

Health and safety inspection compliance plans 2023–2024

Learn about health and safety inspections, campaigns and initiatives and get resources to help workplaces comply with the law. Inspections will take place from April 1, 2023 to March 31, 2024.

Overview

Health and safety inspection initiatives (<https://www.ontario.ca/page/workplace-inspection-initiatives>) and campaigns are part of our commitment to meeting requirements outlined in our five-year occupational health and safety strategy, *Prevention Works* (<https://www.ontario.ca/document/prevention-works>).

We announce these campaigns and initiatives to sectors in advance. However, we do not identify individual workplaces in advance of conducting the health and safety inspections.

We post the results from provincial campaigns and initiatives online (<https://www.ontario.ca/page/workplace-compliance-initiatives#section-3>). The campaigns and initiatives are intended to raise awareness of workplace hazards and promote compliance with the *Occupational Health and Safety Act* (<https://www.ontario.ca/laws/statute/90o01>) (OHSA) and its regulations.

Focus of campaigns and initiatives

Our inspectors are responsible for enforcing the OHSA and its regulations at workplaces across the province. We decide on the focus of campaigns and initiatives using a risk-based process. This process considers:

- injury, illness, and fatality rates
- compliance history

- the nature of the work (for example, hazards that come with the job)
- current events
- the vulnerability of the workers
- strategic priorities
- advice from stakeholders and field intelligence

The focus of campaigns and initiatives can be on specific sectors, hazards, issues, or topics.

Inspectors are not limited to inspecting only the topics identified in these compliance plans. They can apply the OHSA and its regulations to the situation they find at each workplace they inspect.

Inspectors' findings may influence how often individual workplaces are inspected in the future. Inspectors may also refer employers to health and safety associations for assistance and training.

Vulnerable workers

Protecting vulnerable workers is a priority within Ontario's health and safety prevention system. Often the demographic of workers that don't receive acceptable training are the ones that don't know their rights as workers. The right to know is a foundation of the *Occupational Health and Safety Act*. Training that employers deliver to workers must be tailored to the workers' needs to ensure they understand it and can perform the skills repeatedly and without assistance.

Factors that contribute to worker vulnerability

The first step toward reducing worker vulnerability is understanding factors that contribute to it. Studies show that workers are vulnerable when:

- they are exposed to hazards
- there are not enough measures and procedures in place to protect the workers from those hazards

- the measures and procedures to protect workers are not part of the workplace's policies
- the supervisors and workers are not aware of the hazards and how to protect workers from those hazards
- there is a culture in the workplace that discourages workers from reporting hazards and discourages workers from taking steps to protect themselves from the hazards

Groups of vulnerable workers

The following groups of workers are more likely to be vulnerable:

Young workers

Young workers, aged 15–24 who are new to a job are three times more likely to be injured during the first month on the job, compared to more experienced workers, according to an IWH study (<https://www.iwh.on.ca/summaries/issue-briefing/newness-and-risk-of-occupational-injury>) .

Temporary workers

Temporary workers may be vulnerable because they work at one place for only a short time. They are new and are not familiar with the workplace and this makes them more vulnerable and are more likely to get injured.

Immigrant workers

Immigrant workers experience a higher risk of work-related injuries and illnesses compared to non-immigrants. Recent immigrants and refugees are more likely to be employed in temporary/shift work and entry-level jobs with a higher number of workplace health and safety hazards. Immigrant workers are less likely to:

- receive training
- have knowledge of occupational health and safety (OHS)
- have knowledge about worker rights
- have access to information about occupational health and safety

Workers with disabilities

Workers with disabilities are more likely to be vulnerable due to hazard exposure and lack of empowerment.

New workers

Workers who are new to a job (those on a job for less than six months) are three times more likely to get hurt during their first month on the job than any other time.

Other categories of vulnerable workers

Other groups of vulnerable workers include:

- Indigenous workers
- older workers
- racialized workers

Labour trafficking

Victims of labour trafficking are considered particularly vulnerable. Ministry inspectors have been trained to identify labour trafficking practices in workplaces during their inspections.

Learn more about labour trafficking (<https://www.ontario.ca/page/labour-trafficking>) **and how to get help.**

Addressing vulnerable workers during compliance campaigns

During the occupational compliance campaigns, inspectors will ensure employers are providing all workers with information, instruction and supervision in occupational health and safety. Inspectors will ensure that the training:

- is provided in a way that workers can understand given language and other barriers
- sets clear expectations for how workers are to do each task
- teaches workers how to use the equipment available to them

Some compliance plans include specific resources to help support vulnerable workers.

Health care sector compliance plan

From April 1, 2023 to March 31, 2024, we will conduct a health and safety campaign focused on musculoskeletal disorder prevention. Health care sector inspections will take place at health care and community care workplaces.

Musculoskeletal disorder and its causes

Musculoskeletal disorder or MSD (https://www.ontario.ca/page/ergonomics-workplace#section-1) is an umbrella term for many injuries and disorders of the muscles, tendons, nerves, bursa, blood vessels, joints, spinal discs and ligaments.

MSDs are caused by:

- excessive force
- awkward postures
- repetitive motions

They can occur suddenly or develop gradually over weeks, months or even years.

MSDs are linked to known hazards in the workplace. The key hazards, which can act in combination, are:

- force
- fixed or awkward postures
- repetition

MSDs can cause pain and loss of function in various body parts. For healthcare workers the areas affected most often are the lower back and shoulders.

Musculoskeletal disorder prevention campaign

The Musculoskeletal Disorder Prevention Campaign addresses the hazard of MSDs in health care and community care workplaces.

This campaign aims to ensure that workplaces are taking all reasonable precautions to protect workers from developing MSDs. This campaign includes education, awareness and enforcement. Online resources are available to assist workplaces to set up or improve their MSD prevention programs. Among the health and safety associations, the Public Services Health and Safety Association (<http://www.pshsa.ca/>) works with Ontario's health and community care sector to provide training, consulting, and resources to prevent occupational injuries and illnesses.

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

Partners for this campaign include:

- Public Services Health and Safety Association (PSHSA) (<https://www.pshsa.ca/>)
- Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (CRE-MSD) ([https://uwaterloo.ca/centre-of-research-expertise-for-the-prevention-of-musculoskeletal-disorders/#:~:text=The%20Centre%20of%20Research%20Expertise,\(and%20worldwide\)%20is%20MSD.](https://uwaterloo.ca/centre-of-research-expertise-for-the-prevention-of-musculoskeletal-disorders/#:~:text=The%20Centre%20of%20Research%20Expertise,(and%20worldwide)%20is%20MSD.))

The ministry will partner with PSHSA and CRE-MSD to:

- promote MSD prevention in an effort to reduce workplace injuries and illnesses in health and community care workplaces
- deliver sector-specific webinars before the focused inspections phase begins
- publish MSD hazards compliance assistance resources and packages, including delivering training and creating tools that can be used in the workplace

Phase 2: Focused inspections

Dates: June 1, 2023, to March 31, 2024

Rationale for campaign

MSDs consistently represent a large contributor to lost-time injury in the health care sector. In 2021^[1], there were approximately 3,500 MSD allowed claims registered with WSIB (lost time and no lost time combined) which represented an accident cost of

over \$17 million and resulted in workers losing over 70,000 days from work. This amounts to an average of about \$5,000 and 20 days lost from work per claim.

MSDs can be related to both:

- client handling (<https://www.ontario.ca/page/client-handling-health-care>) (such as lifting, transferring, and repositioning clients)
- non-client handling causes (such as handling heavy bags of linen or garbage, pushing carts, moving furniture, etc.)

How this campaign supports our prevention strategy

This campaign supports Prevention Works

(<https://www.ontario.ca/document/prevention-works/prevention-works-5-year-strategy>) , MLITSD's five-year prevention strategy, in the following ways:

- It is data informed. The hazards and sectors selected were based on the best available data.
- It incorporates performance measurement. Surveys will be conducted as part of webinars and at various points of the campaign.
- The campaign will help to improve occupational health and safety knowledge and practice. The awareness and outreach aspects will provide information and resources to workplaces.
- In addition to addressing non-compliance, the enforcement phase will provide resources for workplace parties in the field visit reports to assist with addressing gaps identified at workplaces.
- It addresses the requirements of small business by providing resources suited to their needs.
- It builds upon relationships in order to have a larger impact. MLITSD is working collaboratively with our partners including PSHSA and CRE-MSD to improve MSD prevention knowledge and work practices.

Previous initiatives on MSD prevention

The last MLITSD initiative on MSD prevention in health care was in the fall of 2019, and MSD prevention remains a concern within the sector. The number of health workers who are injured due to MSDs represent a significant number of lost days

from work and large number of full-time equivalent workers. Injury prevention related to this hazard can contribute to a larger health human resources strategy by preventing injury and keeping workers safely at work.

Campaign focus

Inspectors will check that workers are protected from the hazard of musculoskeletal injuries when:

- moving clients, such as performing client lifts or when repositioning clients in bed
- toileting, bathing, showering clients and performing other client handling activities
- responding to circumstances that arise such as client falls, fire alarms, evacuations
- manually handling materials and moving objects from one area to another, such as laundry
- performing heavy housekeeping tasks such as moving furniture

In workplaces visited, inspectors will check that the employer is taking reasonable precautions in the circumstances for the protection of workers and that workers are provided appropriate instruction, information and supervision to protect workers from MSD hazards.

At workplaces where the Health Care and Residential Facilities regulation (<https://www.ontario.ca/laws/regulation/930067>) applies, inspectors will check that the employer has:

- established written measures and procedures in consultation with the joint health and safety committee (JHSC) or health and safety representative (HSR).
Examples of written measures and procedures to prevent MSDs involving client handling include:
 - safe work procedures for each type of client lift, transfer, and reposition
 - client mobility assessments and documentation of status
 - use of assistive devices
 - safe storage and maintenance of lift equipment and other mobility devices

- pre-use inspection of assistive devices
- reviewed the measures and procedures at least annually, and revised these as required considering current knowledge and practice related to MSD prevention
- provided training to workers on client handling and manual materials handling

Small business

There are estimated to be about 4,690 businesses in the sectors selected for this campaign as reported in June 2022 by Statistics Canada^[2]. From that total, 71% are small businesses having less than 50 workers. The three top sectors with a high percentage of small businesses are:

- group homes
- home health care services
- retirement homes

In small businesses, owners may have limited time and resources to develop and implement a health and safety program. The following resources have been developed to assist small businesses to set up their MSD prevention programs and keep their workers safe:

- posters from the Quick Start Guide (<https://www.msdpreservation.com/Quick-Start-Guide.htm>)
- information about MSDs (<https://www.msdpreservation.com/Small-Business-Owner-or-Manager.htm>) for small business owners or managers
- general responsibilities for keeping workers safe (<https://www.ontario.ca/page/health-and-safety-small-businesses>)

Ministry inspectors may provide other awareness and compliance assistance resources during their workplace visits.

Addressing vulnerable workers

Some resources to help keep all workers, including vulnerable workers, safe in the workplace include the following:

- temporary help workers, agencies, and host employers
(<https://www.ontario.ca/page/temporary-help-workers-agencies-and-host-employers>)
- musculoskeletal disorder hazards (ohcow.on.ca) (https://www.ohcow.on.ca/injury-prevention/musculoskeletal-disorders_msd/)
- safe work toolkit for newcomers (Ontario) (iwh.on.ca)
(<https://www.iwh.on.ca/tools-and-guides/safe-work-toolkit-for-newcomers-ontario#:~:text=The%20Safe%20Work%20Toolkit%20for,rights%20and%20responsibilities%20in%20Ontario.>)
- newcomers (iwh.on.ca) (<https://www.iwh.on.ca/topics/newcomers>)

Resources and compliance assistance

Use these resources to learn more about MSD and how to prevent it in the health care sector.

Ministry resources:

- Occupational health and safety compliance
(https://www.ontario.ca/page/occupational-health-and-safety-compliance?_ga=2.13762295.1935599563.1562871840-342956221.1480347705)
- Ergonomics in the workplace (<https://www.ontario.ca/page/ergonomics-workplace>)
- Client handling in health care (<https://www.ontario.ca/page/client-handling-health-care>)
- Video: Client handling in health care (<https://www.youtube.com/watch?v=pM20-zrijiU>)
- Temporary help workers, agencies and host employers
(<https://www.ontario.ca/page/temporary-help-workers-agencies-and-host-employers>)

Health and safety partners resources:

- Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (msdprevention.com) (<https://www.msdprevention.com/>)
- Public Services Health and Safety Association | Musculoskeletal Disorders (MSD) & Ergonomics (pshsa.ca) (<https://www.pshsa.ca/safe->

environments/topics/musculoskeletal-disorders-msd-ergonomics)

- Occupational Health Clinics for Ontario Workers (OHCOW) Injury Prevention, Musculoskeletal Disorders (https://www.ohcow.on.ca/injury-prevention/musculoskeletal-disorders_msdl/)
- Safe Work Toolkit for Newcomers (Ontario) (iwh.on.ca) (<https://www.iwh.on.ca/tools-and-guides/safe-work-toolkit-for-newcomers-ontario#:~:text=The%20Safe%20Work%20Toolkit%20for,rights%20and%20responsibilities%20in%20Ontario.>)

Related documents:

- Reporting workplace incidents and illnesses (<https://www.ontario.ca/page/reporting-workplace-incidents-and-illnesses>)
 - Learn more about filing a workplace health and safety complaint (<https://www.ontario.ca/page/filing-workplace-health-and-safety-complaint>)
 - *Building Opportunities in the Skilled Trades Act* (<https://www.ontario.ca/laws/statute/s21028>)
-

Industrial sector compliance plan

From April 1, 2023 to March 31, 2024, we will conduct an enforcement campaign to raise awareness of material handling hazards that workers face in manufacturing and farming sectors where production occurs.

Material handling campaign — manufacturing and farming sectors where production occurs

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

Partners for this campaign include Workplace Safety and Prevention Services (<https://www.wsps.ca/>) .

The ministry will partner with Workplace Safety and Prevention Services to host webinars on the campaign and provide compliance assistance resources.

Phase 2: Focused inspections

Dates: May 1, 2023 to March 31, 2024

Rationale for campaign

Ministry data from 2022 shows that:

- there were 44 fatalities in the industrial program, an increase of 11 from 2021
- eleven of the fatalities were because of crushing injuries
- seven of the fatalities were a result of being struck by something

In the farming and agriculture sectors, ministry data from 2022 shows that:

- there were six worker fatalities, an increase of three from 2021
- three of these fatalities were related to falls from height
- three of these fatalities were a result of contact with machinery

On farming operations, material handling is often challenging because the materials being moved are often not palletized and there may be limited material handling equipment.

Campaign focus and priorities

This year-long enforcement campaign asks inspectors to focus on the manufacturing and farming sectors, specifically where **production** is taking place. The primary focus will be on workplaces where large or bulky materials, articles or things are lifted, carried, or moved, and puts workers at risk of being injured by their movement.

The key sectors will include:

- agricultural services
- automotive
- chemical, rubber and plastics
- farming

- food, beverage and tobacco
- industrial services
- primary metals
- pulp and paper
- transportation
- wood and metal fabrication

Inspectors will focus on the following key priorities:

- lifting devices/mobile equipment/cranes
- workplace layout and design
- manual material handling
- storage systems
- automation
- machine guarding, blocking and lockout
- training and orientation provided by the employer (for example, supervisor and worker awareness training)
- internal responsibility system (for example, joint health and safety committee/health and safety representation)

Small businesses

According to Statistics Canada in June 2022:

- 20,042 businesses were reported in the manufacturing sectors in Ontario. From that total, 85% are small businesses having less than 50 workers.
- 8,770 businesses were reported in the agriculture and farming sectors in Ontario. From that total, 97% are small businesses with less than 50 workers.

In small businesses, owners have limited time and resources to know and understand the OHSA, and identify hazards and existing resources that they can use to develop and implement a health and safety program to keep their workers safe.

Here are some resources to assist small businesses to keep their workers safe:

- approximately 10 hours free consultations (<https://www.wsps.ca/free-small-business-advisory-service>) including the visits in the workplaces with less than 20 workers from WSPS health and safety specialists

- WSPS's Agriculture Health and Safety Centre (<https://www.wsps.ca/agriculture-safety-centre>)

Ministry inspectors may offer more resources during the visits.

Addressing vulnerable workers

Here are some resources that may be useful to vulnerable workers:

- Temporary help workers, agencies and host employers
(<https://www.ontario.ca/page/temporary-help-workers-agencies-and-host-employers>)
- Newcomers (iwh.on.ca) (<https://www.iwh.on.ca/topics/newcomers>)
- Spanish Resources (wsps.ca) (<https://www.wsps.ca/resource-hub/spanish>)
- Thai Resources (wsps.ca) (<https://www.wsps.ca/resource-hub/thai>)
- Farm Worker Resources (ohcow.on.ca) (<https://www.ohcow.on.ca/worker-perspective/temporary-foreign-agricultural-worker/#grid>)

Resources and compliance assistance

Use these resources to help keep workers safe in manufacturing and farming sectors where production occurs.

Ministry resources

- Material handling — struck by objects, caught between or crushed by objects
(<https://www.ontario.ca/page/hazards-industrial-sector#section-17>)
- Transportation equipment and vehicle traffic (<https://www.ontario.ca/page/hazards-industrial-sector#section-24>)
- Alert: storage and handling of steel coils (<https://www.ontario.ca/page/alert-storage-and-handling-steel-coils>)
- Alert: equipment blocking (<https://www.ontario.ca/page/alert-equipment-blocking>)

- Manual materials handling (<https://www.ontario.ca/document/manual-materials-handling>)

Workplace Safety and Prevention Services (WSPS) resources

- Manual and mechanical material handling (<https://www.wsps.ca/resource-hub/material-handling>)
 - Small business landing page (<https://www.wsps.ca/small-business-centre>)
 - Workplace hazards (<https://www.wsps.ca/workplace-hazards>)
-

Mining sector compliance plan

Inspections will take place at mining workplaces from April 1, 2023 to March 31, 2024.

Campaign: training (mining common core and specialty modules)

Worker training is a critical component of all successful health and safety programs. The mining industry in Ontario presents unique hazards which require specific training to manage.

The Common Core programs are competency based modular training programs (<https://www.ontario.ca/page/hazards-mining-sector#section-6>) for mine and mining plant workers in Ontario.

Sections 11 through 11.3 of Reg. 854 (<https://www.ontario.ca/laws/regulation/900854>) require employers to establish and maintain an accredited Common Core training program for all workers in mines and mining plants specific to the type of work they perform.

Common Core program

To be accredited in the Common Core program the worker must have demonstrated competency in each of the required modules of the Common Core program. Performance objectives must be signed off by an authorized trainer when the trainee has achieved competence in the skill. For the purposes of the program, competence is

achieved when the trainee can perform the skills repeatedly and without assistance in the workplace to the standard set out in the Training Standard document.

A Signing Authority is designated by the employer and authorized by the MLITSD to be accountable for the quality of training, and maintenance of training records. The Signing Authority is responsible for determining the competency of company employees for modular accreditation.

Although each employer is responsible for implementing their own training program, Common Core is standardized across the province so workers can transfer their accreditations between sites or employers.

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

Partners for this campaign include:

- Infrastructure Health and Safety Association (<https://www.ihsa.ca/>)
- Workplace Safety North (<https://www.workplacesafetynorth.ca/>)

The ministry will partner with the health and safety associations to:

- deliver sector-specific webinars before the focused inspections phase starts
- publish compliance assistance resources and packages

Phase 2: Focused inspections

Dates: June 1, 2023 to March 31, 2024

Rationale for campaign

Recent inspections and event investigations identified trends of workers and supervisors not sufficiently trained or accredited in the Common Core program for tasks they perform.

Campaign focus

Mining inspectors will check that employers have established, and are maintaining, the required programs. These programs must meet the Section 11 training

requirements to ensure mine workers and supervisors have the specific training needed to safely perform their jobs.

Addressing vulnerable workers

Here are some resources that may be useful to vulnerable workers:

- Temporary help workers, agencies and host employers | ontario.ca
(<https://www.ontario.ca/page/temporary-help-workers-agencies-and-host-employers>)
- Newcomers (iwh.on.ca) (<https://www.iwh.on.ca/topics/newcomers>)

Resources and compliance assistance

- Supervisor Common Core: Introduction to Safety Programs (Mining) | Workplace Safety North (<https://www.workplacesafetynorth.ca/training/course/supervisor-common-core-introduction-safety-programs-mining>)
 - *Occupational Health and Safety Act* (<https://www.ontario.ca/laws/statute/90o01>)
 - Regulations for Mines and Mining Plants
(<https://www.ontario.ca/laws/regulation/900854?search=Reg+854>)
 - Apprenticeship Offices (<https://www.ontario.ca/page/employment-ontario-apprenticeship-offices>)
-

Construction sector compliance plan

Inspections will take place at construction workplaces from April 1, 2023 to March 31, 2024.

Small businesses

Small businesses make up the majority of construction employers across the province. Small business owners have limited time and resources to:

- know and understand the OHSA

- identify hazards

- find resources that they can use to develop and implement a health and safety program to keep their workers safe

For both the Falls from Heights and Struck-by campaigns we are working with the Infrastructure Health and Safety Association to make health and safety resources available and easy to understand. We will provide:

- short, easily accessible podcasts for each campaign to help workplace parties better understand the hazards in their workplaces
- QR codes during each of our field visits to help direct small businesses and their workers directly to IHSA's resources

Falls from heights in single family residential (RESS)

From April 1, 2023, to March 31, 2024, we will conduct a health and safety campaign focused on falls from heights (<https://www.ontario.ca/page/hazards-construction-sector#section-1>) in single family residential construction, residential re-roofing and multi-family residential in urban areas. During these visits we will focus on falls from heights in roofing and framing activities.

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

Partners for this campaign include the Infrastructure Health and Safety Association (<https://www.ihsa.ca/>) .

The ministry will partner with the Infrastructure Health and Safety Association as well as industry experts to produce a series of podcasts on falls related topics and publish Falls from Heights compliance assistance resources and packages.

Phase 2: Focused inspections

Dates: April 1, 2023 to March 31, 2024

Rationale for campaign

From 2015 to present there have been 224 critical injuries and 19 fatalities resulting from falls from heights in the Single-Family Residential subsector of construction.

Single family housing has been responsible for the most critical injuries and fatalities from falls by a wide margin over all the other subsectors.

The Construction Health and Safety Program (CHSP) worked with field staff, IHSA and stakeholders to identify the trade/occupation and likely root cause of these incidents in an effort to develop a multi-pronged approach to address this issue.

Campaign focus

The ministry's Construction Health and Safety Program (CHSP), along with its Prevention Division and the Infrastructure Health and Safety Association (IHSA), will continue to collaborate to address the hazards associated with fall-from-height hazards in residential construction and re-roofing.

Mandatory fall protection training for people working at heights was a priority recommendation of the Expert Advisory Panel on Occupational Health and Safety. In 2015, the ministry implemented a workplace training standard to prevent falls and improve safety for workers who work at heights. Certain workers must complete a working-at-heights training program approved by the Chief Prevention Officer. The training requirement is for workers on construction projects who use any of the following methods of fall protection:

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

Employers are reminded that workers must also receive additional site-specific training related to the project hazards and the fall protection systems being used on site. The 2023–2024 Fall from Heights Campaign will address both the working at heights training and the site-specific training requirements.

Inspections

Inspectors will focus on:

- training related to:

- working at heights training to meet requirements in *Ontario Regulation 297/13 — Occupational Health and Safety Awareness Training*, section 6
- general and site-specific working at heights training to meet requirements in *Ontario Regulation 213/91 — Construction Projects*, section 26.2
- worker and supervisor basic occupational health and safety awareness training to meet requirements in *Ontario Regulation 297/13 — Occupational Health and Safety Awareness Training*, sections 1 and 2
- fall protection pre-planning
- the use and condition of fall protection equipment and devices
- guardrail systems
- emergency response and fall rescue plans
- the internal responsibility system (IRS)

Resources and compliance assistance

- Health & Safety Awareness Training (<https://www.ontario.ca/page/health-and-safety-training>) (MLITSD)
- Supervisors under the OHSA (<https://www.ontario.ca/page/supervisors-under-occupational-health-and-safety-act>) (MLITSD)
- The Internal Responsibility System (<https://www.ontario.ca/document/guide-occupational-health-and-safety-act/internal-responsibility-system>) (MLITSD)
- Achieve Compliance on Construction Sites — Fall Prevention (<https://www.ontario.ca/page/achieve-compliance-construction-sites-fall-prevention>) (MLITSD)
- Roofing Safety Resources (<https://www.ihsa.ca/Topics-Hazards/Roofing-Safety-Articles-Manuals.aspx>) (IHSA)
- Fall prevention and working at heights (<https://www.ihsa.ca/Topics-Hazards/Fall-Prevention-Working-at-Heights.aspx>) (IHSA)
- Hiring a roofing contractor — tips for homeowners (<https://www.ihsa.ca/pdfs/products/IHSA023-Hiring-a-Roofing-Contractor-Tips-for-Homeowners.pdf>) (IHSA)

Struck-by material, vehicles or equipment

From April 1, 2023, to March 31, 2024, the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) will conduct a health and safety campaign focused on activities where workers may be struck by material, vehicles or equipment (<https://www.ontario.ca/page/hazards-construction-sector#section-2>) .

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

Partners for this campaign include the Infrastructure Health and Safety Association (<https://www.ihsa.ca/>) .

The ministry will partner with the Infrastructure Health and Safety Association as well as industry experts to produce a series of podcasts on struck-by related topics and publish compliance assistance resources and packages.

Phase 2: Focused inspections

Dates: April 1, 2023 to March 31, 2024

Rationale for campaign

From 2015 to present there have been 228 critical injuries and 28 fatalities resulting from equipment “struck-bys”. These struck-bys are pretty evenly spread amongst most construction subsectors. The CHSP will work with the field, IHSA and stakeholders to clearly identify the likely root cause of these incidents in an effort to develop a multi-pronged approach to address this issue.

Campaign focus

Inspectors will check:

- operation, maintenance of equipment
- storage or handling of material
- inspection of rigging equipment
- worker training for material handling activities

- signal person in place when required

Resources and compliance assistance

- Guide to the *Occupational Health and Safety Act*
(<https://www.ontario.ca/document/guide-occupational-health-and-safety-act/part-iii-duties-employers-and-other-persons>)
 - Hazards in the construction sector (<https://www.ontario.ca/page/hazards-construction-sector>)
 - Alert: Operating construction equipment in reverse
(<https://www.ontario.ca/page/alert-operating-construction-equipment-reverse>)
 - Alert: Inspection of crane hook block (<https://www.ontario.ca/page/alert-inspection-crane-hook-block>)
 - Achieve compliance on construction sites: equipment and vehicles, cranes, hoisting and rigging (<https://www.ontario.ca/page/achieve-compliance-construction-sites-equipment-and-vehicles-cranes-hoisting-and-rigging>)
 - Tower crane safety on construction projects (<https://www.ontario.ca/page/tower-crane-safety-construction-projects>)
 - Struck-by hazards (ihsa.ca) (https://www.ihsa.ca/Topics_Hazards/Struck_Bys.aspx)
 - IHSA heavy equipment safety

(https://www.ihsa.ca/Topics_Hazards/Heavy_Equipment.aspx)
-

Specialized Professional Services compliance plan

Specialized Professional Services staff will conduct inspections from April 1, 2023 to March 31, 2024.

Ergonomists will support campaigns and initiatives in the following sectors:

- construction
- health care
- industrial

- mining sector

Occupational hygienists will similarly support the sector-specific campaigns and initiatives, in addition to conducting their own campaigns.

Occupational hygiene campaign: respiratory protection

Employers have a duty to take all necessary measures and procedures to ensure that a worker's airborne exposure to a hazardous substance does not exceed the Occupational Exposure Limit (OEL). (<https://www.ontario.ca/page/current-occupational-exposure-limits-ontario-workplaces-under-regulation-833>) For some substances, they must ensure it is reduced to the lowest practical level. Employers can do this using:

- engineering controls
- administrative controls
- work practices

Under certain conditions, the employer's duty to limit airborne exposures may include providing workers with respirators.

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

The partners for this campaign are:

- Infrastructure Health and Safety Association (<https://www.ihsa.ca/>)
- Public Services Health and Safety Association (<https://www.pshsa.ca/>)
- Workplace Safety and Prevention Services (<https://www.wsps.ca/>)
- Workplace Safety North (<https://www.workplacesafetynorth.ca/>)

Phase 2: Focused inspections

Dates: July 4, 2023 to March 31, 2024

Rationale for campaign

In 2020, R.R.O. 1990, Reg. 833: Control of Exposure to Biological or Chemical Agents
(<https://www.ontario.ca/laws/regulation/900833>) and O. Reg. 490/09: Designated
Substances (<https://www.ontario.ca/laws/regulation/090490>) were revised to include a
section on Respiratory Protection Program. MLITSD occupational hygienists will
ensure that workplaces are aware of these changes and comply with the section on
respiratory protection programs, along with other applicable sections of the
regulations.

Campaign focus

MLITSD occupational hygienists will conduct proactive inspections in all workplaces
where respirators are provided or used by workers. The inspections will ensure that
the following are in place:

- a written respiratory protection program
- proper selection of a NIOSH-approved respirator, or equivalent, that is
appropriate for the hazard found in the workplace
- training of workers on the care, use and limitations of respirators
- fit testing for tight-fitting respirators in accordance with CAN/CSA-Z94.4-18,
Selection, Use and Care of Respirators
- compliance with the requirements for compressed breathing air systems, if
applicable
- use and maintenance of the respirators in accordance with the manufacturer's
specifications

Resources and compliance support

- Respiratory protection program (<https://www.ontario.ca/document/firefighter-guidance-notes/4-9-respiratory-protection-program#section-5>)
- A guide to designated substances in the workplace
(<https://www.ontario.ca/document/guide-designated-substances-workplace>)
- Exposures — OHCOW (<https://www.ohcow.on.ca/occupational-illness/exposures/>)

Occupational hygiene campaign: Asbestos in building structures

Asbestos (<https://www.ontario.ca/page/asbestos-workplace>) is a naturally occurring mineral fibre that was historically used in a wide range of manufactured products. Asbestos can be found in:

- thermal insulation materials
- roof shingles
- ceiling and floor tiles
- industrial pipe wrapping
- cement and plaster products
- automobile brake linings
- clutch pads
- textiles

When asbestos-containing materials are disturbed, asbestos fibres are released into the air and can be inhaled and trapped in the lungs. Asbestos is a known human carcinogen and can cause lung cancer and mesothelioma. It is the leading cause of fatal occupational illness in Ontario.

Phase 1: Compliance assistance

Dates: April 1, 2023 to March 31, 2024

Partners for this campaign include:

- Infrastructure Health and Safety Association (<https://www.ihsa.ca/>)
- Public Services Health and Safety Association (<https://www.pshsa.ca/>)
- Workplace Safety and Prevention Services (<https://www.wsps.ca/>)
- Workplace Safety North (<https://www.workplacesafetynorth.ca/>)

Phase 2: Focused inspections

Dates: July 4, 2023 to March 31, 2024

Rationale for campaign

Asbestos-containing materials are present in building structures at many different workplaces. Owners and employers are not always aware of the presence of asbestos in their workplace, or the measures and procedures required to protect their workers from exposure to asbestos.

Because it takes a long time to develop an occupational illness from exposure to asbestos, it is important to manage asbestos-containing materials in the workplace to prevent worker exposures.

Campaign focus

MLITSD occupational hygienists will conduct proactive inspections in all workplaces where asbestos-containing materials are present in the building structures. The hygienists will assess compliance with *Regulation 278/05, Designated Substance — Asbestos on Construction Projects and in Buildings and Repair Operations*. The inspections will ensure that the following are in place:

- an asbestos management program, including maintaining an asbestos record
- notification of occupants, workers and contractors of the presence of asbestos
- regular inspection of asbestos-containing materials
- repair or removal of asbestos-containing materials in poor condition
- training of workers on the hazards of asbestos exposure and safety measures to protect against exposure
- measures and procedures for Type 1, Type 2 and Type 3 asbestos operations

Addressing vulnerable workers

Here are some resources that may be useful to vulnerable workers:

- Temporary help workers, agencies and host employers
(<https://www.ontario.ca/page/temporary-help-workers-agencies-and-host-employers>)
- Newcomers (iwh.on.ca) (<https://www.iwh.on.ca/topics/newcomers>)

Resources and compliance support

- Asbestos in the workplace (<https://www.ontario.ca/page/asbestos-workplace>)

- A guide to the Regulation respecting Asbestos on Construction Projects and in Buildings and Repair Operations (<https://www.ontario.ca/document/guide-regulation-respecting-asbestos-construction-projects-and-buildings-and-repair>)
- The Infrastructure Health and Safety Association (IHSA) webpage on Asbestos (<https://ohsguide.ihsa.ca/en/topic/asbestos.html#summary>)
- Exposures — OHCOW (<https://www.ohcow.on.ca/occupational-illness/exposures/>)

Updated: May 26, 2023
Published: May 26, 2023

Footnotes

- [1] ^ Sourced data: MLITSD BI Data, January 9, 2023 snapshot.
- [2] ^ Sourced data: Statistics Canada. Table 33-10-0568-01 Canadian Business Counts, with employees, June 2022