

Occupational Health and Safety Branch

Industrial Sector Plan

2012-2013

Safe At Work Ontario
Enforcement > Compliance > Partnership >

Ministry of Labour

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Introduction

Industrial sector

Safe At Work Ontario is the Ministry of Labour (MOL) strategy for enforcing the Occupational Health and Safety Act (OHSA) and its regulations. As part of *Safe At Work Ontario* strategy, the MOL develops annual sector-specific enforcement plans that focus on hazards and outline what inspectors will be looking for during an inspection. This Industrial Sector Plan outlines the ministry's strategy to protect Ontario's workers who work in the industrial sector from occupational injury and illness.

On November 1, 2010, Ontario launched a new provincial toll-free number – 1-877-202-0008 – to report workplace health and safety incidents or unsafe work practices. Anyone, anywhere in Ontario, may call to report a workplace health and safety incident, critical injury, fatality or work refusal, or with general inquiries. The number operates 24 hours a day, seven days a week.

The sub-sectors in which the Industrial Health and Safety Program (IHSP) enforces the OHSA and the associated regulations are diverse and complex. Sub-sectors range from fisheries and education to wood and metal fabrication. The majority of workers at provincially regulated workplaces in Ontario are part of the industrial sector. The industrial sector consists of a broad range and diverse group of workplaces and work processes. (See Appendix for a list and description of sub-sectors.)

In most industrial sectors, the Industrial Establishments Regulation, R.R.O. 1990, Reg. 851 under the OHSA (the "Industrial Regulation"), applies and provides specific regulatory requirements or guidance to the workplace parties. In some sub-sectors, such as education, there is no applicable sector specific regulation. However, as with all workplaces covered by the OHSA, employers in these sub-sectors have a duty to take every precaution reasonable in the circumstances to protect workers from hazards in their workplace.

On farming operations, the Industrial Regulation does **not** apply. O. Reg. 414/05 – Farming Operations, sets out which provisions of the OHSA and other regulations apply to the farming sub-sector.

Owing to the nature of work in the industrial sub-sectors, it is possible that, for some activities, the regulations respecting the mining sector, Mines and Mining Plants, R.R.O. 1990, Reg. 854, or the construction sector, Construction Projects, O. Reg. 213/91 may apply at workplaces that are otherwise governed by the Industrial Regulation. For example, in some industrial locations the Construction Projects Regulation may apply during certain construction activity and once completed, the Industrial Regulation will apply. Workplace parties are also reminded that there are several hazard-based regulations that may apply in the workplace and may impose requirements beyond those of the sector-specific regulations.

Recent amendments to the OHSA to address workplace violence and harassment came into force June 15, 2010. Workplaces in the province are required to have a workplace violence and workplace harassment policy and program in place. Industrial inspectors will, as part of their routine workplace visits, be conducting inspections to ensure compliance with the new provisions.

Please refer to the e-laws website to view or download a copy of the OHSA and its regulations: www.e-laws.gov.on.ca/navigation?file=browseStatutes&reset=yes&menu=browse&lang=en

Enforcement focus

Ministry of Labour (MOL) inspectors enforce the OHSA and its regulations at workplaces across the province. As part of the *Safe At Work Ontario* strategy they focus on certain sector-specific workplace hazards. They will also continue to ensure overall compliance with the OHSA and its regulations. Inspectors are not limited to the issues identified in this document as major hazards or key health and safety issues; they will take enforcement action appropriate to the facts at each workplace inspected.

Injury rates

The Industrial Health and Safety Program (IHSP) in 2012-2013, will use data provided by the Workplace Safety and Insurance Board (WSIB) to inform targeting for proactive inspections. During visits, inspectors will focus attention on the functioning of workplaces' internal responsibility system (IRS), prevalent hazards general to the sector, and any specific hazards identified by the WSIB data.

Injury rates and compliance history

Industrial inspectors also use past MOL experience with workplaces and an analysis of injury types and frequency to develop their inspection strategy for 2012-2013.

Sub-sectors selected for heightened enforcement campaign inspection focus for 2012-2013 are those in which either the lost-time-injury (LTI) is **higher** than the average of all sub-sectors or the decline in injury rate is **lower** than the average. Within the sub-sectors, individual firms are selected based on past MOL interaction with the firm itself or the firm's group as a whole.

Heightened enforcement focus for 2012-2013

Industrial Health and Safety Program heightened enforcement

IHSP heightened enforcement campaigns (blitzes) seek to raise the level of compliance in workplaces and focus on specific hazards inherent in the work process or that contribute to significant injuries or illness. In addition, the IHSP seeks to raise the workplace parties' awareness of the issues addressed by the heightened enforcement campaign by communicating information on the activity and the efforts of the Health and Safety Associations (HSAs). Although the MOL posts information about campaigns before they begin, individual workplaces receive no advance warning of proactive inspections.

In addition, the MOL is developing videos to help inform the regulated community of the inspectors' criteria for determining compliance with specific regulations.

In 2012-2013, the IHSP will conduct four heightened enforcement campaigns:

- ***New and young workers – May to August 31, 2012***
Inspectors will enforce compliance with the OHSA and its regulations focussing on the health and safety of two groups of workers. The first group is young workers, 14 to 24 years of age. The second group is new workers, including those over 25 years of age, who have been on the job less than six months or who have been reassigned to a new job in the last six months. Ministry of Labour inspectors will place special emphasis on new and young worker safety in the industrial sectors such as the service, transportation, farming operations, logging, film and television, government and workplaces that do not fall under a workplace regulation such as the Regulation for

Industrial Establishments. Inspectors will ensure OHSA's minimum age, employer instruction, training and supervision requirements are complied with.

- ***Manufacturing focus – October to November 2012***

Inspectors will focus on the key hazards associated with manufacturing processes which include, guarding and lockout, worker to worker workplace violence, Internal Responsibility System (IRS), occupational disease (noise and chemical exposure) and musculoskeletal disorders (MSDs) in the automotive, food and beverage, wood and metal fabrication, textiles and printing, pulp and paper, chemical, rubber and plastic, primary metals ceramics and logging sub-sectors.

- ***Slips/trips and falls – February to March 2013***

Falls continue to be an issue in all industrial workplaces, including restaurants, education, tourism and hospitality, food beverage and tobacco. From February 1 to March 31, 2013, Ministry of Labour inspectors will look for hazards that can cause industrial workers to slip, trip or fall. There will be a three-pronged approach including; falls from heights; falls from ladders and mobile ladder stands and platforms; and same-level falls (trips and slips).

Note: Additional sub-sectors may be visited.

Sub-sector plans

Inspectors will continue to inspect workplaces to ensure compliance with the OHSA and its regulations. They will focus on specific hazards in each of the following sub-sectors.

Agriculture services

The agricultural sub-sector is made up of soil preparation, planting, crop dusting and spraying, tree surgery and removal, farm machinery, equipment and supplies, veterinary services, agricultural management and other services.

Injury and illness trends

Sixteen critical injuries were reported to the MOL during the three years from 2009 and 2011. Two fatalities were reported in the same period to the ministry.

The LTI rate per 100 workers rose from 2.31 in 2008 to 2.7 in 2010. The highest LTI rate of 6.3 in 2010 occurred in “crop dusting and spraying services” sub sector.

The most costly injuries in the agricultural sector were due to being struck by object, bodily reaction, overexertion, fall on same level, and unknown, according to the WSIB data.

Health and safety characteristics

The MOL conducted 567 inspections and issued 1,245 orders between 2009 and 2011.

The top five common orders were issued for violations related to employer duties (take every precaution reasonable in the circumstances for the protection of a worker), health & safety representation, employer duties (maintenance of equipment, materials and protective devices), employer duties (provide instruction and supervision) and employer duties (prepare and review occupational health and safety (OHS) policy).

Inherent health and safety hazards

The common hazards in this sector are related to vehicle incidents, falls, exposure to chemicals, guarding issues, personal protective equipment used by workers, landscaping activities and related equipment used (e.g., tree removal equipment), and X-ray equipment used for veterinary services. Injuries can result from lack of training, supervision and personal protective equipment.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips)
Material handling hazards	Struck-by-object hazards (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision
Occupational illness	Exposures to chemical or biological substances, excessive noise and heat stress.
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the New and Young Worker Blitz in 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Automotive

This sub-sector includes motor vehicle, truck body, trailer, and automotive parts manufacturers.

Injury and illness trends

There were 79 critical injuries and six fatalities reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers dropped from 2.28 to 1.74 between 2008 and 2010.

The commercial trailer industry had the highest LTI rate in this sub-sector: 3.00 in 2010.

The WSIB data show that the most costly injuries or illness were related to ergonomics and overexertion (sprains, strains, lifting) and incidents involving material handling, use of forklifts and mobile equipment, machine guarding, handling and storage of goods, and slips and falls.

Health and safety characteristics

The MOL conducted 1,174 inspections during the three years from 2009 to 2011 and issued 3,442 orders.

The five most common orders issued for violations in this sub-sector related to the maintenance of equipment, lifting devices, machine guarding, the provision of information instruction and supervision to workers, and the condition of floors and surfaces.

Inherent health and safety hazards

The common hazards inherent to work in this sector relate to slips and falls, lifting devices and forklifts, pedestrian safety, machine guarding and lockout, and ergonomics. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and with the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction, and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged approach including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips)
Material handling hazards	Struck-by-object hazards (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)

This sector will be included as part of a Manufacturing Focus Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Ceramics, glass and stone

This sub-sector includes various forms of glass, concrete and non-metallic mineral product producers.

Injury and illness trends

Nineteen critical injuries and no fatalities were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers dropped from 1.9 in 2008 to 1.6 in 2010.

Other non-metallic mineral products industries had the highest LTI rate in this sub-sector: 2.8 in 2010. It is interesting to note that lime products industries which had the highest LTI rate of 3.9 in 2009.

The most costly injuries and illnesses related to struck by objects, ergonomics and overexertion, falls from height, highway accidents and caught in equipment, according to WSIB data.

Health and safety characteristics

MOL inspectors conducted 863 inspections between 2009 and 2011 and issued 2,674 orders.

The five most common orders issued for violations in this sub-sector related to lifting devices, maintenance of equipment, provision of instruction and supervision to workers, floor and surfaces, and preparation and review of OHS policy.

Inherent health and safety hazards

Common hazards inherent to work in this sub-sector relate to slips and falls, ergonomic and material handling issues. Compliance with the regulations concerning designated substances (e.g. silica) where applicable should remain a high priority for workplace parties.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
MSDs	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation (Reg. 851) for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision

This sector will be included as part of the Manufacturing Focus Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Chemical, rubber and plastics

The chemical, rubber, and plastics sub-sector is made up of manufacturing facilities for the production of organic and inorganic chemicals, synthetic resins, paints, varnishes, refined petroleum products, and rubber products.

Injury and illness trends

There were 68 critical injuries and four fatalities that were reported to the MOL during the three years from 2009 to 2011.

WSIB data show a drop in the LTI rate per 100 workers from 1.2 in 2008 to 0.9 in 2010.

The industry identified as “lubricating oil and grease industry” had the highest LTI rate in this sub-sector: 1.8 in 2010.

The most costly injuries in the sector were due to overexertion, falls from same level, caught in equipment, struck by object, and bodily reaction.

Health and safety characteristics

The MOL conducted 3,644 inspections between 2009 and 2011 and issued 8,964 orders.

The five most common orders issued for violations in this sub-sector were related to maintenance of equipment, guarding of machines, lifting device requirements, provision of instruction and supervision and material handling.

Inherent health and safety hazards

The most common hazards that are inherent in the sub-sector are: machine entanglement, exposure to chemicals, slips and falls, and ergonomic issues.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Guarding and lockout	Continued focus on ensuring compliance with requirements in the Industrial Regulation for guarding and lockout.
Control of exposure to chemicals	Reinforcing requirement to protect workers from exposure to chemicals through use of ventilation and personal protective equipment (respirators, gloves and protective clothing)
Workplace Hazardous Materials Information System (WHMIS)	Reinforcing duties of WHMIS with orders to ensure workers understand how to work safely with chemicals
Slips and falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Young, new or temporary workers	Information, instruction and supervision

This sector will be included as part of the Manufacturing Focus Blitz for 2012.

Multi-sector, hazard-based regulations, particularly the hazardous substance regulations under the OHSA, may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at:

<http://healthandsafetyontario.ca/HSO/Home.aspx>.

Construction premises

This sub-sector includes refrigeration and air conditioning installation and maintenance, commercial refrigeration work, environmental control work, plumbing, dry and wet heating and gas piping work, process piping work, insulation work, thermal insulation work, duct work, mechanical specialty work, other industrial construction and other services incidental to construction.

Injury and illness trends

There were 60 critical injuries reported to the MOL during the three years from 2009 to 2011. Nine fatalities were reported during this same period.

The LTI rate per 100 workers rose from 1.9 in 2008 to 2.0 in 2010. The highest LTI rate of 20.8 in 2010 occurred in the “other structural and related work” sub-sector.

The most costly injuries in this sector were due to falls to lower levels, overexertion, struck by object, not elsewhere classified (NEC), and bodily reaction according to the WSIB data.

Health and safety characteristics

The MOL conducted 3,830 inspections between 2009 and 2011 and issued 11,521 orders.

The five most common orders issued for violations in this sub-sector were related to footwear, the employer’s duty to take every precaution reasonable in the circumstances for the protection of a worker, maintenance of equipment, providing instruction and supervision, and preparing and reviewing an occupational health and safety policy.

This sub-sector is mainly service-oriented. Workers may move from workplace to workplace putting them at risk for incidents involving motor vehicles. Other hazards include exposure to hazardous materials, ergonomic (i.e., MSD) hazards, lifting device hazards, and fall hazards. Heating, ventilation, and air conditioning workers may also be exposed to legionella. It is important to ensure appropriate worker training as well as a well-functioning IRS because many workers are not working at one specific work location.

Inherent health and safety hazards

The most common hazards that are inherent in the construction premises sector are primarily ergonomic. WSIB claims data indicate that some of the most costly injuries in the sector are attributed to overexertion, repetitive motion, bodily reaction, and exertion. Workers in this sector are often required to work alone and are exposed to fall hazards, hazardous materials, and exposure to legionella. Workers performing service work are mobile and travel by vehicle to different workplaces; as a result, they are exposed to the hazard of motor vehicle incidents.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring workplaces meet the legislated requirements for Joint Health and Safety Committees (JHSCs) health and safety representatives
Workplace violence and harassment	Workplace violence and harassment policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Workplace policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation for guarding and lockout
Slips, trips and falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Hazardous materials	Struck-by-object hazards include : pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors and exposure to sharp objects
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Education

The education sub-sector is made up of early education centres, elementary, secondary, and post-secondary schools, colleges, universities, driving schools and other educational services such as libraries and museums.

Injury and illness trends

There were 225 critical injuries and four fatalities reported to the MOL during the three years from 2009 to 2011.

The WSIB LTI rate per 100 workers in this sub-sector remained at 0.6 from 2008 to 2010. The highest LTI rate in 2010 in this sub-sector was 2.6 in child day-care and nursery school services.

According to WSIB data for 2010, the most costly injuries or illnesses were due to falls on the same level, overexertion, bodily reaction, assaults/violent acts and being struck by objects.

Health and safety characteristics

The MOL conducted 1,934 inspections between 2009 and 2011 and issued 5,858 orders.

The five most common orders issued in 2011 for violations in this sub-sector were related to the employer's duty to take every precaution reasonable in the circumstances for the protection of a worker, maintaining equipment, materials and devices, Workplace Hazardous Materials Information System (WHMIS) requirements, providing instruction and supervision, and preparing and reviewing an occupational health and safety policy annually.

This sub-sector represents approximately 430,000 workers. Workplace violence and harassment is a concern in the education sector and is reflected in complaints reported to the ministry. It is a concern when working with students in general, and particularly for educational assistants and teachers who work with special needs students. Injuries for this sub-sector take place both inside facilities and outside in external settings such as playgrounds, parking lots and during field trips.

Many workplace hazards are common to both teaching and non-teaching staff, e.g., the storage and handling of chemicals. Worker complaints to the ministry about exposures to chemicals and a lack of proper ventilation are often associated with larger-scale maintenance activities or renovations. Workers may be exposed to many high-risk hazards in metalworking, woodworking and auto repair shops and in science labs, e.g., exposures to sharp objects, chemicals, flammable liquids, moving parts, stored materials, etc. Concerns about material handling activities are more prevalent with non-teaching staff. Worker health issues include seasonal infections.

The occupational health and safety concerns and involvement of health and safety representatives, joint health and safety committees should be considered by employers.

Inherent health and safety hazards

WSIB data for 2010 confirm that same level falls continue to be the most costly type of injuries. These injuries are often associated with outdoor and off-site activities but are also related to poor

housekeeping and/or poor maintenance of floors, stairs, entry areas, or external ground surfaces, and the wearing of inappropriate footwear. Non-teaching staff continue to experience overexertion and bodily reactions associated with material handling activities. Many workers in this sub-sector are struck by objects, often during physical education classes or outdoor activities. Teaching staff and educational assistants continue to experience workplace violence related to working with special-needs students.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence and harassment policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Workplace policy and program to address MSD hazards associated with the handling of special needs students, housekeeping activities and other maintenance activities.
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Technology and science classes	Hazardous substances, material handling, access to pinch points and moving parts, struck-by hazards, etc.
Hazardous chemicals	Worker information, instruction and supervision related to the handling, use and storage of hazardous chemicals related to housekeeping and maintenance activities
New and young workers	Minimum age and information, training and supervision for new and young workers during the summer months e.g., maintenance activities
Struck-by-object hazards	Workers can be struck by falling or flying objects such as improperly stored items on shelves or parts of equipment with stored energy
Infection prevention and control	Infection prevention and control related to seasonal infections or outbreaks and mandatory reporting of occupational illnesses

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Electrical and electronics

This sub-sector includes the following industries: small electrical appliance; major electric and non-electric appliance; electronic parts and components; lighting fixture; electric lamp and shade; receiver; telecommunication equipment; electrical transformer; electrical switchgear; battery; electronic computing and peripheral equipment; electronic office, store and business machine.

Injury and illness trends

There were 25 critical injuries and no fatalities reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers dropped from 0.4 in 2008 to 0.3 in 2010. The industry identified as electric lamp and shade industry had the highest LTI in this sub sector: 4.4 in 2010.

WSIB data show that the most costly injuries in this sub-sector were due to repetitive motion, caught in equipment, overexertion and bodily reaction.

Health and safety characteristics

The MOL conducted 1,372 inspections between 2009 and 2011 and issued 3,976 orders.

The five most common orders issued for violations in this sub-sector were related to preparing and reviewing OHS policy, lifting devices (requirements), maintenance of equipment, providing instruction and supervision and posting OHSA.

This sub-sector manufactures equipment and components for the electrical and electronics industries. Workers are exposed to hazardous materials, ergonomic (i.e., MSD) hazards, lifting device hazards, fall hazards, unguarded machinery and improperly locked out equipment. It is important to ensure appropriate worker training to safely operate the equipment used in these industries. Employers must ensure that OHSA requirements are being met with respect to the IRS.

Inherent health and safety hazards

The most common hazards that are inherent in the electrical and electronics sub-sector are primarily ergonomic. WSIB claims data indicate that the most costly injuries in this sub-sector are due to overexertion and repetitive motion. Workers in this sub-sector are exposed to hazardous materials, lifting device hazards, fall hazards, and machinery and equipment hazards.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring workplaces meet the legislated requirements for JHSCs/health and safety representatives
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Hazardous materials	WHMIS training
Lifting device, racking and storage hazards	Ensuring that equipment is maintained in good condition
Contact with machinery	Equipment guarding and lockout
Slips, trips and falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Farming

The farming sector is composed of all farming operations that have paid workers. The OHSA was extended, with some limitations and exceptions, to farming operations effective June 30, 2006, though it does not apply to farming operations operated by self-employed people without any workers. Please see O. Reg. 414/05 for the limitations and conditions involving this sector. The Regulation for Industrial Establishments does not apply to this sub-sector.

Injury and illness trends

There were 17 critical injuries reported to the MOL during the three years from 2009 to 2011. Eight fatalities were reported in the same period.

The LTI rate per 100 workers rose from 2.09 in 2008 to 2.53 in 2010. The highest LTI rate of 14.08 in 2010 occurred on wheat farms.

According to WSIB statistics the most costly injuries in this sector were due to fall to lower level, struck by object, overexertion, bodily reaction and caught in or compressed by equipment.

Health and safety characteristics

The MOL conducted 504 inspections and issued 917 orders between 2009 and 2011.

The top five common orders issued were for violations involving employer duties to take every precaution reasonable in the circumstances to protect a worker, to maintain equipment, employer duties (Prepare and review OHS policy), employer duties (provide instruction and supervision) and guardrail (where required).

The major contributors to these trends were an aging population, use of forklifts, material handling and machinery, guarding and lockout and a lack of training and supervision. Use of temporary seasonal/migrant workers under the federal programs.

Inherent health and safety hazards

The common hazards in this sector relate to physical overexertion, long hours, working alone, working with large animals, farm equipment (tractors, power take-offs, augers, vine pullers, etc.), weather conditions (heat or cold stress), falls from heights at farming operations, lifting devices and bale storage, and working in silos with potential exposure to various gases.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on guarding and lockout issues
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Young, new or temporary workers	Information, instruction and supervision
Occupational illness	Exposures to chemical or biological substances and excessive noise. Heat stress.
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the New and Young Workers Blitz 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Film and television

The film and television sub-sector involves the production of material to be shown on television or in a movie theatre but excludes television broadcasting, which is under federal jurisdiction.

Injury and illness trends

One critical injury and no fatalities were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers increased from 0.5 in 2008 to 1.1 in 2010. The industry with the highest LTI was identified as motion picture and video production: 1.20 in 2010.

WSIB data show that the most costly injuries in this sector were due to falls on same level, overexertion, falls from height, struck against object and caught in equipment.

Health and safety characteristics

The MOL conducted 98 inspections between 2009 and 2011 and issued 163 orders.

The five most common orders issued for violations in this sub-sector were related to posting of OHS policy, provision of supplier Material Safety Data Sheets (MSDS), provision of head protection and creation of workplace violence and harassment policy.

These trends were due mainly to the non-traditional nature of the relationship between employer and worker. In film and television, most workers are freelance, hired for a specific task or activity which could last just a few days (e.g., to film a television commercial), or longer if the project involves a major movie.

The film and television industry presents unique and unusual occupational health and safety hazards to workers. On a film shoot there could be dramatic stunts, such as a high fall, or a car or building being set on fire. The use of pyrotechnic special effects is common. Ensuring appropriate training, as well as the functioning of the IRS, is paramount in this sector because many workers are not always working at one location.

Inherent health and safety hazards

The most common hazards inherent in this sub-sector are chemical, fire (including pyrotechnic effects), and electrical and ergonomic issues related to lifting and moving equipment.

The Section 21 Health and Safety Advisory Committee for the Film and Television Industry in Ontario has developed health and safety guidelines which can be accessed from the MOL website at:

www.labour.gov.on.ca/english/hs/pdf/gl_film_tv.pdf.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring that workplaces meet the legislated requirements for JHSCs/health and safety representatives
Workplace violence and harassment	Workplace violence and harassment policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Smoke and fog special effects Stunts Filming on water	Ensure Section 21 Health and Safety Advisory Committee guidelines are available.
Child performers exempt from age restrictions in Industrial Regulation	Ensure child performer guidelines from Sections 21 Committee are available.

This sector will be included as part of a New and Young Worker Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Fire service

This sub-sector includes firefighting services and municipal firefighting services.

As of January 2012, there were 462 fire departments in Ontario, of which 31 were full-time fire departments, 177 were composite fire departments, and 254 were volunteer fire departments, according to statistics compiled by the Office of the Fire Marshal.

Injury and illness trends

There were 22 critical injuries and three fatalities reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers decreased from 3.7 in 2006 to 1.2 in 2008. (more recent data unavailable as of March 2012)

Health and safety characteristics

The MOL conducted 124 inspections between 2009 and 2011, and issued 212 orders.

The five most common orders issued for violations in this sub-sector were related to the employer's duty to take every precaution reasonable in the circumstances for the protection of a worker, production of documents, providing instruction and supervision to workers, certification of committee members and maintaining equipment in good condition.

Firefighting is inherently dangerous and there are many specialized functions performed by firefighters that are unlike those performed by workers in other sectors. The legislative requirements contained in the OHSA, the Regulation for Industrial Establishments, and the Firefighters – Protective Equipment Regulation apply to fire departments. As of January 1, 2011, firefighters are exempted from the requirements of O. Reg. 278/05 Designated Substance – Asbestos on Construction Projects and in Buildings and Repair Operations, when engaged in certain work at emergency scenes. The exemption applies from the arrival at the emergency scene through and until completion of origin and cause investigation (during this time, Regulation 833 of the Revised Regulations of Ontario, 1990 (Control of Exposure to Biological or Chemical Agents) applies).

In addition, the Ontario Fire Service Health and Safety Advisory Committee (Section 21 Committee) has developed guidance material that outline the recommended equipment and procedures to be used in the fire service to protect the health and safety of firefighters.

Inherent health and safety hazards

Firefighters are exposed to a variety of hazards in the course of their response to emergency scenes. These hazards include exposure to hazardous substances and communicable diseases, falls, highway traffic control, building collapse, etc. Proper use and maintenance of personal protective equipment (e.g., self-contained breathing apparatus, bunker gear, helmets, boots, and gloves) and other firefighting tools and equipment are important to protect firefighter health and safety. Fire departments and municipal employers are to ensure that the requirements of the OHSA are being met with respect to the IRS.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring workplaces meet legislated requirements for JHSCs/health and safety representatives Multi-site JHSCs only where approved by the MOL Fire departments should consult the guidance material developed by the Section 21 Committee and ensure that standard operating procedures are developed taking into account the fire department's response capability
Musculoskeletal disorders (MSDs)	Workplace policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Personal Protective Equipment (PPE)	Respiratory protection programs Proper use and maintenance of personal protective equipment
Slips, trips and falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Fisheries

This sub-sector includes fishing boats and services incidental to fishing (fish inspection, bait preparation, net mending, fish hatchery services, fishing consulting services, etc.).

Injury and illness trends

One critical injury and no fatalities were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers has remained relatively stable (with the exception of 2007 which had a 1.8 LTI rate), rising slightly from 3.2 in 2006 to 3.7 in 2010.

WSIB data show that the most costly injuries or illnesses were due to slips and falls, ergonomics and overexertion (sprains, strains, lifting) or incidents involving material handling; the increasing use of forklifts, handling and storage of goods, use of ladders, getting caught in machinery, and machine guarding/lockout.

Health and safety characteristics

The MOL conducted 12 inspections between 2009 and 2011 and issued 9 orders.

The five most common orders issued for violations in this sub-sector related to administrative requirements to post the OHSA and to prepare and review an occupational health and safety policy and program, ensuring the selection of a worker health and safety representative and monthly inspections by that representative, and machine guarding.

Inherent health and safety hazards

Common hazards inherent to work in this sub-sector relate to falls from any height (including slips and trips on same-level surfaces); musculoskeletal disorders (MSDs); repetitive motion/lifting techniques and manual lifting; material handling; and the use of knives, shears, slitters and slicers. These job related factors are consistently in a direct relationship to the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction, and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck by-object hazards (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Food and beverage

This sub-sector includes workplaces that produce and/or process and package food products, beverages, distillery products, brewery products, wine products, and tobacco products. It also includes slaughter houses and meat, fish and poultry processing plants.

Injury and illness trends

There were 117 critical injuries and three fatalities reported to the MOL during the three years from 2009 to 2011.

The WSIB LTI rate per 100 workers dropped from 1.6 in 2008 to 1.2 in 2010.

WSIB data show that the most costly injuries or illnesses in 2010 were due to overexertion, falls from the same level, being caught in or compressed by equipment or objects, bodily reactions, being struck by objects and repetitive motions.

Health and safety characteristics

The MOL conducted 3,346 inspections between 2009 and 2011 and issued 9,264 orders.

The five most common orders issued in 2011 for violations in this sub-sector related to the employer's duty to maintain equipment, materials and devices, machine guarding, in-running nip hazards, materials and devices, the employer's duty to take every precaution reasonable in the circumstances for the protection of a worker and the employer's duty to provide information, instruction and supervision.

This sub-sector represents approximately 146,000 workers. Workplaces often include multiple departments and job functions. During the summer or peak growing seasons, these industries may employ temporary, young and/or new workers. For many temporary or new workers, English may be a second language which may cause language-related communication problems. Many of these environments are highly mechanized with mixers, ovens, high-powered lasers and X-ray machines in the bottling and canning industries, assembly lines and conveyers. At the same time, these industries include material handling of incoming ingredients and final packaged products.

Inherent health and safety hazards

WSIB data and injuries reported to the MOL reveal that this sub-sector exposes workers to a broad range of hazards. These include exposure to moving parts and sources of stored energy, biological and chemical hazards, heat and cold stress, contact with hot or cold objects, contact with sharp objects, slippery work surfaces, traffic hazards and many ergonomic hazards (e.g., awkward postures, repetitive work tasks, forceful and repetitive motions) associated with food processing, food packaging and material handling activities in shipping and receiving areas.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence and harassment policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Workplace policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving Parts and In-Running Nip Hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards (e.g., securing supplies and packaged food products, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects used in food processing)
Young, new or temporary workers	Information, instruction and supervision
Occupational illness	Exposures to chemical or biological substances and excessive noise
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the Manufacturing Focus Blitz 2012 and Slips/Trips and Falls 2013.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Government

This sub-sector includes the following: municipal and provincial public administration and municipal and provincial entities (agencies, boards, and commissions), courts of law, and correctional institutions.

Injury and illness trends

Three fatalities and 124 critical injuries were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers dropped from 2.0 in 2008 to 1.8 in 2010.

The most costly injuries in this sub-sector were due to slips trips and falls, fire, overexertion, bodily reaction, and workplace violence.

Health and safety characteristics

The MOL conducted 1,236 inspections between 2009 and 2011 and issued 2,255 orders.

The five most common orders issued for violations in this sub-sector related to the employer's duty to take every precaution reasonable in the circumstances for the protection of a worker, providing instruction and supervision, maintenance of equipment, production of documents, and eyewash fountains.

Government work is diverse and includes administrative positions in office environments (e.g., municipal and provincial government and courts of law), and correctional services. Many workers move from workplace to workplace, conducting or supporting the work of enforcement-related or other activities; they also work in provincially owned parks.

Inherent health and safety hazards

The most common hazards inherent in the government sub-sector are primarily ergonomic; WSIB claims data show that some of the most costly injuries in this sub-sector are attributed to overexertion, repetitive motion, and bodily reaction. Workers in this sector are exposed to slip, trip and fall hazards, workplace violence, hazardous materials, and being struck by objects. Workers are often required to operate a vehicle; as a result, they are exposed to the hazard of motor vehicle incidents. Worker training is particularly important where new and young workers are employed on a seasonal basis (e.g., municipal pools and parks, provincial parks).

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring workplaces meet the legislated requirements for JHSCs/health and safety representatives Multi-site JHSC only where approved by the MOL
Slips, trips and falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips)
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Young, new or temporary workers	Information, instruction and supervision
Hazardous materials	WHMIS (training and supplier MSDS) Provision of eyewash fountains where required in accordance with legislative requirements

This sector will be included as part of a New and Young Worker Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Industrial services

This sub-sector includes elevator and escalator installation and maintenance, outdoor display and billboard advertising, power laundries and/or dry cleaners, linen supply, and welding.

Injury and illness trends

There were 17 critical injuries reported to the MOL during the three years from 2009 to 2011. One fatality was reported in the same period.

The LTI rate per 100 workers dropped from 2.17 in 2008 to 1.91 in 2010. The highest LTI rate of 3.9 in 2010 occurred in the “welding” sub-sector.

WSIB data show that the most costly injuries in this sub-sector were due to fall on same level overexertion, bodily reaction, caught in / compressed by equipment and repetitive motion.

Health and safety characteristics

The MOL conducted 1,081 inspections and issued 3,052 orders between 2009 and 2011.

The five most common orders issued for violations in this sub-sector were related to maintenance of equipment, the employer’s duty to take every precaution reasonable in the circumstances for the protection of a worker, post the Act, lifting devices, and posting the Act.

This sub-sector is mainly service-oriented. Workers move from workplace to workplace putting them at increased risk for incidents involving motor vehicles. Other hazards include exposure to hazardous materials, ergonomic hazards, lifting device hazards, and unguarded machinery and improperly locked out equipment, and fall hazards. It is important to ensure appropriate worker training as well as a well-functioning Internal Responsibility System (i.e., JHSC or health and safety representatives) because many workers are not working at one fixed location.

Inherent health and safety hazards

The most common hazards inherent in this sub-sector are primarily ergonomic. WSIB claims data show that the top three most costly injuries in the sector are attributed to overexertion, bodily reaction, and exertion. Workers in this sector are often required to work alone, in various weather conditions and are exposed to fall hazards, hazardous materials, and equipment hazards. Workers performing service work are mobile and travel by vehicle to different workplaces; as a result, they are exposed to the hazard of motor vehicle incidents.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring workplaces meet the legislated requirements for JHSCs/health and safety representatives
Workplace Violence and Harassment	Workplace violence and harassment policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Workplace policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving Parts and In-Running Nip Hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation for guarding and lockout
Slips, Trips, Falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips)
Material Handling Hazards	Struck-by-object hazards (e.g., securing supplies and packaged food products pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects used in food processing.
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector will be included as part of a New and Young Worker Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Live performance

The live performance sub-sector involves the production of staged entertainment by theatre companies, opera companies and ballet companies. It also involves indoor concerts.

Injury and illness trends

Five critical injuries (no fatalities) were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers has increased from 0.9 in 2008 to 1.4 in 2010. The highest LTI was in the industry identified as entertainment production companies 1.45 in 2010.

WSIB data show that the most costly injuries in this sector were due to overexertion, bodily reaction, same level falls, bodily reaction and struck by object.

Health and safety characteristics

The MOL conducted 95 inspections between 2009 and 2011 and issued 269 orders.

The five most common orders issued for violations in this sub-sector related to posting OHSA, requirement for JHSC certified members, preparation and review of OHS policy, requirement to establish JHSC and WHMIS training.

In live performance, most workers are freelance, hired for a specific task or activity, usually lasting as long as the theatre production runs. This may vary from a few weeks to a few months.

Live performances present unusual occupational health and safety hazards for workers. For example, a theatrical production could involve very young workers, smoke and fog, stage combat or an inclined stage (known as a “rake”).

Ensuring appropriate training, as well as a well-functioning IRS is vital in this sector.

Inherent health and safety hazards

The most common hazards inherent in this sub-sector are chemicals, fire (including pyrotechnic effects), electrical hazards, and ergonomic issues related to lifting and moving equipment.

The Health and Safety Advisory Committee for the Live Performance Industry in Ontario has developed health and safety guidelines which can be accessed from the MOL website at:

www.labour.gov.on.ca/english/hs/pdf/live_perf.pdf

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Ensuring workplaces meet legislated requirements for JHSCs/health and safety representatives
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Child performers (exempt from age restrictions in the Industrial Regulation)	Ensure child performer guidelines are available.
Smoke and fog special effects Stage combat Performing on rakes (inclined stages)	Ensure MOL-published Safety Guidelines for the Live Performance Industry in Ontario are available

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Logging and sawmills

This sub-sector includes forestry, logging, sawmills, veneer mills, and other board milling operations.

Injury and illness trends

Four fatalities and 41 critical injuries were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers decreased slightly from 2.5 in 2008 to 2.4 in 2010. The forest services industry had the highest LTI rate at 3.6 in 2010.

WSIB data show that the most costly injuries or illnesses involved ergonomics and overexertion (sprains, strains, lifting) or incidents involving material handling, falls and motor vehicle accidents.

Health and safety characteristics

The MOL conducted 2,155 inspections between 2009 and 2011 and issued 2,156 orders.

The five most common orders issued for violations in this sub-sector were related to the maintenance of equipment, machine guarding, lifting devices, and the provision of instruction and supervision to workers.

Inherent health and safety hazards

Common hazards inherent to work in this sub-sector relate to ergonomic issues, falls from any heights, same-level slips and trips, lifting device operations and inspection, guarding and lockout of plant and field equipment, and the management of chicots and dangerous trees. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction, and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation (Reg. 851) for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck by object hazards (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision

This sector will be included as part of the New and Young Worker, Manufacturing Focus Blitzes for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Office and related services

The office and related services sub-sector includes advertising, real estate operations, temporary employment agencies, arenas, banks, collection agencies, security firms, shopping centres and travel agencies.

Injury and illness trends

There were 67 critical injuries reported to the MOL during the three years from 2009 to 2011. Six fatalities were reported in the same period.

The LTI rate per 100 workers remained constant from 0.72 in 2008 to 0.72 in 2010. The highest LTI rate of 1.78 in 2010 occurred among personnel suppliers.

The most costly injuries in this sector were due to overexertion, jump to lower levels, other events or exposures, unspecified exposure to caustic, noxious, or allergenic substances, fall, unspecified and fall, not elsewhere classified (NEC) according to WSIB data.

Health and safety characteristics

The MOL conducted 3,493 inspections and issued 7,067 orders between 2009 and 2011.

The top five common orders issued by Inspectors related to employer duties (reasonable precaution), post the Act, employer duties (prepare and review OHS policy), employer duties (maintenance of equipment, materials and devices) and production of documents.

Inherent health and safety hazards

Common hazards in this sub-sector relate to ergonomics, violence in the workplace, slips and falls and musculoskeletal injuries.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation (Reg. 851) for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material Handling Hazards	Struck-by-object hazards, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the New and Young Workers Blitz 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Police service

The police sub-sector is made up of provincial and municipal police services.

Injury and illness trends

Three fatalities and 47 critical injuries were reported to the MOL during the three years from 2009 to 2011.

Health and safety characteristics

The MOL conducted 81 inspections between 2009 and 2011 and issued 97 orders.

The most common orders issued in 2011 for violations in this sub-sector were related to the employer's duty to maintain equipment, materials, and devices in good condition, advise the health and safety representative of assessment results, material handling, the employer's duty to post a copy of the occupational health and safety policy, and the employer's duty to provide information, instruction and supervision.

Police personnel include first responders, specialized units, dispatchers, and other office staff. Workers are represented by associations. This sub-sector involves a large amount of shift work. The policing community is represented by the Ontario Police Health and Safety Committee appointed by the Minister of Labour under section 21 of the OHSA to provide advice on occupational health and safety concerns involving police personnel. This section 21 committee produces guidance documents to assist the workplace parties in understanding the requirements of the OHSA as they apply to the police sector. These documents are available on the Police Association of Ontario and the Public Services Health and Safety Association websites for members who have access.

Inherent health and safety hazards

The management and labour members of the Ontario Police Health and Safety Committee continue to identify occupational health and safety issues associated with police work. The Committee has identified the need to heighten awareness about ergonomic hazards that could lead to musculoskeletal disorders over time. In particular, the Committee is following research into the cumulative effects of ergonomic hazards related to the wearing of duty belts and working in vehicles for extended periods of time.

Police personnel are exposed to biological hazards when dealing with the public or engaging in activities such as searching hazardous sites and handling, transporting and storing contaminated evidence. Police personnel are exposed to driving hazards and also to traffic hazards from passing vehicles owing to poor visibility or other conditions. Workplace violence is a risk inherent to police work. Police first responders are often the first to arrive at the scene of an emergency and may be exposed to a variety of biological, chemical, or physical hazards. Police personnel are also exposed to heat and cold stress.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders when needed to promote self-reliance Reporting of critical injuries under section 51 OHSA
Workplace violence and harassment	Workplace violence and harassment policy, program, instruction and information
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Biological, chemical and physical hazards	Training, information and supervision related to the control of exposures of police personnel to chemical, biological or physical hazards Infection prevention and control
Young, new or temporary workers	Information, instruction and supervision

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Primary metals

This sub-sector includes foundries, steel mills, and other metal smelting, refining, casting, extruding, and rolling operations.

Injury and illness trends

Three fatalities and 37 critical injuries were reported to the MOL during the three years from 2009 to 2011.

The LTI rate per 100 workers dropped from 1.36 in 2008 to 1.13 in 2010. The highest LTI rate at 8.0 in 2010 occurred in the Ferro- Alloys industry sub-sector.

WSIB data show that the most costly injuries or illnesses involved ergonomics and overexertion (sprains, strains, lifting) or incidents involving material handling, slips and falls, contact with caustic/toxic or high temperature materials, increasing use of forklifts, handling and storage of goods, use of ladders and getting caught in machinery and machine guarding/lockout issues.

Health and safety characteristics

The MOL conducted 694 inspections between 2009 and 2011, and issued 1,855 orders.

The five most common orders issued for violations in this sub-sector were related to the maintenance of equipment, lifting devices, machine guarding, the provision of instruction and supervision to workers, and the condition of floors and surfaces.

Inherent health and safety hazards

The common hazards inherent to work in this sub-sector relate to machine entanglement, lifting devices and forklifts, mechanized material handling, noise, heat, and chemical exposure, slips and falls, ergonomics, molten metal, occupational exposure limits and vehicular traffic. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation (Reg. 851) for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards, (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision
Occupational illness	Exposures to chemical or biological substances and excessive noise

This sector will be included in the Manufacturing Blitz 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Pulp and paper

This sub-sector encompasses pulp and paper mills, corrugated box, folding carton, coated and treated paper, pulp and newsprint and converted paper products, etc.

Injury and illness trends

There were 20 critical injuries reported to the MOL during the three years from 2009 to 2011. There were three fatalities in the same three-year period.

The LTI rate per 100 workers dropped from 1.1 in 2008 to 0.7 in 2010. The highest LTI rate at 1.4 in 2010 was in the paper bag industry.

WSIB data show that the most costly injuries or illnesses involved ergonomic strains, slips and falls, machine guarding and contact with material handling and or mobile equipment.

Health and safety characteristics

The MOL conducted 774 inspections between 2009 and 2011 and issued 2,040 orders.

The five most common orders issued for violations in this sub-sector were related to machine guarding, the maintenance of equipment, the provision of instruction and supervision to workers, the condition of floor surfaces and orders related to lifting devices.

Inherent health and safety hazards

The common hazards inherent to work in this sub-sector relate to paper cutters, machine entanglement, material handling, racking systems, slips and falls, and repetitive strains. These job-related factors are consistently in a direct relationship to the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision

This sector will be included as part of a Manufacturing Focus Blitz for 2012

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Restaurant

The restaurant sub-sector is made up of restaurants, take-out food establishments, caterers, taverns, bars and nightclubs. Family run businesses and small businesses dominate the industry.

Injury and illness trends

There were 65 critical injuries reported to the MOL during the three years from 2009 to 2011. One fatality was reported during that same period.

The LTI rate per 100 workers dropped from 1.52 in 2008 to 1.36 in 2010. The highest LTI rate of 1.73 in 2010 occurred in the “caterers” sub-sector.

The most costly injuries in this sector were due to falls from the same level, overexertion, bodily reaction, struck by object and unknown according to WSIB data.

Health and safety characteristics

The MOL conducted 6,045 inspections and issued 17,865 orders between 2009 and 2011.

The top five common orders were issued for violations involving take every precaution reasonable in the circumstances for the protection of a worker, prepare and review an occupational health and safety policy, employer duties to post the OHSA and to make available WHMIS information (Material Safety Data Sheets), condition of floors and surfaces.

Inherent health and safety hazards

The common hazards in this sector relate to slips and falls, violence in the workplace, working alone, kitchen equipment (slices, knives, ovens, mixers), MSDs and noise. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving Parts and In-Running Nip Hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation (Reg. 851) for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Occupational Illness	Exposures to chemical or biological substances and excessive noise
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in Slips/Trips and Falls Blitz 2013.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Retail

The retail sub-sector is composed of liquor, beer and wine stores; building materials, florist shops; food stores; pet stores, household furniture, confectionery and other retail stores.

Injury and illness trends

There were 214 critical injuries reported to the MOL during the three years from 2009 to 2011. Nine fatalities were reported during the same period.

The LTI rate per 100 workers dropped from 1.65 in 2008 to 1.43 in 2010. The highest LTI rate of 6.4 in 2009 occurred in the “mobile home dealers” sub-sector.

The most costly injuries in this sector were due to falls ,overexertion, falls from the same level, unknown, bodily reaction, repetitive motion and struck by object according to WSIB data.

Health and safety characteristics

The MOL conducted 16,680 inspections and issued 37,116 orders between 2009 and 2011.

The top five common orders were issued for violations involving employer duties (maintenance of equipment), condition of floors and surfaces, material handling, employer duties (take every precaution reasonable in the circumstances for the protection of a worker) and employer duties (provide information, instruction and supervision to a worker).

Inherent health and safety hazards

The common hazards related to this sector are violence in the workplace, material handling, falls from height, slips and falls, ergonomics, MSD and material handling equipment. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the New and Young Workers Blitz 2012 and Slips/Trips and Falls Blitz in 2013.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Textiles and printing

The textiles and printing sub-sector is made up of leather and textile products, knitting mills and clothing, footwear, carpet, mat and rug products, household products of textile materials, commercial printing, and advertising.

Injury and illness trends

There were 31 critical injuries reported to the MOL during the three years from 2009 to 2011. In this same period there were no fatalities.

The WSIB LTI rate per 100 workers decreased from 0.8 in 2008 to 0.7 in 2010.

According to WSIB data for 2010, the most costly injuries, or illnesses in this sub-sector are related to overexertion, falls on the same level, being caught in, or compressed by equipment or objects, bodily reaction and being struck by objects.

Health and safety characteristics

The MOL conducted 2,128 inspections between 2009 and 2011 and issued 5,352 orders.

The five most common orders issued in 2011 for violations in this sub-sector were related to the employer's duty to maintain equipment, materials and devices, the employer's duty to take every precaution reasonable in the circumstances to protect workers, in-running nip hazards, the Workplace Hazardous Materials Information System (WHMIS) and the employer's duty to provide instruction and supervision.

This sector represents approximately 123,000 workers. It has a mixture of new and old technology with ongoing concerns related to machine guarding and lockout. There is a broad range of large to small work environments. The textile and sewing industries may attract new workers where English is a second language.

Inherent health and safety hazards

As confirmed by WSIB statistics from 2008 to 2010 and orders issued by the MOL in 2011, workers are exposed to a variety of ergonomic hazards involving repetitive and forceful exertions and awkward postures related to the material handling of supply materials and finished products and to cutting, sewing and operation of printing equipment. Workers continue to be injured as a result of in-running nip hazards and contact with moving parts. Poor housekeeping practices may introduce slip and trip hazards and blocked exits. Workers may also be exposed to a wide variety of hazardous chemicals, e.g., solvents and dyes, as well as dust, excessive heat and noise. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforce duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Material handling	Racking systems, securing of supply materials and finished products, maintenance and safe operation of lifting devices and other mobile equipment
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Occupational illness and exposure to hazardous chemicals	Training, information and supervision related to the handling, use and storage of hazardous chemicals, and exposures to chemical hazards and excessive noise
New, young and temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sub-sector will be included as part of a Manufacturing Focus Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Tourism, recreation and hospitality

The tourism, recreational and hospitality sub-sector is made up of lodging houses, laundries, golf courses, clubs, hotels, motels, amusement parks and recreation camp grounds, tripper and wilderness guides, theme parks, casinos, marinas, trailer parks, ski resorts, personal and household services.

Injury and illness trends

There were 170 critical injuries reported to the MOL during the three years from 2009 to 2011. Fifteen fatalities were reported to the MOL during the same three-year period.

The LTI rate per 100 workers dropped from 1.76 in 2008 to 1.67 in 2010. The highest LTI rate of 11.63 in 2010 occurred in the “valet services” sub-sector.

The most costly injuries in this sector were due to overexertion, falls on same level, falls to lower level, bodily reaction and unknown according to WSIB data.

Health and safety characteristics

The MOL conducted 5,278 inspections and issued 13,942 orders between 2009 and 2011.

The top five common orders were issued for violations involving employer duties to take every precaution reasonable in the circumstances to protect a worker, to maintain equipment, to provide information, instruction and supervision to a worker to protect the health or safety of the worker, to prepare and review at least annually a health and safety policy and to post the Act.

Inherent health and safety hazards

The common hazards in this sector related to violence in the workplace, working outdoors, machinery and guarding issues, ergonomics and slips, trips and falls. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Occupational Illness	Exposures to chemical or biological substances and excessive noise
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the New and Young Workers Blitz 2012 and Slips/Trips and Falls 2013.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Transportation

This sub-sector includes transportation, including freight trucking, courier service, taxis, school buses, GO transit, urban transit systems, transit companies, and emergency medical services.

Injury and illness trends

There were 117 critical injuries reported to the MOL during the three years from 2009 to 2011. Four fatalities were reported to the MOL during the same three-year period.

The LTI rate per 100 workers dropped from 2.95 in 2008 to 2.4 in 2010. Non-Emergency Patient Transfer Services had the highest LTI rate of 8.57 in 2010.

The most costly injuries or illness were due to falls, ergonomics, overexertion (sprains, strains, lifting) and highway accidents.

Health and safety characteristics

The MOL conducted 2, 509 inspections between 2008 and 2010 and issued 5, 900 orders.

The five most common orders issued for violations in this sub-sector were related to the maintenance of equipment, material handling practices, the provision of instruction and supervision to workers, lifting devices and condition of floors and surfaces.

The MOL's reactive activity in this sub-sector has remained relatively stable despite continued employment growth in this sector.

Inherent health and safety hazards

The common hazards inherent to work in this sub-sector relate to MSDs and repetitive motion/lifting, potential for violence, equipment maintenance, lifting device usage and inspection, material handling and pedestrian safety, and traffic safety. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction, and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Moving parts and in-running nip hazards	Continued focus on ensuring compliance with requirements in the Industrial Regulation (Reg. 851) for guarding and lockout
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards (e.g., securing supplies, pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects)
Young, new or temporary workers	Information, instruction and supervision

This sector will be included as part of a New and Young Worker Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Utilities

The utilities sub-sector is composed of firms involved in line clearing, telecommunications, utilities, municipal power, private power, and water.

Injury and illness trends

There were 44 critical injuries reported to the MOL during the three years from 2009 to 2011. One fatality was reported in the same period.

The LTI rate per 100 workers dropped from 0.7 in 2008 to 0.6 in 2010. The highest LTI rate was in the industry identified as other utility industries (not elsewhere classified): 2.3 in 2010.

WSIB data show that the most costly injuries in this sector were due to bodily reaction, overexertion, falls on same level, falls to lower level and exposure to caustic, noxious or allergenic substances.

Health and safety characteristics

The MOL conducted 770 inspections between 2009 and 2011 and issued 1,397 orders.

The five most common orders issued for violations in this sub-sector related to provision of instruction and supervision, machine guarding, maintenance of equipment, condition of floors and surfaces and preparing and reviewing OHS policy.

Inherent health and safety hazards

The most common hazards that are inherent in this sub-sector are: arc flash (electrical burns), machine entanglement, lifting devices, exposure to chemicals, slips and falls and ergonomic issues. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information.
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Guarding and lockout	Continued focus on ensuring compliance with the requirements in the Industrial Regulation for guarding and lockout.
WHMIS	Reinforcing duties of WHMIS with orders to ensure workers understand how to work safely with chemicals
Slips and falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged approach including; falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Young, new or temporary workers	Information, instruction and supervision

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Vehicle sales and service

The vehicle sales and services sub-sector is made up of automobile and truck sales (new and used), auto body repair shops, tow trucks, general garage repairs, muffler repair shops, vehicle glass repair and gas stations.

Injury and illness trends

There were 69 critical injuries reported to the MOL during the three years from 2009 to 2011. Seven fatalities were reported during this same period.

The LTI rate per 100 workers rose from 1.68 in 2008 to 1.72 in 2010. The highest LTI rate of 3.66 in 2010 occurred in the “other repair shops” sub-sector.

The most costly injuries in this sector were due to overexertion, bodily reaction, struck by object; fall on same level, and unknown according to WSIB data.

Health and safety characteristics

The MOL conducted 7,452 inspections and issued 19,976 orders between 2009 and 2011.

The top five common orders were issued for violations involving lifting devices, employer duties (maintenance), employer duties (take every precaution reasonable in the circumstances for the protection of a worker) and, WHMIS (supplier MSDS).

Inherent health and safety hazards

The common hazards in this sector relate to lifting devices, hoists, vehicle traffic, tire inflation, compressed gasses, violence in the workplace, MSDs, slips and falls, chemical exposures and air quality issues. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Occupational Illness	Exposures to chemical or biological substances and excessive noise
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Wholesale

The wholesale sub-sector is made up of food wholesalers, paper wholesalers, lumber and building material wholesalers, big box stores, recyclers and plastics wholesalers.

Injury and illness trends

There were 85 critical injuries reported to the MOL during the three years from 2009 to 2011. Nine fatalities were reported during the same period.

The LTI rate per 100 workers rose from 0.98 in 2008 to 1.02 in 2010. The highest LTI rate of 4.42 in 2010 occurred in the “second hand goods wholesale” sub-sector.

The most costly injuries in this sector were due to overexertion, fall from lower level, falls on same level, bodily reaction, and unknown according to WSIB data.

Health and safety characteristics

The MOL conducted 5,705 inspections and issued 16,201 orders between 2009 and 2011.

The top five common orders were issued for violations involving employer duties (maintenance), lifting devices, material handling, employer duties (take every precaution reasonable in the circumstances for the protection of a worker employer duties (provide instruction and supervision) and material handling.

Inherent health and safety hazards

Common hazards in this sub-sector relate to workers being struck by vehicles, slips, trips and falls, guarding issues, MSDs, forklift use and work environments. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address the MSD hazards associated with awkward postures, forceful and repetitive motions and lifting
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Material handling hazards	Struck-by-object hazards pallet stacking, truck movement, loading docks, lifting device operation and maintenance, conveyors, exposure to sharp objects
Young, new or temporary workers	Information, instruction and supervision
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector is included in the New and Young Workers Blitz 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Wood and metal fabrication

The wood and metal fabrication sub-sector is large and diverse. It includes the production of wood and metal furniture and fixtures, containers, building products, hardware and tools, sporting goods, machinery and equipment, transportation parts and equipment and other heavy equipment manufacturing.

Injury and illness trends

There were 202 critical injuries reported to the MOL during the three years from 2009 to 2011. Five fatalities were reported in the same period.

The WSIB LTI rate per 100 workers decreased from 1.8 in 2008 to 1.4 in 2010.

According to WSIB data for 2010, the most costly injuries, or illness were due to overexertion, being struck by objects, being caught in or compressed by equipment or objects, bodily reaction, falls from the same level and falls to lower levels.

Health and safety characteristics

The MOL conducted 10,589 inspections between 2009 and 2011, and issued 29,517 orders.

The five most common orders issued in 2011 for violations in this sub-sector were related to the employer's duty to maintain equipment, materials, and devices, the employer's duty to take every precaution reasonable in the circumstances for the protection of a worker, lifting devices, in-running nip hazards and machine guarding.

Wood and metal fabrication workplaces are generally shop floor type environments but often have multiple departments and/or job functions. These industries may employ temporary workers, young workers during the summer months and new workers where English is often a second language

Inherent health and safety hazards

Wood and metal fabrication industries share many common hazards. Workers are exposed to a wide variety of hazards associated with sharp objects, stored energy, pinch points, moving machine parts, hazardous chemicals, dust, heat and cold stress, ergonomic hazards associated with awkward postures, forceful exertions, repetitive motions and lifting, traffic hazards associated with material handling equipment or vehicles and the hazard of being struck by falling or flying objects. These job-related factors are consistent with the nature of injuries reported annually by the WSIB and the enforcement actions taken by inspectors.

Major hazards and inspection focus

Major hazards and key health and safety issues	MOL Industrial Health and Safety Program inspection focus
Internal Responsibility System (IRS)	Reinforcing duties under the OHSA with orders as needed to promote self-reliance
Workplace violence and harassment	Workplace violence and harassment policy, program, instruction and information
Musculoskeletal disorders (MSDs)	Policy and program to address hazards involving manual material handling, repetitive work and awkward postures
Young, new or temporary workers	Information, instruction and supervision
Material handling	Safe storage and retrieval of supplies and goods
Slips, trips, falls	Falls continue to be an issue in all industrial workplaces, including workplaces in this sub-sector. Health and safety inspectors will look for hazards that can cause workers to slip, trip or fall. There will be a three-pronged focus including: falls from heights; falls from ladders, mobile ladder stands and platforms; and same-level falls (trips and slips).
Hazardous chemicals	Training, information and supervision related to the safe handling, use and storage of hazardous chemicals
Guarding and lockout	Access to moving parts, pinch points, conveyors and adequacy of lockout
Lifting devices	Inspection, maintenance, training and safe operation
Occupational illness	Exposure to chemical hazards and excessive noise
Personal protective equipment (PPE)	Appropriate use and maintenance of PPE

This sector will be included as part of a Manufacturing Focus Blitz for 2012.

Multi-sector, hazard-based regulations: There are several hazard-based regulations that may impose requirements beyond those of the sector-specific regulations. For more information, please contact Health and Safety Ontario at: <http://healthandsafetyontario.ca/HSO/Home.aspx>.

Summary

The Industrial Health and Safety Program continues to focus on workplaces that most need the MOL's intervention. Workplaces are selected for proactive visits according to key hazards and injury statistics. As part of the *Safe At Work Ontario* strategy, workplaces may also be selected for inspections according to factors such as past MOL interactions and the hazards inherent in particular industrial sector workplaces.

Working with the safe workplace associations and the WSIB, the IHSP is integrating MOL inspectors' activities with the activities of our system partners. An enhanced integrated planning process is helping to reduce duplication of services by the health and safety system.

The IHSP continues to consult with inspectors, other health and safety programs and with workplaces that are inspected on ways to improve safety and reduce workplace injuries.

Appendix: Description of Industrial sub-sectors

Agriculture services – producers of agricultural equipment and the provision of services to the farming sector

Automotive – includes manufacturers of cars, trucks and other motive transportation

Ceramics, glass and stone – includes manufacturers of non-metallic products such as concrete, glass, and abrasives

Chemical, rubber and plastics – producers of refined petroleum products, industrial organic chemicals and synthetic resins; also the tire, rubber and plastic-films industries

Construction premises – office locations and maintenance facilities of firms in the construction industry

Education – all schools as well as day-cares, colleges, universities, museums and libraries

Electrical and electronics – includes manufacturers of electronic devices, appliances, and lighting equipment

Farming – primary producers of foodstuffs

Film and television – producers of material for television and movie theatres

Fire services – includes volunteer and part-time as well as full-time and professional fire fighting services

Fisheries – fishing boats and services incidental to fishing

Food and beverage – producers of food, beverage, and tobacco products; includes slaughter houses and meat processing plants

Government – provincial and municipal administration and correctional institutions

Industrial services – installers of elevator equipment, outdoor displays, and laundry services

Live performance – production of staged entertainment, including concerts and circuses

Logging and sawmills – harvesters and primary producers of arboreal resources, including forestry, logging, sawmills, veneer and board mills

Office and related services – service providers to non-manufacturing sectors, including financial, professional, and technical services

Police services – all municipal and provincial police services

Primary metals – steel, aluminium and iron mills, foundries, and rolling mills; also producers of pipes and tubes

Pulp and paper – primary producers of paper products; also box and building-board manufacturers

Restaurants – includes bars caterers and take-out food services

Retail – all businesses involved in the sale of manufactured products to the general public

Textiles and printing – manufacturers of apparel and the supplies to make apparel; also all printing activities

Tourism, recreation and hospitality – includes hotels, motels, golf courses, cemeteries, zoos, and race tracks

Transportation – providers of services involving the movement of people and/or goods

Utilities – firms that provide electricity and cable and distribute gas and water

Vehicle sales and service – providers of repairs, sales and maintenance of all motor vehicles

Wholesale – wholesalers engage in business-to-business sales activities

Wood and metal fabrication – manufacturers of all wood and metal products