

Health & Safety At Work **TODAY**

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Ontario Taking Steps to Improve Mining Safety



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Material Handling, Ground Control and Machine Guarding Focus in Inspection Blitzes



Since 2008, the Ministry of Labour has launched a series of workplace health and safety inspection blitzes. The blitzes help raise awareness of specific hazards and prevent worker injuries and fatalities. Ontario will conduct three targeted safety blitzes at workplaces across the province this fall.

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Complying With Requirements for Basic Awareness Training



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Ontario Taking Steps to Improve Mining Safety



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Led by the province's Chief Prevention Officer, the advisory group's comprehensive mining safety review has prepared a [progress report](#) which includes a number of key initiatives.

In response to the preliminary work of the advisory group, Ontario will:

- Improve the visibility of workers through increased promotion of high visibility apparel.
- Develop a mining health database that will serve as a valuable tool to track incidents of illness, exposure to a number of carcinogenic substances (helping to prevent miners from being exposed to unsafe levels) and assist in the development of improved health and safety rules.
- Improve health and well-being in the new training standards for joint health and safety committees by creating a sharper focus on hazards.
- Fund a study by Laurentian University to look for ways to reduce loss of feeling in the feet. This is triggered by continuous use of vibrating machinery, which puts workers at greater risk for slips and falls injuries, especially on high work platforms.

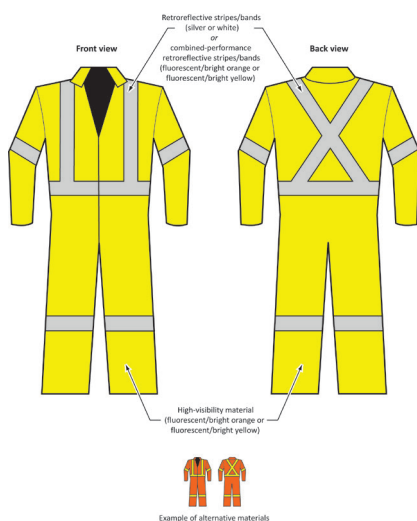
Early next year, the mining safety review final report will be provided to the province.

Protecting the health and safety of miners and all of the province's workers is part of the government's plan to build Ontario up by investing in people, building modern infrastructure and supporting a dynamic and innovative business climate.

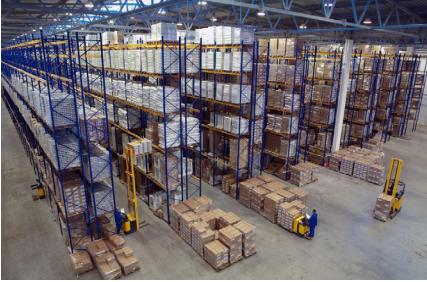
High visibility safety apparel for mines and mining plants

We all share the goal of making Ontario's mining operations safe and healthy. The Ministry of Labour has started updating guidelines for mining stakeholders, which will now be made available online, and will provide stakeholders with help in complying with specific sections of Regulation 854 (Mines and Mining Plants) under the Occupational Health and Safety Act. During recent public consultations held as part of the Mining Health, Safety and Prevention Review, the ministry heard from mining stakeholders about the value of compliance guidance and assistance.

In addition to updating existing guidance, the ministry continues to develop new resources for mining stakeholders that will also be available online. For example, one issue that the ministry heard about during the consultation was the importance of high visibility apparel in reducing worker injuries and fatalities from potential hazards such as mobile equipment. In response and as one of the early deliverables arising from the review, the ministry has developed a best practice [guideline](#) on high visibility apparel for mines and mining plants.



Material Handling, Ground Control and Machine Guarding Focus in Inspection Blitzes



Since 2008, the Ministry of Labour has launched a series of workplace health and safety inspection blitzes. The blitzes help raise awareness of specific hazards and prevent worker injuries and fatalities.

Ontario will conduct three targeted safety blitzes at workplaces across the province this fall:

- Material handling
- Ground control
- Machine guarding

Material handling

In September and October 2014, ministry inspectors are focusing on hazards involving material handling in Ontario's industrial sector.

The blitz focuses on material handling activities related to the loading, unloading, storage and movement of goods and supplies in workplaces.

The inspectors are checking for compliance with the [Occupational Health and Safety Act](#) and its regulations. In particular, they are checking that employers:

- Provide information, instruction and supervision to workers to protect their health and safety.
- Take every precaution reasonable in the circumstances for the protection of workers.
- Ensure equipment, materials and protective devices required by the regulations are provided and maintained in good condition.
- Prepare and review, at least annually, a written occupational health and safety policy and develop and maintain a program to implement that policy.
- Post a copy of the OHSA in the workplace.

This is the ministry's 27th blitz in the industrial sector, and the first blitz focusing specifically on material handling.

Ground control

In October and November 2014, the ministry will conduct a blitz focusing on ground control in Ontario's mining sector.

The blitz will focus on hazards affecting the stability of excavations in underground and surface mines. Mining inspectors and engineers will visit underground and surface mines to check that mines have proper control measures in place to prevent the collapse of 'ground' (rock) as well as to prevent 'rock bursts' (bursts of rock from mine roofs and walls).

Specifically, ministry inspectors will focus on the stability of the:

- ‘Face’ - (or wall surface) where mining work is taking place in underground mines. For example, if a ‘drift’ (tunnel) is being blasted to reach ore areas, the face would be the solid rock wall surface that lies directly ahead as blasting progresses to extend the tunnel
- ‘Slope’ - (or edge) of a mound of mined material that has been dumped on the ground in open pit/surface mines

They will ensure employers are complying with [Ontario’s Occupational Health and Safety Act](#) (OHSA) and its [Regulations for Mines and Mining Plants](#).

This is the ministry’s second blitz focusing solely on ground control.

Also, watch the video [‘Working at the Rock Face in Underground Mines’](#) about what a ministry inspector generally looks for during a ground control inspection at an underground mine.

Machine guarding

From November 3 to December 13, 2014, the ministry will check for hazards involving guards or other devices, and improper lockout of machines and equipment.

Inspectors will also evaluate workplaces’ internal responsibility system and check for hazards that can lead to musculoskeletal disorders as well as exposure to chemicals — such as metalworking fluids and degreasing solvents — that can lead to occupational disease.

Inspectors will check that employers are taking appropriate action to assess and address these hazards, as required by the OHSA and the [Regulations for Industrial Establishments](#).

Learn more

Health and safety blitzes are part of Ontario’s enforcement strategy to increase compliance with the [Occupational Health and Safety Act](#) and its regulations.

Since 2008, ministry inspectors have conducted more than 500,000 field visits, 60 inspection blitzes and issued more than 850,000 compliance orders in Ontario workplaces.

Read more about Ontario’s [Safe At Work Ontario](#) strategy to improve workplace health and safety.

Learn about the ministry’s [2014/15 Sector Plans](#).

Health Care Enforcement Initiative



A new enforcement initiative for the health care sector began July 2014. All acute care hospitals will be inspected over three years, and some long-term care homes, retirement homes and community-based health care services will also be inspected. Both clinical and non-clinical areas will be inspected.

For more information, please visit: www.labour.gov.on.ca/english/hs/sawo/blitzes/healthcare_initiatives.php

Complying With Requirements for Basic Awareness Training



As of July 1, 2014, every employer must ensure that their workers and supervisors complete mandatory basic occupational health and safety awareness training.

All workers and supervisors at workplaces that fall under the [Occupational Health and Safety Act \(OHSA\)](#) must be trained in basic occupational health and safety awareness. The goal is to improve health and safety for Ontario's workforce.

Some workplaces may have questions about the new requirements. Below are a few frequently asked questions that can help your workplace comply with the new requirements.

Do all workers need to complete a basic occupational health and safety awareness training program?

Yes, employers must ensure their workers complete a basic awareness training program.

Do all supervisors need to complete a basic awareness program?

Yes, employers must ensure their supervisors complete a basic awareness training program.

Current supervisors who completed a supervisor awareness training program before the regulation came into force do not also have to complete the worker awareness training program.

What information needs to be included in the worker basic awareness training program?

The minimum content of the worker training program set out in the [Occupational Health and Safety Awareness and Training Regulation](#) (O. Reg. 297/13) includes instruction on:

- The duties and rights of workers under OHSA.
- The duties of employers and supervisors under OHSA.
- The roles of health and safety representatives, and joint health and safety committees under OHSA.
- The roles of the Ministry of Labour, the [Workplace Safety and Insurance Board](#) (WSIB) and health and safety system partners (entities designated under section 22.5 of the OHSA).
- Common workplace hazards.
- The requirements set out in Regulation 860 (Workplace Hazardous Materials Information System) regarding information and instruction on controlled products.
- Occupational illness, including latency.

What information needs to be included in a supervisor basic awareness training program?

The minimum content of the supervisor awareness training program set out in the regulation includes instruction on:

- The duties and rights of workers under OHSA.
- The duties of employers and supervisors under OHSA.

- The roles of health and safety representatives, and joint health and safety committees under OHSA.
- The roles of the Ministry of Labour, the [Workplace Safety and Insurance Board](#) (WSIB), and health and safety system partners (entities designated under section 22.5 of the OHSA).
- How to recognize, assess and control workplace hazards, and evaluate those hazards.
- Sources of information on occupational health and safety.

Are free training materials available from the Ministry of Labour website?

Yes, the ministry offers a free awareness training program suite that is compliant with the [Accessibility for Ontarians with Disabilities Act](#) and is available in English, French, Spanish, Thai, Portuguese, Punjabi, Urdu, Hindi, Traditional Chinese and Simplified Chinese

The program suite offers employers choice — employers can use their own training or third party training as long as it satisfies the requirements in the regulation.

For quick and easy electronic access, download the free program suite on the ministry's website. The program suite includes:

- The [‘Prevention Starts Here’](#) mandatory poster.
- The [‘Worker Health and Safety Awareness in 4 Steps’](#) workbook and associated employer guide.
- The [‘Supervisor Health and Safety Awareness in 5 Steps’](#) workbook and associated employer guide.
- [eLearning modules](#) for workers and supervisors.

In addition to these resources, the ministry offers a free guide to the regulatory requirements and guidance tools available on the ministry's website in English and French. The guidance tools include:

- The Training Program Assessment for Workers and Supervisors — this helps employers assess whether their occupational health and safety awareness training program meets the minimum requirements of the regulation.
- The Record Keeping Template — a sample template that employers can use to record occupational health and safety awareness training for their workers and supervisors.
- The Knowledge Check for Workers and Supervisors — one way employers can verify that previous training for their workers and supervisors meets the minimum requirements of the regulation.

All the training materials and guidance tools to help workplaces comply with the regulation can be found at Ontario.ca/learntoworksafe.

How are you making businesses aware of the new training requirements?

Since spring 2013, the Ministry of Labour has proactively reached out to various stakeholder groups, including employer associations, vulnerable young worker groups, labour groups, rural employer, supervisor and worker groups, small businesses and vulnerable newcomer workers. The ministry continues to reach out through email blasts, print and electronic media, as well as face-to-face meetings and presentations, conferences and trade shows.

As part of the enhanced and general public outreach, the ministry continues to leverage stakeholder networks, work with health and safety system partners — including Ontario's Health and Safety Associations — and build partnerships to further promote awareness.

The ministry's health and safety inspectors are also able to discuss the new requirements with businesses in the course of their regular enforcement activity.

Do employers have to hire training providers to deliver this training?

There is no requirement in the regulation for employers to hire private training providers to deliver basic occupational health and safety awareness training programs.

Do stakeholders have to use the Ministry of Labour's products to comply with the new regulatory requirements?

No. While the ministry's products — which are free — can be used by workplace parties to comply with the new requirements, using them is optional.

How long will the training take?

The ministry's basic awareness training is designed to be delivered in about one hour.

Do employers need to keep records of completion of training?

Yes, employers are required to keep records that a worker or supervisor has completed an awareness training program.

Do employers need to submit records to the Ministry of Labour?

No, employers are not required to submit records of completion of training to the Ministry of Labour, only to retain these records.

How do you get the certificate when using the printed booklet?

The certificate is only available to those who have successfully completed the occupational health and safety awareness eLearning module for workers or supervisors. Those who use the Worker Health and Safety Awareness in 4 Steps or Supervisor Health and Safety Awareness in 5 Steps workbooks in PDF, HTML or in print cannot receive certificates. However, a completed and signed workbook acts as a transferable and portable record of completion. It is the responsibility of the employer to retain records of the awareness training.

Why can't you save your progress on the eLearning modules?

The modules were designed to be completed in one sitting. This decision was made to ensure confidentiality and security and because the Ministry of Labour does not have the authority to collect personal or identifiable information that would be required for saving a session.

Do workers and supervisors have to retake the awareness training programs if they change employers?

No, the regulation does not require workers and supervisors to retake awareness training programs if they change employers. However, the worker or supervisor must provide a new employer with proof that training was previously completed, and the new employer must verify that the training covered the minimum content requirements set out in the regulation.



If a worker or supervisor has already completed a program that is comparable to the awareness training requirements, will he or she have to retake the training?

Workers and supervisors who have completed an awareness training program that covers the minimum content requirements set out in the regulation before the regulation came into force are not required to retake the training.

Do the new requirements apply to workers and supervisors on construction projects and farms?

Yes, the requirements apply to all workplaces currently covered under the OHSA, regardless of sector.

Can the ministry's products be used by small businesses that do not have a computer in the workplace?

Yes. The workbooks and employer guides, which cover the same content as the eLearning modules, can be obtained through [ServiceOntario](#) at no cost.

What if I have further questions?

If you have any further questions or would like clarification on the basic awareness training requirements, please contact us.

- email: awarenessfeedback@ontario.ca
- Contact Centre: 1-877-202-0008

Workplace Inspection Blitz Results: Excavation



Hazards involving excavation can lead to serious incidents involving workers at construction projects.

In May 2014, the Ministry of Labour targeted excavation hazards during an enforcement blitz at construction projects across Ontario.

Construction inspectors checked on compliance with the [Occupational Health and Safety Act](#) (OHSA) and its regulations. They checked for safety issues involving excavation and trenching support systems, utilities locations and measures to prevent workplace incidents.

In May 2014, ministry inspectors conducted 1,094 field visits to 957 workplaces and issued 2,191 orders under the OHSA, including 186 stop-work orders.

Of those orders, the three most frequently issued orders involved failure of employers to ensure that:

- excavations were in compliance with proper support systems
- workers were wearing personal protective headwear
- adequate emergency procedures were in place

Inspectors also found that there was an increase in violations involving a lack of emergency plans and procedures being developed by employers to protect workers (Section 17). There were 104 orders issued during this blitz, as compared to 87 orders written during the excavation blitz conducted in 2013.

The number of excavation-related orders and requirements (per workplace visited) are down, as compared to orders issued during a 2013 excavation blitz. This reduction is a positive sign of improved industry awareness and compliance, but work still needs to be done.

The results of this blitz verify the need to continue focused enforcement activity in the above-noted areas now and in the future.

Read the full Excavation Blitz Results [Report](#).

Protect Workers From the Flu

High fever. Aching muscles. Headache. Cough. Sore throat.

It hasn't even begun snowing in many parts of Ontario, so isn't all this talk about the flu premature? Not so fast. Flu outbreaks occur as early as October and last well into May, during which thousands of workers in Ontario become sick with flu viruses. Meanwhile, workers with the influenza virus who continue to go to work can potentially transmit the virus to others.

Most people who contract the flu recover within one to two weeks without requiring medical treatment. But, in the very young, the elderly and those with serious medical conditions, infection can lead to severe complications leading to pneumonia and even death.

Workers have the right to work in a healthy and a safe environment. Employers have responsibilities under the Occupational Health and Safety Act (OHSA) to protect their workers from infectious diseases.

What are the symptoms?

Influenza is a viral infection that mainly affects the nose, throat, bronchi and occasionally the lungs. The infection usually lasts for about a week and is characterized by sudden onset of high fever, aching muscles, headache and severe malaise, non-productive cough, sore throat and rhinitis — the inflammation of the mucous membrane that lines the nose

It usually spreads through droplets and small particles that are produced when an infected person coughs or sneezes. People can also become infected by touching objects or surfaces with flu viruses on them and then touching their eyes, mouth or nose.

Preventing the flu

The ministry advises that the best way to protect yourself and others is by getting your flu shot yearly and practicing good hand hygiene. That includes using a hand sanitizer or washing your hands thoroughly and frequently.

Also, cough and sneeze into a shirtsleeve rather than the hands. Avoid touching your eyes, nose and mouth, and keep common surfaces and items clean. Finally, stay home when you are ill.

New resources

- [Nuclear Reactor Surveillance Program: 2012 Report](#)
- [Timber Dome Structure Failures](#)
- [Lasers in Ontario Workplaces](#)

Your workplace rights and responsibilities

Workers have the right to work in a safe and healthy environment. A flu outbreak does not change that. Workers have the right to know how to protect themselves from potential hazards, including the exposure risk to influenza. They also have the right to be involved in identifying and resolving health and safety concerns, and the right to refuse unsafe work.

If you believe your workplace is unsafe because of a communicable disease, explain your concerns to your supervisor or joint health and safety committee representative. Staff at the ministry's Health and Safety Contact Centre — 1-877-202-0008 — and workplace health and safety associations can provide guidance.

Employers must consider worker health and safety during flu season. A flu outbreak does not change their responsibilities. They have a duty to take every reasonable precaution to protect the health and safety of their workers.

Employers must:

- Enact measures needed to protect workers from infectious diseases, including the flu virus
- Inform, instruct and supervise workers to protect their health and safety.

Employees have rights under the Employment Standards Act in relation to unpaid leave or sick leave. Please visit the ministry's website for more information.

Additional resources

Coping with the flu:

For more information about the flu and the flu shot, please visit www.health.gov.on.ca/en/public/programs/publichealth/flu

Municipal Public Health Units:

www.health.gov.on.ca/en/public/programs/hco/options/phu.aspx

Ministry of Health and Long Term-Care:

www.health.gov.on.ca/en

Protecting the Health Care sector:

MOL's Health and Community Care:

www.ontario.ca/HealthWorkerSafety

Health Care and Residential Facilities Regulation [O. Reg. 67/93 — note that the requirements for reporting work-related illnesses in regulated workplaces can be found in subsection 5(5)]

www.e-laws.gov.on.ca/html/regs/english/elaws_regs_930067_e.htm

Public Health Ontario:

www.oahpp.ca

Public Services Health & Safety Association:

www.pshsa.ca

Contact the Ministry of Labour's Health and Safety Contact Centre between 8:30 a.m. to 5:00 p.m. Monday to Friday if you have any additional general questions about health and safety at 1-877-202-0008. Reporting of critical injuries, fatalities, work refusals or suspected unsafe work conditions may be done by calling this number at any time.

STOP FALLS! Before they stop you

When you see this symbol, stop and think about the role everyone has to play in preventing falls from heights and keeping workplaces healthy and safe.

Stop Falls Before They Stop You!

The ministry and its health and safety partners are working together to raise awareness about the importance of preventing falls in the workplace with an urgent message: stop falls before they stop you!

In August, the ministry and its partners gathered together for one week at the Canadian National Exhibition (CNE) to talk to visitors about workplace health and safety and preventing falls — at their workplace and at home, and when they hire workers to repair their roofs and to make other renovations.

Falls from heights are one of the leading causes of injuries and fatalities at workplaces in Ontario. In the construction sector, they are the number one cause of critical injuries and deaths of workers.

The 'stop falls before they stop you' awareness message was created by a working group composed of Ontario's health and safety system partners, including representatives from across the ministry and safe workplace associations ([Infrastructure Health and Safety Association](#), [Public Services Health & Safety Association](#), [Workplace Safety & Prevention Services](#) and [Workplace Safety North](#)).

Falls from heights are preventable — together we can stop falls and save lives.

Visit our falls page: www.ontario.ca/stopfalls

Ministry Accepting Applications for Prevention and Innovation Program

The ministry is calling for proposals for the inaugural Occupational Health & Safety Prevention and Innovation Program. The program aims to support innovative projects and collaborative partnerships that lead to improvements in occupational health and safety in Ontario. Open to all eligible organizations, the program provides funding of up to \$250,000 per successful applicant.

The program focuses on building stronger partnerships with the occupational health and safety system, leverage existing capacity and resources within the occupational health and safety system and foster collaborative prevention efforts. It supports activities that address the following occupational health and safety priorities:

- Assisting the most **vulnerable workers**.
- Supporting occupational health and safety improvements in **small businesses**.
- Addressing the **highest hazards** that result in occupational injuries, illnesses or diseases.

www.labour.gov.on.ca/english/hs/prevention/innovation_program.php

Events

Canada's Healthy Workplace Month

October 1-31, 2014

Week 1: Being Well

Week 2: Feeling Well

Week 3: Eating Well

Week 4: Connecting Well

healthyworkplacemonth.ca/en

healthyworkplacemonth.ca/fr

Occupational Health Clinics for Ontario Workers (OHCOW) 25th Anniversary Conference

October 30-31, 2014: Toronto

www.ohcow.on.ca

Partners in Prevention Conference Series

www.wsps.ca/Conferences-and-Events/Conferences

- October 21, 2014: Ottawa
- October 28, 2014: Kitchener
- November 4-5, 2014: Forum North, Thunder Bay
- November 13, 2014: Thornhill
- November 20, 2014: Niagara Falls

2014-15 It's Your Job Student Video Contest Opens for Submissions

Every year, more than 6,200 young workers across Ontario are injured seriously enough to need time off work. Starting Sept. 1, 2014, Ontario's secondary school students can submit a video of up to two minutes on any topic related to workplace health and safety. Winners and their respective schools will be awarded cash prizes, and their entry will advance to the Canadian finals for a chance to win more cash

If you hire or know of any young workers still in high school, tell them about the contest! Spread the word at your workplace!

The deadline for entries is March 27, 2015.

www.Ontario.ca/videocontest