

Health & Safety At Work **TODAY**

Issue #9 | January 2015

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New Working at Heights Training Requirements in Construction Projects



As of April 1, 2015, amendments under the Occupational Health and Safety Act will require that employers ensure certain specified workers successfully complete a working at heights training program approved by the Chief Prevention Officer as having met the Working at Heights Training Program Standard.

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2015 Safe At Work Ontario Stakeholder Consultations



The Ministry's Occupational Health and Safety Branch in partnership with the Prevention Division and the Health and Safety Associations is currently hosting its eighth annual stakeholder consultation sessions as part of the *Safe At Work Ontario* strategy.

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OHSA Coverage Extended



Unpaid students, learners and trainees in work programs approved by their school boards or post-secondary institutions are now defined as "workers" under the Occupational Health and Safety Act (OHSA). This means they have the same rights as other workers, such as the right to know about workplace hazards and the right to refuse unsafe work.

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New Working at Heights Training Requirements for Construction Projects



Falls from heights are a major hazard for workers and one of the leading causes of critical injuries and fatalities in Ontario workplaces.

As of April 1, 2015, amendments to O. Reg. 297/13 (Occupational Health and Safety Awareness and Training) under the Occupational Health and Safety Act will require that employers ensure certain workers successfully complete a working at heights training program approved by the Chief Prevention Officer (CPO) as having met the Working at Heights Training Program Standard.

The new training will need to be completed by workers on construction projects who are required by O. Reg. 213/91 (Construction Projects) to use any of the following methods of fall protection: a travel restraint system, a fall restricting system, a fall arrest system, a safety net, a work belt, or a safety belt.

The minimum duration of this training is 6.5 hours and it includes hands-on practical training.

The amendments also require that the training must be delivered by a working at heights training provider who has been approved by the CPO as having met the Working at Heights Training Provider Standard. The training, once completed, is valid for three years. Workers must successfully complete a half-day refresher course to revalidate. The CPO will issue a standardized proof of completion wallet card.

There will be a two year transition period for workers who, before April 1, 2015, have met the existing fall protection training requirements set out in section 26.2 of O. Reg. 213/91. These workers will have until April 1, 2017 to complete an approved working at heights training program.

The new working at heights training requirements will be in addition to current training requirements in section 26.2 of O. Reg. 213/91.

For more information about the Working at Heights Training Program and Provider Standards or how to become an approved training provider:

www.Ontario.ca/workingatheights

2015 Safe At Work Ontario Stakeholder Consultations



The Ministry's Occupational Health and Safety Program – in partnership with the Prevention Division and the Health and Safety Associations – is currently hosting its eighth annual stakeholder consultation sessions as part of the *Safe At Work Ontario* strategy.

Stakeholders are invited to meet with the ministry annually to discuss how Ontario's health and safety system can:

1. promote health and safety culture
2. assist the most vulnerable workers
3. support occupational health and safety improvements in small businesses
4. address the highest hazards in occupational health and safety

We'd like to hear from you!

Please tell us what articles were valuable and what you would like to see in the next issue. Thank you. We look forward to your response.

MOLSpecial@Ontario.ca

14 consultation sessions are being held across Ontario, and the ministry expects to meet with over 300 stakeholders.

Ongoing stakeholder engagement is integral to the *Safe At Work Ontario* strategy to obtain a better understanding on what is happening in the field and to support the system partners in improving their efforts to deliver on the priorities set out in the Healthy and Safe Ontario Workplaces Strategy.

The ministry uses this information as part of the annual planning process for *Safe At Work Ontario*. It uses the feedback to help analyze and prioritize what can be delivered in the short term and over the long term.

While the Occupational Health and Safety Branch organizes groups consultation sessions once a year, comments and suggestions are welcome at any time and may be emailed to SAWOConsultations@Ontario.ca.

For more information on the *Safe At Work Ontario* sessions, please visit us at: <http://www.labour.gov.on.ca/english/about/consultations/sawo/index.php>

OHSA Coverage Extended to Unpaid Co-op Students, Other Unpaid Learners



On November 20, 2014, Bill 18, the ***Stronger Workplaces for a Stronger Economy Act, 2014*** received Royal Assent. The Act amends Ontario's Occupational Health and Safety Act (OHSA), changing the definition of worker to include unpaid co-op students and other unpaid learners.

In the words of the Deputy Minister of the Ministry of Labour, Sophie Dennis, *"The new definition of worker makes it a legal requirement to do what Ontario employers have been doing all along – protecting the health and safety of all their workers, including unpaid co-op students."*

Unpaid students, learners and trainees participating in work programs approved by their school boards or post-secondary institutions are now defined as "workers" under the OHSA. Unpaid secondary school students, learners and trainees now have the same rights as other workers under the OHSA. This includes the right to know about workplace hazards and the right to refuse unsafe work. They also have duties to comply with the OHSA and its regulations, operate equipment safely, and report any hazards to their supervisors or employers.

The amendments also provide regulation-making authority to extend OHSA coverage to other persons who perform work or supply services to an employer for no monetary compensation.

The new definition of worker in the OHSA does not include volunteers. A volunteer is under no obligation to accept an assignment which may be unsafe and at any time can refuse any task they may be asked to do.

More information about these OHSA amendments and other Bill 18 amendments is available at <http://www.labour.gov.on.ca/english/hs/worker.php>

The Stronger Workplaces for a Stronger Economy Act, 2014

A new law will help protect vulnerable workers, including those who earn minimum wage, do temporary work, and work as temporary foreign workers. [Background](#)

New Leaves of Absence

On October 29, 2014, Bill 21, the Employment Standards Amendment Act (Leaves to Help Families), 2014 came into force. The bill amends the Employment Standards Act, 2000 (ESA) to create [three new job-protected leaves](#).

Work-related Injury Rates Declining

Work-related injury rates in Ontario fell by 30 per cent from 2004 to 2011. A study released in December from the Institute for Work and Health (IWH) contains the finding. "Workplace incidents are preventable, without doubt. This bolsters our determination to see injury and death rates continue falling," said George Gritzotis, Chief Prevention Officer at the Ontario Ministry of Labour.

IWH is an independent, not-for-profit research organization that aims to protect and improve the health of working people. For more: <http://www.iwh.on.ca/media/2014-dec-18>

Sector Trends

In 2013, in an effort to increase transparency and provide easier access to information collected by the Ministry of Labour, the Occupational Health and Safety Branch undertook an initiative to improve the publication of its Sector Plans.

As part of this improvement, much of the sector specific data previously included within the sector plan documents was extracted and published on a separate section of the Ministry of Labour website.

In November 2014, the Occupational Health and Safety Branch updated this information to reflect data for 2013/2014.

The Sector Trends page on the website contains information on the number of critical injuries, fatalities, number of work refusals and complaints reported to the Ministry for each sector in Ontario. In addition, the number of field visits and orders issued by Ministry of Labour inspectors are included for each sector.

<http://www.labour.gov.on.ca/english/hs/sawo/sectortrends/>

Consultations – We Want to Hear From You

Prevention Program Review

Prevention programs help workplaces to build capacity for and commitment to occupational health and safety. MOL is looking for input on how prevention programs can better help workplaces strengthen their health and safety cultures and improve their health and safety performance. The results of the [consultation](#) will inform the design and administration of prevention programs in Ontario's health and safety system.

Mines and Mining Plants

The Ministry of Labour is [proposing various amendments](#) to Regulation 854 (Mines and Mining Plants) under the Occupational Health and Safety Act. If approved, the proposed amendments would:

- Implement recommendations made by the Mining Legislative Review Committee;
- Strengthen and improve requirements regarding high visibility safety apparel (an issue raised in the Mining Health, Safety and Prevention Review Interim Report);
- Update references to certain standards, legislation or agencies;
- Update terminology and clarify certain requirements; and
- Gradually change the fees payable for rope testing performed by the Materials Testing Laboratory.

Contact: WebHSpolicy@ontario.ca

Taking Action to Support and Engage Small Business Employers



Many issues affect small businesses – that is, businesses with fewer than 50 employees. The issues that they face can be different from those facing larger businesses. There are unique challenges in workplace occupational health and safety. There are many municipal, provincial and federal requirements to comply with.

Small business owners often do not know where to go for the resources they need to comply with the law -- both occupational health and safety and employment standards. They also may have limited time, finances or dedicated staff to develop formal health and safety workplace policies and programs.

MOL has grouped key occupational health and safety and employment standards resources on one [web page](#) to support small businesses. And we are conducting outreach to small businesses in cooperation with a variety of partners. Watch for a listing of events later this winter.

For more information or if you are interested in exploring new ways of information sharing and outreach, contact Joanne Gordon, Small Business - Program Specialist, Occupational Health & Safety Branch, at 416-212-3304, Joanne.Gordon@ontario.ca.

Focus on MSD Hazards

Musculoskeletal disorders (MSDs) are injuries and disorders of the musculoskeletal system, including muscles, tendons, nerves and spinal discs. They can develop as a result of ongoing exposure to MSD hazards such as repetitive work, forceful exertions such as heavy lifting and pushing, and awkward postures.

Monthly news from the Ministry of Labour

Subscribe to *What's New*, a monthly e-newsletter, featuring the latest ministry news on workplace health and safety, employment standards and labour relations. Keep up-to-date on ministry legislation, operations and resources – all directly from your email inbox.



The ministry has issued guidance material about MSDs for the following situations / workplaces:

Manual Handling of Beer Kegs

Workers are at a high risk of injury when manually handling beer kegs and can develop MSDs, particularly in the back and shoulders, when lifting, lowering, and/or carrying a keg. They can be injured if struck by kegs due to loss of control when handling. Kegs are primarily found in breweries, delivery trucks, liquor/beer stores, restaurants, bars, and pubs. Learn more... http://www.labour.gov.on.ca/english/hs/pubs/ib_beerkegs.php

Manual Transfer of Mobile Industrial Waste Containers

Large metal mobile waste disposal containers (also known as “dumpsters”) are used at many workplaces, including factories, condominiums, high-rise apartment buildings, shopping plazas and educational facilities. When manually pushing or pulling these containers, workers are at an increased risk of injury and can develop MSDs or other injuries if struck by the container or a vehicle. Learn more... http://www.labour.gov.on.ca/english/hs/pubs/ib_wastecontainers.php

Vehicle / Mobile Equipment and Visibility Hazards

Workers can be at risk of serious injury due to hazards involving vehicles and mobile equipment. Many types of vehicles, including tractors, trucks and mobile equipment such as forklifts, tow buggies and pallet walkies are found in industrial workplaces. Incidents involving these vehicles have resulted in worker injuries and deaths. Learn more... http://www.labour.gov.on.ca/english/hs/pubs/ib_mobileind.php

In mines, various types of vehicles, including locomotives, haul trucks and mobile equipment such as loaders and excavators are found in mining workplaces. Incidents involving these vehicles have resulted in worker injuries and deaths. Visibility is an issue in about half of all mining fatalities involving mobile equipment, according to Workplace Safety North. Learn more... http://www.labour.gov.on.ca/english/hs/pubs/ib_mobilemin.php

Have a Safe Winter on the Job, on the Road

In winter, days are shorter, temperatures drop, visibility is reduced, and surfaces become slipperier. These and other winter conditions can pose workplace hazards.

Winter hazards can appear on any job – even in an office setting where workers could slip on a wet floor. A common hazard, and the easiest to avoid, is slipping or tripping and falling in the parking lot. Employers have a responsibility to make sure that people can get to the front door of their offices safely.

www.Ontario.ca/StopFalls

More resources:

- Working in the Cold: Guidance from the [Canadian Centre for Occupational Health and Safety](#).
- Winter Driving - Be Prepared, Be Safe!: Brochure and videos from the [Ontario Ministry of Transportation](#).
- Check local driving conditions at www.Ontario.ca/511 or call 511.
- Environment Canada: Public Weather Alerts for Ontario - [north](#), [south](#).

Review: Multi-Workplace Joint Health and Safety Committees



The Ministry of Labour has launched a review of Minister's Orders that permit multi-workplace joint health and safety committees (MJHSCs).

A MJHSC is a single joint health and safety (JHSC) committee, established and maintained for more than one workplace, each of which would normally require its own JHSC. This exception from the normal requirements must be permitted by a Minister's Order.

This review will ensure existing MJHSCs meet at least the minimum applicable requirements of Section 9 of the Occupational Health and Safety Act and meet the criteria in the ministry's Multi-Workplace Joint Health and Safety Guidance. The Ministry is implementing this review to ensure that MJHSCs stay current, reflect the workplaces or organization's structure, and continue to protect worker health and safety.

[Details, Self-evaluation Checklist](#)

Results of the Ministry's 2013 and 2014 OEL Consultations

The Ministry has wrapped up its 2013-14 consultation on proposed changes to the OELs and/or listings for substances set out in its consultation documents. Effective [July 1, 2015](#), changes based on these proposals will come into effect.

Changes include the adoption of all OEL proposals in the 2013 and 2014 "Review of Occupational Exposure Limits in Ontario" charts, with the following exceptions: the OELs for nitrogen dioxide (2013 OEL consultation), manganese and aliphatic hydrocarbon gases (2014 OEL consultation) remain unchanged while the Ministry considers stakeholder feedback and determines next steps.

Winter Inspection Blitzes

Since 2008, the ministry has been conducting workplace health and safety inspection blitzes. The blitzes help raise awareness of specific hazards and prevent worker injuries and fatalities. We will conduct two targeted safety blitzes at workplaces across the province this winter.



Slips, Trips and Falls

From February 2 to March 15, 2015, inspectors will conduct a slip, trip and fall blitz in industrial workplaces.

Water Management in Underground Mines

In February and March 2015, the Ministry will conduct its first blitz focusing on water management. It will focus on Ontario's underground mines.

Inspectors will focus on hazards associated with the accumulation of water in the workplace that could cause water to infiltrate ore passes, ore storage bins and raises. They may check to see if processes are in place to remove water hazards from the workplace and that a pumping system capable of pumping water to surface is present and maintained. Finally, inspectors may check that employers are taking appropriate action to assess and address these hazards in the workplace.

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

Specifically, Ministry inspectors will focus on provisions for:

- managing and removing water accumulation as required by section 87
- ensuring workers are not endangered by movement of bulk materials as required by section 84
- isolating hazardous areas where there is a danger to workers as required by section 68
- recording the dangerous condition as required by section 64
- developing safe work procedures as required by section 62.1

The video "[Working at the Rock Face in Underground Mines](#)" describes what an MOL inspector generally looks for during a ground control inspection at an underground mine.

Learn more

Health and Safety blitzes are part of Ontario's enforcement strategy to increase compliance with OHSA 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](#).



Results: Workplace Inspection Blitzes

2,560 Field Visits in New and Young Workers Blitz

Industrial inspectors checked on compliance with the [Occupational Health and Safety Act](#) (OHSA) and its regulations in a blitz May 1-August 31, 2014, of workplaces where new and young workers might be present and focused on the following key priorities:

Building And Working Safely On Ice Covers In Ontario

Learn best practices for the construction and operation of roadways and working platforms that rely on floating ice for structural integrity, in this Infrastructure Health & Safety Association's [resource](#).

Events

Canadian Agricultural Safety Week 2015

March 16 – 22, 2015

Partners in Prevention Superior 2015

Health & Safety Conference & Trade Show

March 25 – 26, 2015

Sault Ste. Marie, Ontario

Mining Health & Safety Conference

April 14-16, 2015

Sudbury, Ontario

Partners in Prevention 2015

Health & Safety Conference & Trade Show - Canada's Largest Health and Safety Event

April 28 – 29, 2015

The International Centre, Mississauga, Ontario

- **Orientation, training and supervision:** Inspectors checked to ensure new and young workers were being given the required information, instruction and training to protect their health and safety when starting a job and that they were receiving supervision, as required.
- **Minimum age requirements:** Inspectors checked whether workers met minimum age requirements specified in the applicable sector specific regulations.
- **Internal responsibility system:** Inspectors checked that employers were complying with requirements involving the workplace's internal responsibility system, such as having a Joint Health and Safety Committee or health and safety representative.
- **Safety measures:** Inspectors checked that required safety measures and procedures were in place to prevent injuries and occupational illness.

From May 1 to August 31, 2014, inspectors made 2,560 visits to 2,049 workplaces and issued 7,491 orders under the OHSA and its regulations, including 156 stop work orders.

The most frequently issued OHSA orders involved a failure to:

- Assess the workplace for a risk of violence and to have a workplace violence and harassment policy in place
- Take reasonable precautions to protect the health and safety of workers
- Post a copy of the OHSA in the workplace
- Maintain equipment in good condition
- Perform the Mandatory basic awareness training
- Have an unsafe condition that resulted in stop work
- Prepare and review a health and safety policy and develop a program to implement that policy
- Provide information, instruction and supervision to protect workers' health and safety
- Have a workplace health and safety representative at the workplace (HSR)

No orders were issued for minimum age requirements during this blitz.

Conclusion: continued focused enforcement is needed.

Read the full report. http://www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report64.php

New Resources

- Alert: [Collector Shoe Assemblies on Overhead Cranes - Bridging an Isolation Gap](#)
- Alert: [Electrical Hazards Associated With Welding Equipment](#)
- Bulletin, Background: [Blitz Targets Ontario Mines](#)
- Bulletin, Background: [Blitz Targets Industrial Workplace Hazards](#)
- Consultations: [Consultation Calendar](#)

Ministry Strengthens Engagement

While the ministry has a strong track-record of effectively engaging its partners, an opportunity exists to strengthen engagement and to expand its reach to stakeholders. The ministry has established a new framework that communicates its vision for stakeholder engagement.

<http://www.labour.gov.on.ca/english/about/pubs/fw/index.php>

- News Release: [Ontario Aims to Prevent Traumatic Mental Stress in High-Risk Workplaces](#)
- Report: [Occupational Health and Safety in Ontario, 2013-14 Annual Report](#)
- Video: [Fall Hazards in Construction and Inspectors' Enforcement Tools](#)
- Video: [Commercial Kitchens: Slips, Trips and Falls and Other Hazards](#)
- Working At Heights Training: Standards and Guidelines
 - [Working at Heights Training Program Standard](#)
 - [Working at Heights Training Provider Standard](#)
 - [eLearning: Instructional Design Guidelines](#)
 - [Frequently Asked Questions](#)
- Working At Heights Training: Training Providers
 - [Training Provider Application Form](#)
 - [Training Provider Application Guidelines](#)