



Occupational health and safety in Ontario

April 2017 – March 2018

An annual report of Ontario health and safety system activities.

About this report

This document is an overview of workplace health and safety activities in Ontario between April 2017 and March 2018. It is the annual report required to be provided by the Chief Prevention Officer's (CPO) to the Minister of Labour under the *Occupational Health and Safety Act*. It includes a measurement of the achievement of the goals established in [Healthy and Safe Ontario Workplaces – A Strategy for Transforming Occupational Health and Safety](#) and the activities of the Ministry of Labour Operations Division's. The CPO's report outlines prevention activities to deliver on the vision, goals and priorities described in [Healthy and Safe Ontario Workplaces – A Strategy for Transforming Occupational Health and Safety](#). The Operations Division's report covers the ministry's [Occupational Health and Safety Act](#) compliance results as well as the top workplace hazards and resources to reduce them.

Message from the Chief Prevention Officer and Assistant Deputy Minister of Operations

Our vision is for all Ontario workplaces to be healthy and safe. This is a goal we want every workplace to be able to achieve. From the ministry and our system partners to employers and workers; everyone has a role to play.

In 2013, the Ministry of Labour made a commitment to integrate service delivery and system wide planning through Healthy and Safe Ontario Workplaces – A Strategy for Transforming Occupational Health and Safety. In this spirit of integration, this report combines the annual occupational health and safety enforcement report and the annual report on the health and safety strategy to give a complete account of enforcement and prevention activities across the system in 2017-18. By combining the reports, we are saving resources and making it easier for Ontarians to find information on what has been done across the province to improve the health and safety of our workplaces.

Throughout this report, you will find information on the varied activities and initiatives performed by the ministry and our system partners. The report also provides information on the top hazards found in workplaces, the results of enforcing the *Occupational Health and Safety Act* and resources to help businesses create and maintain healthy and safe workplaces.

Ontario has one of the best safety records in Canada, but we can do better. Through using the best available evidence and listening to all stakeholders, we will work together to improve our services and continue to make sure that all employers have the resources they need. This report establishes the

foundation for ongoing collaboration to ensure that every Ontario workplace is productive, safe and healthy.

Ron Kelusky, Chief Prevention Officer, Ministry of Labour

Peter Augruso, Assistant Deputy Minister, Operations, Ministry of Labour

Key accomplishments

The [Workplace Violence in School Boards: A Guide to the Law](#) guideline was released in March 2018 as a joint initiative between the Ministry of Labour and the Ministry of Education. The report is helping school boards understand their responsibilities and duties regarding workplace violence.

In May 2017, the Workplace Violence Prevention in Health Care Leadership Table released a [progress report](#), including 23 recommendations and [13 products](#). The report and tools were promoted in hospitals in collaboration with Public Services Health & Safety Association.

In 2017-18, approximately 190,000 workers received the Working at Heights training in 22,025 classes offered by the approved training providers.

In October 2017, WSIB launched phase one of the [Compass tool](#), which allows anyone to look up health and safety statistics for businesses across the province.

The [Construction Health and Safety Action Plan](#) was released on May 11, 2017. The plan contains 16 recommendations to create a more knowledgeable, skilled construction sector and to support compliance with occupational health and safety laws. The action plan was developed in close partnership with labour and employer representatives from various areas of the construction industry.

On January 1, 2018 amendments to the *Workplace Safety and Insurance Act* came into effect which added coverage for work-related chronic mental stress and fully index benefits for injured workers.

In January 2018, the ministry hosted the Safe at Work Ontario consultations to seek input from stakeholders. Almost 120 representatives and specialists from industries and sectors across Ontario attended.

In 2017-18, the Ministry of Labour provided over \$1.68 million in funding for 10 projects through the [Occupational Health, Safety and Prevention Innovation Program](#), which supports workplace-focused innovation projects and collaborative partnerships. The ministry also provided over \$1.67 million in funding for nine projects with the [Research Opportunities Program](#).

In response to feedback from employers and labour stakeholders, amendments were proposed to the *Occupational Health and Safety Act* to increase maximum fines for individuals and businesses that don't meet workplace health and safety standards. The Legislature passed the amendments, and as of December 14, 2017, the maximum fines upon conviction of an offence under the OHS Act increased from \$25,000 to \$100,000 for individuals and \$500,000 to \$1.5 million for corporations.

Contact information

Ontario provides a toll-free province-wide telephone number to report unsafe work practices and workplace health and safety incidents. Call the Ministry of Labour Health & Safety Contact Centre at 1-877-202-0008.

- Call any time to report critical injuries, fatalities or work refusals.
- For general inquiries about workplace health and safety, call between 8:30 a.m. and 5:00 p.m., Monday to Friday.

In an emergency, always call 911 immediately.

A snapshot of occupational health and safety in Ontario

Employment

- 13 million workers employed in Ontario
- 55 million workers employed in workplaces under provincial jurisdiction
- percentage of workers employed under provincial jurisdiction by sector:
 - agriculture, mining, utilities and other primary industries—2%
 - construction—8%
 - manufacturing—12%
 - trade—16%
 - financial services—5%
 - professional services—10%
 - education—8%
 - health care and social assistance—13%
 - other service industries—23%
 - public administration—3%

Fatalities

- 81—traumatic fatalities
- 146—occupational disease fatalities (by year of death)
- 1.24—traumatic fatality rate (per 100,000 workers)
- 2.23—occupational disease fatality rate (per 100,000 workers)

See data on traumatic and occupational disease fatalities in [Appendix A](#).

Injuries

- 56,529—lost-time injury claims
- 0.95—lost-time injury rate—Schedule 1 (per 100 workers)
- 2.04—lost-time injury rate—Schedule 2 (per 100 workers)
- 126,251—no lost-time injury claims
- 2.36—no lost-time injury rate (schedule 1 employers, per 100 workers)
- 2.03—no lost-time injury rate (schedule 2 employers, per 100 workers)
- 1,898—critical injury events reported to the ministry
- 28.97—critical injury rate (per 100,000 workers)

See data on injuries in [Appendix A](#).

To see the definitions of the terms related to the Workplace Safety and Insurance Board statistical records, please visit the [WSIB's website](#).

Training and clinical services

To make workplaces healthier and safer, the occupational health and safety system partners are training more workers, supervisors and employers, and providing clinical services for injured or sick workers.

Training and clinical services

Services	2016-17	2017-18
Health and safety association (HSA) training sessions	144,158	74,409
Workers receiving clinical services	1,305	1,148
Workers who received working at heights training from CPO-approved training providers	197,550	189,725
Joint Health and Safety Committee Part 1: Number of learner records	13,444	16,718
Joint Health and Safety Committee Part 2: Number of learner records	10,113	14,867
Requests that HSAs responded to by phone or email	78,003	90,137
Public inquiries the ministry's contact centre received	97,740	91,510
Public inquiries the Prevention office received (email and phone)	14,453	14,893

Prosecution, enforcement and advisory services

Occupational health and safety enforcement and prosecutions

Activities	2016-17	2017-18
Health and safety complaints received by the Ministry of Labour	16,124	16,653
OHSA convictions	922	907
OHSA conviction fine amounts (in millions)	\$10.0	\$12.6

[The Office of the Worker Adviser](#) provides expert, free and confidential services on workplace insurance matters and occupational health and safety reprisal issues.

[The Office of the Employer Adviser](#) provides Ontario employers with expert, free and confidential advice, representation and education on all workers' compensation issues under the *Workplace Safety and Insurance Act* and on unjust reprisal issues under the *Occupational Health and Safety Act* (OHSA).

Activities of the Office of the Worker Adviser

Activity	2016-17	2017-18
New service requests related to occupational health and safety	1,145	964
Workers who received summary advice, information or referrals	891	690
Workers who received in-depth consultations with a licensed lawyer or paralegal	230	295
Reprisal complaints to the OLRB that were resolved	64	80
Workers who received monetary compensation or other benefits from employers	59	74

Activities of the Office of the Employer Adviser
under OHSA's Section 50

Activity	2016-17	2017-18
General information calls	20	27
Case-specific inquiries	22	22
Representations	27	33
Cases settled or withdrawn	20	24

Total inspections

In 2017-18, ministry inspectors made a total of 82,329 visits to 35,985 workplaces and issued 125,308 orders.

Inspector field visits and orders issued in 2017-18:

- total field visits—82,329
- total workplaces visited—35,985
- total orders issued—125,308
- total stop use or stop work orders issued—7,252

Proactive inspections

About half (52%) of the field visits were proactive visits: inspectors going to workplaces in sectors with high hazards and/or vulnerable workers to provide information and education, and to support compliance with the *Occupational Health and Safety Act*.

Proactive visits, which accounted for 67% of all orders issued, are an important way to improve safety and prevent injuries or fatalities.

Proactive inspector field visit activities and orders issued in 2017-18:

- proactive field visits—42,936
- orders issued—83,585

Reactive inspections

Reactive visits are a critical part of inspectors' work. The ministry responds to safety issues in the workplace and investigates complaints about violations of the *Occupational Health and Safety Act*, work refusals and reports of critical injuries and fatalities. In 2017-18, reactive visits accounted for 48% of all field visits.

Reactive inspector field visits and orders issued in 2017-18:

- reactive field visits—39,393
- orders issued—41,723

Reactive visits identify and address health and safety issues in response to complaints, critical injuries, fatalities and work refusals. Over the past 10 years, the number of these investigations has increased.

Reactive field visits over the past 10 years

Fiscal year	Reactive field visit activities
2008/09	25,430
2009/10	23,979
2010/11	28,871
2011/12	29,264
2012/13	30,521
2013/14	30,339
2014/15	29,296
2015/16	32,819
2016/17	38,530
2017/18	39,393

Key system partners

Ontario's employers and workers need a strong system to help them create healthy and safe workplaces. Ontario's occupational health and safety system is a network of key partners, each with a unique role. The partners work together to prevent workplace injuries, illnesses and fatalities with support from other important players in the health and safety system.

The Ministry of Labour (MOL): Develops, communicates and enforces workplace health and safety legislation and regulations and develops, coordinates and implements strategies to prevent workplace injuries and illnesses.

The Workplace Safety and Insurance Board (WSIB): An independent trust agency that administers compensation and no-fault insurance for Ontario workplaces.

Four designated sector-focused safe workplace associations (SWAs):

- **Infrastructure Health & Safety Association (IHSA):** Serves the construction, electrical, utilities, aggregates, natural gas, ready-mix concrete and transportation sectors.
- **Public Services Health & Safety Association (PSHSA):** Serves the education, culture, community, health care, municipal and provincial government, and emergency services sectors.
- **Workplace Safety North (WSN):** Provides workplace health and safety training and services for the mining and forest products industries, as well as businesses across northern Ontario.
- **Workplace Safety & Prevention Services (WSPS):** Serves the agriculture, industrial, manufacturing and service sectors.

Occupational Health Clinics for Ontario Workers (OHCOW): Designated medical clinics that provide interdisciplinary clinical and prevention services, auditing and consulting services, prevention research and tool development, knowledge transfer and exchange as well as health and safety resources to employers and workers in Ontario.

Workers Health & Safety Centre (WHSC): A designated training centre that provides occupational health and safety training for joint health and safety committees, smaller workplace health and safety representatives, workers and supervisors.

Specialized Research Centres:

- The Institute for Work and Health (IWH)
- Centre for Research Expertise in Occupational Disease (CREOD)
- Occupational Cancer Research Centre (OCRC)
- The Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (CRE-MSD)

Other partners:

- Committees appointed by the Minister under section 21 of the OHSA (“Section 21 Committees”) that advise the Minister on occupational health and safety matters
- Private health and safety trainers and consultants
- The Office of the Worker Adviser (OWA) and the Office of the Employer Adviser (OEA)
- Health and safety representatives and joint health and safety committees in workplaces
- Unions, employer and worker organizations and associations

In addition, a multi-stakeholder **Prevention Council** advises the Minister of Labour and the Chief Prevention Officer on system planning and initiatives. The members of the Prevention Council are:

- Patrick Dillon, Provincial Building and Construction Trades Council of Ontario (labour representative)
- Derek Johnstone, United Food and Commercial Workers Canada (labour representative)
- Daniel Bonnar, Ontario Professional Firefighters Association (labour representative)
- Andréane Chénier, Canadian Union of Public Employees (labour representative)
- Linda Vannucci, Workers’ Health and Safety Legal Clinic (non-union worker representative)
- Michael Dauncey, Mattamy Homes (employer representative)
- Frank Saunders, Bruce Power (employer representative)
- Dawn Tattle, Dawn Tattle Enterprises Ltd. (employer representative)
- Camille Quenneville, Canadian Mental Health Association—Ontario Division (employer representative)
- Erin Oliver, Modern Niagara Group Inc. (employer representative)

- Susanna Zagar, Workplace Safety and Insurance Board (Workplace Safety and Insurance Board representative)
- Graeme Norval, Department of Chemical Engineering, University of Toronto (occupational health and safety expert)

Healthy and safe Ontario workplaces: Measuring progress

Ontario released [Healthy and Safe Ontario Workplaces: A Strategy for Transforming Occupational Health and Safety](#) in December 2013. The strategy was a key recommendation of the [Expert Advisory Panel on Occupational Health and Safety](#).

The strategy is a guide for all parties who influence health and safety in Ontario workplaces. It includes two goals and six priorities that all organizations can follow.

Goal: Target the areas of greatest need

Priorities:

- [Assist the most vulnerable workers](#)
- [Support occupational health and safety improvements in small business](#)
- [Address the highest hazards that result in workplace injuries, illnesses or fatalities](#)

Goal: Enhance Service Delivery

Priorities:

- [Integrate service delivery and system-wide planning](#)
- [Build collaborative partnerships](#)
- [Promote a culture of health and safety](#)

The following pages describe the Ministry's achievements towards these goals.

Assist the most vulnerable workers

Overview

Some workers are more vulnerable than others to the occupational hazards that they face. These workers are often referred to as “vulnerable workers.”

It is difficult to define “vulnerability” exactly. It depends on many individual factors such as age, literacy level, physical and mental ability, and job experience. Workplace factors like hours of work, employment stability and workplace hazards also have a role. A vulnerable worker may be, for example, a recent immigrant, young worker, new worker, temporary agency worker or seasonal agricultural worker. There are also workers who are vulnerable but do not fall into these categories.

Young workers (those aged 15-24) and new workers (those on a job for less than six months) are a special concern. Workers who are new to a job are three times more likely to be injured during the first month on the job than more experienced workers, according to [an IWH study](#).

In 2017, there were six traumatic fatalities and one occupational disease fatality claim (by year of entitlement) among workers aged 15-24. Young workers had 7,956 lost-time injury claims (9.08% increase since 2016) and 21,037 no lost-time injury claims (2.88% increase since 2016). Young workers accounted for 13.36% of all allowed lost-time injury claims and 16.66% of all allowed no lost-time injury claims.

The occupational health and safety system is committed to educating vulnerable workers about potential hazards at work and the importance of health and safety. A 2017 inspection health and safety initiative focused on the safety of new and young workers.

Assisting vulnerable workers

Health and safety awareness presentations

The Ottawa Catholic School Board (OCSB) partnered with Workplace Safety & Prevention Services (WSPS) to deliver Health & Safety Awareness Presentation Curriculum presentations for Grade 10 students as part of the OCSB's broader Workplace Safety Week initiative. The aim was to reach students before their first job, whether part-time or summer work.

Forty-one presentations were delivered at 14 schools to more than 1,000 students by 20 WSPS volunteers over two days in April 2017. Feedback from students was exceptional. When asked about what they had learned, they said: "don't be afraid to speak up and voice concerns," "my part-time employer did not provide adequate safety training," "don't be afraid to ask questions!" and "it is important to know we have the right to refuse unsafe work."

Sponsoring young worker programs

To promote safe work, the Infrastructure Health & Safety Association (IHSA) has sponsored events for young workers. These include:

- **Future Building Exhibition:** Future Building is an annual, interactive, three-day exhibition organized by the Ontario Construction Secretariat. In 2017, IHSA connected with over 5,000 students by using interactive displays and handing out health and safety resources.
- **Line Crew Ground Support Training Program:** In this 15-week certificate program, young Indigenous workers are taught safety courses and given hands-on instruction to prepare for careers in the power line and construction trades. Courses include ladder handling, safe pole handling, pole line construction, working at heights and mobile crane operator training. Successful participants leave the program with 25 different safety certifications. Over 85% of graduates find work in the power line and construction trades.
- **Skills Ontario:** The Ontario Technological Skills Competition is Canada's largest skilled trade and technology event. Students from across the province demonstrate their abilities and compete for provincial honours. Medalists move on to the national competition and even the world event. With over 20,000 students attending, along with family and friends, the competition showcases careers in the skilled trades.

Practice Safe Work program

The Workplace Safety and Insurance Board (WSIB) reached out to young workers through social media to deliver the #PracticeSafeWork message that workplace incidents happen when you least expect them. The WSIB aimed to surprise young people in ways and places they'd least expect, on their social networks and using new and original creative imagery. They used carousel ads on social media and created profiles on Instagram, Facebook and Twitter. The WSIB also worked with social media influencers. The campaign ran from May to August 2017 and received about 135,000 engagements.

Engaging students early with safety knowledge

The ministry's [It's Your Job student video contest](#) helps high school students learn and talk about workplace safety. Students submit original videos about the importance of working safely on the job. The videos are shared on social media. Funded by the ministry and the WSIB, the most recent contest had 98 video submissions from 207 young people at 44 schools across the province. This year's winning entry was "Safety Rhymes," which was about workplace impairment from cannabis use. It also won second place at the national competition that was organized by the Canadian Centre for Occupational Health and Safety.

Teaching students health and safety through factory visits

Canadian Manufacturers & Exporters hosted 12 manufacturing plant visits and 10 in-class sessions for Grade 11 and 12 students to build their awareness of occupational health and safety. Funded by the Ministry of Labour's Occupational Health, Safety and Prevention Innovation Program, the project reached out to 779 students and teachers.

Workplace health and safety training for Indigenous communities

Workplace Safety North is piloting a health and safety training program for members of Indigenous communities. The goal of the training is to help community members get a job with a local mining or forestry business. The training includes forestry and mining-related health and safety courses. The program was developed after talks with Indigenous partners and local industries.

Live Safe! Work Smart!

The Live Safe! Work Smart! program provides health and safety resources for Ontario teachers to support young workers who are new to the workforce. Its website received more than 20,000 unique visits and there were more than 2,300 newsletter subscribers in 2017-18. ServiceOntario also provided 1,070 printed copies of these resources.

Support improvements in small businesses

Overview

Small businesses (fewer than 50 workers) face unique challenges to develop effective workplace health and safety practices. In 2017, small businesses employed about 29% of workers in Ontario, but they accounted for 52% of fatalities and 31% of lost-time injury claims.

Some small businesses lack the resources or knowledge to meet occupational health and safety requirements. Clear, accessible and low-cost resources, programs and services can significantly reduce workplace injuries and fatalities. System partners are working on this to help small businesses build a culture of workplace safety.

In 2017, the Workplace Safety and Insurance Board (WSIB) provided a total of \$1 million in rebates to small businesses that made occupational health and safety improvements in their workplaces. 922 small businesses successfully completed the WSIB's [Building Your Health and Safety Program](#).

Supporting small businesses

Small Business Advisory Service pilot

WSPS represents 167,000 firms in Ontario, 85% of which are small businesses. Workers can be vulnerable to hazards especially if a business lacks the resources to get professional help to improve their workplace health and safety.

To reduce these increased risks, WSPS piloted the Small Business Advisory Service which matches a small business with a highly trained WSPS volunteer advisor. All volunteers are certified [Canadian Registered Safety Professionals](#).

The advisory service helped the small business owner/operator understand their role in creating and maintaining a safe work environment. The volunteer advisor provided guidance and helped the small business conduct an inspection to understand the main hazards in their workplace. The volunteer advisor first goes through an orientation on process that includes a simple 4-step resource handbook. This ensures that all the advisors followed a similar and consistent path to improvement.

During the pilot, WSPS matched 19 small businesses with a volunteer advisor. The outcomes were measured using qualitative data through open ended questions. The responses were very positive, saying that they would recommend this program to other small businesses. As a result, WSPS is extending the program into the 2018/19 fiscal year and expanding the number of small business being reached.

Tamara Meier, a small business representative from Vantage Property Ltd., says:

It's always wise to have staff with CPR/first aid certification and safety measures in place so everyone is safe. We would definitely recommend this service to other small businesses. Many small businesses are on a strict budget. This type of program also allows a company to make improvements without feeling pressured or overwhelmed.

Small Business Leadership Awards

The WSIB's [Small Business Health and Safety Leadership Awards](#) was launched in May 2017. The awards recognize outstanding health and safety programs in small businesses with fewer than 50 workers. The system partners collectively promoted the awards. Last year, fifty-eight nominations were received. Three small business health and safety champions were awarded at the WSIB Annual General Meeting in September 2017. Nominations for the 2018 awards were closed on June 22, 2018.

Electronic X-ray forms

Since March 2018, employers planning to use or install X-ray sources at their workplace can access and submit forms and other documents electronically. This makes it more convenient for small businesses, such as veterinary clinics, to register with the ministry's Radiation Protection Service and to apply to have the proposed installation reviewed.

Address the highest hazards

Overview

High hazard work involves tasks that lead to more frequent or severe work-related injuries, occupational illnesses and/or fatalities. Highly hazardous work is often linked to industries where injuries and illnesses occur most often.

In 2017, there were 81 deaths related to injuries in the workplace and 146 deaths from illnesses caused by workplace exposures. The most common incidents in which workers were killed include motor vehicle accidents, falls from heights and being crushed or stuck by machinery.

The health and safety system pays special attention to these work hazards. Improving safety for working at heights, for example, has been a major focus over the past few years including mandatory Working at Heights training that was standardized in 2015.

Addressing the highest hazards across the system

Compass tool

[Compass](#) is the Workplace Safety and Insurance Board's (WSIB) new online health and safety tool. For the first time, Ontarians can find and compare health and safety statistics for businesses across the province. The tool helps people to find information like the number and type of injuries in a workplace. It can be used to determine how serious injuries were by showing how many people were off work after an incident and how many are still receiving benefits a year later. Compass was created to promote workplace safety and provide greater transparency.

In October 2017, phase one of Compass was launched. Anyone can look up health and safety statistics for businesses across the province. Future phases will give businesses additional information to help them improve health and safety and return-to-work results and prevent more injuries.

Training by the Workers Health & Safety Centre

Working at Heights, Joint Health and Safety Committee certification, Workplace Hazardous Materials Information System (WHMIS), workplace violence and harassment, occupational stress, basic ergonomic principles and heavy mobile equipment were just some of the many training programs delivered by Workers Health & Safety Centre (WHSC) in 2017-2018. They delivered 343,235 person-hours of training to workers from all sectors and regions of the province.

Construction and working at heights

Although construction makes up only 8% of the Ontario workforce, it has the highest number of workers killed on the job. In 2017, there were 20 deaths due to workplace incidents. A top hazard in construction is falls from heights, resulting in 10 deaths in 2017. Improving working at heights safety has been a significant focus for the system in recent years and mandatory working at heights training was standardized in 2015. Multiple [inspection initiatives](#) in construction were carried out, including specific health and safety initiative focussed on falls and electrical contact.

Construction Health and Safety Action Plan

On May 11, 2017, Ontario released the [Construction Health and Safety Action Plan](#). The plan contains 16 recommendations to create a more knowledgeable, skilled sector and to support compliance with occupational health and safety laws. Many of the initiatives and recommendations have already been acted upon. For example, a [web tool and mobile application](#) were developed to help small- and medium-sized construction employers and workers understand legislative and regulatory requirements. This resource provides plain-language summaries, in both official languages, on 50 key topics about construction regulations. The mobile application was downloaded 9,278 times from its release in August 2017 to April 2018.

Engineering out fall hazards

The University of Toronto partnered with the Ministry of Labour and Mattamy Homes to find innovative approaches to prevent workers falling from low-rise residential roofs. As part of a capstone design course engineering students developed a conceptual design of a guardrail system to eliminate fall hazards. The project was completed in April 2018. To test this product, a new cohort of students will develop a prototype in 2018-19.

Working at Heights training refresher

To comply with working at heights (WAH) training requirements, employers must ensure their workers refresh WAH training every three years following their initial training. In 2017, the WHSC launched a new refresher course which meets this requirement and created a marketing program to help ensure that workers, their representatives and employers are aware of this program. It included new web resources, printed product sheets and flyers, automated email reminders to training participants, e-bulletins, social media posts, radio ads and online advertisements.

Embedding essential skills training in health and safety lessons

Rigging and hoisting loads have significant safety hazards. Additionally, many workers in this field lack literacy, numeracy and other essential skills. In 2017, a research team led by the Institute for Work & Health [embedded essential skills training](#) into a hoisting and rigging curriculum developed by the Infrastructure Health & Safety Association (IHSA). They focused on two essential skills needed to work safely: numeracy (skills needed to make sense of and apply mathematical concepts and information) and document use (skills needed to find, enter, use letters, numbers, symbols and images in electronic and paper formats). The team found that learners who completed the modified training had significantly better post-training scores on a written test of course content than the learners who were given the usual training. The results were so encouraging that the training centre

involved in the project, the Labourers' International Union of North America (LiUNA) Local 506 Training Centre, is teaching essential skills in its rigging and hoisting curriculum.

Transportation

Over the past few years, the transportation sector has had the second highest number of traumatic fatalities. In 2017, 17 workers were killed. To combat this, the IHSA focused on enhancing, revising, updating and promoting transportation-related training programs, products and services. It re-engaged stakeholders and partnered with new organizations such as Ontario's Ministry of Transportation and WorkSafeBC.

Mining

Mining employs less than 1% of Ontario's workforce, yet has the second-highest rate of death from workplace incidents and the third highest from occupational diseases. Mining has been a focus of numerous [inspection initiatives](#).

Ontario has 39 operating mines and several thousand sand and gravel pits. Underground mines have unique health and safety hazards. Modern mines have gotten deeper and more dependent on technology, which presents new challenges. While Ontario's mining sector is one of the safest in the world, there is always room for improvement.

Mining review

In 2014, the Ministry of Labour reviewed mining safety in Ontario. The review resulted in several key recommendations to improve the safety of workers.

In 2017, progress was made towards implementing the key recommendations:

- A working group led by the ministry, which included employers and labour representatives, assessed risks and analyzed root causes for the top hazards including ground falls in underground mines and mobile equipment hazards.
- The guidelines for [risk assessment and management for mines and mining plants](#) and [conveyor guarding](#) were published.
- Several amendments to [Regulation 854: Mines and Mining Plants](#), came into effect. These include new requirements to identify, assess and manage workplace hazards. A written water management program and a written traffic management program are now required. There are also more requirements when recording seismic events.
- Workplace Safety North completed a [pilot testing](#) of the Climate Assessment Audit Tool.

Material Testing Laboratory

The Ministry of Labour's Mining Program operates the Materials Testing Laboratory in Sudbury, which tests steel mine hoist ropes used to hoist conveyances in underground mine shafts. Under the *Occupational Health and Safety Act*, mine operators that use hoist ropes must have their ropes regularly tested by an approved laboratory. The Materials Testing Laboratory tested 645 rope samples from Ontario, as well as from across Canada and around the world.

Mining health and safety conference

‘Innovations in Mining Safety’ was the theme of Workplace Safety North’s (WSN) annual two-day Mining Health and Safety Conference in 2017. The sold-out conference hosted 300 in-person attendees, as well as 180 people watching on live stream from five countries.

Climate Assessment and Audit Tool pilot

[The Climate Assessment and Audit Tool](#) (CAAT) is a new way to measure workplace health and safety systems and culture. Since its launch in 2015, and with extensive help from the mining industry, WSN completed an 18-month pilot using the CAAT. The tool is now being used by operations across Ontario and Canada. As of 2017, nine mining operations and over 2,000 workers have participated in the audits.

Data collected during the CAAT pilot project was analyzed by the Institute for Work and Health. The mining operations with the best [Internal Responsibility](#) scores had the fewest injuries. The new CAAT can predict areas of strength and weakness and help guide workplaces on where and how to improve.

Forestry

In Ontario, forestry is a small but high hazard industry. In the past three years, there have been four deaths due to workplace injuries. Forestry has the highest rate of fatalities based on the number of workers. WSN and the ministry are working with stakeholders to improve worker safety.

Sawmill and logging industry risk assessment workshops

In 2017, WSN hosted workshops at its North Bay headquarters to determine the top health and safety risks at sawmills and in the logging industry. The workshops brought together a volunteer group of experts from management, labour, government and non-profits.

Each participant submitted their top health and safety concerns in advance of the workshops, which were led by the Ministry of Labour and WSN. During the workshops, the participants discussed more than 80 potential risks that are common in their industries. Management and labour representatives then voted on the highest risks in their industries.

The workers and employers ranked distracted driving as the top risk in the logging industry. They ranked substance use as the top risk in sawmills – an issue not captured in WSIB statistics. They recommended analyzing each sector’s top risk to get to their root causes and to develop controls. After the sessions, workplace safety posters of the top 10 risks for Ontario [sawmills](#) and [logging operations](#) were created and distributed by WSN.

Northern Ontario forest access roads signage program

The new provincial forest agency Nawiinginiima Forest Management Corporation (NPMC) has created a [northern Ontario road sign program](#). It is based on British Columbia sign standards program that includes radio channel instructions for rural and forest access roads. New road signs show truck drivers which radio frequency channel to use and how to communicate the direction they are travelling. They also warn the public to proceed with caution and to obey all signs. WSN helped the

corporation by promoting the signage program across northern Ontario with companies that use forest access roads. WSN also provided a general public safety course to prevent snowmobile-truck collisions on busy Ontario logging roads.

Occupational disease

In Ontario, more workers die from occupational diseases than workplace incidents. In 2017, 146 workers died from work related illness. The most common occupational diseases leading to fatality claims are mesothelioma, lung and bronchial cancers, and asbestosis. The primary metals, municipal work and mining sectors have the highest rate of approved occupational disease fatality claims. To reduce the occurrence of occupational disease in high risk sectors, an inspection [mining health and safety initiative](#) was conducted to help reduce cases of occupational disease.

Preventing occupational diseases can be more difficult than preventing injuries. Unlike most injuries, diseases are usually not caused by a single event but by repeated exposure over many years. The hazards which can lead to illness are often not seen, such as gasses or small particles. There can be long periods between when a worker is exposed and when they develop signs of illness.

Occupational Disease Action Plan

In 2017 the system partners worked together to implement a wide variety of activities in the second year of Ontario's Occupational Disease Action Plan (ODAP).

The Infrastructure Health & Safety Association (IHSA) launched a full suite of free multi-language [eLearning programs](#) on hearing protection in January 2018. Each program is translated into seven languages: English, Chinese (Simplified and Traditional), French, Polish, Portuguese and Spanish. To recognize [World Hearing Day](#) on March 3, the ODAP Noise Working Group held a free webinar on Ontario's noise regulation. Over 150 people from a variety of organizations, including workplace parties and health and safety consultants, joined the webinar.

The Occupational Cancer Research Centre, Public Services Health & Safety Association and IHSA developed additional resources on diesel exhaust hazards for the construction and municipal sectors. WSN developed a Joint Health and Safety Committee Certification Part Two Training Module on diesel engine exhaust. To support the action plan, the Occupational Health Clinics for Ontario Workers (OHCOW) hosted their annual [Occ-tober](#) occupational disease symposium and the system partners shared occupational disease information at health and safety conferences across Ontario. For example, the work of ODAP was a major focus of the 2017 Occupational Hygiene Association of Ontario Fall Symposium. The Ministry of Labour also works with the Ministry of Health and Long-Term Care on occupational disease projects.

Occupational exposure limit regulation amendments

Occupational exposure limits (OELs) restrict the amount and length of time a worker can be exposed to hazardous biological or chemical substances. On January 1, 2018, *Regulation 833: Control of Exposure to Biological or Chemical Agents* and *Ontario Regulation 490/09: Designated Substances* were amended to include new or revised OELs or listings for 23 chemical substances. A listing of OELs applicable to Ontario's workplaces can be viewed on [the ministry's online OEL table](#). The

amendments also harmonized the minimum oxygen requirements across all *Occupational Health and Safety Act* regulations.

Diesel infographic

WSN created an [infographic](#) to raise awareness of the health risks of exposure to diesel exhaust in mining. The infographic outlines ways to reduce or prevent exposure. It includes a ‘hierarchy of controls’ tool (a system to eliminate hazards or minimize risks) from the Occupational Cancer Research Centre. The tool helps workplaces evaluate their strategies to reduce diesel emission exposure.

Violence and harassment

Workplace violence and workplace harassment are serious issues. In 2017, there were 3,054 lost-time claims approved for injuries caused by workplace violence and harassment. In 2017-18, the ministry focused on two sectors which have heightened levels of violence and harassment: health care and education.

Workplace violence prevention in publicly funded schools

Since July 2017 the Ministry of Labour and the Ministry of Education have co-chaired a roundtable to address violence in Ontario’s publicly funded schools. The roundtable also includes the Provincial Working Group on Health and Safety, with members from organized labour, school board trustee associations and principals’ associations.

The ministries and the working group developed guidance material to help workplace parties comply with workplace violence requirements under the *Occupational Health and Safety Act* (OHSA).

[Workplace Violence in School Boards: A Guide to the Law](#), released in March 2018 provides leading practices for:

- developing violence policies and procedures
- assessing and reassessing risks of workplace violence
- developing student safety plans
- reporting violent incidents
- sharing information with workers so they may recognize and be protected from workplace violence

In October 2017, the Ministry of Labour launched an initiative on workplace violence in schools. Inspectors, regional program coordinators and managers met with school board and worker representatives to promote awareness and support compliance with workplace violence requirements. The ministry is following up with the workplace parties to discuss the school boards’ Internal Responsibility System and is targeting spring 2018 to complete the visits to school boards.

Workplace Violence Prevention in Health Care Leadership Table

Since 2015, the ministry has co-sponsored an initiative with the Ministry of Health and Long-Term Care to prevent and reduce workplace violence in health care workplaces. This initiative brought key

stakeholders and experts together to provide advice on how to reduce and prevent violence against health care professionals. Throughout 2015-16 and 2016-17, the Leadership Table and its working groups developed recommendations and products. A [progress report](#), including 23 recommendations and [13 products](#) were released in May 2017.

Throughout 2017-2018, the report and tools were promoted in hospitals in collaboration with Public Services Health & Safety Association (PSHSA). Health Quality Ontario helped to develop a first-ever mandatory hospital reporting indicator on workplace violence.

Evaluation of workplace-violence.ca

In 2015, the PSHSA launched an interactive, [web-based framework](#) to help health care workplaces build a comprehensive workplace violence prevention program. As of 2017, 112 Ontario hospitals and health care organizations were using the digital tools to identify gaps and implement action plans. The tools are consistent and user-friendly, helping users determine where to allocate resources. In a 2017 survey of Ontario hospitals, 91% were using or planning to use the Workplace Violence Risk Assessment tool.

“The online assessments are comprehensive, ranging from a broad corporate view of workplace violence prevention programs and policies, right down to how many lights we had in our parking lot,” says Lana LeClair, Vice President of Corporate Affairs at Kemptville District Hospital. “The results are broken down by department, with a list of possible mitigation practices provided to address the gaps – you can choose the ones most appropriate to your situation, so you’re not starting from scratch.”

Mental health including PTSD

Mental health has become more recognized in society and workplaces. The ministry and its system partners are taking steps to address workplace mental health and expand tools to help protect workers. Some examples include promoting existing online tools, conducting webinars and increasing research funding for mental health.

In January 2018, amendments to the *Workplace Safety and Insurance Act* (WSIA) to include work-related chronic mental stress came into effect. This came less than two years after the WSIA was amended to introduce a presumption that post-traumatic stress disorder (PTSD) in first responders is work related.

StressAssess

In early 2018, the Occupational Health Clinics for Ontario Workers (OHCOW) and the Canadian Centre for Occupational Health and Safety (CCOHS) collaborated to launch [StressAssess](#). This free online survey tool helps workplaces identify and address psychosocial hazards that can lead to stress and mental injury. It is based on the MIT-COPSOQ Survey, a combination of the internationally recognized Copenhagen Psychosocial Questionnaire and OHCOW's multi-stakeholder Mental Injury Toolkit. Workplaces can use it to gather the information they need to improve the work environment and to protect workers physical and mental health. Within just a few months, 298 accounts were created, and 56 surveys were launched.

StressAssess in action: Terry’s story

Background

Terry works in a small non-profit workplace (27 surveyed) that provides social, mental and health care supports for people on the street. It has a downtown storefront in a large city.

Terry is an engaged joint health and safety committee (JHSC) worker representative and one day a new worker questioned the lack of psychosocial content in a health and safety orientation session.

Learn

Terry and his fellow committee members looked for materials online to help assess workplace psychosocial hazards. They found the Copenhagen Psychosocial Questionnaire (COPSOQ) and downloaded a copy. They considered distributing it, but then wondered how they would interpret the results. The COPSOQ website listed contacts for each country that uses the survey, so they contacted the Canadian name on the list.

Organize

Occupational Health Clinics for Ontario Workers (OHCOW) had made survey administration easy by using an online questionnaire. This allowed them, as an independent outside organization, to handle the confidential data, produce a customized report and provide further support. The JHSC management and worker representatives agreed to use OHCOW’s services to administer their survey.

Assess

They conducted a survey in May and June, and had a 74% response rate in 3 weeks (below the 80% goal, but still a good level of engagement). The finding showed the workplace’s strengths and challenges:

- Strengths—Commitment to the workplace, meaning of work, quality of leadership and possibilities for development
- Challenges—Emotional demands, offensive behaviours and trust toward management

Some of these challenges were to be expected given the type of work; however, others showed strained internal relationships

Change

Management and workers committed to addressing the top issues. The existing harassment and discrimination policy was revised to address offensive behaviours, especially bullying.

A facilitator consulted individually and collectively on the trust issues, then made specific recommendations. An internal committee drafted “Working Together Differently,” a company strategy which broke down barriers between staff, leadership and their board.

Evaluate

Communication improved, and staff had input in policy and decision-making. Terry sensed a “culture shift” to a much more collaborative, less hierarchical climate and wanted to see if it could be measured.

A repeat survey showed improved trust and a decrease in offensive behaviours and emotional demands.

However, a new issue was highlighted: inadequate staffing and resources to consistently produce good work.

Management and staff are now working together on this new challenge. This is an example of how the survey can help organizations at all stages of stress prevention.

PTSD Summit: Prevention in Action

The ministry hosted the PTSD Summit: Prevention in Action on October 17, 2017. The second PTSD summit brought together workers, employers and experts from a wide range of sectors to discuss emerging practices for mitigating and preventing PTSD. Topics included early intervention, peer support mechanisms and prevention planning.

Mayday, Mayday: A Symposium on Workplace Mental Health and Injury Prevention

On May 3, 2017 OHCOW hosted their first [symposium](#) focussing on the latest information on workplace mental health, including prevention strategies. The title reflected not only the timing, but the critical importance of mental health in the workplace. There were 60 attendees from the prevention system (including the Workplace Safety and Insurance Board, Ministry of Labour and most health and safety associations) and Occupational Health Clinics for Ontario Workers stakeholders from across the province. Others joined by livestream or viewed the [archived videos](#).

ThinkMentalHealth.ca

In June 2017, Workplace Safety & Prevention Services (WSPS) launched the [ThinkMentalHealth.ca](#), a one-stop portal for information and resources. The website provides employers with tested tools, models and frameworks. It also contains mental health prevention information, engaging videos and resources for getting started from various approved contributors. From June 1 to March 31, 2017 the website had 7,469 visits, with 39,507 page views.

Other hazards

Compliance monitoring for training providers and programs

The ministry’s role includes ensuring the training provided by 250 approved providers is valid and effective. There is a rigorous approval process that requires detailed annual reports from providers and responses to complaints about poor training delivery. The ministry helps ensure that training providers are authentic and has a cease-and-desist process when it receives complaints about

unapproved training organizations. The ministry is also starting a proactive quality assurance process to check that all providers maintain high quality training.

Development of Ontario MSD prevention guidelines

A multi-stakeholder initiative led by the Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (CRE-MSD) developed a new musculoskeletal disorders (MSD) prevention guide for Ontario. The new guidelines were based on a comprehensive evaluation of the existing MSD Prevention Guidelines and Toolkit, released by the Occupational Safety and Health Council of Ontario in 2005-06. The guidelines and supporting material is being tested with workplaces.

Global Ergonomics Month

Celebrated every October, [Global Ergonomics Month](#) is an international outreach campaign promoting healthy ergonomic design and practices. In October 2017, Ontario's occupational health and safety system partners held a manual material handling conference, plenaries, lunch and learns, webinars and training sessions. Workplaces are encouraged to launch MSD prevention programs for workers which could help save costs and boost productivity.

Footwear requirements

As of November 27 2017, the [Occupational Health and Safety Act](#) prohibits employers from requiring a worker to wear footwear with an [elevated heel](#) unless it is needed for the worker to perform their work safely. This requirement does not apply to workers who work as performers in the entertainment and advertising industry, as wearing footwear with an elevated heel may be a valid job requirement for some of these workers.

Integrate service delivery and system-wide planning

Overview

When Ontario workers and employers need information and services to improve workplace health and safety, it should be easy to find, regardless of which system partner they first contact. Integrated service delivery ensures that all workplaces receive accessible, affordable, consistent programs and services that meet their needs. System partners work together to make it easier for everyone to access the system and understand legislative and regulatory requirements with a variety of tools and approaches. This includes awareness, education, compliance support and enforcement. More collaboration among system partners means information and resources reach more people, which results in safer and healthier workplaces.

Integration activities

Labour open house

Employment & Social Development Canada (ESDC) partnered with Infrastructure Health & Safety Association (IHSA), Workplace Safety & Prevention Services (WSPS), Occupational Health Clinics for Ontario Workers (OHCOW), Canadian Centre for Occupational Health and Safety (CCOHS), the Ministry of Transportation (MTO) and Ontario Provincial Police (OPP) to host the 6th Annual ESDC Labour Program's Open House in Mississauga on May 10, 2017. This free, full-day event invited federally-regulated firms to speak directly to health and safety system partners about how to comply with legislation. The 360 attendees were able to network and learn about prevention efforts. The spirit of collaboration between health and safety associations and the ESDC was a key component of this event.

There were sessions on a variety of occupational health and safety and prevention topics including:

- ergonomics
- mental health in the workplace
- psychological health & safety standards
- employer due diligence
- workplace accident investigations: from theory to practice
- noise prevention

Safety Groups

[Safety Groups](#) is a program administered by the Workplace Safety and Insurance Board (WSIB). Each Safety Group is made up of companies in the same industry that come together to share their health and safety experience and resources and to improve their prevention systems.

IHSA sponsored two Safety Groups: A Construction/Electrical and Utilities Safety Group and a Transportation Safety Group. IHSA also joined forces with Public Services health & Safety Association (PSHSA), Workplace Safety North (WSN) and WSPS to sponsor a Northern Ontario Safety Group. Each Safety Group focuses on five key areas and success is measured by improving in those areas. If the targets are met, the group is rewarded, and each member firm receives an additional rebate to their standard experience-rating rewards.

In 2017, IHSA undertook a recruitment campaign using letters, social media and other promotional tools to bring new companies into the Safety Groups program.

Research Day

In November 2017, the Ministry of Labour organized Research Day. At this one-day conference on occupational health and safety research, participants shared and discussed the findings of the ministry-funded research projects. Research Day also included discussions on future occupational health and safety research priorities and provided networking opportunities for participants. More than 180 researchers and representatives from health and safety associations as well as labour organizations joined the conference.

Workplace Hazardous Materials Information System (WHMIS) guide

In July 2017 the ministry published a [guide to WHMIS 2015](#), including information for employers, workers and suppliers, and a guide to the transition from WHMIS 1988 to WHMIS 2015. WHMIS 2015 is the federal government's revision of WHMIS 1988, modified to incorporate the [Globally](#)

[Harmonized System of Classification and Labelling of Chemicals](#) (GHS). The GHS is also being implemented in many other countries, including the United States, Australia and members of the European Union.

Build collaborative partnerships

Overview

Ontario's economy, population and workplaces are changing. This means the occupational health and safety system must continually seek new partnerships to understand challenges, reach more workers and employers and keep pace with the changes. The associations and networks that workers and employers engage with can be valuable partners for the occupational health and safety system. In 2017-18, the system built new and stronger partnerships that can help reach a wider audience to promote system resources and solicit feedback and advice. Partnering with other ministries also helped share intelligence and enhance enforcement efforts.

Building partnerships

Working together to improve online resources

Public Services Health & Safety Association (PSHSA) has partnered with the [Aphasia Institute](#) to build a multi-faceted eLearning product for health care providers. This eLearning module educated participants about the emotional and cognitive challenges of someone with Aphasia. It also provides techniques to improve the experience of patients and health care providers and can be combined with traditional in-class training programs for maximum impact. The module will be completed in late 2018 but will continue to be improved based on learner and stakeholder feedback.

Collaboration to review PTSD prevention plans

Post-traumatic stress disorder (PTSD) is a mental health condition caused by exposure to actual or threatened death, serious injury or violence. Ontario has taken steps to address the harmful impacts of PTSD on first responders. Legislation allows the Minister of Labour to direct certain employers to provide information about their [plans to prevent PTSD](#) in their workplaces.

PSHSA worked with the Ontario Association of Chiefs of Police to review the information on the 44 documents that police services submitted to the Ministry of Labour. The review and benchmarking showed:

- 9% of police services were just getting started on their PTSD prevention
- 52% are taking proactive steps to prevent PTSD
- 39% of police services were implementing best practices to prevent PTSD

No matter where they were in implementing their plan, 100% of police services provide mental health awareness training, and 88% of the training included how to recognize the signs and symptoms of PTSD.

Partnerships to improve technology

PSHSA partnered with researchers at the University of Waterloo and Wilfrid Laurier University to develop health and safety applications for Ontario workplaces. In 2017 this resulted in PSHSA's Ready for Duty mobile application. It includes 30 videos and a series of exercises to improve strength and conditioning when preparing for the Ontario Paramedic Physical Abilities Test. PSHSA also developed six eLearning modules to help paramedics enhance their health and wellness.

Collaborating to train young workers

In 2017 the Workers Health & Safety Centre (WHSC) partnered with the Central Ontario Building Trades' to support their [Hammer Heads](#) program, which develops participants' social and professional skills. It trains and places under-resourced and Indigenous youth aged 18-26 into registered apprenticeship careers. WHSC provided health and safety training for program participants, helping to set them on the path to a healthy and safe career in the construction industry.

Working together to communicate risks of the underground economy

The underground economy represents lost tax revenue for Ontario, an unfair playing field for employers and puts workers at risk. Employers that operate in the underground economy may be less likely to provide proper safety equipment, training and insurance.

The Ministry of Labour teamed up with the Ministry of Finance and Consumer Protection Ontario to alert the public to the risks of participating in the underground economy. An ad campaign about roofing was launched on the Carrot Rewards app, in addition to a social media campaign. The Carrot Rewards app offers users the opportunity to answer short surveys in exchange for reward points, while learning about various topics. On Carrot Rewards, over 615,000 offers were completed, with 347,453 click-throughs to resources.

Promote a culture of occupational health and safety

Overview

Every Ontarian can play a role in preventing workplace injuries, illness and fatalities. Strong [internal responsibility systems](#) (IRS) are essential. They ensure all workplace parties know their occupational health and safety rights and responsibilities.

Strong public support for workplace health and safety is also key, with many different voices calling for improvement and many different players making positive change happen.

Promoting a culture of health and safety

Safety culture events

To reduce workplace injuries and promote a strong health and safety culture in Ontario, Workplace Safety & Prevention Services (WSPS) launched the WSPS Safety Connection events in January 2018. These free events are held in various communities across the province.

The two-hour sessions feature an engaging presentation by a WSPS facilitator or other expert in the field. This is followed by question and answer and networking opportunities to share experiences and best practices. The sessions include strategies for participants to apply what they've learned to their own workplaces.

Seventeen sessions were held between January and March 2018, with a total of 295 participants. Representatives from WSPS, the Ministry of Labour, the Office of the Employer Advisor and other groups delivered sessions on mental health and chronic stress, accreditation of health and safety management systems, falls, robot safety, noise and occupational health and safety training requirements.

Employer investments in occupational health and safety

Preventing workplace injuries and illnesses is the goal, but what is the cost for individual workplaces? An Institute for Work and Health (IWH) study found that, on average, Ontario employers spend \$1,418 per worker every year to protect their workers. Annual occupational health and safety spending per worker ranged from \$4,433 in the mining sector to \$584 in the arts, entertainment and recreation sector. Across all sectors, the largest share of annual spending went to “organizational management and supervision.” This benchmark information on health and safety spending may help system partners and employer strengthen workplace prevention and assess the health and safety commitments of individual employers.

Evaluation of Ontario's mandatory occupational health and safety awareness training

About 62% of Ontario workers reported taking the mandatory basic occupational health and safety awareness training introduced by the province in July 2014, according to an IWH study. Workers who took the training were more aware of workplace health and safety rights and responsibilities than workers who did not. Led by IWH senior scientist Dr. Peter Smith, the study involved three surveys conducted at about the same time in Ontario and British Columbia “In Ontario, we observed a rise in occupational health and safety awareness and empowerment scores in the second survey after the mandatory training was introduced,” Dr. Smith said. “However, we also saw a similar rise in British Columbia, where no new program was introduced.” The research was unable to determine if awareness of occupational health and safety had increased once mandatory training began and materials were made available, or whether improved methods are needed to raise awareness. The Ministry will continue to explore ways to enhance worker and supervisor awareness.

Accreditation and employer recognition

The ministry's Prevention Office has been exploring potential programs to recognize employers that go beyond minimum compliance and implement successful occupational health and safety management systems (OHSMS). The goal is to make workplaces healthier and safer.

From November 2016 to February 2018, the Prevention Office held targeted and public consultations with employer and labour stakeholders, health and safety partners and subject matter experts. Their input helped to develop a proposed draft OHSMS accreditation standard and proposed elements that make up the employer recognition part of the program. Stakeholders were brought in early in the policy cycle to develop the best program possible.

The goal of the voluntary program is to recognize employers that have successfully implemented an OHSMS, which continually improve workplace health and safety and supports other criteria established by the Chief Prevention Officer.

In addition, the OHSMS Accreditation and Employer Recognition program encourages employers to use national and international standards. Consultation on the standard is finished and the ministry is working on next steps.

The Workwell app

In January 2018, the Workplace Safety and Insurance Board (WSIB) launched the [Workwell mobile app](#) to help companies improve their workplace health and safety while helping workers return to work. By using this free mobile app, workplaces can evaluate their program against the Workwell standard, save evaluations and share their assessments. It can also be used to search health and safety standards and resources to make improvements. The app was downloaded 789 times in the first three months after it was released.

Occupational health and safety enforcement

Ontario's occupational health and safety system is committed to creating an excellent health and safety culture.

Safe At Work Ontario is a Ministry of Labour initiative to increase awareness and support compliance with the [Occupational Health and Safety Act](#) (OHSA). The act and its regulations are designed to keep workers safe and healthy.

The OHSA sets out the health and safety requirements for workplaces across Ontario and Safe At Work Ontario helps promote safe and healthy workplace practices.

Safe At Work Ontario is a compliance support strategy. It consists of:

- **stakeholder engagement** to help shape Ontario's occupational health and safety compliance support strategy
- annual **sector enforcement plans**
- **health and safety initiatives** conducted by occupational health and safety inspectors in workplaces based on the annual enforcement plans
- other **proactive visits** that focus on key hazards in the workplace
- **public reporting** of health and safety initiative results on our website and in our annual report.

Occupational health and safety inspectors visit workplaces to provide information and conduct inspections to ensure they are complying with health and safety legislation. If a workplace is not in compliance, the inspector may issue an order and the employer must correct the problem within a certain time. If the problem poses an immediate threat to worker health and safety, the inspector will issue a stop work order, which means that work stops until the problem is corrected.

In addition to the proactive visits that are the focus of Safe At Work Ontario, ministry inspectors also conduct reactive visits to investigate any health and safety incidents in the workplace.

Proactive visits are unannounced inspections conducted to:

- monitor compliance with occupational health and safety legislation
- promote the internal responsibility system
- advise workplace parties of their rights, duties and responsibilities
- discuss requirements of the OHSA

Reactive visits are inspections conducted to investigate a fatality, critical injury, work refusal, complaint, occupational disease or other health and safety related event in the workplace.

Top health and safety violations

All programs

Top ten health and safety violations in 2017 across all program areas:

1. Workplace violence and harassment—11,662
2. Fall protection—9,658
3. Lack of personal protective equipment—8,318
4. Improper access and egress—6,472
5. Health and safety representative or joint health and safety committee—6,239
6. Administrative—6,007
7. Basic occupational health and safety awareness training—5,232
8. Improper use/maintenance of ladders/scaffolding—4,846
9. Lack of machine/equipment guarding—4,276
10. Housekeeping/work surfaces—4,269

Industrial/health care

Top ten health and safety violations in 2017 in industrial/health care:

1. Workplace violence and harassment—11,389
2. Health and safety representative or joint health and safety committee—5,428
3. Administrative—5,355
4. Basic occupational health and safety awareness training—4,704
5. Lack of equipment, material and protective device maintenance—3,649
6. Lack of machine/equipment guarding—3,562
7. Improper material handling—2,480
8. Housekeeping/work surfaces—2,384
9. Other equipment—2,228
10. Lack of training—1,806

Construction

Top ten health and safety violations in 2017 in construction:

1. Fall protection—8,550
2. Lack of personal protective equipment—7,483
3. Improper access and egress—5,784

4. Improper use/maintenance of ladders/scaffolding—4,224
5. Housekeeping/work surfaces—1,856
6. Electrical hazards—1,776
7. Other equipment—1,572
8. Struck by objects or other equipment—759
9. Lack of machine/equipment guarding—746
10. Improper material handling—733

Mining

Top ten health and safety violations in 2017 in mining:

1. Conveyors—751
2. Lack of equipment, material and protective device maintenance—417
3. Traffic management—332
4. Lack of machine/equipment guarding—283
5. Electrical hazards—233
6. Improper access and egress—212
7. Risk assessment—119
8. Roads on surface—113
9. Administrative—98
10. Improper use/maintenance of ladders/scaffolding—70

Proactive strategy – Safe At Work Ontario

Overview

Safe At Work Ontario is the ministry's enforcement strategy that involves stakeholder engagement, annual sector-specific enforcement plans, awareness initiatives, as well as proactive compliance and enforcement activities.

Stakeholder engagement

Ongoing stakeholder engagement is key to the Safe At Work Ontario strategy. It helps the Ministry of Labour understand what is happening in workplaces, so it can respond quickly to workforce changes. The ministry uses the information gathered during stakeholder consultations as part of the annual planning process for Safe At Work Ontario.

In January 2018, the ministry sought input from nearly 120 representatives and specialists from industries and sectors across Ontario.

In general, stakeholders were very supportive of the ministry's compliance support strategy, and its efforts to improve occupational health and safety in Ontario. Stakeholders appreciated the opportunity to interact with the ministry and system partners. They encouraged the ministry to reach out to more stakeholders with health and safety resources and guidance on best practices. Stakeholders offered suggestions for the ministry to consider, which included:

1. **Information sharing:** It is helpful when ministry inspectors raise awareness and inform stakeholders about health and safety during inspections.
2. **Broader outreach:** Smaller employers benefit from having resources to help them comply with health and safety regulations.
3. **Media and new technology:** Communication with stakeholders is improved when the ministry partners with health and safety associations and uses a variety of communications tools (for example, newsletters, websites, blogs, advertisements). The ministry should continue to use new technologies and social media to communicate with stakeholders.
4. **Guidance on non-legislated standards:** The ministry should continue to provide guidance to support compliance. It is helpful when the ministry informs stakeholders about industry best practices, guidelines and examples of high performing employers.
5. **Approach to enforcement:** The ministry should focus on supporting compliance through awareness rather than strictly using an enforcement approach. For example, inspectors should provide information and resources to help employers work within the health and safety system. Compliance is increased when employers understand the reasons for health and safety regulations and how to meet the regulations.

During the consultations, stakeholders expressed the need for prevention and enforcement efforts on:

- workplace violence
- mental health, post-traumatic stress disorder (PTSD), other psychosocial concerns
- technological distractions (i.e. cellphones and other personal electronic devices)
- nanotechnology, lasers, other technological advancements
- cannabis, fentanyl, other drug and alcohol use

Comments and discussions are welcome at any time. For more information on the Safe At Work Ontario sessions, please email us at SAWOConsultations@ontario.ca.

Annual sector-specific enforcement plans

As part of Safe At Work Ontario, the Ministry of Labour develops annual sector-specific enforcement plans to focus inspectors' work and guide their proactive visits. Plans are developed for four sector-specific programs and one unit:

- industrial sector program
- construction sector program
- mining sector program
- health care sector program
- specialized professional services

The plans also include details about all the ministry's planned health and safety initiatives.

Proactive compliance support campaigns and enforcement activities

Each year, Safe At Work Ontario conducts proactive health and safety compliance support campaigns and enforcement activities that target certain hazards in workplaces in each sector. To identify the hazards and the workplaces to target, the ministry uses a risk-based process based on: advice from

stakeholders, injury and fatality rates and incidents, the nature of the work (i.e. inherent hazards), worker vulnerability and the sector's compliance history.

The sector-specific plans identify priorities for proactive visits. They also identify the focus of health and safety initiatives that occur throughout the year or over a short set period of time, usually between one to four months. Safe At Work Ontario publishes the dates of all health and safety initiatives in advance, so employers can assess their own compliance and prepare before the inspectors come.

Inspectors involved in proactive compliance support campaigns and enforcement activities visit workplaces, provide education, conduct inspections and issue orders. The goals are to:

- raise awareness of hazards
- increase workplace compliance with the *Occupational Health and Safety Act* and its regulations
- prevent worker injuries and illness

In 2017-18, Safe At Work Ontario conducted health and safety initiatives to support our compliance support strategy. These initiatives are described in more detail in the following sections.

See [the schedule for ministry health and safety initiatives planned for 2018-2019](#) and the sector-specific plans for more details.

Industrial Program

Overview

The Industrial Health and Safety Program is the largest and most varied of the ministry's four occupational health and safety programs. The program enforces the *Occupational Health and Safety Act* (OHSA) and regulations in 29 industries. Most workers in provincially regulated workplaces in Ontario are covered by the Industrial Health and Safety Program.

Industrial health and safety initiatives

In 2017-18, ministry inspectors conducted three inspection initiatives focused on reducing hazards related to falls, new and young workers, and machine guarding and electrical hazards.

Falls (including slips and trips)

From October 2 to November 24, 2017, ministry inspectors visited industrial workplaces to check for hazards that can cause falls, slips and trips. Fall hazards at workplaces in the industrial program can include:

- slippery, poorly maintained or obstructed floors or other surfaces
- poorly maintained and unsafe use of ladders
- falls through openings in floors or other surfaces
- falls from equipment, beds of trucks, trailers or loads

Inspectors focused on the following key priorities:

- worker and supervisor health and safety awareness training
- policies and programs
- access and egress
- safe work practices
- falls from ladders, mobile stands and platforms
- same level slips and trips
- falls from trucks/loads
- ergonomics
- worker training

The results of the initiative indicate that workers continue to be exposed to hazards involving unsafe ladders, guardrails and slippery, poorly maintained floors or other work surfaces. Hazards involving improper material handling and unsafe lifting devices were also frequently found.

Slips, trips and falls continue to be a cause of worker injury in industrial workplaces. The ministry will continue to raise awareness of fall hazards during inspections and encourage workplaces to establish a strong internal responsibility system and hazard controls.

Initiative activity summary

- field visits—937
- workplaces visited—811
- orders and requirements issued—3,412
- wtop work orders—75
- orders and requirements per field visit—3.64
- orders and requirements per workplace visited—4.21

Resources

Guides

- [A guide to the Occupational Health and Safety Act](#)
- [A guide for joint health and safety committees and health and safety representatives in the workplace](#)

Tools

- [Health and safety awareness training for workers and supervisors](#)
- [Fall hazards](#)
- [Ladder safety fast fact](#)
- [Prevent slips, trips and falls in all workplaces](#)

Organizations

- [Health and safety partners](#)
- [Canadian Centre for Occupational Health and Safety](#)

New and young workers

Any new worker, of any age, is up to three times more likely to be injured during the first month on a job than at any other time performing that job.

Ministry inspectors visited workplaces that employ new and young workers in selected sectors from May 1 to August 31, 2017. These sectors included: retail, restaurants, tourism (hospitality and recreational services) and food (beverage and tobacco).

The new and young workers inspection health and safety initiative focused on:

- new and young workers aged 14 to 24 years
- new workers aged 25 and older who were on the job for less than six months
- new workers aged 25 and older who were reassigned to a new job

Inspectors looked at the following key priorities:

- training, orientation and supervision
- internal responsibility system (IRS)
- policies and programs
- minimum age requirements
- safe work practices and personal protective equipment
- safety devices

Initiative activity summary

- field visits—2,261
- workplaces visited—1,779
- orders and requirements issued—6,828
- stop work orders—88
- orders and requirements per field visit—3.02
- orders and requirements per workplace visited—3.84

Resources

Guides

- [A guide to the Occupational Health and Safety Act](#)
- [A guide for joint health and safety committees and health and safety representatives in the workplace](#)

Tools

- [New and young workers](#)
- [Health and safety awareness training for workers and supervisors](#)

Machine guarding and electrical hazards

Workers can be exposed to hazards when machines are not properly guarded or locked out during maintenance, repair and other activities. These hazards can result in serious injuries, such as amputation of limbs, or death.

In this health and safety initiative, ministry inspectors visited workplaces from January 15 to February 28, 2018 in the following sectors: wood and metal fabrication, manufacturing, chemical and plastics and automotive plants. Inspectors focused on:

- worker and supervisor health and safety awareness training
- proper guarding of machines
- lockout and blocking procedures
- electrical hazards
- power line contact
- musculoskeletal disorders
- internal responsibility system (IRS)
- policies and programs

Continued enforcement is needed to improve the health and safety of workers who operate machines with exposed moving parts. The ministry will continue to raise awareness of hazards involving unguarded machines and electrical hazards.

Initiative activity summary

- field visits—842
- workplaces visited—694
- orders and requirements—3,777
- stop work orders—107
- orders and requirements per field visit—5
- orders and requirements per workplace visited—4

Resources

Guides

- [A guide to the Occupational Health and Safety Act](#)
- [A guide for joint health and safety committees and health and safety representatives in the workplace](#)
- [Guidelines for pre-start health and safety reviews](#)

Tools

- [Health and safety awareness training for workers and supervisors](#)

Provincial industrial enforcement initiatives

During 2017-18, provincial compliance support campaigns and enforcement initiatives in the industrial sector focused on noise and preventing “struck by” injuries.

Noise

The ministry conducted a one-year provincial enforcement initiative on noise hazards in workplaces across the province. The initiative took place between April 1, 2017 and March 31, 2018.

Noise is a serious health hazard and a leading cause of occupational disease in Ontario. Over time, if noise from machinery, processes and equipment is not properly eliminated or controlled it can cause permanent hearing loss.

This initiative included inspections in the following workplaces:

- manufacturing (including wood product manufacturing and metal fabrication)
- municipal operations (including operators of powered equipment, heavy equipment and maintenance shops)
- automotive repair and service

Inspectors visited workplaces between April 1, 2017 and March 31, 2018 to check that workers were protected from hazardous sound levels. The inspectors focused on:

- sources of noise
- signs
- engineering controls
- personal protective equipment (PPE) and hearing protection devices
- the condition of hearing protection devices
- worker training on protective devices

Initiative activity summary

- field visits—543
- workplaces visited—407
- orders and requirements—1,493
- stop work orders—25
- orders and requirements per field visit—2.75
- orders and requirements per workplace visited—3.67

Resources

- [Guide to the noise regulation \(Ontario Regulation 381/15\) under the Occupational Health and Safety Act](#)
- [Noise measurement equipment](#)
- [Selection of hearing protection devices and de-rating schemes](#)

Preventing “struck by” injuries

From April 1, 2017 to March 31, 2018, Ministry of Labour inspectors checked workplaces where activities could result in “struck by” injuries. The initiative had two streams:

- struck by materials/equipment
- struck by moving vehicles / mobile equipment.

The initiative included visits to the following types of workplaces: automotive; logging; ceramics, glass and stone; chemical, rubber and plastics; wholesalers, including building supply centres; and wood and metal fabrication.

Inspectors checked for hazards that could result in worker injuries and deaths. They checked that employers were taking appropriate action to assess and address these hazards, as required by law. They paid special attention to:

- the internal responsibility system (IRS)
- worker training
- workplace supervision
- pre-start reviews
- lift-trucks and other lifting devices
- maintenance of vehicles and mobile equipment
- pedestrian/vehicular traffic plan
- material storage
- racking/storage systems
- automated systems (robots)

Initiative activity summary

- field visits—1,926
- workplaces visited—1,525
- orders and requirements—6,314
- stop work orders—156
- orders and requirements per field visit—3.28
- orders and requirements per workplace visited—4.14

Resources

- [Guidelines for pre-start health and safety reviews](#)
- [Vehicle / mobile equipment and visibility hazards at industrial workplaces](#)
- [Storage and material handling](#)
- [Lifting equipment](#)
- [Mobile equipment](#)

Regional industrial enforcement initiatives

Central West Region: Food and beverage manufacturing

There has been an increase in serious injuries and deaths at food and beverage manufacturing workplaces.

From October 1 to December 31, 2017, the ministry conducted a three-month health and safety initiative to improve awareness of workplace safety hazards, and ensure employers were using appropriate controls to protect workers.

Inspectors looked at:

- machine guarding and lockout procedures
- ventilation and exposure to chemical hazards
- handling and storage of materials that may tip or collapse onto a worker
- training in basic awareness and workplace specific hazards
- personal protective equipment
- guardrails and mezzanines

Initiative activity summary

- field visits—68
- workplaces visited—52
- orders and requirements issued—266
- stop work orders—4
- orders and requirements per workplace visited—5.1
- orders and requirements per field visit—3.9

Central West Region: Temporary labour agencies

The Regional Initiative for Temporary Agencies was a joint initiative between the ministry's Construction and Industrial Health and Safety Programs in Central West Region. Inspectors from both programs visited industrial and construction workplaces employing workers from temporary labour agencies from June 2017 to April 2018. They checked whether the temporary agencies and the workplaces were following the OHSA.

The Initiative focused on:

- new worker orientation
- job-specific instruction
- training required by the OHSA and the industrial or construction regulations
- supervision of temporary workers
- worker knowledge of job-specific information
- worker knowledge of their rights and responsibilities under the OHSA
- proper use of personal protective equipment

Initiative activity summary

- field visits—78
- workplaces visited—61
- orders and requirements issued—245
- stop work orders—8
- orders and requirements per workplace visited—4
- orders and requirements per field visit—3.1

Western Region: Temporary foreign workers on farms – joint initiative with WSIB

In 2017-18, the ministry, Employment and Social Development Canada and the Workplace Safety and Insurance Board (WSIB) visited farms that hired workers from Jamaica, Mexico, Trinidad and

Tobago, Barbados and the Eastern Caribbean. They were joined by liaison officers from the consulates of these countries on some inspections. The purpose was to provide education to employers and workers about their rights and responsibilities under the OHSA.

This initiative has resulted in:

- improved awareness of employer and worker rights and responsibilities
- enhanced coordination

Initiative activity summary

- field visits—8
- workplaces visited—6
- orders and requirements issued—20
- stop work orders—0
- orders and requirements per workplace visited—3
- orders and requirements per field visit—2.5

Inspections will take place in 2018/19, in a continuation of this initiative.

Western Region: Golf Courses – joint education and outreach with employment standards officers (year 1 of a two-year initiative)

The golf industry employs many young workers and part-time workers. Over the last 3 years, there were 2 critical injuries and one death involving young and part-time workers on golf courses.

Young and part-time workers are considered vulnerable workers because they are often unaware of their rights under the OHSA. This puts them at an increased risk for accidents and injuries.

The ministry is conducting a two-year initiative to support new and young workers. In 2017-18, the Western Region Industrial Health and Safety Program and employment standards regional program coordinators worked with the National Golf Course Owners Canada and the Ontario Golf Superintendents' Association to raise awareness and provide information to their members. Inspections will take place in 2018/19, in the second phase of the initiative.

Northern Region: Lathe operations

From July 1, 2017 to March 31, 2018, inspectors checked that manual and computer numerical control lathes were safely operated, maintained and equipped with the proper safeguards. The most common hazards from metal lathes included:

- clothing being caught in moving parts, such as drive gears, lead and feed screws, and the work piece, and from improper tooling and polishing
- being struck by loose objects, such as chuck keys, tools and other debris, and from a work piece improperly secured or oversized

Initiative activity summary

- field visits—23

- workplaces visited—18
- orders and requirements issued—121
- stop work orders—10
- orders and requirements per workplace visited—6.7
- orders and requirements per field visit—5.5

Construction Program

Overview

Under the *Occupational Health and Safety Act*, (OHSA) “construction” is defined as including erection, alteration, repair, dismantling, demolition, structural maintenance, painting, land clearing, earth moving, grading, excavating, trenching, digging, boring, drilling, blasting or concreting, installing any machinery or plant, and any work or undertaking in connection with a project but does not include any work or undertaking in an underground mine.

Under the act, “project” is defined as meaning a construction project, whether public or private, including:

- the construction of a building, bridge, structure, industrial establishment, mining plant, shaft, tunnel, caisson, trench, excavation, highway, railway, street, runway, parking lot, cofferdam, conduit, sewer, watermain, service connection, telegraph, telephone or electrical cable, pipe line, duct or well, or any combination thereof
- the moving of a building or structure
- any work or undertaking, or any lands or appurtenances used in connection with construction

Construction inspectors enforce compliance with the legislation at construction projects across the province. As part of the Safe At Work Ontario strategy, they focus on construction sectors with high injury rates, a history of non-compliance and known workplace hazards.

Construction health and safety initiatives

In 2017-18, the Construction Program health and safety initiatives aimed at supervisor awareness and accountability, residential projects and falls – ladder safety.

Supervisor awareness and accountability

The employer is usually not present at the construction site every day. Supervisors are the employer’s representative on a construction project. The OHSA defines a supervisor, as meaning a person who has charge of a workplace or authority over a worker and requires a supervisor to take every precaution reasonable in the circumstances for the protection of a worker. Supervisor responsibilities under the OHSA include:

- providing a worker with written instructions as to the measures and procedures to be taken for protection of the worker
- giving advice and direction to workers on actual or potential hazards
- ensuring workers wear required personal protective equipment

- ensuring workers follow safe work practices, under the OHSA

To adequately protect workers' health and safety, when appointing a supervisor, the employer must appoint a "competent person." with the OHSA defines "competent person" as meaning a person who:

- is qualified because of knowledge, training and experience to organize the work and its performance,
- is familiar with this OHSA and the regulations that apply to the work, and
- has knowledge of any potential or actual danger to health or safety in the workplace

Inspectors visited construction sites from June 1 to July 31, 2017, to check that supervisors:

- had taken the mandatory training programs
- were familiar with the OHSA and their supervisory responsibilities
- were competent
- were informing workers of potential or actual hazards
- were conducting routine onsite inspections
- ensured workers used the required personal protective

The results of the initiative showed that the role of a supervisor is an important part of the Internal Responsibility System. Employers, supervisors, workers, joint health and safety committees and health and safety representatives must to work together to identify and control hazards on construction projects.

Ministry inspectors will continue to focus on unsafe work practices, including inadequate supervision.

Initiative activity summary

- field visits—1,595
- workplaces visited—1,428
- orders and requirements issued—3,903
- stop work orders—292
- orders and requirements per field visit—2.45
- orders and requirements per workplace visited—2.73

Resources

- [Supervisory engagement in construction](#)
- [A guide to the Occupational Health and Safety Act](#)
- [Construction project supervisors \(video\)](#)
- [Web tool and app: Your guide to construction health and safety legislation](#)

Residential projects

A residential construction project involves building or renovating a private residence.

Residential construction projects are an ongoing concern for the Ministry of Labour. Between 2012 and 2016, more than a third of all critical injuries in construction and almost half of all deaths were in

the residential sector. Some factors include the presence of young and vulnerable workers, and not following health and safety laws.

The greatest safety hazards at residential construction projects are:

- falls from heights
- unsafe access/egress
- poor “housekeeping” (cluttered sites)
- being struck by, or crushed by, mobile equipment or material
- becoming trapped due to excavation collapse
- electrical shocks or burns

The ministry conducted a three-month health and safety initiative. Inspectors visited residential construction sites to check that employers were identifying and controlling hazards to protect workers. Special attention was paid to:

- fall protection, such as guardrails, appropriate fall protection protective equipment and adequate tie off points
- scaffolding assembly, use and disassembly
- stacking of roof shingles
- truss installation
- proper use of ladders
- ergonomic factors when moving heavy materials
- heavy equipment operation, including line-of-sight hazards
- control of exposure to chemical and biological agents (such as lead, silica and carbon monoxide)

The results of the initiative showed that fall protection needs to be improved to better protect workers from critical injuries and death. The ministry will continue to raise awareness of hazards on residential construction projects in Ontario.

Initiative activity summary

- field visits—1,406
- workplaces visited—1,192
- orders and requirements issued—4,223
- stop work orders—352
- orders and requirements per field visit—3
- orders and requirements per workplace visited—3.54

Resources

- [Manual materials handling: construction \(video\)](#)
- [Occupational exposure limits](#)
- [A guide to the regulation respecting asbestos on construction projects and in buildings and repair operations](#)
- [Safe roofing at low-rise residential construction projects](#)

Falls – ladder safety

Improperly using ladders on construction projects is a major cause of workplace injuries in Ontario. Ladders are used throughout the construction industry. If they are not used or maintained properly, workers can fall. Improper body positioning while working from a ladder can cause musculoskeletal injuries.

The ministry conducted a two-month inspection health and safety initiative to check:

- that ladders are used according to manufacturer’s instructions
- the condition of equipment
- its set up and use
- proper body positioning

The ministry will continue to raise awareness of falls hazards and proper ladder use in Ontario workplaces.

Initiative activity summary

- field visits—577
- workplaces visited—538
- orders and requirements issued—1,574
- stop work orders—93
- orders and requirements per field visit—2.73
- orders and requirements per workplace visited—2.93

Resources

- [Ladder safety in construction](#)
- [Sliding, fixed, portable \(extension, single\) ladders](#)
- [Portable ladders \(step, platform, or trestle ladders\)](#)

Provincial construction enforcement initiatives

During 2017-18, the ministry conducted provincial enforcement initiatives in the construction sector on noise, “stuck by” hazards and fall protection.

Noise

Noise is a serious health hazard and a leading cause of occupational disease in Ontario. Over time, if noise is not properly eliminated or controlled, it can cause permanent hearing loss.

There is no cure for noise-induced hearing loss, but it can be prevented by eliminating the source or controlling the level of sound.

Inspectors visited construction workplaces from April 1, 2017 to March 31, 2018, to check that workers were protected from hazardous sound levels. Special attention was paid to:

- sources of noise
- warning signs
- engineering controls
- personal protective equipment (hearing protection devices)
- the condition of hearing protection devices
- worker training on protective devices

Initiative activity summary

- field visits—1,030
- workplaces visited—958
- orders and requirements issued—2,106
- stop work orders—117
- orders and requirements per field visit—2.04
- orders and requirements per workplace visited—2.2

Resources

- [A guide to the noise regulation \(Ontario Regulation 381/15\) under the Occupational Health and Safety Act](#)
 - [Noise measurement equipment](#)
 - [Selection of hearing protection devices and de-rating schemes](#)
 - [Noise exposures](#)

“Struck by” hazards

“Struck by” hazards are present at construction sites where heavy equipment, mobile equipment or vehicles are operated. Hazards that workers could be exposed to include:

- being struck by or run over by vehicles and mobile construction equipment
- being struck by other equipment and objects
- being struck by material moved by construction equipment

In 2017-2018, the ministry conducted a “struck by” initiative focused on the hazards of working around large equipment, material being moved by equipment at construction projects and road construction traffic control. Inspectors paid special attention to:

- project planning and organization to reduce the need for reverse operation of vehicles
- traffic control plans for road construction
- training of signal persons and equipment operators
- use and care of high visibility clothing
- ensuring dump trucks are equipped with an automatic audible alarm when operated in reverse
- safe movement of material and equipment

The initiative reinforced the need for adequate equipment and traffic safety control programs due to the high hazard and high-risk nature of working around heavy equipment and vehicle traffic.

Initiative activity summary

- field visits—1,822
- workplaces visited—1,596
- orders and requirements issued—3,158
- stop work orders—201
- orders and requirements per field visit—1.73
- orders and requirements per workplace visited—1.98

Resources

- [Construction site traffic hazards](#)
- [Traffic control during road construction \(video\)](#)
- [Manual materials handling: construction \(video\)](#)

Fall protection

In 2015, the ministry implemented a workplace training standard to prevent falls and improve safety for workers working at heights. Certain workers must complete a working-at-heights training program approved by the Chief Prevention Officer. Workers on construction projects must complete the working-at-heights training if they use the following methods fall protection:

- travel restraint systems
- fall restricting systems
- fall arrest systems
- safety nets
- work belts
- safety belts

In addition, workers must have specific hands-on training on the project's hazards and fall protection system to be used and be given adequate spoken and written instruction by a competent person.

In 2017-2018, ministry inspectors conducted a fall protection initiative to check:

- working-at-heights training
- *Ontario Regulation 213/91: Construction Projects*, section 26.2(1) training requirements
- fall protection pre-planning
- the condition, maintenance and inspection of fall protection equipment and devices
- project emergency response and rescue plan

Initiative activity summary

- field visits—577
- workplaces visited—538
- orders and requirements issued—1,574
- stop work orders—93
- orders and requirements per field visit—2.73
- orders and requirements per workplace visited—2.93

Resources

- [Working at heights training standards and requirements for construction projects: FAQs](#)
- [Fall hazards in construction and inspectors' enforcement tools \(video\)](#)
- [Emergency response planning on construction projects \(video\)](#)

Regional construction enforcement initiatives

Central West Region: Road construction projects

Motor vehicles are the top hazard that construction workers face when working on or near roadways. When a worker is struck by or run over by a vehicle this can cause serious injuries or death.

Inspectors from the Central West region visited roadway construction sites from May 1 to May 31, 2017. They focused on creating a safe work zone and training workers to work safely. Inspectors educated clients about:

- developing a traffic protection plan, which:
 - describes vehicular traffic hazards and the measures to be used to protect workers
 - should be kept at the project and made available to an inspector or a worker on request
- roles and responsibilities for workplace parties who may be exposed to traffic hazards
- training workers to use personal protective equipment
- implementing traffic protection plans
- complying with the *Occupational Health and Safety Act* and construction regulations

Initiative activity summary

- field visits—21
- workplaces visited—19
- orders and requirements issued—29
- stop work orders—93
- orders and requirements per field visit—1.5
- orders and requirements per workplace visited—1.4

Central West Region: Temporary labour agencies

The Regional Initiative for Temporary Agencies was a joint initiative between the ministry's construction and industrial health and safety programs in Central West Region. [Full details](#) are included in the industrial section of this report.

Western Region: Electrical contact

The 2016-2018 Electrical Contact initiative was a partnership between the Electrical Safety Authority and Ministry of Labour. The goal of this initiative was to reduce the number of electrical fatalities, injuries and fires.

This targeted two-year enforcement initiative has resulted in:

- increased awareness of working safely around electricity
- improved compliance by employers and workers regarding their duties and responsibilities under the OHSA

Initiative activity summary

- field visits—561
- orders and requirements issued—1,777
- orders and requirements per field visit—3.16

Western Region: Utilities sector

The 2016-2018 Utilities Sector inspection initiative focused on the 27 local hydro distribution companies in the Western Region. The goal was to reduce hazards in the utility sector from:

- traffic
- working at heights
- working close to electrical hazards

In 2017-18, the focus of the initiative was on enforcement and compliance. The ministry met with the local distribution companies to review compliance at their facilities as well as in the field.

Initiative activity summary

- field visits—743
- orders and requirements issued—1,511
- orders and requirements per field visit—2.03

Mining Program

Overview

Ontario has about 40 underground mines, with about 25,000 workers, mostly in Northern Ontario. Minerals such as copper, nickel, gold and other precious metals, diamonds, salt and gypsum are extracted from them.

Ontario also has several thousand surface mines, with about 20,000 workers. Minerals such as gold, palladium, platinum, nickel and copper as well as material such as limestone, sand and gravel are extracted from them.

The ministry's mining program focuses on areas where workers may not be safe. They work with stakeholders to ensure that all workplaces comply with the law. In 2017-18, mining inspectors focused on:

- occupational disease in mines and mining plants
- falls (including slips and trips) and musculoskeletal disorders in mines and mining plants
- use of personal protective equipment and high visibility clothing
- noise

- joint health and safety committee compliance
- ground control
- electrical/mechanical - mine hoist plants

Mining health and safety initiatives

In 2017-18, the Mining Program conducted health and safety initiatives aimed at occupational diseases, falls (including slips and trips), musculoskeletal disorders, and personal protective equipment and high visibility clothing.

Occupational disease in mines and mining plants

Occupational disease is a leading cause of death in mines and mining plants. It can occur when workers are exposed to chemical, biological or physical hazards.

In July and August 2017, inspectors checked that employers were complying with the *Occupational Health and Safety Act* and its regulations to protect workers from hazards that lead to occupational disease. This included:

- exposures to diesel exhaust, silica and other designated substances
- chemical or biological hazards

Initiative activity summary

- field visits—48
- workplaces visited—37
- orders and requirements issued—361
- stop work orders—48
- orders and requirements per field visit—7.5
- orders and requirements per workplace visited—9.8

Resources

- [Workplace Safety North resources](#)
- [Regulation 854: Mines and Mining Plants](#)
- [Occupational disease](#)
- [Sampling for diesel particulate in mines](#)
- [Testing undiluted exhaust in underground mines](#)

Falls (including slips and trips) and musculoskeletal disorders

Musculoskeletal disorders (MSDs) are the leading type of injury in the mining sector. In 2015, MSDs accounted for 36% of all lost-time injuries.

In October and November 2017, inspectors checked for hazards that lead to MSDs, such as manual materials handling and hand-arm vibration. They reviewed:

- risk assessments, which include MSD hazards

- MSDs that have occurred
- joint health and safety committee minutes

Inspectors also checked whether access to workplaces is adequate to prevent slips, trips and falls. Fall hazards in mines include:

- slippery surfaces (oily or greasy)
- seasonal slip, trip and fall hazards, such as snow or ice
- spills of wet or dry substances
- changes in walkway levels and slopes
- unsecured mats
- unsafe use of ladders
- poor lighting
- debris and cables in walkways
- smoke, steam or dust obscuring view
- lack of guardrails on mezzanines and balconies
- poorly maintained equipment

Initiative activity summary

- field visits—93
- workplaces visited—62
- orders and requirements issued—470
- stop work orders—38
- orders and requirements per field visit—7.58
- orders and requirements per workplace visited—5.05

Resources

- [Musculoskeletal disorders \(MSD\) prevention guideline for Ontario](#)
- [Workplace Safety North – Tips for eliminating and controlling MSD hazards](#)
- [Prevent musculoskeletal disorders \(MSDs\) in mines](#)
- [Prevent slips, trips and falls in all workplaces](#)
- [Centre for Research Expertise in Occupational Disease — Hand-arm vibration syndrome \(HAVS\)](#)

Personal protective equipment and high visibility clothing

In February and March 2018, mining inspectors conducted a health and safety inspection initiative checking that workers wore personal protective equipment to perform their work. This included high visibility safety apparel.

Inspectors also checked that traffic management programs include distracted driving. A 2016 risk assessment with mining industry and labour representatives found that distracted driving was a top risk in surface mining.

Initiative activity summary

- field visits—111
- workplaces visited—89
- orders and requirements issued—297
- stop work orders—38
- orders and requirements per field visit—3.3
- orders and requirements per workplace visited—2.7

Resources

- [Workplace Safety North resources](#)
- [High visibility safety apparel for mines and mining plants](#)
- [Regulation 854: Mines and Mining Plants](#)

Provincial mining enforcement initiatives

In 2017-18, the ministry conducted provincial enforcement initiatives in the mining sector that focused on noise, Joint Health and Safety Committee compliance, ground control and electrical/mechanical mine hoist plants.

Noise

In 2017-2018, mining inspectors and the ministry's Specialized Professional Service (SPS) staff focused on the noise regulation. This initiative looked at eliminating or controlling how much workers are exposed to noise to protect them from hearing loss.

When the prescribed exposure limit to noise is exceeded, employers must enact protective measures.

In this initiative, inspectors and SPS staff looked at measures to prevent noise- induced hearing loss. These include:

- engineering controls to reduce noise
- work practices such as equipment maintenance (to keep it quieter) or scheduling to limit a worker's exposure time
- hearing protection devices
- signs that indicate where the sound level regularly exceeds the exposure limit

Initiative activity summary

- field visits—70
- workplaces visited—45
- orders and requirements issued—214
- stop work orders—11
- orders and requirements per field visit—4.76
- orders and requirements per workplace visited—3.06

Resources

- [A guide to the noise regulation \(Ontario Regulation 381/15\) under the *Occupational Health and Safety Act*](#)
- [Noise measurement equipment](#)
- [Selection of hearing protection devices and de-rating schemes](#)
- [Noise exposures in construction](#)

Joint health and safety committee compliance

In 2017-2018, the ministry's Mining Health and Safety Program focused on joint health and safety committee (JHSC) compliance, including:

- a functioning JHSC
- safety training
- consulting with the JHSC or HSR (health and safety representative) where required
- electing certified members of the JHSC
- functions of the JHSC
- frequency of meetings
- minutes of meetings

Initiative activity summary

- field visits—14
- workplaces visited—14
- orders and requirements issued—49
- stop work orders—1
- orders and requirements per field visit—3.5
- orders and requirements per workplace visited—3.5

Resources

- [A Guide to the *Occupational Health and Safety Act*](#)
- [A guide for joint health and safety committees and health and safety representatives in the workplace](#)

Ground control

In 2017-2018, the ministry's Mining Health and Safety Program continued to focus on surface and underground mines, including:

- ground control plans
- unsupported underground openings
- ground support quality control
- ground instability record keeping

Inspectors checked that ground support quality control programs:

- covered all types of ground support in use at a mine
- have been properly installed and has effective ground support
- are being implemented, as required

- have test records available for review
- have test records available to the mine's JHSC

In addition, the inspectors checked that:

- the mine has a complete, up-to-date record of all rockbursts and uncontrolled falls of ground
- the record is used to update the mine's design
- all record entries have been reported to the Ministry of Labour
- ground left unsupported complies with regulations

Initiative activity summary

- field visits—35
- workplaces visited—26
- orders and requirements issued—172
- stop work orders—18
- orders and requirements per field visit—6.62
- orders and requirements per workplace visited—4.9

Resources

- [Ground control in mines](#)
- [Best practices for assessing ground control hazards in the workplace](#)

Electrical/mechanical - mine hoist plants

In 2017-2018, electrical/mechanical inspectors focused on mine hoisting plants to ensure requirements were being met.

Inspectors checked:

- shaft inspection procedures
- shaft log book entries
- conveyance guides are being measured for wear
- frequency of measurements

Inspectors also focused on other areas, including the:

- shaft design to ensure it has been certified by a certified professional engineer
- communications system between persons at the shaft collar, shaft and hoist room
- design and maintenance of shaft lining and infrastructure
- lock-and-tag procedures are in place

Inspectors also checked on the automation of mine hoists, including:

- training
- hoist operators' workload
- hoist instructions between workers

Initiative activity summary

- field visits—14
- workplaces visited—6
- orders and requirements issued—29
- stop work orders—5
- orders and requirements per field visit—4.83
- orders and requirements per workplace visited—2.07

Resources

- [Workplace Safety North resources](#)
- [Mines and mining plant safety](#)

Regional mining enforcement initiatives

Eastern Region: Quarry blasting operations

Over the years, there have been fatal accidents and injuries caused by hazards such as:

- flying rocks
- collapsing wall surfaces
- uneven blasted quarry floor

It is extremely dangerous to work with large volumes of explosive materials. Workplaces must follow the required standards to protect workers and local residents.

From May 1, 2017 to October 31, 2017, ministry inspectors conducted an initiative to raise awareness on working safely in blasting operations at quarries. Inspectors visited quarry blasting operations in the Eastern Region to educate employers on:

- fall protection and safety measures for workers working exposed to the hazard of falling
- safe blast design to reduce fly rock
- notifying the Ministry of Labour when using of explosives or explosive magazines on site

Initiative activity summary

- field visits—5
- workplaces visited—5
- orders and requirements issued—6
- stop work orders—0
- orders and requirements per field visit—1
- orders and requirements per workplace visited—1

Northern Region: Point-in-time inspections (surface and underground operations)

In 2015/16, the ministry's Northern Region piloted 4 "point-in-time" (PIT) inspections at underground mines. This provides a picture of a mine's health and safety program and its internal responsibility system (IRS).

The PIT inspection teams originally included mining and electrical mechanical mining inspectors, the regional program coordinator and mining engineers. Their inspections lasted 3 to 5 days.

Currently, the PIT inspection teams include inspectors and Specialized Professional Services staff, such as ergonomists and occupational hygienists. The engineering portion of the inspections are done separately. At the end of the PIT inspection, the ministry provides the mine with a field visit on the results, including any orders.

A PIT inspection builds teamwork amongst the inspectors and encourages the sharing of knowledge and expertise. This improves consistency in service delivery. The region now conducts 4 underground and 2 surface PIT inspections yearly, along with regular inspections.

Initiative activity summary

- field visits—119
- workplaces visited—8
- orders and requirements issued—494
- stop work orders—45
- orders and requirements per field visit—6.3
- orders and requirements per workplace visited—1.6

Northern Region: Mining engineering reviews

In 2015, the Mining Health, Safety and Prevention Review made recommendations to address the priority hazards in all Ontario mines. The ministry's Northern Region and the Occupational Health and Safety Branch developed a mining engineering review program to address this recommendation.

In 2017-18, mining engineers and mining inspectors are reviewing the three priority hazard programs: ground control, water management and ventilation for all underground mines in Ontario. The engineering review will cover 40 mines and will be completed by about the end of 2020.

Initiative activity summary

- field visits—50
- workplaces visited—28
- orders and requirements issued—134
- stop work orders—6
- orders and requirements per field visit—4.7
- orders and requirements per workplace visited—2.6

Health Care Program

Overview

Health care inspectors enforce the *Occupational Health and Safety Act* and applicable regulations at health care workplaces across the province.

The Ministry of Labour's Health Care Program covers health and community care services in seven settings:

- long-term care homes (homes for nursing care)
- retirement homes (homes for residential care)
- hospitals
- nursing services
- supported group living residences and other facilities (group homes)
- treatment clinics and specialized services
- professional offices and agencies

In 2017-18, health care inspectors focused on falls, noise, workplace violence, infection control and the Internal Responsibility System, along with their general inspection duties and field visits.

Health care health and safety initiatives

Falls (including slips and trips)

Slips, trips and falls are among the leading causes of workplace lost-time injuries (LTIs) in Ontario's health care sector. For example, in 2017, slips, trips and falls accounted for 1,264 LTIs, which was 18% of all LTIs in health care workplaces across Ontario.

Employers are ultimately responsible for protecting workers from slips, trips and fall hazards in health care workplaces. Some examples of common slips, trips, and fall hazards are:

- poorly maintained or obstructed floors and other work surfaces
- wet and slippery surfaces
- debris and items stored in pedestrian walkways or hallways
- weather conditions (snow, ice and rain)
- clutter and loose cords, hoses, wires and medical tubing

Inspectors conducted a two month falls health and safety initiative on specific safety issues, including:

- maintenance of work surfaces
- same level falls, for example falls caused by slippery and uneven surfaces, tripping hazards and dark and obstructed pathways in hallways and walkways
- housekeeping
- safe ladder use
- safe work practices and working conditions
- training, including training and education on measures and procedures to recognize fall hazards.

During this inspection initiative, there were 47 field visits which resulted in 60 orders.

Initiative activity summary

- field visits—47

- workplaces visited—37
- orders and requirements issued—60
- stop work orders—0
- orders and requirements per field visit—1.28
- orders and requirements per workplace visited—1.62

Resources

- [Health and community care](#)
- [Public Services Health & Safety Association](#) to identify, prevent and control hazards in health and community workplaces

Provincial health care initiatives

Provincial health care initiative (July 1, 2014 – June 30, 2017)

As part of Safe At Work Ontario, the Ministry of Labour conducted a three-year (July 1, 2014 – June 30, 2017) initiative to promote health and safety in Ontario's health care sector.

Inspectors checked the internal responsibility system and five of the most serious hazards:

- musculoskeletal disorders
- exposure to hazardous biological, chemical and physical agents
- slips, trips and falls
- worker contact with objects and/or being struck by objects
- workplace violence

Over the three years, inspectors visited all acute care hospitals, along with some long-term care (LTC) homes, retirement homes, group homes and community-based health care services. They reviewed both clinical and non-clinical areas.

Inspectors checked for compliance with:

- the *Occupational Health and Safety Act*
- the regulation for health care and residential facilities
- regulations on needle safety
- other health and safety regulations, including awareness and training

Inspectors also reviewed the workplaces' internal responsibility systems. Inspectors referred employers to health and safety associations for compliance support and training.

Enforcement initiatives raise awareness of workplace hazards and help employers and workers comply with health and safety requirements. If needed, inspectors conduct follow-up inspections at a workplace.

During the initiative, there were 2,525 field visits to 908 workplaces.

Initiative activity summary

- field visits—2,525
- workplaces visited—908
- orders and requirements issued—6,051
- stop work orders—62
- orders and requirements per workplace visited—6.66

Orders were issued for violations under the:

- [Occupational Health and Safety Act](#)
- [Ontario Regulation 67/93: Health Care and Residential Facilities](#)
- [Ontario Regulation 474/07: Needle Safety](#)
- other health and safety regulations

This table shows the number of visits by type of health care workplace, the orders issued between July 1, 2014 to June 30, 2017.

Health care enforcement initiative sector analysis

Sector	Orders/req issued	Stop work orders issued	Requirements issued	Workplaces visited
Hospitals	3,750	39	77	245
Homes for nursing care	912	13	11	191
Group homes	274	1	5	158
Professional offices and agencies	314	0	4	98
Homes for residential care	675	9	9	156
Treatment clinics and specialized services	108	0	3	48
Nursing services	18	0	0	12
Grand Total	6,051	62	109	908

Resources

- [Health care sector plan 2017-2018](#)
- [Public Services Health & Safety Association](#)
- [Health and community care](#)

Noise

The ministry conducted a one-year provincial enforcement initiative on noise hazards in all workplaces across the province, including health care workplaces. The initiative took place between April 1, 2017 and March 31, 2018.

Noise is a serious health hazard and a leading cause of occupational disease in Ontario. If exposure to noise from machinery, processes and equipment is not properly eliminated or controlled, it can cause permanent hearing loss.

In 2017-18, inspectors visited workplaces to check that workers were protected from hazardous sound levels. Inspectors focused on:

- sources of noise
- signs
- engineering controls
- personal protective equipment (hearing protection devices)
- the condition of hearing protection devices
- training on hearing protection devices

The ministry conducted 102 field visits resulting in 62 orders.

Initiative activity summary

- field visits—102
- workplaces visited—80
- orders and requirements issued—62
- stop work orders—0
- orders and requirements per field visit—0.61
- orders and requirements per workplace visited—0.78

Resources

- [A guide to the noise regulation \(Ontario Regulation 381/15\) under the Occupational Health and Safety Act](#)
- [Health care sector plan 2017-2018](#)

Health care sector enforcement initiative (September 1, 2017 – March 31, 2018)

The Ministry of Labour launched a seven-month health care enforcement initiative at LTC/retirement homes, primary care workplaces (family health teams and community health centres) and hospitals.

Hospitals

For hospitals, ministry inspectors focused on workplace violence prevention, including:

- risk assessments, with measures and procedures to control the risks identified
- summoning immediate help when workplace violence occurs or is likely to occur
- providing information about a risk of workplace violence from a person with a history of violent behaviour
- including the steps taken to prevent another incident, in the written notification of a workplace injury

Ministry inspectors informed workplaces about the recommendations and the tools from the Workplace Violence Prevention in Health Care Leadership Table.

Inspection activity summary

- field visits—192
- workplaces visited—101
- orders and requirements issued—296
- stop work orders—0
- orders and requirements per field visit—1.54
- orders and requirements per workplace visited—2.93

LTC and retirement homes

In LTC and retirement homes, ministry inspectors focused on the internal responsibility system (IRS). They checked that homes were complying with the law regarding musculoskeletal disorders and exposure/infection control.

Inspection activity summary

- field visits—160
- workplaces visited—124
- orders and requirements issued—224
- stop work orders—3
- orders and requirements per field visit—1.4
- orders and requirements per workplace visited—1.81

Primary care

In primary care workplaces, ministry inspectors checked that they were complying with the regulations on IRS compliance, workplace violence and needle safety.

Inspection activity summary

- field visits—90
- workplaces visited—67
- orders and requirements issued—161
- stop work orders—0
- orders and requirements per field visit—1.79
- orders and requirements per workplace visited—2.40

Resources

- Ministry of Labour's [Health and Community Care](#) web page
- [Public Services Health & Safety Association](#)

Specialized Professional Services

Overview

The Specialized Professional Services program in the Ministry of Labour provides technical support and expertise to regional staff in the industrial, construction, mining and health care programs in five key areas:

- ergonomics
- occupational hygiene
- engineering
- radiation protection
- emergency management

Ergonomics enforcement initiatives

Ergonomics is about the interaction between workers and their work environment. Ministry ergonomists provide support to ministry inspections that include an ergonomic component. Ministry ergonomists also conduct proactive ergonomics inspections. In 2017-18, the focus for proactive inspections was on:

- workplaces with a high rate of musculoskeletal disorders
- food processing/manufacturing
- tire handling and storage
- ladder use and access for manual materials handling

Initiative activity summary

- field visits—456
- workplaces visited—313
- orders and requirements issued—712
- stop work orders—17
- orders and requirements per field visit—2.27
- orders and requirements per workplace visited—1.56

Resources

- [Ladder ergonomics – Portable ladders \(mobile ladder stand, mobile ladder platform\)](#)
- [Ladder ergonomics – Portable ladders \(step, platform, or trestle ladders\)](#)
- [Ladder ergonomics – Sliding, fixed, portable \(extension, single\) ladders](#)
- [Ladder ergonomics – Step Stools](#)
- [Infrastructure Health & Safety Association – Ladder use in construction guideline](#)

Occupational hygiene enforcement initiatives

Occupational hygiene is a science devoted to anticipating, recognizing, evaluating and controlling health hazards to help protect workers. The ministry's occupational hygienists conduct worksite visits and provide support to inspections. They also conduct proactive occupational hygiene inspections. In 2017-18, occupational hygiene inspections focused on the Workplace Hazardous Materials Information System (WHMIS) and noise.

Workplace Hazardous Materials Information System

WHMIS is a comprehensive system that shares information with Canadian workplaces about how to safely use hazardous materials. It has been in place since 1988. Under WHMIS, employers must make sure that all hazardous materials are identified and properly controlled, stored and used.

In 2016 the WHMIS Regulation was amended to adopt new, international standards that are part of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS). The changes reflect recent amendments to the federal *Hazardous Products Act* and new *Hazardous Products Regulation*. Suppliers and distributors must transition to the new WHMIS (known as WHMIS 2015) requirements by December 1, 2018.

Between April 1, 2017 and March 31, 2018, occupational hygienists conducted proactive visits to workplaces in different sectors. The goal was to check that workplaces were in compliance with WHMIS 1998 and provide information for the transition to WHMIS 2015. The WHMIS requirements include:

- labels
- safety data sheets (formerly material safety data sheets)
- worker education

Initiative activity summary

- field visits—326
- workplaces visited—251
- orders and requirements issued—222
- stop work orders—1
- orders and requirements per field visit—0.88
- orders and requirements per workplace visited—0.68

Resources

- [Hazardous Products Act](#)
- [Hazardous Products Regulations](#)
- [Regulation 860: Workplace Hazardous Materials Information System \(WHMIS\)](#)
- [Workplace Hazardous Materials Information System - A guide to the legislation](#)

Noise

On July 1, 2016, Ontario put a new regulation into effect to ensure that noise is eliminated or properly controlled in all workplaces, to protect workers from noise-induced hearing loss. It provides all workers with the same level of protection to noise, which is a common hazard across workplace sectors.

Between April 1, 2017 and March 31, 2018, occupational hygienists conducted proactive visits in various sectors to check:

- compliance with [Ontario Regulation 381/15: Noise](#) to ensure sound levels are acceptable
- engineering and administrative noise control measures

- the proper use, maintenance and selection of hearing protection devices
- adequate training

Initiative activity summary

- field visits—226
- workplaces visited—159
- orders and requirements issued—153
- stop work orders—1
- orders and requirements per field visit—0.96
- orders and requirements per workplace visited—0.68

Resources

[A guide to the noise regulation \(Ontario Regulation 381/15\) under the Occupational Health and Safety Act](#)

System finances

Investments - By category

In 2017-18, the Ministry of Labour and system partners continued to invest approximately \$300 million to support the implementation of the integrated health and safety strategy.

Occupational health and safety investments (\$ Millions)

Investment category	2013 (-14)	2014 (-15)	2015 (-16)	2016 (-17)	2017 (-18)
Transfers to health and safety associations (HSAs)	93.4	93.1	90.8	91.92	93.61
HSA self-generated revenue	24.5	24.4	27.9	28.37	28.29
Enforcement	95.3	95.6	96.7	96.2	103.1
Legislation / regulation development	2.3	2.2	2.2	2.5	2.9
Agencies	17	16	15.3	15.5	15.5
Ministry of Labour Prevention Organization	11.9	13.9	14.4	13.3	12.7
Prevention grants	1.7	1.6	2.0	4.0	3.25
Research	8.9	8.9	9.6	8.75	8.38
Workplace health and safety services	3.7	3.4	3.0	3.0	4.2
Small business health and safety programs rebates	1.2	0.9	0.8	0.9	1.0
Safety group rebates	44.4	39.3	39.3	28.8	29.4
Total	304.3	299.3	302	293.2	302.3

The following categories are reported on a calendar year (January 1 to December 31):

- workplace health and safety services
- small business health and safety programs rebates
- safety group rebates

The following categories are reported on a fiscal year (April 1 to March 31):

- transfers to health and safety associations (HSAs)
- HSA self-generated revenue
- enforcement
- legislation and regulation development
- agencies
- Ministry of Labour Prevention Organization
- Prevention grants
- research

Sources

- **Transfers to Health and Safety Associations (HSAs):** Ministry of Labour Transfer Payment Agreements (TPAs) with HSAs 2013-14 to 2017-18.
- **HSA self-generated revenue:** HSAs audited financial statements 2013-14 to 2017-18.
- **Enforcement, Legislation and Regulation Development, Agencies, Ministry of Labour Prevention Organization:** Government of Ontario IFIS Database 2013-14 to 2017-18
- **Prevention Grants:** TPAs between the ministry and the grant recipients 2013-14 to 2017-18.
- **Research:** Figures are based on the TPAs between the ministry and the grant recipients 2013-14 to 2017-18.
- **Workplace Health and Safety Services:** WSIB Prevention Program Statistics for 2013 to 2017.
- **Small Business Health and Safety Program, Safety group Program Rebates:** WSIB Prevention Program Statistics for 2013 to 2017.

Notes

Other than Legislation and Regulation Development and Health and Safety Association Self-Generated Revenue, all investments in occupational health and safety are funded by the Workplace Safety and Insurance Board through a portion of employer premiums.

Agencies includes investments associated with the Office of the Worker Adviser, Office of the Employer Adviser and the associated administration.

HSA self-generated revenue are those generated by the health and safety associations through the sale of occupational health and safety products and services, bank interest income and investments of future benefits funds. These revenues are reinvested into the health and safety system.

Investments - Per worker

In 2017, the system invested \$46.15 per worker under provincial jurisdiction. This is \$1.20 less than the last 10 years' average, \$47.35. The system investment per worker under provincial jurisdiction

adjusted for rising costs due to inflation was \$35.63 in 2008 dollars: 12.46% lower than the last 10 years' average.

System investment per worker and as a percentage of Workplace Safety and Insurance Board premium revenue

System investment type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
System investment per worker under provincial jurisdiction	\$47.59	\$48.86	\$47.11	\$46.67	\$47.40	\$48.81	\$47.58	\$47.56	\$45.72	\$46.15
System investment as a percentage of premium revenue	8.04%	8.07%	7.98%	7.31%	7.13%	6.94%	6.70%	6.45%	6.03%	6.33%
System investment per worker under provincial jurisdiction, adjusted for rising costs due to inflation	\$47.59	\$45.79	\$43.73	\$40.31	\$39.80	\$41.05	\$38.84	\$38.04	\$36.24	\$35.63

Source

2008-2017 Provincial Economic Accounts Deflator; Ministry of Labour calculation based on Statistics Canada Labour Force Survey 2008 to 2017 and Survey of Employment, Payroll and Hours tables and Workplace Safety and Insurance Board Corporate Reports: 2008 to 2017.

Investments by health and safety associations are drawn from their self-generated revenues and transfer payment funding from the Ministry of Labour.

HSA expenditures

The chart below states total actual spending by health and safety association. For each health and safety association, most expenditures are directed to training, consulting and clinical services.

Health and safety association expenditures, 2017-18 (\$ Millions)

Association	IHSA	OHCOW	PSHSA	WHSC	WSN	WSPS	Total
Training	14.03	n/a	3.46	7.86	2.48	14.95	42.77
Consulting	7.75	n/a	3.74	n/a	2.10	11.17	24.76
Clinical	n/a	5.83	n/a	n/a	n/a	n/a	5.83
Products	2.52	n/a	1.74	n/a	1.17	2.87	8.30
Mine rescue program	n/a	n/a	n/a	n/a	5.31	n/a	5.31
Priority focus	3.33	0.69	0.73	1.77	0.94	4.88	12.34

Association	IHSA	OHCOW	PSHSA	WHSC	WSN	WSPS	Total
Corporate services	3.73	1.07	1.33	1.93	2.01	9.02	19.09
Capital investments	n/a	0.15	n/a	n/a	1.38	n/a	1.53

Health and safety associations

- IHSA – Infrastructure Health and Safety Association
- OHCOW – Occupational Health Clinics for Ontario Workers
- PSHSA – Public Services Health and Safety Association
- WHSC – Workers Health and Safety Centre
- WSN – Workplace Safety North
- WSPS – Workplace Safety and Prevention Services

Sources

Health and Safety Association's 2017-18 Financial Reports to Ministry of Labour.

Notes

Totals include expenditures from self-generated revenue.

Numbers provided for WHSC are based on unaudited financial reports.

Mine Rescue Program is established pursuant to the direction of the Minister of Labour under Section 17 of *Mines and Mining Plants*, Revised Regulations of Ontario 1990 - Regulation 854 under the *Occupational Health and Safety Act*.

In 2017-18, the total health and safety association actual expenditures were lower than the total investments (Transfers to Health and Safety Associations and HSA Self-Generated Revenue).

Appendix A: Statistical charts

Lost-time injuries—Canada

Allowed lost-time injury rate, Provinces and Territories of Canada

Province	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Alberta	1.98	1.73	1.51	1.42	1.49	1.39	1.34	1.31	1.25	1.25
British Columbia	3.06	2.96	2.35	2.27	2.33	2.34	2.30	2.27	2.22	2.20
Manitoba	4.31	4.08	3.54	3.37	3.27	3.33	3.12	3.17	2.99	2.89
New Brunswick	1.36	1.36	1.29	1.35	1.26	1.18	1.13	1.15	1.15	1.33
Newfoundland	2.25	2.15	2.07	2.03	1.99	1.76	1.78	1.73	1.70	1.72
Nova Scotia	2.72	2.59	2.33	2.21	2.08	2.01	1.92	1.90	1.94	1.93
Canada	2.24	2.12	1.82	1.76	1.72	1.65	1.60	1.56	1.51	1.54

Province	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Northwest Territories / Nunavut	2.73	2.51	2.17	2.45	2.37	2.13	2.21	2.33	2.02	2.03
Ontario	1.53	1.45	1.20	1.15	1.05	1.01	0.95	0.92	0.85	0.94
Prince Edward Island	1.37	1.35	1.33	1.21	1.28	1.35	1.22	1.39	1.28	1.47
Quebec	2.44	2.32	2.02	1.97	1.93	1.85	1.82	1.80	1.74	1.80
Saskatchewan	3.72	3.57	3.33	3.15	2.90	2.81	2.57	2.24	2.04	2.11
Yukon Territory	2.90	2.73	2.38	2.12	2.28	2.14	1.87	2.07	2.00	2.10
Canada	2.24	2.12	1.82	1.76	1.72	1.65	1.60	1.56	1.51	1.54

Source

Association of Workers Compensation Boards of Canada (AWCBC), accompanying notes available on the Detailed Key Statistical Measures Report on the [AWCBC website](#). Ontario data include Schedule 1 only. Rate for Schedule 2 is available in the next table.

Lost-time injuries—Ontario

Workplace Safety and Insurance Board (WSIB) allowed lost-time injury claims/rates (year of injury/illness)

Claim type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Schedule 1	61,992	50,104	46,160	43,371	42,702	41,508	40,585	38,953	43,386	44,660
Schedule 2	16,268	14,739	14,040	13,301	12,823	12,922	13,103	12,617	13,982	14,869
Schedule 1 rate	1.51	1.27	1.15	1.05	1.01	0.95	0.92	0.85	0.94	0.95
Schedule 2 rate	2.56	2.10	2.00	1.91	1.85	1.85	1.90	1.80	1.96	2.04

Source

Workplace Safety and Insurance Board By the Numbers 2017, Schedule 1 and Schedule 2

No lost-time injuries

WSIB allowed no lost-time injury claims/rates (year of injury/illness)

Claim type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Schedule 1	144,489	115,340	108,660	108,954	109,648	110,120	110,196	107,504	106,888	111,411
Schedule 2	17,182	16,503	15,192	14,721	14,371	15,208	15,328	14,629	14,617	14,840
Schedule 1 rate	3.52	2.93	2.71	2.64	2.59	2.53	2.49	2.36	2.31	2.36

Claim type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Schedule 2 rate	2.70	2.36	2.16	2.12	2.07	2.18	2.22	2.09	2.05	2.03

Source

Workplace Safety and Insurance Board By the Numbers 2017, Schedule 1 and Schedule 2

Critical injuries

Ministry of Labour reported critical injuries and critical injury rate (year of injury)

Event type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total critical injury events	1,194	1,166	1,104	966	1,147	1,130	1,095	873	938	1,898
Critical injury rate (per 100,000 workers)	19.81	19.94	18.57	15.91	18.77	18.13	17.41	13.75	14.62	28.97

Source

Ministry of Labour Data Systems 2008 to 2018 and Ministry of Labour calculation based on Statistics Canada Labour Force Survey 2008 to 2017.

Notes

Critical injury rates are calculated by the Ministry of Labour based on the number of reported critical injuries divided by the number of people employed under provincial jurisdiction.

Contributing factors for the increase in critical injuries reported to the Ministry of Labour starting in 2017 include (1) the Ministry of Labour clarifying the ministry's interpretation of the legal definition of a critical injury in September 2016 to include fractures of the wrist, hand, ankle, foot, multiple fingers and toes; and (2) increased public awareness of reporting requirements after MOL media campaigns (awareness workbooks, employer guides, Prevention Starts Here poster) and Working At Heights (WAH) training.

Traumatic fatalities

Traumatic fatalities (year of death) counts and rates per 100,000 workers

Claim type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Schedule 1 (year of entitlement)	60	62	63	71	64	82	64	57	60	70
Schedule 2 (year of entitlement)	4	6	6	5	6	5	1	4	4	2
Traumatic fatalities - MOL (year of death)	46	48	56	55	39	65	56	53	45	54
	79	77	85	94	78	102	81	72	72	81

Claim type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total Traumatic Fatalities for Ontario: Ministry of Labour & Workplace Safety and Insurance Board (year of death)										
Traumatic Fatality Rates, Per 100,000 Workers Ministry of Labour and Workplace Safety and Insurance Board (year of death)	1.31	1.32	1.43	1.55	1.28	1.64	1.29	1.13	1.12	1.24

Sources

- Fatality count - Workplace Safety and Insurance Board By the Numbers 2017, Schedule 1 and 2 Workplace Safety Insurance Board Day of Mourning Fatalities Report: 2008 to 2017.
- Fatality rates - calculated by the Ministry of Labour.

Note

Fatality rates are calculated by dividing the number of reported fatalities by the number of people employed under provincial jurisdiction, as retrieved from the Statistics Canada Labour Force Survey 2008 to 2017.

Traumatic fatalities—Top sectors

Top sectors - Traumatic fatality counts (and rates per 100,000) for schedule 1

Select Sectors*	2011-13	2012-14	2013-15	2014-16	2015-17	2017 Only
Construction	19 (5.91)	20 (5.78)	22 (5.78)	22 (5.62)	21 (5.11)	20 (4.73)
Transportation	14 (5.9)	17 (6.69)	17 (6.57)	13 (5.19)	13 (5.09)	17 (6.32)
Mining	4 (12.46)	3 (9.09)	3 (10.37)	2 (8.13)	2 (7.00)	2 (7.05)
Forestry	2 (23.05)	1 (11.12)	1 (13.96)	1 (10.04)	1 (12.89)	1 (9.44)
All Sectors: WSIB Traumatic Fatality Rates for Ontario: Schedule 1	72 (1.70)	70 (1.61)	68 (1.52)	60 (1.33)	62 (1.35)	70 (1.48)

Sources

- By the Numbers: 2017 Workplace Safety and Insurance Board Statistical Report Schedule 1.
- Workplace Safety and Insurance Board Day of Mourning Fatalities Report: 2011 to 2017.

Note

Selected sectors are those with high fatality rates or counts. Rates are based on per 100,000 Workplace Safety and Insurance Board covered employment and are calculated based on the number of Workplace Safety and Insurance Board allowed fatalities (year of death) divided by Workplace Safety and Insurance Board covered employment by industry sectors.

Traumatic fatalities—Top events

Top 3 events and other events for traumatic fatalities

Year	2009	2010	2011	2012	2013	2014	2015	2016	2017
Motor vehicle accidents	22	24	25	37	35	26	14	21	27
Falls from heights	16	20	12	9	18	8	14	9	10
Crushed by	10	6	17	9	16	3	15	17	18
Other events	29	35	40	24	34	44	29	25	26
All events	77	85	94	79	103	81	72	72	81

Source

- WSIB. Data extracted by MOL. May not match WSIB publications.
- Ministry of Labour. Provincial traumatic fatalities by year of death 2009-2017.

Notes

- Provincial traumatic fatalities are not available prior to 2009.
- The Motor Vehicle Accident fatalities reported in this analysis may include non-traffic accidents.

Occupational disease fatalities

Allowed occupational disease fatalities

Fatality type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
WSIB occupational disease fatalities (year of entitlement)	257	261	301	228	222	181	209	212	231	215
WSIB occupational disease fatalities (year of death)	172	170	174	164	164	141	152	154	136	146
Occupational disease fatality rate (per 100,000 workers)	2.86	2.91	2.93	2.70	2.68	2.26	2.42	2.43	2.12	2.23

Sources

Fatality count—Workplace Safety and Insurance Board By the Numbers 2017, Schedule 1 and 2,
Fatality rates - calculated by the Ministry of Labour.

Note

Fatality rates are calculated by dividing the number of reported fatalities by the number of people employed under provincial jurisdiction, as retrieved from the Statistics Canada Labour Force Survey 2008 to 2017.

Occupational disease fatalities—Top sectors

Top sectors—Occupational disease fatality counts (and rates per 100,000) for schedule 1

Select sectors*	2011-13	2012-14	2013-15	2014-16	2015-17	2017 Only
Construction	42 (13.17)	45 (12.79)	44 (11.66)	42 (10.82)	40 (9.97)	40 (9.46)
Manufacturing	26 (2.86)	24 (2.55)	22 (2.37)	20 (2.14)	18 (1.85)	14 (1.41)
Municipal	7 (18.86)	6 (16.10)	7 (16.86)	8 (19.24)	12 (29.08)	16 (36.71)
Mining	8 (27.18)	8 (28.40)	10 (33.40)	9 (31.36)	8 (29.17)	7 (24.69)
Primary metals	12 (38.58)	13 (42.71)	12 (39.13)	13 (41.76)	12 (39.84)	13 (43.57)
All sectors: WSIB occupational disease fatality rates for Ontario: Schedule 1	133 (3.13)	130 (2.99)	127 (2.86)	121 (2.67)	119 (2.56)	121 (2.56)

Sources

- By the Numbers: 2017 Workplace Safety and Insurance Board Statistical Report Schedule 1.
- Workplace Safety and Insurance Board Day of Mourning Fatalities Report: 2011 to 2017.

Note

Selected sectors are those with high fatality rates or counts. Rates are based on per 100,000 Workplace Safety and Insurance Board covered employment and are calculated based on the number of Workplace Safety and Insurance Board allowed fatalities (year of death) divided by Workplace Safety and Insurance Board covered employment by industry sectors.

Small business

Small businesses as share of total traumatic fatalities, allowed lost-time injury claims and employment (schedule 1)

Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
WSIB allowed traumatic fatalities (year of incident)	61.7%	67.8%	71.7%	50.8%	65.6%	64.6%	71.9%	50.9%	61.8%	51.6%
WSIB allowed lost-time claims (year of injury/illness)	28.2%	29.1%	29.6%	29.9%	30.1%	31.5%	31.7%	32.9%	31.6%	30.6%
Small businesses: Share of total employment	26.8%	27.7%	27.6%	27.1%	26.8%	27.4%	27.4%	27.2%	27.6%	27.2%

Sources

Workplace Safety and Insurance Board database. Data extracted by the Ministry of Labour. May not exactly match published WSIB data.

Violence and harassment

Total violence and harassment- allowed lost-time injuries for schedule 1 and schedule 2

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total violence and harassment schedule 1—health care	627	670	693	650	615	636	676	747	804	846
Total violence and harassment schedule 1—services	176	180	167	141	142	140	130	128	148	188
Violence and harassment Schedule 1 - Other	258	236	242	212	197	200	223	218	283	288
Violence and harassment—schedule 2	1,053	999	1,109	1,079	1,040	1,100	1,161	1,263	1,521	1,732
Violence and harassment claims share of total lost-time claims	2.70%	3.22%	3.67%	3.67%	3.59%	3.81%	4.08%	4.57%	4.80%	5.13%

Source

WSIB. Data extracted by MOL. May not match WSIB publications.

Note

Includes “assaults, violent acts, harassment and acts of war or terrorism”. See WSIB’s [Open Data downloads page](#) for the source.

Data limitations and methodology

The occupational health and safety data in this report is limited by:

- Ministry of Labour enforcement data may change because of ongoing enforcement activities and investigations.
- Critical injuries include only those that have been reported to the ministry. The ministry investigates workers covered by the *Occupational Health and Safety Act* (OHSA). Critical injuries in the ministry’s database may also include non-workers. If a non-worker is involved in a workplace incident, this must be part of the report. This information represents what was reported to the ministry and may not represent actual events at the workplace. In September 2016 the ministry clarified the legal definition of a critical injury to include fractures of the wrist, hand, ankle, foot, multiple fingers and toes. This clarification, along with a ministry awareness campaign, increased the number of critical injuries reported beginning in 2017.
- The ministry tracks and reports fatalities at workplaces covered by the OHSA. This excludes deaths from natural causes, death of non-workers, suicides, death as a result of a criminal act or a traffic accident (unless the OHSA is involved) and death from occupational exposures that occurred many years ago.
- This report is accurate as of the date that data was extracted. Additional records could be added to the source databases after extraction and would not be included.

Appendix B: Ministry of Labour enforcement regions

Central East Region

Central East Region is the most densely populated and one of the fastest growing geographic areas in Canada. The region contains the City of Toronto and the Durham region. The City of Toronto is the capital city of Ontario and is the most populated city in Canada. The region hosts many complex construction projects and has the highest volume and dollar value of building permits in Canada. Toronto leads North American cities in high-rise construction activity with approximately twice as many projects as in the next most active markets, New York City and Mexico City. A large number of hospitals and health care facilities are located in the City of Toronto’s downtown core and the city is home to a thriving tourist industry. Its many hotels, restaurants and entertainment venues employ thousands of workers. Major employers include: Hydro One, Ontario Power Generation (Pickering and Darlington), the Liquor Control Board of Ontario (LCBO) distribution warehouses and the Ministry of Community Safety and Correctional Services. The region has a dynamic workforce and is headquarters for many trade unions and special interest groups.

Two offices strategically located in North York and Scarborough deliver the ministry’s core business in health and safety and employment standards to the City of Toronto and Durham Region.

Central West Region

Central West Region delivers Occupational Health and Safety and Employment Standards programs within Peel Region, York Region, Dufferin County and Simcoe County.

This diverse multicultural area is one of the fastest growing parts of Canada. Over the past 20 years, Central West Region has had the highest number of building permits of any part of Canada. It has the largest and most complex construction projects in Ontario, with large numbers of trade unions and special interest groups. With more than 25 languages commonly spoken in the workplace, inspectors face special challenges in communicating effectively with workplace parties.

Within the Region of Peel, the larger employers include Fiat Chrysler Automobiles, Greater Toronto Airport Authority, Coca Cola, Petro Canada, a large number of hospitals and other health care facilities and school boards are located in the region including William Osler Health System and Trillium Health Partners, Dufferin Peel District School Board and Peel Catholic District School Board.

Employers located north of the GTA range from Honda in Alliston with over 4,500 workers to small restaurants with 3 or 4 workers. Other sectors include retail and service industries, hospitality and recreational facilities, office and school premises, farming and forestry operations.

Fiat Chrysler, Beer Store Warehouse, Canadian Tire Warehouse, Amazon, Loblaws Headquarters, Maple Lodge Farms, Sofina Foods, Olymel, Waypoint Centre for Mental Health Care, Ministry of Community Safety and Correctional Services (Central North Correction Centre), Ministry of Children and Youth Services (Roy McMurtry), Magna International, Royal Plastics and Paramount Canada's Wonderland are major employers in the area.

Two offices, strategically located in Mississauga and Newmarket, deliver the ministry's core business in health and safety, and employment standards in the region.

Eastern Region

Eastern Ontario comprises of some 113 municipalities and more than 200 communities.

Its two million residents are spread over a large rural area as well as several major urban centres, including Ottawa, Cornwall, Kingston and Peterborough. Key sectors are education (six universities, seven community colleges and 18 school boards), health care and agriculture. The Eastern Region also attracts millions of tourists each year to popular destinations such as the Rideau Canal, the Thousand Islands and the Trent Severn Waterway.

This region is an important business hub. It has excellent transportation linkages by road, rail and seaway between Canada and the U.S., including Canada's fifth busiest, U.S. border crossing: the Lansdowne/Alexandria (Thousand Islands Bridge), which connects to Interstate 81 and significant distribution centres.

The region covers Prescott and Russell, Stormont, Dundas and Glengarry, Ottawa, Renfrew, Lanark, Leeds and Greenville, Frontenac, Lennox and Addington, Hastings, Prince Edward, Northumberland, Peterborough, Haliburton, Muskoka and Kawartha Lakes.

The Eastern Region's program enforcement is delivered out of its Ottawa, Kingston and Peterborough offices.

Western Region

The Western Region includes the counties of Bruce, Grey, Huron, Wellington, Perth, Brant, Oxford, Lambton, Middlesex, Essex, Kent, Elgin and Haldimand-Norfolk as well as Halton Region, Region of Waterloo, the Niagara Region and the City of Hamilton.

This diverse, geographically demanding region is one of the fastest growing in Canada. The Western Region is home to many diverse complex construction projects and large numbers of trade unions and special interest groups. It has the second highest number and dollar value of building permits in Canada after the greater Toronto area. Each fiscal year, the number of building permits issued for commercial, industrial and agricultural development in the region exceeds the number for the previous year.

The Western Region also has the largest number of health care, education, steel, auto and transport workplaces as well as significant underground mining (soft rock) and aggregates. The borders and waterways surrounding the region contribute to jurisdictional issues.

The ministry has five offices in the region, located in Hamilton, London, St. Catharines, Waterloo and Windsor. All sites have administrative staff and management. The region's Hamilton office also operates the Ministry of Labour's Health and Safety Contact Centre for the province.

Northern Region

The Northern Region covers almost 90% of the province's land mass and is the ministry's largest region. It includes 144 municipalities, 10 territorial districts, 106 First Nations and over 150 unincorporated communities, including 46 local services boards.

Northern Ontario borders Quebec, Manitoba, Minnesota, Michigan, Hudson Bay and James Bay. Its vast area creates many unique challenges, including large distances between workplaces and urban centers and many remote worksites. The North is characterized by extreme temperatures: extremely cold in the winter and hot in the summer.

The region's economy is primarily resource based, including: mining, forestry, fishing and oil and gas industries. In 2016, these resource industries accounted for close to 6.2% of the North's total employment compared to 0.8% for the province as a whole. Mining, a relatively small and highly organized industry, is the most complex and diverse in terms of occupational health and safety.

Northern Ontario is also more reliant than other regions on public sector employment, including public administration, education and health care. In 2016, these sectors accounted for 31.75% of the North's total employment compared to 25.47% for the province as a whole. The two largest hospitals in the North (Thunder Bay Regional Health Sciences Centre and Health Sciences North Sudbury) each employ nearly 4,000 workers.

The Northern Region covers Nipissing, Parry Sound, Manitoulin, Timiskaming, Sudbury, Algoma, Cochrane, Thunder Bay, Rainy River and Kenora.

The Northern Region has five district offices and one satellite office. Each district office provides service to our clients in all Ministry of Labour programs.

Footnotes

- [1] [^] Ontario employment in activities covered by the *Occupational Health and Safety Act* (OHSA). Estimates by the Ministry of Labour based on Statistics Canada Labour Force Survey. These estimates are not on a full-time equivalent basis.
- [2] [^] See data on [traumatic fatalities—top sectors](#) in Appendix A.
- [3] [^] See data on [occupational disease fatalities—top sectors](#) in Appendix A.
- [4] [^] See data on [traumatic fatalities](#) in Appendix A.
- [5] [^] See data on [occupational disease fatalities](#) in Appendix A.
- [6] [^] See data on [traumatic fatalities—top events](#) in Appendix A.
- [7] [^] See data on [traumatic fatalities—top sectors](#) in Appendix A.
- [8] [^] See data on [traumatic fatalities—top events](#) in Appendix A.
- [9] [^] See data on [traumatic fatalities—top sectors](#) in Appendix A.
- [10] [^] See data on [traumatic fatalities—top sectors](#) in Appendix A.
- [11] [^] See data on [occupational disease fatalities—top sectors](#) in Appendix A.
- [12] [^] See data on [traumatic fatalities—top sectors](#) in Appendix A.
- [13] [^] See data on [occupational disease fatalities](#) in Appendix A.
- [14] [^] See data on [occupational disease fatalities—top sectors](#) in Appendix A.
- [15] [^] See data on [violence and harassment](#) in Appendix A.
- [16] [^] Initiative continued to June 30, 2018. Statistics provided in this report include activities from September 1, 2017 to March 31, 2018, inclusive.
- [17] [^] For 2013-14 HSA self-generated revenue is a combination of calendar year and fiscal year revenue. Infrastructure Health and Safety Association and Workplace Safety and Prevention Services were reported on a calendar year. All other health and safety associations reported on a fiscal year.
- [18] [^] The 2017-18 contribution from Workers Health and Safety Centre is based on unaudited financial reports