



Acoustical Association Ontario

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Provincial in scope ...

Provincial in outlook

New Health and Safety Awareness Training



Ontario

Ministry of Labour

The Dean Panel on Occupational Health & Safety which was established following the 2009 Christmas Eve scaffolding accident that claimed the lives of four workers, submitted two key recommendations to require mandatory occupational health and safety awareness training for workers and for supervisors. As a result, beginning July 1, 2014, employers in Ontario must ensure that all their workers and supervisors complete a basic occupational health and safety awareness training program. The content of the training must meet the new regulatory requirements under the "Occupational Health and Safety Awareness and Training Regulation" and will require employers to:

- ensure that workers complete a basic occupational health and safety awareness training program as soon as reasonably possible;
- ensure that supervisors complete a basic occupational health and safety awareness training program within one week of working as a supervisor;
- maintain a record of the training completed by workers and supervisors; and
- provide a worker or supervisor with written proof of completion of the training, if requested by the worker or supervisor (up to six months after ceasing to work for the employer).

The regulation stipulates that worker training must include instruction in:

- the duties and rights of workers under OHSA;
- the duties of employers and supervisors under OHSA;
- common workplace hazards and occupational illnesses;
- the role of joint health and safety committees and of health and safety representatives under OHSA;
- roles of the ministry, Workplace Safety and Insurance Board (WSIB), and Health and Safety Associations; and
- information and instruction requirements set out in the Workplace Hazardous Materials Information System (WHMIS) Regulation.

For supervisors, the regulation requires that the training include instruction in the following.:

- the duties and rights of workers under OHSA;
- the duties of employers and supervisors under OHSA;
- how to identify, assess and manage workplace hazards, the role of joint health and safety committees (JHSCs), and of health and safety representatives under OHSA;
- roles of the ministry, Workplace Safety and Insurance Board (WSIB), and Health and Safety Associations; and
- sources of information on occupational health and safety.

The regulation exempts workers and supervisors who previously completed a worker or supervisor training program, either with their current or a former employer, if they can provide proof that they completed the training and their current employer is able to verify that the training program covered the content required by the regulation. A supervisor who has completed a basic occupational health and safety awareness training program for supervisors, prior to the regulation coming into force, does not have to complete a worker training program in addition to the supervisor program. For more information on this new regulation please refer to the Ministry of Labour's (MOL) web site at www.labour.gov.on.ca.

The Mathews Dinsdale Minute



This month we are reminding you of the new Health and Safety Awareness and Training obligations that are coming into effect. These are the last pieces of information coming out of the infamous swing stage collapse on Christmas Even 2009 in Toronto.

Effective July 1, 2014, employers will be required to ensure that workers have received basic health and safety awareness training that includes:

1. The duties and rights of workers under the OHSA;
2. The duties of employers and supervisors under the OHSA;
3. The roles of health and safety representatives and committees under the OHSA;
4. The roles of the Ministry, the WSIB and other governmental entities;
5. Common workplace hazards;
6. The basics of the Workplace Hazardous Materials Information system; and
7. Occupational illness, including latency.

In addition, supervisors must be trained points #1 through #4 above plus:

1. How to recognize, assess and control workplace hazards and evaluate controls;
2. Sources of information on occupational health and safety.

Employers will be responsible to ensure that this training has been provided to individuals or that these individuals have already received this information at a prior employer. The Ministry of Labour has prepared on line tools, including training modules and checklists to facilitate employers meeting these requirements. After July 1, 2014, it can be expected that Ministry of Labour inspectors will ask for, and expect to be provided with, the proper documentation to show that an employer has met these obligations. It will be essential that you take the steps to ensure that you have your records in order before that.

On a separate note, all of us at Mathews, Dinsdale & Clark LLP want to take this opportunity to wish all of you happy holiday season. It is our pleasure to both work with you and provide this monthly update which we hope you have found interesting and informative. If you have questions from any of our columns, or if there are topics you would like to see something on, please don't hesitate to contact Joe Liberman or David Francis. Our contact information is on our website: www.mathewsdinsdale.com.

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