultations, and a public Action Plan report is under development

CHSAP Early Deliverables

- Awareness Campaign Targeting Residential Roofing: On March, 8th, MOL launched an online campaign (using Kijiji and Google ads.) to raise homeowners' awareness of the safety risks posed by hiring residential roofing contractors who operate "under the table" in cash deals.

- Working at Heights (WAH) Campaign: On March, 21st, MOL launched a campaign to raise awareness about Working at Heights training requirements. The messages are running during the peak construction season on radio, Google, Kijiji and cellphone apps.

- Upcoming Construction Enforcement Initiatives (May – June, 2016):
 - **Coordinated Falls Inspection Blitzes** will focus on falls hazards at Construction, Mining and Industrial workplaces.

 - **Residential Roofing Enforcement Initiative** will target residential roofers and focus on ensuring that homeowners know their obligations under the *Act*.

- Web Application: The Canadian Centre for Occupational Health and Safety (CCOHS) and Infrastructure Health and Safety Association are developing a tool provide plain-language compliance information under development, modeled after the NB tool

Other Prevention Initiatives

Business Registration Online Portal: Launched April 21st

- MOL created a small business page in English and French, providing pertinent, up-to-date information related to employment standards and OHS
- Employers can view their Health and Safety obligations prior to registering the business

Health & Safety Checklist: Launched April 21st

- A simple and easy to understand checklist to help support employers with workplaces with 1-5, 6-19, 20 or more workers meet health and safety requirements in Ontario

Accreditation Program: Upcoming

- Conducting research and reviewing options to recognize employers with effective health and safety management systems and reward those employers that go above compliance and act as champions in health and safety performance

Updating Ontario's Health & Safety Strategy

- At the half way point in the 5 year mandate of the *Healthy and Safe Ontario Workplaces: A Strategy for Transforming Occupational Health and Safety*, there is a need to:
 - ✓ Renew the commitment of the system to support the goals and priorities set out in the Strategy
 - ✓ Provide additional clarity to system partners and stakeholders about the areas of focus, based on research, data analysis and stakeholder feedback
 - ✓ Reflect changes to the nature of work, emerging issues and priorities in Ontario workplaces



Proposed Areas of Focus

Hazards:

The following represent the hazards which are most likely to result in a critical injury or fatality and are a key focus for the system:

- **Motor vehicle incidents and mobile equipment (struck by/crushed by):** highest cause of traumatic fatalities
- **Falls from heights:** second highest cause of traumatic fatalities
- **Exposures resulting in occupational diseases:** leading cause of all occupational fatalities

As a secondary focus, the system continues to focus efforts on reducing **musculoskeletal disorder** claims, as the leading cause of lost time injuries in Ontario.

Vulnerability in the Workplace:

Certain workers and workplaces are more vulnerable than others to workplace injury, illness and fatality because of a number of factors that can interact in complicated ways to increase their risk. The following represent the areas of initial focus for the OHS system to address areas of vulnerability such as inadequate workplace policies and procedures, low worker empowerment and limited awareness of worker occupational health and safety:

- **Young workers**
- **Migrant workers and newcomers**

Other emerging priorities:

- **Mental health and post-traumatic stress disorder (PTSD)**
- **Workplace violence and harassment**

Appendix: Ontario's OHS System Transformation

Transforming Ontario's Occupational Health and Safety System

➤ 2009

- On December 24, 2009, a tragic swing stage collapse resulted in the deaths of four workers and injury to a fifth worker. The swing stage collapse was particularly tragic and spoke to larger OHS issues in Ontario

➤ 2010

- In early 2010, the Ministry of Labour appointed an Expert Advisory Panel (EAP) comprised of health and safety experts representing labour, employers, and specialist academics on occupational health and safety to conduct a review of Ontario's OHS system (<http://www.labour.gov.on.ca/english/hs/prevention/report/>)
- The government accepted all 46 recommendations made by the Panel, including actions to improve coordination and information sharing among system partners, training, incentives and outreach to vulnerable workers and small businesses

➤ 2011

Amendments to the *Occupational Health and Safety Act and Workplace Safety and Insurance Act* (Bill 160) put in place the legislative framework enabling the MOL to transfer the prevention mandate from the WSIB to the MOL (http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=2463)

➤ April 2012

- Establishment of Ontario's first Chief Prevention Officer (CPO) position
- Oversight of the Health and Safety Associations (HSAs) and research funding, transferred from WSIB to the Prevention Office

Chief Prevention Officer and Prevention Council

Chief Prevention Officer

- The CPO is appointed to:
 - Develop a provincial occupational health and safety (OHS) strategy, including goals and performance measures for OHS system partners
 - Prepare an annual report, including assessment of progress made towards achieving goals in strategy
 - Advise the Minister on:
 - Prevention of workplace injuries and occupational disease
 - Any proposed changes to the funding and delivery of prevention services
 - The setting of standards for designated entities.

Prevention Council

- A Prevention Council appointed by the Minister and composed of:
 - Trade unions and provincial labour organizations;
 - Employers; and
 - Non-unionized workers, the Workplace Safety and Insurance Board, and persons with occupational health and safety expertise.
- Established to advise the Minister and the CPO

More information about Ontario's Prevention Council can be found at
<http://www.labour.gov.on.ca/english/hs/prevention/council/index.php>

Health and Safety Associations

- Six Health and Safety Associations (HSAs) have responsibility for training, consulting and clinical services for workers and employers
- HSAs all play an important role in supporting the OHS system by sharing information and best practices, and by providing programs and services to workers and workplaces

HSA	Description
Infrastructure Health and Safety Association (IHSA)	Provides OHS prevention training, consulting and advisory services to the construction, electrical, utilities, aggregates, natural gas, ready mix concrete, and transportation sectors
Public Services Health and Safety Association (PSHSA)	Provides OHS prevention training, consulting and advisory services to the public service sector including health and community care, education and culture, municipal and provincial government and public safety
Workplace Safety North (WSN)	Provides OHS prevention training, consulting and advisory services to forestry, mining, pulp, paper and printing sectors
Workplace Safety and Prevention Services (WSPS)	Provides OHS prevention training, consulting and advisory services to the agricultural, industrial, manufacturing and service sectors
Occupational Health Clinics for Ontario Workers (OHCOW)	Provides OHS diagnostic and clinical services to workers concerned with work-related health conditions and to workers, unions and employers requiring support to prevent health conditions from developing
Workers Health and Safety Centre (WHSC)	Provides training for workers, Joint Health and Safety Committee members, supervisors and employers in every sector and region of the province

For more information please visit: <http://www.labour.gov.on.ca/english/hs/websites.php>

Transforming Ontario's Occupational Health and Safety System

- The first ever system-wide occupational health and safety strategy for Ontario to prevent injuries and improve the delivery of workplace health and safety was released on December 16, 2013.
- The strategy communicates the vision, goals and priorities for Ontario's OHS system – driving future operational plans and activities for the ministry and the system.



For more information please visit: <http://www.labour.gov.on.ca/english/hs/strategy.php>