

Occupational health and safety in Ontario (April 2021 – March 2022)

An annual report on Ontario's health and safety system from the Ministry of Labour, Immigration, Training and Skills Development.

A message from Ontario's occupational health and safety system leaders

The Ministry of Labour, Immigration, Training and Skills Development is committed to supporting occupational health and safety (OHS) prevention initiatives. Our goal is to help maintain a strong, and productive workforce.

Ontario's five-year occupational health and safety strategy — **Prevention Works** (<https://www.ontario.ca/document/prevention-works>) — was released in July 2021. **Prevention Works** sets out a vision to build a province where workplaces are free from occupational injuries, illnesses and fatalities. Led by the Chief Prevention Officer, the rollout of **Prevention Works** will depend on the joint efforts of many. Our partners are focused on achieving the best possible results in areas such as compliance, awareness, research and training.

The past fiscal year was an ambitious one. We undertook dozens of initiatives and achieved some notable milestones. As always, we focused our efforts on the most vulnerable workers. We continued to prioritize the sectors that experience higher rates of injuries and fatalities.

Highlights

- We reviewed training standards to ensure quality training for workers.
- We helped protect workers through new and amended regulations. We also created new tools to help workplace parties comply with the *Occupational Health and Safety Act*.
- We improved support for small businesses by developing the Workplace Safety Plan Builder (<https://www.workplacesafetyplanbuilder.labour.gov.on.ca/#/>).
- We implemented return-to-work initiatives as the economy re-opened after the COVID-19 crisis.

The nature of work and workplaces in Ontario is evolving. We must continue to focus on sectors where occupational injuries, illnesses and fatalities are high, but we must also adapt to new risks.

We learned many lessons over the course of the COVID-19 pandemic. We are applying these lessons to help better protect workers and cultivate a culture of health and safety in workplaces across the province. We want to ensure that Ontarians have the proper supports to feel protected against COVID-19 in the workplace. We want all businesses across Ontario to stay open and safe.

The progress we have made would not have been possible without the collaboration of the whole system and its commitment to improving workplace health and safety. We would like to thank and commend our occupational health and safety system partners as well as our stakeholders. Their efforts are central to helping to promote healthy and safe Ontario workplaces.

Dr. Joel Moody, Chief Prevention Officer (CPO) / Assistant Deputy Minister, Prevention Division

Sandra Lawson, Assistant Deputy Minister, Fair, Safe and Healthy Workplaces Division

David Beaulieu, Assistant Deputy Minister, Strategic Policy Division

A message from Prevention Council

On behalf of the council, we wish to congratulate the Ministry of Labour, Immigration, Training and Skills Development (the ministry) and the members of the occupational health and safety (OHS) system on another successful year. Together, they have taken many important new steps to protect and improve the health and safety of Ontario's workers and employers. It is our privilege to contribute to these efforts.

Over this past year, the council continued to make health and safety a top priority by advising the Minister and the Chief Prevention Officer. For example, we identified priority items for advice, including occupational health and safety (OHS) training. We also provided recommendations to the Minister to improve a number of initiatives, including naloxone kits in the workplaces.

To strengthen health and safety compliance in workplaces, we issued statements to industry stakeholders and partners on:

- COVID-19 guidance and safety
- vaccinations against COVID-19
- commemorating the Day of Mourning
- acknowledging the Metron Inquest
- recognizing the work of the Ontario Mine Rescue teams in the Totten Mine Rescue

These statements helped to raise awareness and promote OHS in the province.

The council is committed to working with the ministry to continue to improve the OHS system. We are focused on training, occupational illness prevention, workplace mental health and supports for small business.

We have also reviewed and endorsed the ministry's **Prevention Works** strategy and its objectives. We are committed to supporting its implementation over the next five years.

The Prevention Council is dedicated to making Ontario one of the healthiest and safest jurisdictions in Canada. We look forward to working with the ministry and OHS system partners to create safer and healthier workplaces for all workers and employers in Ontario.

Prevention Council members, 2021–2022:

Blair Allin

National Health and Safety Representative, International Brotherhood of Boilermakers

Brian Arnold

Fire Chief, Cambridge Fire Department

Patrick Bourgeois (Vice-Chair)

Construction Manager, Peter Kiewit Sons ULC

John Bourke

Business Manager/Financial Secretary, International Brotherhood of Electrical Workers

Stephen Chaplin

Vice President of Health, Safety & Environment, EllisDon

Rodney Cook

Vice President Workplace Health and Safety Services, WSIB

Cora DeMarco

Manager, Technica Mining

Colin de Raaf

Director of Training, CLAC

Daniel Fleming

Manager, Training and Development GTA, NORCAT

Dr. Isra Levy

Vice President of Medical Affairs and Innovation, Canadian Blood Services

Lee-Anne Lyon-Bartley

Executive Vice President, HSEQ, Dexterra Group

Bill Mader

Insulator, Local 95

Erin Oliver (Chair)

Vice President of Health, Safety and Sustainability, Modern Niagara Group Inc.

Patricia Pereira Janicas

Director, Health & Safety, Kenaidan Contracting Ltd

Dustin Philp

Plant Chairperson, Tormont-Concord Unifor Local 112

Sandro Pinto

Executive Director, LiUNA Local 183

Peter Rowe

Director, Chair of the Regulatory Committee, Ontario Petroleum Institute

James St. John

Business Manager/Financial Secretary, Central Ontario Building Trades

Roger Tickner

President, Tickner and Associates Inc.

Introduction to Prevention Works

The occupational health and safety (OHS) (<https://www.ontario.ca/page/ontarios-occupational-health-and-safety-system>) system took many important steps forward in 2021–2022, this report emphasizes the efforts that have taken place to limit injuries, illnesses and fatalities across Ontario. While what we achieved is important, so is the way we worked together to reach our goals.

The Ministry of Labour, Immigration, Training and Skills Development (the Ministry) is committed to the health and safety of all Ontario workers. We want to help ensure that each worker arrives home safely each day. Throughout the 2021–2022 fiscal year, the ministry worked across the OHS system (<https://www.ontario.ca/page/ontarios-occupational-health-and-safety-system>) to take effective and meaningful actions. Our top priorities included awareness, training, compliance support and enforcement.

In July 2021, Ontario released the province's second Occupational Health and Safety (OHS) Strategy, called **Prevention Works** (<https://www.ontario.ca/document/prevention-works>). **Prevention Works** is a five-year strategy and vision for the OHS system. It aims to address priority and high-risk areas using an evidence-informed and outcomes-based approach.

In the fall of 2021, the ministry introduced a series of Steering Committees under the CPO's leadership. These committees play a key role in implementing the strategy's objectives and across two key areas of systems focus, which are:

Goals of Prevention Works

Objective 1: Build and use the best evidence to target initiatives, measure performance and increase system oversight.

Objective 2: Improve OHS knowledge and practices.

Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

Objective 4: Make OHS easier for small businesses.

Areas of Systems Focus: Work with OHS partners to reduce occupational illnesses and improve work-related mental health and workplace violence and harassment.

Recognizing Ontario's health and safety associations

This report includes the work of Ontario's six health and safety associations (HSAs). Each HSA is an independent not-for-profit corporation, governed by a board of directors. They deliver front-line prevention programs to employers and workers, joint health and safety committees, medical practitioners and unions. HSA services include:

- delivering training
- creating tools that can be used in the workplace
- providing consultation and clinical services
- supporting industry-specific programs

Four of the HSAs are sector-based:

- Infrastructure Health & Safety Association (<https://www.ihsa.ca/Homepage.aspx>) serves construction, electrical, utilities, aggregates, natural gas, ready-mix concrete and transportation sectors.
- Public Services Health & Safety Association (<https://www.pshsa.ca/>) works with Ontario's Public and Broader Public Sector employers.
- Workplace Safety & Prevention Services (<https://www.wsps.ca/>) serves the manufacturing, agricultural and service sectors.
- Workplace Safety North (<https://www.workplacesafetynorth.ca/>) serves the mining and forest products industries, as well as businesses across northern Ontario.

Two of the HSAs serve people in all sectors:

- Occupational Health Clinics for Ontario Workers (<https://www.ohcow.on.ca/>) provides occupational disease information and clinical services, including medical diagnostic services.
- The Workers Health and Safety Centre (<https://www.whsc.on.ca/Home>) , Ontario's designated health and safety training centre, provides training for workers, supervisors, health and safety representatives, joint health and safety committees, and employers.

Our year in numbers

Ontario's workforce

As of March 31, 2022, there were about 7.4 million workers employed in Ontario. About 6.7 million of these workers worked in workplaces under provincial jurisdiction (<https://www.ontario.ca/page/occupational-health-and-safety-act-ohsa#who>) .

Traumatic fatalities

In 2021, there were a total of 341 allowed workplace fatalities recognized by the Workplace Safety Insurance Board (WSIB) health and safety statistics (https://safetycheck.onlineservices.wsib.on.ca/safetycheck/explore/provincial/SH_12/fatality?lang=en) .^{[1][2]} The numbers presented below are a snapshot of the data as of September 30, 2022.

In 2021, the sectors with the most traumatic fatalities were:

- Construction (35%)^[3]
- Transportation and Warehousing (19%)^[4]
- Manufacturing (13%)^[5]

For occupational disease fatalities, the sectors with the highest incidents were:

- Manufacturing (34%)
- Schedule 2 firms (16%)

- Transportation and Warehousing (10%)
- Nursing and Residential Care Facilities and Social Assistance (10%)^[6]

Total number of fatalities by type and year of death

Type of fatality	2018	2019	2020	2021
Traumatic	82	67	71	84
Occupational disease	207	181	189	167

Critical injuries

Critical injuries (<https://www.ontario.ca/laws/regulation/900834>) that occur at the workplace must be reported directly to the Ministry of Labour, Immigration, Training and Skills Development. In 2021, a total of 2,387 critical injury events were reported to the ministry — 1,596 of those were in industrial, 407 were in construction, 319 were in health care and 65 were in mining sector workplaces.

Total number of critical injury events reported to the ministry

2018	2019	2020	2021
2,115	2,398	2,029	2,387

Allowed injuries

In 2021, workplaces under Schedule 1 (<https://www.wsib.ca/en/operational-policy-manual/coverage-status>) (employers covered by collective liability) had 59,067 allowed lost-time injury claims and 88,685 allowed no lost-time injury claims. In 2021, workplaces under Schedule 2 (self-insured businesses) had 15,040 allowed lost-time injury claims and 9,493 allowed no lost-time injury claims.

Schedule 1 claims

Claim type / Claim rate	2018	2019	2020	2021
Total allowed lost-time injury claims	50,123	49,874	48,637	59,067 ^[7]
Allowed lost-time injury rate (per 100 workers)	1.03	1.0	1.09	1.24
Total allowed no lost-time injury claims	116,390	118,606	83,761	88,685 ^[8]
Allowed no lost-time injury rate (per 100 workers)	2.40	2.37	1.83	1.86

Schedule 2 claims

Claim type / Claim rate	2018	2019	2020	2021
Total allowed lost-time injury claims	16,987	17,050	12,151	15,040
Allowed lost-time injury rate (per 100 workers)	2.26	2.26	1.57	1.89
Total allowed no lost-time injury claims	15,504	15,585	9,569	9,493
Allowed no lost-time injury rate (per 100 workers)	2.06	2.06	1.23	1.19

Training activity

Working at Heights

As of March 31, 2022, CPO-approved training providers have trained over 1,200,000 workers. In the 2021–2022 fiscal year, over 185,000 workers completed **Working at Heights** training or took refresher training.

The ministry supported **Working at Heights** learners through COVID-19 by granting an extension for those who were due for mandatory in-person working at heights refresher training. These learners were notified of this extension between January and June 2021. This extension covered over 130,000 learners whose training expired between February 28 and August 31, 2020. The extension was also part of the ministry's response to COVID-19 and helped limit person-to-person contact during this period.

Joint Health and Safety Committee Training

Training and certifications increased from the previous fiscal year. As the chart below shows, they have returned to rates similar to the 2019-2020 fiscal year before the COVID-19 pandemic.

Status of training or certification as of March 31, 2022	Total
Completed Part 1	18,000
Completed Part 2	14,000
Fully certified	79,000
Completed refresher	5,500

Between January to April 2022, the ministry's Prevention Division received over 3,600 telephone enquiries from the public. More than 70% of calls related to **Working at Heights**, while 25% related to **Joint Health and Safety Committee Training**. The remaining 3% of calls related to **Health and Safety Awareness Training** for workers and supervisors.

Training from health and safety associations

During the COVID-19 emergency period, Ontario's health and safety partners also pivoted to provide training for essential services in the sectors they serve. From April 2021 through March 2022, the health and safety associations (HSAs) provided 1,040,881

participant hours of training on a variety of workplace health and safety topics. These included sector-specific training in mining, forestry, construction, transportation, electrical, agriculture, manufacturing, education and health care. Examples include:

- hoisting and rigging
- basic safety training
- electrical safety-high voltage
- chainsaw operation and maintenance
- forestry mandatory skills training
- cross sector awareness and mandatory training
- training in ergonomics
- confined space training

This number was up significantly from the prior fiscal year total of 767,641 hours of training. The increase was due to both the increased availability of post COVID-19 emergency period virtual training offerings and the reopening of Ontario businesses in 2021–2022.

2021–2022 health and safety compliance activity

Occupational health and safety (OHS) inspectors have continued their hard work over the last year to support workplaces in being healthy, safe and compliant.

The table below shows the number of field visits ministry inspectors made in the 2021–2022 fiscal year and orders they issued. As the COVID-19 pandemic continued throughout this year, the ministry focused proactively on both education and enforcement across a wide variety of sectors.

Number of COVID-related visits	Orders issued	Number of visits not related to COVID	Orders issued
90,000	118,000	76,022 to 37,205 workplaces	95,847 — includes 6,858 stop use or stop work orders

Field visits conducted by ministry inspectors include both proactive and reactive inspections and are a critical part of inspectors’ work. **Proactive inspections** are unannounced field visits that are conducted to increase awareness of hazards to help improve safety and prevent injuries or fatalities. In 2021-2022, 47.5% (36,073) of field visits were proactive visits. This is consistent with what we reported in the previous fiscal year. During proactive visits, inspectors issued 62,419 orders which represent 65% of all orders issued. **Reactive inspections** are field visits conducted to investigate a fatality, critical injury, work refusal, complaint, occupational illness or other OHS-related event in the workplace. In 2021–2022, there were 39,949 reactive field visits, where inspectors issued 33,428 orders.

For more information regarding OHS data for 2021–2022, please visit:

- OHS worker fatalities and critical injury counts (<https://data.ontario.ca/en/dataset/occupational-health-and-safety-worker-fatality-and-critical-injury-counts-report>)
- OHS inspections (<https://data.ontario.ca/en/dataset/occupational-health-and-safety-inspections-report>)
- OHS orders (<https://data.ontario.ca/en/dataset/occupational-health-and-safety-orders-report>)
- OHS events (<https://data.ontario.ca/en/dataset/occupational-health-and-safety-events-report>)
- COVID-19 (https://data.ontario.ca/en/dataset?keywords_en=COVID-19)

Using evidence to target occupational health and safety initiatives

Objective 1 of **Prevention Works** is focused on demonstrating measurable contributions to preventing occupational injuries, illnesses and fatalities. We use the best available evidence and data to target initiatives, measure performance and increase OHS system oversight.

Implementing Prevention Works through system governance

The governance model for **Prevention Works** is informed by “collective impact.” This approach brings people together from various organizations and sectors to solve problems in a structured, organized and collaborative way.^[1] With this in mind, the ministry organized a series of Steering Committees with members from across the OHS system. They were asked to:

- analyze the most up-to-date available evidence
- determine the most pressing health and safety needs in Ontario’s workplaces
- plan new sector-based interventions for the long term

In 2021–2022, the Data and Evidence Steering Committee and Research Partner Table supported governance work by providing advice on changes in OHS research and integrating the best available evidence on three new prevention programs:

- System Small Business Study (<https://www.wsib.ca/en/smallbiz1>) – Small Business Steering Committee
- Silica Control Tool – Occupational Illness Prevention Steering Committee
- Addressing Workplace Risk Factors for Opioid-related Harms - Work-related Mental Health and Workplace Violence and Harassment Steering Committee

The ministry will continue to measure the effectiveness of the OHS system’s work and report back on implementation of these programs in 2022–2023.

Conducting risk assessments, identifying root causes and targeting sector-specific hazards

In addition to the initiatives described above, OHS partners have been engaged in a wide range of activities in 2021–2022. With the ministry, they conducted risk assessments, led targeted research and built evidence across priority sectors. Sectors included forestry, mining, construction, transportation, and manufacturing (with a focus on young workers).

Workplace Safety North highlights

Risk Assessment/Root Cause Analysis workshops

Workplace Safety North (WSN) held multiple workshops throughout 2021 and 2022. These workshops included:

- Corrugating Sector Risk Assessment (<https://www.workplacesafetynorth.ca/industries/forestry>)
- Pulp and Paper Sector Root Cause Analysis (<https://www.workplacesafetynorth.ca/industries/paper-printing-and-converting>)
- Battery Electric Vehicle (Mining Sector) Risk Assessment and Root Cause Analysis (<https://www.workplacesafetynorth.ca/industries/mining>)

After completing the risk assessment and root cause analysis workshop process, WSN’s Education Services team and Health and Safety Specialists, in conjunction with their internal WSN Advisory committees, analyzed results from the workshops and identified opportunities to provide further training program and OHS resources to support industries in addressing these areas of concern.

Safe Driving on Forest Roads (<https://www.workplacesafetynorth.ca/training/course/safe-driving-forest-roads>)

In 2021–2022, WSN formed a training program advisory committee comprised of forest industry representatives to help develop a safe vehicle operation training program. This program is designed to address the highest risk hazards identified through the logging sector risk assessment and address the root causes of these risks while driving on forestry roads. The greatest risk of “distracted driving” was identified by workers and managers who utilize forest access roads for work, as well as for recreational activities.

To promote awareness and prevention of distracted driving, WSN delivered 145 training sessions and 5 educational events through both classroom and online learning. WSN has partnered with Lakehead University’s Enhancing the Prevention of Injury & Disability @ Work Research Institute to measure the outcome and impact of the training. This research study has been extended to March 31, 2023.

Workplace Safety and Prevention Services highlights

Greenhouse Risk Assessment Program (<https://www.wsps.ca/important-updates/safety-solutions-for-greenhouse-growers>)

Workplace Safety and Prevention Services (WSPS) launched a predictive, evidence-based, field-tested methodology to evaluate Safety, Health and the Law for Greenhouses (<https://shop.wsps.ca/collections/safety-health-and-the-law-for-greenhouses>) . The objective was to have greenhouses adopt safe work practices identified by industry stakeholders.

Between 2021–2022, two surveys were conducted with participants. Findings showed that:

- participants had a high level of knowledge before taking the course (84%) but increased their knowledge significantly after taking the course (98%)
- participants increased their knowledge about the Internal Responsibility System, the importance of reporting near misses and the *Occupational Health and Safety Act*
- a total of 91% of survey respondents said they felt capable and motivated to apply what they learned to a high or very high degree
- more than 70% reported improved business performance and an improved OHS program after updating their OHS policies and procedures

Young Workers- Windsor-Essex County

On April 1, 2022, this CPO-directed program concluded its final year. The focus of this project was to determine the root causes of “struck by” lost-time injuries. These injuries are prevalent among young workers in manufacturing.

This project enabled the county to help manufacturing employers in the region address the risks and hazards most affecting young workers. Solutions included:

- introduce the ‘Toolbox (https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwiC3rrD8-f6AhVHrIkEHSviAJ8QFnoECBAQAQ&url=https%3A%2F%2Fwww.wsps.ca%2Fresource-hub%2Fguides%2Fwsps-workplace-violence-and-harassment-toolbox&usg=AOvVaw01Q9wTUee0zgUetrW_p_6K)’ as a reference resource on the county website
- develop four half-day courses in September 2021 for both young workers and supervisors

Public Services Health and Safety Association highlights

Paramedic Risk Assessment and Root Cause Analysis (<https://www.pshsa.ca/research/paramedic-risk-assessment-root-cause-analysis>)

The goal of this industry-led project was to support the paramedic services sector in preventing injury and illness. The focus was threefold:

- to identify the OHS hazards to which paramedics and ambulance communication officers are most exposed
- to understand the associated risks and root causes
- to develop solutions to mitigate, control or eliminate these risks

The Risk Assessment identified 105 hazards that paramedics face in the workplace. At the top of the list were psychosocial hazards that pose a risk for development of post-traumatic stress disorder (PTSD). Ontario's Emergency management Services (EMS) Section 21 Sub-Committee reviewed PTSD injuries and identified 36 causal factors for psychological harm to paramedics and ambulance communication officers.

PSHSA sought many perspectives during the project. These included worker and employer representatives from First Nations, rural, urban and remote paramedic services, members of peer support groups at their services, clinicians, the Ministry of Health, Ministry of Labour, Immigration, Training and Skills Development, and academic representatives.

The Root Cause Analysis identified 150 potential solutions/controls. Action items included:

- update training materials and facilitation for topics such as workplace violence, psychological health and safety, fatigue, handling traumatic events, stigma, self-care and resiliency
- provide trauma-informed and paramedic-specific mental health support
- increase collaboration between educational institutions, base hospital programs and service providers on training, mentorship and program development
- allow for protected or dedicated time for training and continuing education, breaks and pause time to reset and re-energize
- highlight the need for paramedic-specific health and safety legislation
- encourage self-care by enhancing facilities (for example, gyms, break rooms, quiet spaces), and spreading awareness

A total of 27 stakeholders were identified to assist in rolling out the solutions. Some of the recommended solutions or controls are expected to be simple and quick to implement. Others are system-level changes that require support and coordination from multiple stakeholders. This project is expected to inform PSHSA's work within the sector for years to come.

Occupational Stress Injury Resiliency (OSIR) tool (<https://www.pshsa.ca/news/updated-assessing-the-risk-the-occupational-stress-injury-resiliency-tool>)

PSHSA partnered with The Conference Board of Canada (CBoC) to develop this tool in 2020. In 2021–2022, PSHSA used the tool to identify ways to better assess occupational stress injury (OSI) risk. This led to the second iteration of the survey tool. In December 2021, the research report was re-released on the CBoC's website (<https://www.conferenceboard.ca/e-library/abstract.aspx?did=11366>) to highlight improvements in the updated tool.

To further understand the tool's use at the organizational level, PSHSA has launched a number of pilots with select Ontario organizations. PSHSA continues to work closely with clients and stakeholders to determine how the tool can be best applied to support efforts to prevent OSI.

As a result of the OSIR tool, the **ResilientME** (<https://www.pshsa.ca/training/free-training/resilientme>) self-guided microlearning program was launched and promoted in April 2021. With its innovative microlearning approach, ResilientME is easy to digest, highly interactive and accessible. The free program has been accessed nearly 1,000 times since it launched.

Infrastructure Health and Safety Association highlights

Dedicated trade solution and control workshops

The Infrastructure Health and Safety Association (IHSA) hosted workshops in 2021 with roofing, outside finishing, rough framing/carpentry, masonry/brick layers, and homebuilder representatives. The focus was on identifying solutions and controls that would best support their trades. These root cause workshops led to the development of a new resource: Top 10 factors contributing to falls (<https://www.ihsa.ca/Topics-Hazards/Fall-Prevention-Working-at-Heights.aspx>) . Copies were mailed to 99,264 firms in residential construction. Other resources included infographics, social media messaging, podcasts and a Falls Awareness campaign (<https://www.ihsa.ca/Topics-Hazards/Fall-Awareness-Week.aspx>) .

In June 2021, a root cause workshop was also held with industry representatives to identify root causes, solutions and controls for underground utility strikes. IHSA presented findings at various opportunities to validate results and socialization of results will be made available in 2022.

Driver fatigue

IHSA continued to develop solutions building off results of the Driver Fatigue workshop, by updating their “driver fatigue (<https://www.ihsa.ca/Road-Safety-Solutions/Driver-fatigue-is-a-top-ranked-risk-in-Ontario.aspx>) ” web page and initiated targeted efforts to addressing the five identified systemic weaknesses, including:

- classify truck driving as a skilled trade
- review and address critical training gaps in mandatory entry-level training
- mandate graduated licensing for all truck drivers
- provide greater enforcement of non-compliant carriers
- promote mental health and wellness

IHSA also launched a new awareness campaign in 2021–2022 on “sharing the road safely with large trucks (<https://www.ihsa.ca/Road-Safety-Solutions/Tool-Kit-Resources/19-Sharing-The-Road-Safely-With-Large-Trucks.aspx>) .” This included a dedicated web page, release of new podcast episodes, Laid advertising and a social media campaign which reached 962 views in 2021–2022.

Yard safety

In 2021, IHSA focused its efforts on validating and socializing the results of the Yard Safety workshop. For example, IHSA:

- hosted virtual sessions and produced an infographic and related articles
- launched a dedicated web page for yard safety
- focused on addressing identified systemic weaknesses, including:
 - classifying truck driving as a skilled trade and addressing training gaps
 - establishing yard safety protocols
 - greater enforcement of non-compliant carriers and promoting health
 - wellness tailored to the driver and operational and/or support staff

Translating research into action

Research Day 2021

The ministry partnered with the Workplace Safety and Insurance Board (WSIB) to facilitate an online Research Day series on June 17 and 24, 2021. The three main goals of research day were to:

- increase access to research findings
- increase awareness of the Ministry and WSIB-funded research
- enhance the use of evidence in decision-making within the OHS community

Research Day builds on the ministry's OHS Research Roadmap and Research Funding Modernization that started in 2020–2021.

Six research studies funded by either the ministry or WSIB were showcased along with a panel discussion and questions and answers period. The series drew 475 participants from the OHS research community, OHS system partners and the general public. A post-evaluation survey showed 95% of attendees were satisfied with the event and agreed that the online format worked well. More than 90% of participants indicated that their knowledge of OHS-funded research increased as a result of their participation.

Partnership With Institute of Work and Health: Return on Investment study

In late 2021 and early 2022, the Workplace Safety and Insurance Board (WSIB) developed a study (<https://www.iwh.on.ca/summaries/issue-briefing/estimating-financial-return-on-employers-investments-in-prevention-of-work-injuries-in-ontario>) in partnership with the Institute of Work and Health (IWH). The two core goals of the study were to:

- help promote OHS best practices
- to help businesses apply research results to create a customized business case for health and safety in their workplace

Key findings from the study showed that financial returns are equal to, if not greater than, OHS expenditures. Experts from businesses with strong OHS performances also report that there are intangible financial benefits.

Industry	Transportation	Manufacturing	Construction
Average return for every dollar invested	\$2.14	\$1.24	\$1.34

The key findings conducted are consistent with global research and create a strong case to incorporate OHS as part of regular business planning.^[2]

Partnership with the National Institute of Disability Management and Research

In December 2021, the National Institute of Disability Management and Research received federal grant money to roll out the Towards Excellence in Return-to-Work/Disability Management Professionalization (https://www.nidmar.ca/news/full_story.asp?fid=290) project. The launch mirrors an initiative that went live in 2008 in British Columbia (BC). The BC project resulted in improved return-to-work outcomes. In addition, best practices were encoded into collective agreements covering 150,000 workers, four unions and over 260 organizations in BC's healthcare sector.

In Ontario, the Workplace Safety and Insurance Board (WSIB) has established a three-year partnership with the Institute as part of this initiative. The launch includes three components to support WSIB's customers' return to work and disability management programs:

- Ensure free access to continuing education courses in disability management through Pacific Coast University.
- Deliver free workplace disability management and return-to-work assessments and subsequent improvement plans.
- Provide scholarship opportunities for a Bachelor of Disability Management (B.DM) degree through Pacific Coast University.

In February 2022, the WSIB initiated work with the Institute to develop a promotional strategy and awareness materials for Ontario businesses. The outreach and promotion of free disability management and return-to-work support through the Health and Safety Excellence program began in the Spring of 2022.

Improving occupational health and safety knowledge and practices

Objective 2 of **Prevention Works** is focused on improving access to high-quality OHS training, resources and information. As a result, workplace parties will enhance their knowledge of OHS and improve their workplace health and safety practices.

Improving access to OHS information and resources

Customer experience — Training and consulting outcomes

Workplace Safety & Prevention Services (WSPS) leveraged their Qualtrics Survey Platform to measure the reach of training and consulting functions. Between 2021–2022, more than 2,800 training respondents and 240 consulting respondents participated in the survey. Results from the survey include:

- Almost 75% of respondents said that participating in training courses helped to increase their OHS knowledge.
- Respondents who completed consulting contracts highlighted that almost 70% of workers and supervisors have more information on how to work safely.
- About 65% of respondents have increased awareness and knowledge related to workplace hazards and how to control them.

Making OHS training convenient and affordable

Joint Health and Safety Committee (JHSC) Certification training

In June 2021, the Chief Prevention Officer (CPO) amended the JHSC Certification training program and provider standards to include requirements for distance learning. These requirements were previously included in a separate Distance Learning Standard. In the fall 2021, the ministry launched a five-year review to ensure the training continues to be relevant and effective. The five-year review includes a range of opportunities for stakeholders and the public to provide feedback. This is targeted for completion in spring 2023.

Delivering sector specific OHS training

Workplace Safety & Prevention Services (WSPS) partnership with Skills Ontario

WSPS partnered with Skills Ontario (<https://www.skillsontario.com/march-break>) and their day camp programs in Summer 2021 and March Break 2022. The day camps were designed to engage youth in the skilled trades, technology and more. About 150 students participated in the summer camp program, which included a one-day workplace health and safety workshop. A post-workshop survey found the average rating for satisfaction of camp participants was 86%. All participants had a more positive impression of the skilled trades and technology following the workshop.

Line Crew Ground Support – The Infrastructure Health and Safety Association

The IHSA continued to support Indigenous workers throughout Ontario through the Line Crew Ground Support program ([https://www.oslp.ca/lcgs#:~:text=Line%20Crew%20Ground%20Support%20\(LCGS,with%20over%2025%20transferable%20certificates.\)](https://www.oslp.ca/lcgs#:~:text=Line%20Crew%20Ground%20Support%20(LCGS,with%20over%2025%20transferable%20certificates.))). The program was offered in Walpole Island First Nation, Fort William First Nation, Thunder Bay, Sudbury, Tyendinaga and Ottawa. The program prepares individuals for integration into employment opportunities in the power line and construction sector. As new power grids and infrastructure projects are being developed across Canada, the need for skilled, safety-conscious workers in these industries is increasing. In 2021–2022, a total of 55 learners enrolled in the program. The program provided students with practical hands-on experience as well as theoretical knowledge in topics such as electrical safety, confined spaces, working at heights and more.

Ontario Mine Rescue Training and Certification

Ontario Mine Rescue (OMR) is under the authority of the OHSA (<https://www.ontario.ca/laws/regulation/900854>). OMR's role includes:

- delivering training to mine rescue responders

- offering consultations to mine management
- conduct audits of underground response capability
- ensuring Workplace Safety North's (WSN) mine rescue equipment is maintained to recommended standards
- acting in an emergency advisory capacity during mine emergencies

In 2021–2022, WSN delivered 793 Mine Rescue Certification training sessions. This added up to more than 47,300 participant hours of training.

Nokiiwin Tribal Council

Nokiiwin is a not-for-profit corporation. Its mandate is to provide cultural advisory services and training opportunities that enhance growth and prosperity for its Indigenous member communities. The ministry provided \$357,652 in funding in 2021–2022 to support Nokiiwin's OHS program. The program assisted member communities with COVID-19 compliance in the workplace. Nokiiwin did this through a Virtual Training Strategy which included workshops, training sessions and conferences on topics such as OHS, mental health and lateral violence.

Other highlights in 2021–2022 include:

- Nokiiwin participated in its first year of the WSIB's Health and Safety Excellence program (<https://www.wsib.ca/en/healthandsafety>) becoming goal was to become a provider to First Nations within the Robinson Superior Territory.
- Nokiiwin also implemented a Peer-Support mobile application called Wiji (https://wiji.firstresponsemh.com/peer_connect#menu) – "To help. "It allows members to identify a circle of care and reach out to peer support as and when they are in need.

Supporting workplaces to fulfill their occupational health and safety roles and responsibilities

Objective 3 of **Prevention Works** is focused on helping workplace parties adhere to their health and safety roles and responsibilities under the *Occupational Health and Safety Act* (<https://www.ontario.ca/laws/statute/90o01>) . By achieving excellence in the way we implement and manage OHS programs, we can improve safety for Ontario workers.

Develop, implement, monitor and evaluate new OHS programs

In November 2021, the Ontario government announced increased funding for the OMR program by \$2.85 million. The government's \$8.1 million total investment in Workplace Safety North's OMR and LiUNA Local 183 Training Center's Tunnel Rescue training program supported the mining sector by training mine rescue crew members to ensure they are competent and physically capable of:

- performing the functions of a mine rescue
- keeping themselves and others safe during emergency response operations

Ontario Restaurant Hotel and Motel Association

The Ontario Restaurant Hotel & Motel Association (ORHMA) is a not-for profit business association. It is dedicated to fostering a positive business environment for the hospitality industry and providing its members with advocacy and other value-added services. With over 4,000 members representing more than 11,000 establishments across the province, it is the largest hospitality association in Ontario.

The ministry awarded ORHMA a short-term grant ahead of restaurants reopening in June 2021. The ORHMA collaborated with 45 Consulting to develop supportive resources on topics such as safety plans, employer reimbursement program and personal

protective equipment for foodservice workers. 4S Consulting also delivered webinars on Safety Plans which reached more than 400 attendees.

Visiting Homemakers Association homecare survey

Founded in 1925 as the Visiting Homemakers Association (VHA), VHA is a not-for-profit charitable organization. It is dedicated to fiscal responsibility, ethical practices in all operations, and driving positive change in home and community care. In 2021, the VHA sought funding from the ministry in alignment with **Prevention Works**. VHA conducted a pilot study to develop a cross-sectional survey targeted towards the homecare sector and implemented practices of COVID-19 to date. Three home care agencies participated to capture factors related to the use of personal protective equipment (PPE) for healthcare workers.

Between 2021–2023, the goal is to collect completed surveys from 500 nurses and 700 personal support workers through in-person and online recruitment strategies. Using this input, VHA will create educational strategies for healthcare workers to address identified barriers and enhance compliance with PPE use.

Recognizing employers and supporting OHS excellence

Supporting Ontario's Safe Employers

Supporting Ontario's Safe Employers (SOSE) (<https://www.ontario.ca/page/supporting-ontarios-safe-employers-program>) is a Ministry of Labour, Immigration, Training and Skills Development program. It was established by the Chief Prevention Officer (CPO) in November 2019. The voluntary program promotes implementation of CPO-accredited Occupational Health and Safety Management Systems (OHSMS) in the workplace and helps reduce injuries and illness. SOSE is part of the province's 2021 Budget, Ontario's Action Plan: Protecting People's Health and Our Economy (<https://news.ontario.ca/en/release/60876/ontarios-action-plan-protecting-peoples-health-and-our-economy>).

As the restrictions brought about by COVID-19 were lifted, employer applications to the SOSE program increased in 2021–2022. During the fiscal year, the ministry reviewed 11 new applications and conducted a total of three Year 2 annual reviews. Seven of these applications achieved initial CPO recognition. Three successfully revalidated their eligibility and are now in their second year of the program.

During this same period, the Workplace Safety & Insurance Board (WSIB) provided approximately \$250,000 dollars in premium rebates through their Ontario Safe Employers Rebate Program to newly recognized employers. WSIB also provided approximately \$75,000 dollars to employers reaching their second year in the program.

As of March 31, 2022, 10 CPO-recognized employers, who are also enrolled in the WSIB's OSERP, received rebates under the WSIB's Ontario Safe Employers Rebate Program (<https://www.wsib.ca/en/ontario-safe-employers-rebate-program#:~:text=One%20of%20the%20ways%20we,work%2Drelated%20injuries%20and%20illness>) for their successful completion of the WSIB program. One of the rebate eligibility criteria for that program is CPO recognition under SOSE. The total number of rebates issued since the start of the program is approximately \$525,000.

The program will have additional promotion to increase awareness and program applications for 2022–2023.

Health and Safety Excellence program

The Workplace Safety Insurance Board (WSIB)'s Health and Safety Excellence program (HSEp) (<https://www.wsib.ca/en/healthandsafety>) supports businesses of all sizes in improving workplace health and safety. Businesses work with program providers to integrate health and safety best practices into their workplace, while earning rebates on their WSIB premiums and other recognition to show employees, customers and investors their commitment to health and safety.

In 2021, the WSIB focused on expanding the program membership to more small businesses in the agriculture, construction, transportation and municipal sectors. The Workplace Safety and Insurance Board (WSIB) worked efficiently to conduct almost 400 information sessions to provide details on the program to interested businesses and stakeholders.

More than 20 approved program providers support businesses through HSEp. Four of these providers are the province's Safe Work Associations including WSN, PSHSA, IHSA and WSPS. As of March 31, 2022, there were 2,279 businesses enrolled in the program and over \$15 million in rebates awarded to businesses who successfully implemented a variety of health and safety topics through the program.

Increasing compliance with the *Occupational Health and Safety Act*

Working for Workers Act, 2021

In November 2021, the OHSA (<https://www.ontario.ca/laws/statute/s21035#BK7>) was amended to require the owner of a workplace to provide access to a washroom at their workplace to workers making deliveries to or from the workplace. This includes, for example, delivery workers delivering items, such as food, couriers and truck drivers.

There are some exceptions to this requirement. An owner is not required to provide access to a washroom at a workplace to workers making deliveries if:

- Providing access would not be reasonable or practical for reasons related to the health and safety of any person in the workplace
- the washroom is in, or can only be accessed through, a dwelling, or
- it would not be reasonable or practical having regard to all the circumstances, including but not limited to:
 - the nature of the workplace
 - the type of work at the workplace
 - the conditions of work at the workplace
 - the security of any person at the workplace; and
 - the location of the washroom within the workplace

For example, a long-term care home could deny access to a washroom to a delivery worker where it is necessary to protect the health of medically vulnerable residents.

These new requirements came into force on March 1, 2022.

Working for Workers Act, 2022

The *Working for Workers Act, 2022*, received Royal Assent on April 11, 2022. Effective June 1, 2023 amendments to the *Occupational Health and Safety Act* will require an employer that becomes aware or ought reasonably to be aware, that there may be a risk of a worker having an opioid overdose at a workplace where that worker performs work for the employer to provide and maintain a naloxone kit and comply with related requirements. The Act was also amended to strengthen penalty provisions including increased fines for companies that are convicted of failing to follow workplace health and safety laws. The increased fines came into force on July 1, 2022.

First-aid regulation consultation results

In 2021, the ministry consulted on a proposal to transfer responsibility for workplace first aid from the Workplace Safety & Insurance Board (WSIB) to the ministry. This would include creating a new first aid regulation under the OHSA. The consultation proposal was open to public comment from January 8, 2021, to March 11, 2021.

A total of 72 submissions were received from various stakeholders. There was general support to extend first aid requirements to all workplaces covered by the OHSA and incorporate relevant requirements of the Canadian Standards Association standards for first aid kits and training. The ministry is currently developing a regulatory proposal for this initiative.

Health Care congregate living settings strategy

Congregate living settings include long-term care, retirement homes and group homes. In the fall of 2021, these settings saw growing numbers of COVID-19 outbreaks, with both workers and residents. The ministry's Health Care Health and Safety Program responded by implementing a strategy in October 2021 through Spring of 2022, which focused on congregate living settings in Ontario's health and community care sector. Using data from reports on occupational illness and Public Health Ontario, priority workplaces were identified for the ministry's attention. Inspectors checked for overall compliance with the OHSA and its regulations, such as O. Reg. 67/93, Health Care and Residential Facilities (<https://www.ontario.ca/laws/regulation/930067>). Some of the main areas of focus included:

- the role and function of Joint Health and Safety Committees or health and safety representatives
- active screening procedures
- information and instruction to workers on the prevention of infections
- PPE and other measures and procedures to protect workers
- reporting of occupational illnesses

The chart below summarizes the field visits and orders issued as the result of inspection activity between October 4, 2021, to March 28, 2022. The strategy fostered collaboration with partner ministries such as Ministry of Long-Term Care through sharing of inspection findings.

Setting	Number of field visits	Number of orders
Long-term care homes	679	294
Retirement homes	514	499
Group homes	338	116

Making occupational health and safety easier for small business

Objective 4 of **Prevention Works** is focused on making OHS easier for small businesses. Small businesses are the critical engine that keeps our economy moving. In Ontario, 95% of business have fewer than 50 employees and 40% of workers are employed by small businesses.^[1] By collaborating with our OHS system partners, the ministry worked proactively to provide relevant and tailored resources to meet the specific needs of small businesses. We also worked to limit financial barriers by providing more convenient and affordable programs.

Increasing the impact and value for money of small business initiatives

Launch of the Small Business Study and collaboration from system partners

Small business workers represent 26 per cent of workers covered by the WSIB. However, half of all traumatic fatalities in Ontario in 2019 and 45 per cent of critical injuries occurred in small businesses. Based on feedback received from stakeholders, the WSIB, the Ministry and the Institute for Work and Health (IWH) partnered to design a study that would address and identify barriers to implementing health and safety practices faced by small businesses.

In July 2021, a three-year Small Business Study (<https://www.wsib.ca/en/smallbiz1>) was launched to recruit businesses with 50 or fewer full-time workers and higher-than-average lost-time injuries and claims costs as study participants. Businesses in the study joined the Health and Safety Excellence program (HSEp) and receive tailored support from four Health and Safety Associations,

including IHSA, PSHSA, WSN and WSPS. The study partners aim to better understand the factors that motivate a business to enroll in a health and safety program and track changes in health and safety practices over a three-year period.

As of March 31, 2022, 211 businesses were enrolled in the study. As part of a new incentive program for smaller businesses. Small business Study participants will be rewarded with double rebates for completing health and safety topics in the HSEp in 2022.^[2]

Small Business Survey

The ministry is focused on creating new ways of consulting with small businesses and collecting data to better understand issues unique to small businesses. In 2021–2022, planning for the Small Business Survey began with quantitative and qualitative research. The goal was to gain insights on how to support small business employers across industries and sectors in OHS and help them succeed in the Ontario economy post-COVID-19.

The data from this research will inform the ministry on policy and program development and targeted communications designed for small businesses in Ontario. Primary goals of this research are to gain in-depth insight into the challenges that small businesses are facing and learn about the type of OHS support they require after the COVID pandemic. The survey was administered during the fall/winter of 2022. The ministry anticipates the findings to be finalized by spring 2023.

Improving small business knowledge and practices

Small Business Information Expo

Procurement Canada Support within Public Services and Procurement Canada aims to make it easier for smaller companies to bid on federal government contracts. The Small Business Information Expo was organized on November 9 and 10, 2021. It is focused on attracting Indigenous small business owners to access the bidding process for contracts. A total of 79 Indigenous small business owners participated in the Expo. The ministry participated with a virtual booth to educate small businesses on the OHSA, and its regulations.

Small Business Day 2021

The ministry collaborated with OHS system partners to host the Small Business Day webinar on October 21, 2021. The webinar coincided with Small Business Week. Both small business owners and OHS system partners participated. About 30% of attendees included small business employers. Many were from construction sector.

The webinar focused on the challenges of the COVID-19 pandemic. It presented select tools and resources that are offered by the OHS system to help make OHS easier for small businesses. Post-webinar survey results were assessed to measure success of the webinar, improve outreach to small businesses and improve their OHS success. More than 85% were satisfied with the event.

Small business training and consulting outcomes

In 2021–2022, Workplace Safety & Prevention Services (WSPS) leveraged the Qualtrics Survey Platform to capture measurable outcomes after completing small business training and consulting contracts. These contracts included the delivery of specialty services, assessments and awareness sessions. In 2021–2022, WSPS received a total of 350 small business training survey responses and 25 consulting contract survey responses. For the consulting contracts, 72% of respondents said that workers and supervisors now have more information on how to work safely in their workplace. About 60% of respondents said they had an increased knowledge and awareness of workplace hazards and how to control them.

Workplace Safety Plan Builder

The ministry continues to provide and share guidance and resources to help employers prepare for and respond to any future waves of COVID-19. In March of 2021, a commitment was made in the Ontario Budget to develop an online Workplace Safety Plan Builder (<https://www.workplacesafetyplanbuilder.labour.gov.on.ca/#/>) to help support small business owners to create their plans. The initial minimum viable product was released in September 2021. The release of the online tool was announced by Minister McNaughton (<https://news.ontario.ca/en/release/1000874/ontario-adding-new-resources-to-protect-workers>) in a podium announcement on September 27, 2021.

This ground-breaking support enables Ontario workplaces to quickly understand and take immediate measures to help protect workers. As of March 31, 2022 it had 3,873 registered users and 8,604 safety plans created.

Supporting small business compliance with regulations

Occupational health and safety webinars for small businesses

Since April 2021, the ministry has hosted 13 webinars entitled, “Making Ontario Safe.” More than 2,800 people from the public have participated. The webinars provided information on current measures in response to COVID-19 in the OHSA. Other OHS resources for small business included reimbursement information for Health and Safety Representative Training and guidance towards developing a Workplace Safety Plan.

The ministry’s Small Business Program Specialist, in collaboration with Workplace Safety & Prevention Services (WSPS), also delivered 15 occupational health and safety webinars for small business associations and local business groups. The agenda focused on two elements:

- Road Map to Re-open: Building Your Safety Plan
- Back to Basics: A Road Map to Simple Safety Solutions

The goal of the presentations was to build OHS awareness and connect small businesses with free resources to help make health and safety easier. Highlights included:

- an overview of OHS system partners, internal responsibility system, roles and responsibilities of workplace parties
- hazard management
- free tools and resources available on the WSPS Small Business Centre
- COVID-19 resources
- other free ministry resources

Reducing costs for small businesses

Small Business Health and Safety Training program

Ontario’s new Small Business Health and Safety Training program (<https://www.ontario.ca/page/health-and-safety-small-businesses#section-6>) is a three-year program which launched in 2021. The program is part of the province’s 2021 Budget, Ontario’s Action Plan: Protecting People’s Health and Our Economy (<http://ontario.ca/budget>) . It is intended to improve OHS awareness to help prevent illnesses and injuries in small businesses as Ontario reopens and recovers from the economic impacts of COVID-19.

The program reimburses eligible employers for health and safety representative training courses between July 15, 2021 to March 31, 2024. Employers can apply for a reimbursement of \$175. This includes the course registration fee (\$25 for the representative) and \$150 toward the cost of the representative’s training time. Training for the reimbursement program is currently only being delivered through the province’s six Health and Safety Associations. Private training providers approved by the Chief Prevention Officer are planned for the subsequent phases in this multi-year program. As of April 1, 2022, 55 applications were submitted for reimbursement.

Recognizing small business leaders

The Elizabeth Witmer Small Business Health and Safety Leadership Awards

The Elizabeth Witmer Small Business Health and Safety Leadership Awards (<https://www.wsib.ca/en/small-business-health-and-safety-leadership-awards>) recognize outstanding small businesses for their health and safety programs. It also encourages other small businesses to invest in OHS programs. As business owners continued to face challenges with COVID-19 in the spring of 2021, the Workplace Safety and Insurance Board (WSIB) shifted the submission deadline for the 2021 leadership awards to the summer. This was to ensure businesses had enough time to prepare their submissions.

The awards ceremony took place in November 2021. Recipients included:

- Gold level — Tara Natural Foods, Kingston, \$5,000
- Silver level — First General Muskoka, Huntsville, \$3,000
- Bronze level — Aardvark Drilling Inc., Guelph, \$2,000

The WSIB also mentioned the award winners on social media, and a video on Tara Natural Foods is available on WSIB's YouTube (<https://www.youtube.com/channel/UCDxA3vgo2WvJOVs6tut9XpQ>) channel

Reducing occupational illnesses

Occupational illness is recognized as an area of systems focus in **Prevention Works**. Many people think that occupational illnesses are primarily relevant for health care environments. In fact, they are illnesses that can occur from exposures in any type of workplace. It is everyone's responsibility to recognize and control hazards that could lead to severe illness, injury or death with the same diligence as other workplace health and safety hazards.

Education, training and workplace tools: Moving from research to workplace practices

Occupational Health Clinics for Ontario Workers (OHCOW), in collaboration with the ministry and its Occupational Illness Prevention Steering Committee (OIPSC) partners worked together to roll out several new educational resources, presentations, and workplace tools in the last fiscal year. The goal was to educate and support everyone in the workplace so they could better recognize and assess risks and improve control of workplace exposures. These initiatives included:

- OHCOW held their 7th Annual Occ-tober Symposium (<https://www.ohcow.on.ca/posts/occ-tober-2021/>) webinar series. The webinar kicked off on October 29, 2021 and was held weekly throughout November which was recognized as Lung Health month.
- The Occupational Exposure Limit (OEL) Adjust Tool (<https://www.ohcow.on.ca/oel-adjust-tool/>) was launched. This tool allows workplace parties to calculate the adjusted workplace exposure limit for an unusual or extended work shift and has been revised to include a health-based option extending beyond compliance.
- COVID-19 Science, Solutions (prevention tools) and Success Stories (Occ-COVID Webinars) was updated. (<https://www.ohcow.on.ca/covid-19/>)
- New OHCOW podcasts were developed, including:
 - What does "Health" in Health and Safety mean to me? (<https://www.ohcow.on.ca/posts/health-in-health-and-safety/>)
 - Demystifying the Safety Data Sheet (<https://www.ohcow.on.ca/posts/demystifying-the-safety-data-sheet/>)
 - Workplace Exposure Histories: Looking at Yesterday (<https://www.ohcow.on.ca/posts/workplace-exposure-histories-looking-at-yesterday-for-tomorrow-today/>)
- Humidex-Based Heat Stress Calculator and Plan (<https://www.ohcow.on.ca/resources/apps-tools-calculators/humidex-based-heat-stress-calculator-plan/>) was updated for indoor workers
- New content was added to the Physician/Clinician's Toolkit (<https://www.preventoccdisease.ca/en/toolkit.html>) .
- The ministry partnered with Toronto Metropolitan University to support their CHAP Risk Tool A Workplace Tool for Identifying and Prioritizing Workplace Chemical Hazards (<https://www.ohcow.on.ca/resources/apps-tools-calculators/chap-risk-tool/>) .

Preventing exposures to chemical hazards in the construction sector

In November 2021, the Infrastructure Health and Safety Association began working with industry stakeholders on the development of a strategy for preventing exposures to chemical hazards in construction. This long-term project was originally started by the Occupational Disease and Research Labour-Management Health and Safety Committee working group.

In addition, in 2021 the IHSA developed four on-demand webinars for the construction sector. These were developed from the seminar on Regulation 833: Control of Exposure to Biological or Chemical Agents. The four webinars included:

1. Assessing the impact of Intervention - The future cancer burden of construction workers (<https://attendee.gotowebinar.com/register/2319276154323481870>)
2. Tips and tricks to a successful fit testing program (<https://attendee.gotowebinar.com/register/781868627705469963>)
3. A brief overview of occupational hygiene air monitoring in construction (<https://attendee.gotowebinar.com/register/8364841883685761035>)
4. 2020 updates to Regulation 833 (<https://attendee.gotowebinar.com/register/8810104510516339211>)

Surveillance and research

Investing to prevent work-related cancers

Over the past year, Occupational Cancer Research Centre (<https://www.occupationalcancer.ca/>) (OCRC) has succeeded in advancing OHS research capacity and driving research to action. They have also increased partnerships with key research centres, universities and health and safety organizations, on both a provincial and national level. In addition to over 20 publications (<https://www.occupationalcancer.ca/research/>) and conference presentations, OCRC has made significant updates to its website (<https://occdiseasestats.ca/#/>). These include specific exposures, such as crystalline silica, diesel engine exhaust, wood dust and ultraviolet radiation from sunlight.

Additional accomplishments include hosting and guiding Masters-level and PhD students. These students have contributed to important publications and provided expert commentary in media requests. They have also hosted Occupational and Environmental Health seminars and used social media to share materials, events and research.

Research in occupational disease

The Centre for Research Expertise in Occupational Disease (<https://creod.on.ca/>) focuses on the prevention of non-malignant occupational diseases. These include skin diseases, hand-arm vibration syndrome and diseases that occur from exposure to irritants and allergens. In 2021–2022, CREOD participated in a number of knowledge and exchange activities. These included:

- 18 formal research presentations
- 43 published papers and 8 submitted manuscripts
- 10 research abstracts
- five non-refereed reports and articles

CREOD leveraged ministry funding to conduct six pilot studies on COVID-19 research topics. Examples include homecare and community support workers, fogging of face shields, Care+ resource repository and adverse effects of PPE. The Centre continues to actively participate in Ministry advisory groups and turn their research into action.

Workplace Safety & Insurance Board (WSIB) occupational disease strategy

The WSIB launched the Occupational Disease Strategy (<https://www.wsib.ca/en/wsib-occupational-disease-moving-forward>) in February 2021. Its goal is to help create a responsive and sustainable approach to occupational disease policy and decision-making at the WSIB. The strategy draws on recommendations from two primary sources:

- the Demers Report, Using Scientific Evidence and Principles to Help Determine the Work-relatedness of Cancer (<http://www.occupationalcancer.ca/wp-content/uploads/2020/07/Final-Report-Using-scientific-evidence-and-principles-to-help-determine-the-work-relatedness-of-cancer-Final-April2020.pdf>) , released in July 2020 (PDF)
- the KPMG Value for Money Audit Report: Occupational Disease and Survivor Benefit Program (https://www.wsib.ca/sites/default/files/2019-05/wsib_occupational_disease_and_survivor_benefits_program_vfma_report.pdf) , released in 2019 (PDF)

The WSIB approved the Occupational Disease Policy Framework (<https://www.wsib.ca/en/occupational-disease-policy-framework>) on Tuesday October 18, 2022. This was after a consultation (<https://www.wsib.ca/en/occupational-disease-policy-framework-consultation>) period held between Tuesday November 30, 2021, and Monday, February 28, 2022.

In 2021, the WSIB awarded funding (<https://www.wsib.ca/en/2021-grants-recipients>) to various researchers in occupational disease across the country. Examples include:

- The University of British Columbia will provide a systematic review and meta-analyses of current evidence on occupational asbestos exposure and gastrointestinal cancers.
- The University of Toronto will provide a systematic review on occupational exposures to vapours, gases, dusts and fumes and the development of chronic obstructive pulmonary disease.

In addition, the WSIB designed its Health and Safety Excellence program (HSEp (<https://www.wsib.ca/en/healthandsafety>)) to help employers adopt best practices in recognizing and controlling exposures that could lead to occupational disease. HSEp enables employers to work on health and safety topics related to the identification and prevention of occupational disease. These include:

- Recognition of Hazards
- Risk Assessment
- Control of Hazards
- Injury, Illness and Incident Reporting
- Legal Requirements
- Emergency Prevention and Preparedness
- Monitoring, Measurement and Analysis

Training and education

The Workers Health and Safety Centre (WHSC) is Ontario's only labour-endorsed health and safety training provider. WHSC delivered almost 22,500 person hours of training directly related to the prevention of hazardous exposures that cause occupational illness. Training included programs dealing with the control of hazards such as asbestos, noise and infectious diseases.

Updates to WSIA regulation and OHS compliance initiatives

McIntyre Powder/Parkinson's disease added to list of presumptive occupational diseases

In January 2022, the Workplace Safety and Insurance Board (WSIB) and the ministry announced a regulatory change made under the *Workplace Safety and Insurance Act, 1997*. The change means that if a worker is exposed to McIntyre Powder through a process involving MacIntyre powder and is diagnosed with Parkinson's disease, the disease is presumed to be work-related and compensable under the WSIA unless the contrary is shown. This will facilitate and expedite compensation for affected workers.

Improving work-related mental health and preventing workplace violence and harassment

The following section describes the work of system partners, such as the HSAs and the WSIB, in the mitigation/prevention of psychological injuries and the elimination/mitigation of psychological hazards in the workplace.

In alignment with **Prevention Works** areas of systems focus, the WSIB and the HSAs have introduced initiatives focused on addressing work-related mental health and workplace violence and harassment. These initiatives have involved:

- building strategic partnerships across different systems that impact work-related mental health and workplace violence and harassment

- contributing to the evidence base
- delivering training, consulting and clinical services for workers and employers on work-related mental health and workplace violence and harassment

Data and research

Mental Harm Prevention Roadmap (HSA Delivered)

The Mental Harm Prevention Roadmap is part of a three-year research project led by Workplace Safety and Prevention Services (WSPS), called the Action Research Project. The project began in 2020 in partnership with the Conference Board of Canada and Howatt HR. The purpose of the roadmap is to enhance the Workplace Mental Health portfolio at WSPS with evidence-based approaches. The roadmap is expected to promote mental health and encourage employers to prevent mental harm at work. The roadmap will also be used as a flexible framework to guide employers in putting programs and policies in place to support employees.

WSPS recruited nine firms of various sizes, representing diverse sectors, to contribute to the initiative. Year two research ran from April 1, 2021, to March 31, 2022. One of the goals for year-two was to build evidence and better understand which WSPS programs are most effective and assess how to improve employee experience. A report on the WSPS Mental Harm Prevention Roadmap Year-Two Study report was released in June 2022 and will provide a summary of the results from the collected research of this project.

Mental health and psychosocial supports for international agricultural workers in Ontario (Report by HSA)

Occupational Health Clinics For Ontario Workers (OHCOW) released a report on April 25, 2022 titled “Mental Health and Psychosocial Supports for International Agricultural Workers (IAWs) in Ontario (https://www.ohcow.on.ca/wp-content/uploads/2022/04/mental-health-physchosocial-supports-for-IAWs_EH_04_2022.pdf) (PDF).” The goal of the report was to create an inventory of available mental health and psychosocial well-being supports and services available to Latinx and Caribbean workers in Ontario, and to distribute these findings to these workers. OHCOW released posters (<https://www.ohcow.on.ca/posts/mental-health-psychosocial-supports-mfw/>) across the nine agricultural regions in Ontario to assist Latinx and Caribbean workers in finding mental health and psychosocial well-being supports available in Ontario. The research team also created a comprehensive project report, along with a webinar in April 2022, to share the results of the project. Further Information, resources and webinars will be rolled out during the 2022–2023 season, with ongoing evaluation.

Knowledge mobilization and supporting workplaces

Mental health and psychological health and safety (HSA Delivered)

In 2021–2022, the ministry funded a three-year mental health program with Workplace Safety North (WSN). This program aims to address the needs of clients by providing consulting services and guidance around how to address work-related mental health, especially during COVID-19. WSN is focusing on key themes to develop 45 new interventions in the form of information, resources, training and consulting solutions. Topics include:

- youth and mental health
- dealing with stress
- resiliency
- the impact of COVID-19 on mental health

Between 2021–2022, WSN engaged in 27 consultations and delivered 11 training sessions to more than 1,000 participants. The impact of these interventions include:

- 87% of participants indicated they changed their practice or behaviours
- 85% of participants indicated that their prevention knowledge around mental health increased

- 78% of participants indicated their skill and ability in controlling mental health hazards in the workplace increased

The targeted three-year program is scheduled to conclude in August 2024.

Increasing mental health and workplace violence awareness in construction, transportation and electrical utilities (HSA Delivered)

In 2021, the Infrastructure Health and Safety Association hired a mental health specialist to help develop solutions that would meet the specific needs of construction, transportation and electrical utilities. IHSA and their mental health specialist worked with ministry stakeholders to:

- host 10 sessions to begin conversations in the workplace on mental health with the purpose of reducing stigma
- increase conversations between employers and workers in eight awareness sessions on the Opioid Crisis

These sessions are now available as free webinars:

- Journey with IHSA In Addressing Workplace Mental Health (<https://register.gotowebinar.com/register/7709071174840330587>)
- Opioid Crisis in the Trades: Moving Beyond Awareness to a Plan of Action (<https://register.gotowebinar.com/register/3607125344739935067>)

IHSA also developed new resources, including 10 new Mental Health Safety Talks. Topics included:

- opioids in the trades
- toxic masculinity
- work stress and burnout
- challenging stigma
- preventing mental harm

Multiple social media posts were promoted in 2021–2022 to create awareness of mental health solutions. An eLearning course was also made available to address Workplace Violence and Harassment: What Employers Should Know (<https://www.ihsa.ca/Training/Courses/Workplace-Violence-and-Harassment-What-Employers.aspx>) .

Introducing new toolkits for workplace violence prevention in health care (HSA Developed and Delivered)

To meet sector needs and further strengthen Ontario's health care workforce, the Public Services Health and Safety Association (PSHSA) unveiled three additional workplace violence prevention toolkits (<https://www.pshsa.ca/news/new-workplace-violence-prevention-toolkits-released-to-help-healthcare-organizations-combat-rising-incidents-in-the-wake-of-covid-19>) in 2021–2022:

- Emergency Response (Code White) (<https://workplace-violence.ca/tools/emergency-responses-code-white/>)
- Care Transition (<https://workplace-violence.ca/tools/transitions/>)
- Work Refusals (<https://workplace-violence.ca/tools/work-refusals/>)

These are specifically designed for use in health care environments and with health care workers in mind.

A major/measurable reduction in violent workplace incidents within the health care sector will take time to recognize. The prior Violence, Aggression and Responsive Behaviours (VARB) project has already resulted in significant outcomes, including:

- delivered eight prevention toolkits
- launched a resource hub at workplace-violence.ca (<https://www.workplace-violence.ca/>)
- reported the promising uptake of these resources as well as positive evaluation results (<https://www.workplace-violence.ca/reducing-violence-health-care-together/>)

Additionally, the VARB may be useful in sectors besides health care. PSHSA will review how this same approach and framework may be adapted to prevent workplace violence within other settings across Ontario.

Health and Safety Excellence program — Preventing workplace violence and work-related mental injury and illness

The Workplace Safety & Insurance Board's HSEp program (<https://www.wsib.ca/en/health-and-safety-excellence-program-frequently-asked-questions>) supports employers in addressing workplace hazards, including psychological hazards and controlling exposure to workplace violence and harassment.^[1] HSEp can help businesses address a range of issues, including:

- workplace Health Promotion
- corporate Social Responsibility
- control of Hazards, with a focus on psychological injury hazards

Occupational Health Clinics for Ontario Workers (OHCOW) Annual Symposium

Between April and May 2021, OHCOW launched its fifth Annual Symposium called Mayday, Mayday (<https://www.ohcow.on.ca/events/mayday-mayday/>). The five-week webinar series included speakers from across Ontario and beyond to highlight and share solutions for workplace mental health, stress and injury prevention, with considerations for what the new and restored 'normal' may be. There were over 1,300 registrants, participants and recorded webinar views.

Workplace Violence and Harassment: Situational Awareness and De-escalation workshop — Workplace Safety and Prevention Services (WSPS)

Restaurants Canada, an industry association, reached out to WSPS for a new solution to address the increase of violence and harassment concerns in the service sector. Research was conducted to confirm and further analyze this need through focused conversations with:

- associated Advisory Committee groups
- industry associations
- WSPS field staff
- Google analytics

With the urgent need to address this challenge, WSPS developed and launched the Workplace Violence and Harassment: Situational Awareness and De-escalation (<https://shop.wsps.ca/collections/workplace-violence-and-harassment-situational-awareness-and-de-escalation>) workshop to:

- provide participants with an overview of legislated requirements, situational awareness and de-escalation principles
- help participants acquire the skills necessary to deal with workplace violence issues

Two sessions were held in February and March 2022. Preliminary survey data from learners includes an Overall Customer Satisfaction rate of 4.26 / 5 (85.2%), and a Training Application in the Workplace rate of 4.43 / 5 (88.6%).

Amending training programs to include psychosocial hazards and workplace mental health (WHSC)

The Workers Health and Safety Centre provided training resources (https://www.whsc.on.ca/Files/Product-Sheets/Mental-Health-at-Work-Training_Aug-20.aspx) aimed at addressing psychosocial hazards and workplace mental health in 2021–2022. WHSC delivered 6,558 hours of training to help workplaces prevent hazards that give rise to mental injuries in workers as well as prevent workplace violence and harassment.

Supporting Ontario workplaces during COVID-19

Over the past year, the Ministry of Labour, Immigration, Training and Skills Development continued to work with other ministries and partners to target emerging health issues in the workplace, especially those occurring from the onset of COVID-19. Our list of partners includes:

- Ministry of Health
- Ministry of Long-term Care
- Public Health Ontario
- the OHS system

The 2020–2021 OHS Annual Report (<https://www.ontario.ca/document/occupational-health-and-safety-ontario-april-2020-march-2021/spotlight-coordinated>) spotlighted the coordinated response by the OHS system to help stop the spread of COVID-19 in workplaces. This section of this report includes further examples of how our efforts to address COVID-19 continued in the 2021–2022 fiscal year.

The OHS system focused on tackling the health and safety concerns of workers who continued to work on the frontlines—specifically addressing occupational health nurses who have been instrumental to help prevent the spread of COVID-19.

Increasing awareness training

In 2021–2022, the ministry provided approximately \$250,000 in funding to develop and disseminate an accessible resource package to support personal support workers (PSWs) during the COVID-19 emergency period. As part of the project, Unity Health also partnered with Ontario Personal Support Workers Association (OPSWA) to host a Mental Health and Wellness COVID-19 webinar. The webinar was designed to provide direct support for PSWs and other long-term care and retirement home staff and stakeholders.

In December 2021, a directive from Ontario's Chief Medical Officer fortified the Personal Protective Equipment (PPE) requirements for health care workers as an interim precaution following the uncertainty around the mechanism of transmission of the COVID-19 Omicron variant of concern (B.1.1.529). The directive required all employees providing direct care to, or interacting with, patients or residents suspected or confirmed to have COVID-19 to have access to a fit-tested, seal-checked N95 respirator (or an approved equivalent), eye protection (goggles or face shield), gown and gloves.

As a result of this announcement, demand for the Public Services Health and Safety Association's Training the Fit Tester (TTFT) for Respiratory Protection (<https://www.pshsa.ca/courses/training-the-fit-tester-for-respiratory-protection-distance-learning-training-program>) distance learning course increased by 30% from the prior year. With in-person learning suspended due to COVID-19, PSHSA leveraged its resources and commitment to future readiness to launch the TTFT course in a blended digital format. This approach gave Ontarians uninterrupted access to crucial health and safety knowledge and training, in compliance with provincial requirements. The new delivery channel offered employers and workers more flexibility and continues to be the most popular learning option for TTFT.

To further enhance awareness training about COVID-19, the PSHSA also launched the free Infection Prevention and Control at Work: Basic Awareness Training program (<https://www.pshsa.ca/training/free-training/infection-prevention-and-control-at-work-basic-awareness-training>) in March 2021. This program supports Ontario employers, supervisors and workers in recognizing infectious hazards and preventing infections in the workplace, throughout COVID-19 and beyond. Between April to May 2021, 4,426 participants accessed the eLearning course and 14 additional organizations hosted the eLearning program on their own Learning Management Systems.

Collaboration also took place between the ministry, Peel Public Health and Toronto Public Health to lead a forum for Temporary Health Agencies (THAs) on September 28, 2021. The ministry presented the webinar to over 90 THAs during the forum. This presentation helped to advise THAs of their roles and responsibilities in combatting COVID-19.

Providing compliance assistance to essential businesses

A number of essential businesses were allowed to remain open throughout the COVID-19 emergency period, including construction. For these businesses, the ministry worked with the Ministry of Health and the former Ministry of Government and Consumer Services in May 2021 to further expand the Provincial Antigen Screening Program (<https://covid-19.ontario.ca/provincial-antigen-screening-program>) . As of March 31, 2022 approximately 923,415 tests were shipped to the construction sector. The ministry continued to support approximately 800 construction sector applications that were approved through the Ontario Together portal.

From February to May 2021, the ministry launched a COVID-19 initiative on construction projects to:

- raise awareness about COVID-19 guidelines from the Ministry of Health and Chief Medical Officer of Health
- Monitor employer compliance with the OHSA and its regulations their obligation to ensure workers on projects were protected from all hazards, including infectious diseases

During the initiative, construction inspectors conducted:

- 3,830 field visits
- visited 3,117 workplaces
- issued 8,424 orders

The ministry's health and safety inspectors continued to inspect regulated workplaces to determine whether they were following the OHSA. Inspectors also participated in multi-ministry team campaigns helping to enforce compliance with public health measures set under the *Reopening of Ontario (A Flexible Response to COVID-19) Act, 2020*.

During these campaigns with other enforcement ministries, inspectors and officers also provided compliance assistance to businesses on how they could stop the spread of COVID-19 and keep their workers safe.

These multi-ministry campaigns highlighted opportunities for further collaboration. The ministry continues to develop information-sharing agreements that will assist in delivery of inspection programs that are data driven and responsive to health and safety needs.

Conclusion

Ontario's OHS system has made notable progress over the past year. This annual report highlights various initiatives led by the ministry. It showcases the substantial efforts and results achieved by our partners to prevent injuries and illnesses in our province's workplaces.

The contents of this report demonstrate the OHS system's commitment to collaboration and continuous improvement. The successes we saw last year were largely possible because the OHS system had a common purpose and vision through the **Prevention Works** strategy. This strategy helped to focus our attention and resources on working to eliminate the highest-risk hazards that can cause the greatest harm.

The OHS system's progress towards creating and sustaining a healthy and safe Ontario workforce is also largely due to the dedication and many contributions of our stakeholders. Many advances have come through collaboration and partnerships both inside and outside the system.

Prevention Works will continue to be the OHS system's roadmap for improving occupational health and safety in the coming years. The ministry will continue to report on the planning, delivery and measurement of **Prevention Works** in the future through the Annual Report. As we continue to address the impacts of COVID-19, the OHS system will build on current work and find new, evidence-informed ways to expand our capacity and impact to reach those most in need.

Everyone has a role to play – from employers and workers to government and the OHS system partners. Together, we will achieve the vision of **Prevention Works**:

An Ontario where workplaces promote and practice health and safety in their everyday work and are free from occupational injuries, illnesses and fatalities.

The ministry and our system partners are committed to working together to realize this vision and create the lasting change **Prevention Works** is designed to accomplish.

Appendix

Legislative and regulatory amendments to the *Occupational Health and Safety Act*

New Regulation under the *Occupational Health and Safety Act* (OHSA): Notices and Reports under Sections 51 to 53.1 of the Act — Fatalities, Critical Injuries, Occupational Illnesses and Other Incidents (O. Reg. 420/21)

A new regulation under the OHSA came into effect on July 1, 2021 that applies to all workplaces covered by the OHSA. Among other things, O. Reg. 420/21 (<https://www.ontario.ca/laws/regulation/210420>) sets out specific information that must be included in notices and reports for fatalities, critical injuries, occupational illnesses and other incidents and incorporates the definition of critical injury, previously set out in Regulation 834 (Critical Injury — Defined). It also incorporates the reporting requirements, previously set out in nine regulations, into a single regulation.

Notice and report of death, critical injuries and other occurrences

Effective December 2, 2021, amendments to various sections of the OHSA included:

- Amending sections 8 and 9 to clarify that a health and safety representative or designated worker representative on a committee may share with an inspector any of the findings from inspecting the place where a fatality or critical injury occurred and any device or thing.
- Amending section 51 to require employers to submit critical injury and fatality reports to the Joint Health and Safety Committee (JHSC), health and safety representative and trade union (if any) in addition to the current requirement to notify the ministry.
- Providing the ability for inspectors to request written notification to the ministry about subsection 52(1) occurrences for a time period requested by an inspector.

Updated regulation making authority for future opportunities

Effective December 2, 2021, amendments to various sections of the OHSA included:

- Amending subsection 25(4) so that workplaces with five or less workers may be required to have an occupational health and safety policy when prescribed.
- Amending subsection 70(2) to provide the regulation-making authority under paragraph 15 to prescribe elements and format of any program or policy required under the OHSA.

Clarification for pre-start health and safety reviews (PSHSR)

O. Reg. 434/21 (<https://www.ontario.ca/laws/regulation/r21434>) amended Regulation 851 (Industrial Establishments) to streamline and clarify PSHSR requirements.

Engineering duties under OHSA and new definition for engineer

Effective July 1, 2022, “limited licence holders” are authorized as another group of engineers, in addition to professional engineers, licensed under the *Professional Engineers Act* to provide advice and certification under the OHSA and regulations.

To implement this change, a new defined term “engineer” was added to the definition section in the OSHA. Changes to nine regulations were also made to replace the current references to “professional engineer” with the new defined term.

Access to washrooms

The *Working for Workers Act, 2021* (Bill 27) amended the OSHA to require the owner of a workplace to provide access to a washroom at their workplace to workers making deliveries to or from the workplace, subject to certain exceptions. These provisions came into force on March 1, 2022.

Amendments to the *Workplace Safety and Insurance Act*

In 2021–2022, amendments to the *Workplace Safety and Insurance Act, 1997* (WSIA) included:

- Limit the 2021 increase to Maximum Insurable Earnings (MIE) used by employers to calculate their premiums and create a regulation-making authority for the government to set a 2022 MIE dollar amount to support employers with high wage earners during a time of economic recovery.
- Requiring surpluses over a specified funding threshold from the WSIB’s Insurance Fund to be distributed to eligible Schedule 1 employers.
- Allow third parties such as the Canadian Revenue Agency (CRA) to collect Schedule 1 employer premiums directly on behalf of the WSIB.

System finances

Investments — By category

In 2021–2022, the Ministry of Labour, Immigration, Training and Skills Development and system partners continued to invest approximately \$289 million to support the implementation of the integrated health and safety strategy.

Occupational health and safety investments (\$ millions)

Investment category	2017	2018	2019	2020	2021
Transfers to Health and Safety Associations (HSAs)	93.6 1	90.8 6	80.6 7	94.3 2	95.6 2
HSA self-generated revenue	28.2 9	28.3 7	27.6	18.2 1	22.8 4
Enforcement	103. 1	103. 4	97.9	101. 2	110. 4
Legislation /regulation development	2.9	4	4.0	3.6	4.1
Total	302. 33	299. 92	287. 24	289. 58	289. 07

Investment category	2017	2018	2019	2020	2021
Agencies	15.5	15.6	15.9	15.5	14.6
Ministry of Labour, Immigration, Training and Skills Development Prevention Organization	12.7	13.1	13.8	14.1	15.9
Prevention grants	3.25	2.92	1.20	1.22	2.34
Research	8.38	7.27	6.87	7.93	8.57
WSIB's Health and Safety Excellence program	null	null	null	33.5 [1]	14.7
Total	302.33	299.92	287.24	289.58	289.07

Sources

Transfers to Health and Safety Associations (HSAs): Ministry of Labour, Immigration, Training and Skills Development Transfer Payment Agreements (TPAs) with HSAs 2017–2018 to 2021–2022.

HSA Self-Generated Revenue: HSAs audited financial statements 2017–2018 to 2021–2022.

Enforcement, Legislation and Regulation Development, Agencies, Ministry of Labour, Immigration, Training and Skills Development Prevention Division: Government of Ontario IFIS Database 2017–2018 to 2021–2022.

Prevention Grants: TPAs between the ministry and the grant recipients 2017–2018 to 2021–2022.

Research: Figures are based on the TPAs between the ministry and the grant recipients 2017–2018 to 2021–2022.

Health and Safety Excellence program: WSIB Prevention Program Statistics for 2021–2022.

Notes

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

“Agencies” include 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 OHS products and services, bank interest income and investments of future benefits funds. These revenues are reinvested into the health and safety system.

HSA expenditures

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

Health and Safety Association expenditures, 2021–2022 (\$ Millions)

Association	IHSA *****	OHCOW *****	PSHSA *****	WHSC *****	WSN *****	WSPS *****	Total
Training	14.98	null	2.56	8.50	3.97	13.20	43.21
Consulting	5.60	null	4.25	null	2.03	12.73	24.61
Clinical	null	4.97	null	null	null	null	4.97
Products	2.55	null	1.63	null	0.16	3.65	7.99
Mine rescue program	null	null	null	null	7.27	null	7.27
Occupational disease	null	0.90	null	null	null	null	0.90
10% Initiatives	1.96	null	0.65	null	0.88	1.21	4.69
COVID-19 Related	null	1.92	null	0.01	0.38	0.74	3.05
Corporate services	4.91	0.83	0.95	2.39	1.20	8.86	19.15
Capital investments	0.02	0.30	null	null	0.42	null	0.73
Total	30.01	8.91	10.04	10.91	16.31	40.40	116.58

IHSA — Infrastructure Health & Safety Association

OHCOW — Occupational Health Clinics for Ontario Workers

PSHSA — Public Services Health & Safety Association

WHSC — Workers Health & Safety Centre

WSN — Workplace Safety North

WSPS — Workplace Safety & Prevention Services

Source

Health and Safety Associations' 2021–2022 Financial Reports submitted to Ministry of Labour, Immigration, Training and Skills Development.

Notes

Totals include expenditures from self-generated revenue.

“Mine Rescue Program” is established under the direction of the Minister of Labour, Immigration, Training and Skills Development. See Section 17 of Mines and Mining Plants, Revised Regulations of Ontario 1990 — Regulation 854 under the *Occupational Health and Safety Act*.

Data limitations

The OHS data in this report is limited, as:

- Ministry enforcement data may change as a result of ongoing enforcement activities and investigations.
- Additional records could be added to the source databases after extraction, which would not be included in this report. This report is accurate as of the date the data was extracted.

System partner annual reports

More information on the work done by OHS system partners can be found in their annual reports through the links below.

- Workplace Safety and Insurance Board (WSIB) (<https://www.wsib.ca/sites/default/files/2022-08/2021annualreport.pdf>) (PDF)
- Infrastructure Health and Safety Association (IHSA) (https://www.ihsa.ca/pdfs/annual_report/2021/ihsa-ar2021.pdf) (PDF)
- Public Services Health & Safety Association (PSHSA) (<https://terraform-20180423174453746800000001.s3.amazonaws.com/attachments/cl8sqhvp1089tsam0c947kzjq-pshsa-annual-report-2021-2022.pdf>) (PDF)
- Workplace Safety & Prevention Services (WSPS) (<https://www.wsps.ca/resource-hub/corporate/wsps-2021-annual-report>)
- Workplace Safety North (WSN) (<https://yearly.report/from/#/workplace-safety-north/annual-report-20212022-living-our-values>)
- The Occupational Health Clinics for Ontario Workers (OHCOW) (<https://www.ohcow.on.ca/about/annual-reports/2021-2022/>)
- Workers Health and Safety Centre (WHSC) (https://www.whsc.on.ca/Files/Annual-Reports/WHSC_Annual-Report-2021-2022_Web.aspx)
- Institute for Work & Health (IWH) (https://www.iwh.on.ca/sites/iwh/files/iwh/reports/iwh_annual_report_2020-21.pdf) (PDF)
- Centre for Research in Occupational Safety and Health (CROSH) (<https://crosh.ca/wp-content/uploads/2022/10/CROSH-Annual-Report-2021-2022-Digital-Version.pdf>) (PDF)
- Centre for Research Expertise in Occupational Disease (CREOD) (<https://creod.on.ca/aboutcreod/15-year-report/>)