

Health and safety inspection compliance plans 2024–2025

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, 2024 to March 31, 2025.

Overview

Health and safety inspection initiatives and campaigns

(<https://www.ontario.ca/page/workplace-inspection-initiatives>) 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-2>). 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

Some workers are more vulnerable than others to occupational hazards in the workplace. These workers are often referred to as “vulnerable workers.” Protecting vulnerable workers is a priority within Ontario’s health and safety prevention system.

“Vulnerability” in a workplace depends on many individual factors, including age, literacy level, physical and mental ability, and job experience. Workplace factors such as hours of work, employment stability and hazards also play a role.

According to an Institute for Work & Health (IWH) Study (<https://www.iwh.on.ca/plain-language-summaries/newness-and-risk-of-occupational-injury>) , workers with one or more vulnerabilities are at a greater risk of injury and tend to receive far less occupational health and safety training.

Factors that contribute to worker vulnerability

A vulnerable worker may be a recent immigrant, young worker, new worker, temporary foreign worker, precariously employed worker, or temporary help agency worker, among

others. The following factors increase a worker's vulnerability:

- **Low socioeconomic status:** Individuals with financial instability or precarious employment, such as those performing temporary or freelance work, often have limited bargaining power or representation and may be more prone to exploitation.
- **Low literacy and limited training:** People with low literacy levels or those who lack specialized skills may have fewer employment options and may be more susceptible to unscrupulous employers.
- **Age:** Young workers may lack experience and knowledge about their rights, making them more vulnerable to exploitation. Similarly, older workers may face age-related discrimination or may be prone to additional risks or hazards relating to physical or technological changes in the workplace.
- **Language barriers:** Workers who have limited proficiency in the dominant language spoken in their workplace may have less awareness of their rights and/or ability to communicate their health and safety concerns.
- **Immigration status:** Undocumented workers or those with temporary immigration status may be hesitant to report workplace violations due to fear of reprisal or deportation.
- **People facing discrimination:** Indigenous peoples, racialized individuals, LGBTQ+ individuals, or people with disabilities may face discriminatory practices and/or harassment that make them vulnerable to exploitation.

Labour trafficking

It is important to note that workers with vulnerabilities may be particularly susceptible to labour trafficking. 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 campaigns

During 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 carry out tasks
- teaches workers how to use equipment available to them

Some campaigns include specific resources to help support vulnerable workers.

Construction sector compliance plan

From April 1, 2024 to March 31, 2025, we will conduct two enforcement campaigns. One will focus on falls from heights and the other will focus on struck-bys.

Falls from heights in single family residential and multi-family residential

From April 1, 2024, to March 31, 2025, 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, including residential re-roofing
- 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, 2024 to March 31, 2025

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

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, 2024 to March 31, 2025

Rationale for campaign

Between 2018 and 2022, there were 412 critical injuries and 45 fatalities in the Single family Residential construction sub-sector (RESS). Between 2018 and 2022 there were 333 critical injuries and 25 fatalities in the Multi-family Residential sub-sector (RESM).

The residential subsector stands out significantly as the primary source of critical injuries and fatalities resulting from falls compared to 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 to develop a multi-pronged approach to address this issue.

Campaign focus

The ministry's CHSP, along with 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 2024–2025 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)

- New and Young Workers (https://www.ihsa.ca/New-Experienced-Workers/New_Young_Workers.aspx) (IHSA)

- Vulnerable Workers and the language of safety
(https://www.ihsa.ca/pdfs/magazine/volume_12_Issue_4/Vulnerable_Workers.pdf)
(IHSA)

Struck-by material, equipment and vehicles

From April 1, 2024, to March 31, 2025, 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, equipment and vehicles
(<https://www.ontario.ca/page/hazards-construction-sector#section-2>) .

Phase 1: Compliance assistance

Dates: April 1, 2024 to March 31, 2025

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, 2024 to March 31, 2025

Rationale for campaign

Between 2018 and 2022 there have been 359 critical injuries and 38 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>) (MLITSD)

- Hazards in the construction sector (<https://www.ontario.ca/page/hazards-construction-sector>) (MLITSD)

- Alert: Operating construction equipment in reverse (<https://www.ontario.ca/page/alert-operating-construction-equipment-reverse>) (MLITSD)

- Alert: Inspection of crane hook block (<https://www.ontario.ca/page/alert-inspection-crane-hook-block>) (MLITSD)

- 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>) (MLITSD)

- Tower crane safety on construction projects (<https://www.ontario.ca/page/tower-crane-safety-construction-projects>) (MLITSD)

- Struck-by hazards (https://www.ihsa.ca/Topics_Hazards/Struck_Bys.aspx) (IHSA)

- Heavy equipment safety (https://www.ihsa.ca/Topics_Hazards/Heavy_Equipment.aspx) (IHSA)

- New and young workers (https://www.ihsa.ca/New-Experienced-Workers/New_Young_Workers.aspx) (IHSA)

- Vulnerable workers and the language of safety
(https://www.ihsa.ca/pdfs/magazine/volume_12_Issue_4/Vulnerable_Workers.pdf) (IHSA)

Small businesses

Most businesses (97%) in the construction industry in Ontario have under 50 workers. In the residential building construction subsector, almost all (99%) are small businesses. Small business owners have limited time and resources to:

- know and understand the OHSA requirements and responsibilities
- identify hazards and how to control them
- find resources that they can use to develop and implement a health and safety program to keep their workers safe

We are collaborating with Infrastructure Health and Safety Association (IHSA) for the Falls from Heights and Struck-by campaigns to create health and safety resources. We will provide:

- short, easily accessible podcasts for each campaign to help workplace parties 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
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Health care sector compliance plan

From April 1, 2024 to March 31, 2025, we will conduct a health and safety campaign focused on slips, trips, and falls prevention. Health care sector inspections will take place at health care and community care workplaces.

Falls from heights and same-level falls can happen anywhere, anytime. Every year falls lead to a significant number of worker injuries. Slips, trips, and falls are some of the leading injuries that cause workers to miss time at work. You can help prevent slips, trips, and falls. Preventing these injuries is a critical goal for every safe and healthy workplace.

The goals of the campaign are to:

- prevent injuries that could arise from unsafe workplace conditions or practices
- raise awareness of risk of injury from slips, trips, and falls

- enhance the IRS, especially regarding internal workplace inspections to identify slip, trip, and fall hazards
- ensure workplace parties are complying with the law

Slips, Trips, and Falls prevention campaign

The Slips, Trips, and Falls (STFs) Prevention Campaign addresses the hazard of STFs in health care and community care workplaces.

This campaign aims to ensure that workplaces are taking all reasonable precautions to protect workers from injuries due to STFs. This campaign includes education, awareness and enforcement. Online resources are available to assist workplaces to set up or improve their STFs 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, 2024 to March 31, 2025

Partners for this campaign include:

- Public Services Health and Safety Association (<https://www.pshsa.ca/>) (PSHSA)

The ministry will partner with PSHSA to:

- promote STFs prevention in an effort to reduce workplace injuries in health care and community care workplaces
- deliver sector-specific webinar(s) before the focused inspections phase begins
- provide STF hazard compliance assistance resources and packages, including delivering training and making tools that can be used in the workplace available

Phase 2: Focused inspections

Dates: June 3, 2024, to March 31, 2025

Rationale for campaign

STFs represent a large contributor to lost-time injury in the health care sector. According to Workplace Safety and Insurance Board (WSIB) data, falls on the same level are consistently among the top contributors to lost-time injury in all subsectors of the health care sector. Overall, WSIB lost time injury (LTI) rates are increasing and STFs remain one of the leading causes of LTIs in the sector.

STFs represent a large contributor to the number of critical injuries occurring in the health and community care sector. MLITSD data indicates that critical injuries in the sector are on the rise, and it appears that STFs are a major contributor to critical injuries in the health and community care sector.

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. We will conduct surveys of webinar participants as well as monitor our progress and results during and at the end 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 partner, PSHSA to improve STFs prevention knowledge and work practices.

Previous initiatives on STFs prevention

The last MLITSD initiative on STF prevention in health care was part of a cross-program initiative conducted in 2019 and STF prevention remains a concern within the sector. The number of health care and community care workers who are injured due to STFs 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 STFs. In order to decrease the risk of STF injuries, inspectors will check that employers have assessed for STF hazards and controlled for them. Common hazards include:

- poor maintenance and housekeeping practices, such as not:
 - cleaning up spills and picking up dropped items
 - clearing ice and snow from outdoor areas
 - keeping work surfaces free of cracks, holes or bumps
 - keeping work areas and walkways clear of obstructions or trip hazards such as equipment and electrical cords
- unsafe ladders or use of ladders

In health care and community care workplaces inspectors may focus on areas where slip, trip and fall hazards are more common such as kitchens, dining rooms, washrooms, bathing areas and corridors, as well as outdoor surfaces and parking lots.

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 STF 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 on STFs prevention in consultation with the joint health and safety committee (JHSC) or health and safety representative (HSR)

- reviewed the measures and procedures at least annually, and revised these as required considering current knowledge and practice related to STFs prevention
- provided training to workers on STFs prevention

Small business

There are more than 46,600 businesses in Ontario's health and community care sector as reported in June 2023 by Statistics Canada. From that total, 95% are small businesses with less than 50 workers. Almost all health practitioner offices and medical and diagnostic laboratories are small businesses, and these businesses are the majority of small businesses in the health and community care sector.

In companies with less than 50 workers, owners may have limited time and financial and human resources to develop and implement a health and safety program. The following links provide various tools to assist small businesses in setting up their prevention programs and keeping their workers safe:

- General responsibilities for keeping workers safe (<https://www.ontario.ca/page/health-and-safety-small-businesses>)
- Small Business (<https://www.pshsa.ca/sectors-priorities/small-business>) (PSHSA)

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>)
- Safe work toolkit for newcomers (Ontario) (<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.>) (IWH)
- Newcomers (<https://www.iwh.on.ca/topics/newcomers>) (IWH)
- New & Vulnerable Workers (<https://www.pshsa.ca/sectors-priorities/new-vulnerable-workers>) (PSHSA)

Resources and compliance assistance

Use these resources to learn more about slips, trips, and falls and how to prevent them in the health and community 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)
- Preventing slips, trips, and falls in the workplace (<https://www.ontario.ca/page/preventing-slips-trips-and-falls-workplace>)
- Fall Hazards: Ergonomics in the workplace (<https://www.ontario.ca/page/ergonomics-workplace>)
- Fall Hazards: Ergonomics when using ladders and step stools (<https://www.ontario.ca/page/ergonomics-when-using-ladders-and-step-stools>)

Health and safety partners resources:

- Preventing Slips, Trips & Falls (<https://www.pshsa.ca/safe-environments/topics/slips-trips-falls>) (PSHSA)

- Slips, Trips and Falls (<https://www.pshsa.ca/safe-environments/topics/slips-trips-and-falls>) (PSHSA)

- Slips Trips and Fall Prevention eLearning (<https://www.pshsa.ca/courses/slips-trips-and-fall-prevention-elearning-2>) (PSHSA)

- Community Care - Slips, Trips and Falls (<https://www.pshsa.ca/training/free-training/community-care-slips-trips-and-falls-2>) (PSHSA)

- Ladder Safety eLearning (<https://www.pshsa.ca/courses/ladder-safety-elearning>) (PSHSA)

- Ladder Safety Fast Fact (<https://www.pshsa.ca/resources/ladder-safety-fast-fact>) (PSHSA)

- Ladder Inspection Checklist (<https://www.pshsa.ca/resources/ladder-inspection-checklist>) (PSHSA)

- “Falling” for Safety (<https://www.pshsa.ca/blog/falling-for-safety>) (PSHSA)

Related documents:

- Prevention of Slips, Trips and Falls
(https://www.ccohs.ca/oshanswers/safety_haz/falls.html) (CCOHS)
 - Ladders (<https://www.ccohs.ca/topics/hazards/safety/ladders/>) (CCOHS)
 - 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>)
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Industrial sector compliance plan

From April 1, 2024 to March 31, 2025, we will conduct an enforcement campaign to raise awareness of material handling hazards that workers face in industrial workplaces.

Material handling

Phase 1: Compliance assistance

Dates: April 1, 2024 to March 31, 2025

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

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: April 1, 2024 to March 31, 2025

Rationale for campaign

Ministry data from 2023 shows that:

- there were 32 fatalities, a decrease of 12 from 2022
- seven of the fatalities were because of crushing injuries
- six of the fatalities were a result of being struck by something

In the farming and agriculture sectors, ministry data from 2023 shows that:

- there were four worker fatalities, a decrease of two from 2022
- two of these fatalities were related to falls from height

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 visit various sectors where fatalities and critical injuries are taking place. The focus will be on workplaces where 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
- farming
- food, beverage and tobacco
- government services (municipal services only)
- industrial services
- primary metals
- retail
- tourism, hospitality and recreational services
- transportation
- vehicle, sales and service
- wholesalers

- 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 2023, there are:

- over 220,000 small business (fewer than 50 employees) in Ontario that are in the key sectors identified for this campaign
- approximately 20,500 businesses in the manufacturing sector, over 85% of which are small businesses
- approximately 53,000 businesses in the retail trade sector, over 93% of which are small businesses
- over 8,200 businesses in agriculture and farming, over 96% of which are small businesses

Small business owners may lack knowledge and understanding of the OHSA and hazard identification. They also may have limited financial and human resources to develop and implement a health and safety program which keeps workers safe. Here are some resources to assist small businesses in keeping their workers safe:

- Health and safety for small businesses (<https://www.ontario.ca/page/health-and-safety-small-businesses>) for first steps and free resources on posting and courses

- Approximately 10 hours free consultations (<https://www.wsps.ca/free-small-business-advisory-service>) including visits in workplaces with less than 20 workers from WSPS health and safety specialists
- Small Business Centre (<https://www.wsps.ca/small-business-centre>) (WSPS)
- Agriculture Health and Safety Centre (<https://www.wsps.ca/agriculture-safety-centre>) (WSPS)

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 (<https://www.iwh.on.ca/topics/newcomers>) (IWH)
- Spanish Resources (<https://www.wsps.ca/resource-hub/spanish>) (WSPS)
- Thai Resources (<https://www.wsps.ca/resource-hub/thai>) (WSPS)
- New, Young & Vulnerable Workers - Resources (WSPS) (<https://www.wsps.ca/resource-hub/vulnerable-workers>)
- Farm Worker Resources (<https://www.ohcow.on.ca/worker-perspective/temporary-foreign-agricultural-worker/#grid>) (OHCOW)
- New & Vulnerable Workers (<https://www.pshsa.ca/sectors-priorities/new-vulnerable-workers>) (PSHSA)

Resources and compliance assistance

Use these resources to help keep workers safe.

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 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>)
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Mining sector compliance plan

From April 1, 2024 to March 31, 2025, we will conduct an enforcement campaign to focus on airborne hazards management and underground ventilation for diesel-powered equipment.

Airborne hazards management and underground ventilation for diesel-powered equipment

Phase 1: Compliance assistance

Dates: April 1, 2024 to March 31, 2025

Partners for this campaign include:

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

- Workplace Safety North (<https://www.workplacesafetynorth.ca/>) (WSN)

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 3, 2024 to March 31, 2025

Rationale for campaign

In Ontario's mining sector:

- 87% of all fatalities are caused by occupational diseases
- the Mining Health, Safety, and Prevention Review, completed in 2015, identified occupational disease, particularly those related to airborne hazards, as one of the five key issues that posed the greatest risk to worker health and safety
- there are substantial new regulatory changes to Regulation 854 which came into effect on September 1, 2023, which focus on airborne hazards including reducing worker exposure diesel exhaust contaminants

Campaign focus

Mining inspectors will check that employers are:

- meeting the new requirements set out in section 182 of Regulation 854 for developing and maintaining an airborne hazards management program that came into force of Sept. 1, 2023
- complying with the amended requirements for the use of diesel-powered equipment used in underground mines, including the new lower exposure limits for elemental carbon

Small businesses

According to Statistics Canada in June 2023, over 86% of Ontario businesses from mining, quarrying, and oil and gas extraction sectors are small businesses.

From a health and safety perspective, small businesses are in a more vulnerable position than larger businesses with more workers. Small business owners lack time, financial and human resources to know and understand the OHSA, identify hazards, and implement health and safety to keep their workers safe.

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

- Health and safety for small businesses (<https://www.ontario.ca/page/health-and-safety-small-businesses>) for first steps and free resources on posting and courses
- Health and safety resources for small business (<https://www.workplacesafetynorth.ca/en/news-resources/popular-topics/health-and-safety-resources-small-business>) (WSN)
- Small Business resources (<https://www.ihsa.ca/ihsa-homepage-promo-box-2/smallbusiness>) (IHSA)

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 (<https://www.iwh.on.ca/topics/newcomers>) (IWH)
- Precarious Employment and Vulnerable Workers (<https://www.ccohs.ca/oshanswers/legisl/vulnerable.html>) (CCOHS)
- New and Young Workers - Resources (<https://www.workplacesafetynorth.ca/en/news-resources/popular-topics/new-and-young-workers>) (WSN)

Resources and compliance assistance

- Guideline on Airborne hazard management program (<https://www.ontario.ca/page/airborne-hazard-management-program>)
- Guideline on Ventilation requirements for diesel-powered equipment in underground mines (<https://www.ontario.ca/page/ventilation-requirements-diesel-powered-equipment-underground-mines>)
- *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>)

Specialized Professional Services compliance plan

Ergonomists and Occupational Hygienists of the Specialized Professional Services will support and conduct their own campaigns and initiatives from April 1, 2024 to March 31, 2025.

Ergonomists will support campaigns and initiatives in the following sectors:

- construction
- health care
- industrial
- mining

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

Occupational hygiene campaign: worker exposures to chemical agents in the workplace

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 personal protective equipment, such as respirators.

Phase 1: Compliance assistance

Dates: April 1, 2024 to March 31, 2025

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 2, 2024 to March 31, 2025

Rationale for campaign

Occupational diseases are the leading cause of worker deaths. Every year, there are approximately four times more deaths from occupational disease than traumatic fatalities. Exposure to hazardous chemical agents in the workplace may result in the worker developing an occupational illness. Identifying, assessing and controlling these exposures will help lower the risk of workers developing an occupational disease.

Campaign focus

MLITSD hygienists will conduct proactive inspections to ensure compliance with R.R.O. 1990, Regulation 833, Control of Exposure to Biological or Chemical Agents in all workplaces where this regulation applies. More specifically, MLITSD hygienists will ensure that workers are not exposed to hazardous substances exceeding the occupational exposure limits.

The inspections will involve assessing worker exposures to hazardous chemical agents by reviewing work processes, observing work practices, evaluating control measures, and reviewing exposure data. In some cases, air sampling for hazardous chemical agents may be required to assess exposures and ensure that workers are adequately protected.

Resources and compliance support

- Current occupational exposure limits for Ontario workplaces under Regulation 833 (<https://www.ontario.ca/page/current-occupational-exposure-limits-ontario-workplaces-under-regulation-833>)

- Exposures (<https://www.ohcow.on.ca/occupational-illness/exposures/>) (OHCOW)

Occupational hygiene campaign: WHMIS training based on the amended Hazardous Products Regulations

Employers have a duty under R.R.O. 1990, Regulation 860, Workplace Hazardous Materials Information System (WHMIS), to provide workers with information on hazardous products they may be exposed to in the workplace. Information is delivered through:

- labels on the containers of hazardous products
- safety data sheets
- worker education programs

Changes in information on labels and safety data sheets will require employers to ensure that workers receive WHMIS training that incorporates these changes.

Phase 1: Compliance assistance

Dates: April 1, 2024 to March 31, 2025

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 2, 2024 to March 31, 2025

Rationale for campaign

The federal Hazardous Products Regulations (HPR) requires suppliers of hazardous products to provide safety data sheets (SDS) and ensure that the containers of the products are properly labelled. The HPR was amended in December 2022 to include changes in hazard classifications and information elements in the SDS. There is a three-year transition period for suppliers to comply, during which time workplaces will begin to receive updated safety data sheets and labels for their hazardous products. This will

require retraining of workers on WHMIS so that they understand the changes in the SDS and labels.

Campaign focus

MLITSD hygienists will conduct proactive inspections to ensure compliance with R.R.O. 1990, Regulation 860, Workplace Hazardous Materials Information System (WHMIS) (<https://www.ontario.ca/laws/regulation/900860>) in all workplaces where this regulation applies. More specifically, MLITSD hygienists will determine if retraining on WHMIS will be required depending on whether the hazardous products in the workplace have labels and safety data sheets that are compliant with the amended Hazardous Products Regulations (HPR). This will ensure that workers understand the hazards associated with the products they work with, and that they take the necessary measures and procedures to prevent injuries and hazardous exposures.

Resources and compliance support

- Workplace Hazardous Materials Information System – A guide to the legislation (<https://www.ontario.ca/document/workplace-hazardous-materials-information-system-guide-legislation>)
- Exposures (<https://www.ohcow.on.ca/occupational-illness/exposures/>) (OHCOW)

Small Businesses

In Ontario, 95% of businesses recorded by Statistics Canada, as of June 2023, are small businesses with less than 50 workers. Small business owners may have limited time, financial and human resources to dedicate to legislative requirements under the OHSA, to identify hazards in the workplace, and to implement measures which protect workers.

The first steps in learning and implementing health and safety can be found at: Health and Safety in Small Businesses (<https://www.ontario.ca/page/health-and-safety-small-businesses>) .

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 (<https://www.iwh.on.ca/topics/newcomers>) (IWH)

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