

Health & Safety at Work

Prevention Starts Here

Prevention Office Update

Canadian Society of Safety Engineering (CSSE)

March 8, 2016

Overview

- Prevention Council, and the Prevention Office
- Working at Heights
- Joint Health and Safety Committee
- Construction Health and Safety Awareness Training (CHSAT)
- Health and Safety Representative

Transforming the Occupational Health and Safety System & Legislative Changes

➤ 2009

- December 24: Tragic collapse of high-rise swing stage in Toronto that resulted in death of four workers and serious injury to a fifth worker

➤ 2010

- January: The Ministry of Labour appointed an Expert Advisory Panel (EAP) on occupational health and safety to conduct a review of Ontario's occupational health and safety system
- December: The government accepted all 46 recommendations from the Panel, including actions to improve information sharing, training, incentives and outreach to vulnerable workers and small businesses

➤ 2011

- June: Amendments to the *Occupational Health and Safety Act* and *Workplace Safety and Insurance Act* put in place a legislative framework enabling the ministry to implement the Panel's recommendations
- August: Appointment of Ontario's first Chief Prevention Officer

➤ 2012

- April: Prevention mandate transferred from Workplace Safety and Insurance Board (WSIB) to Ministry of Labour. Oversight of the Health and Safety Associations, research funding, and specific initiatives were also transferred from the WSIB to the Prevention Office
- August - September: Permanent Prevention Council appointed and first meeting held

Mandate of Prevention Council

► The Prevention Council was established in August 2012.

- The Council is composed of members appointed by the Minister and includes representatives from each of the following groups:
 1. Trade unions and provincial labour organizations;
 2. Employers; and
 3. Non-unionized workers, the Workplace Safety and Insurance Board, and persons with occupational health and safety expertise.
- An equal number of members are appointed to represent the trade unions and provincial labour organizations group and the employers group. The group representing non-unionized workers, the Workplace Safety and Insurance Board, and persons with occupational health and safety expertise must not be more than one-third of the members of the Council.

► The Council provides advice to:

- the Minister on the appointment of a Chief Prevention Officer and any other matter as determined by the Minister;
- the Chief Prevention Officer on the prevention of workplace injuries and occupational diseases, for the purposes of the provincial occupational health and safety strategy and the annual report under section 22.3 of the Act, and on any significant proposed changes to the funding and delivery of services for the prevention of workplace injuries and occupational diseases.

Prevention Council Members

➤ **Patrick Dillon**

Business Manager and Secretary Treasurer of the Provincial Building and Construction Trades Council of Ontario — 1997 – present (labour representative)

➤ **Colin Grieve**

Hamilton Professional Firefighters Association Local 288 IAFF (labour representative)

➤ **Nancy Hutchison**

United Steelworkers Canadian National Office, National Health & Safety Department Leader (labour representative)

➤ **Derek Johnstone**

Ontario Regional Director, United Food and Commercial Workers (UFCW Canada)

➤ **Graeme Norval**

Associate Chair and Undergraduate Coordinator, Department of Chemical

Engineering, University of Toronto (occupational health and safety expert)

➤ **Michael Oxley**

President and Chief Financial Officer, DuPont Canada (employer representative)

➤ **Camille Quenneville**

CEO of Canadian Mental Health Association, Ontario Division

➤ **Dawn Tattle**

President and Partner, Anchor Shoring & Caissons Ltd., 1997 – present. (employer representative)

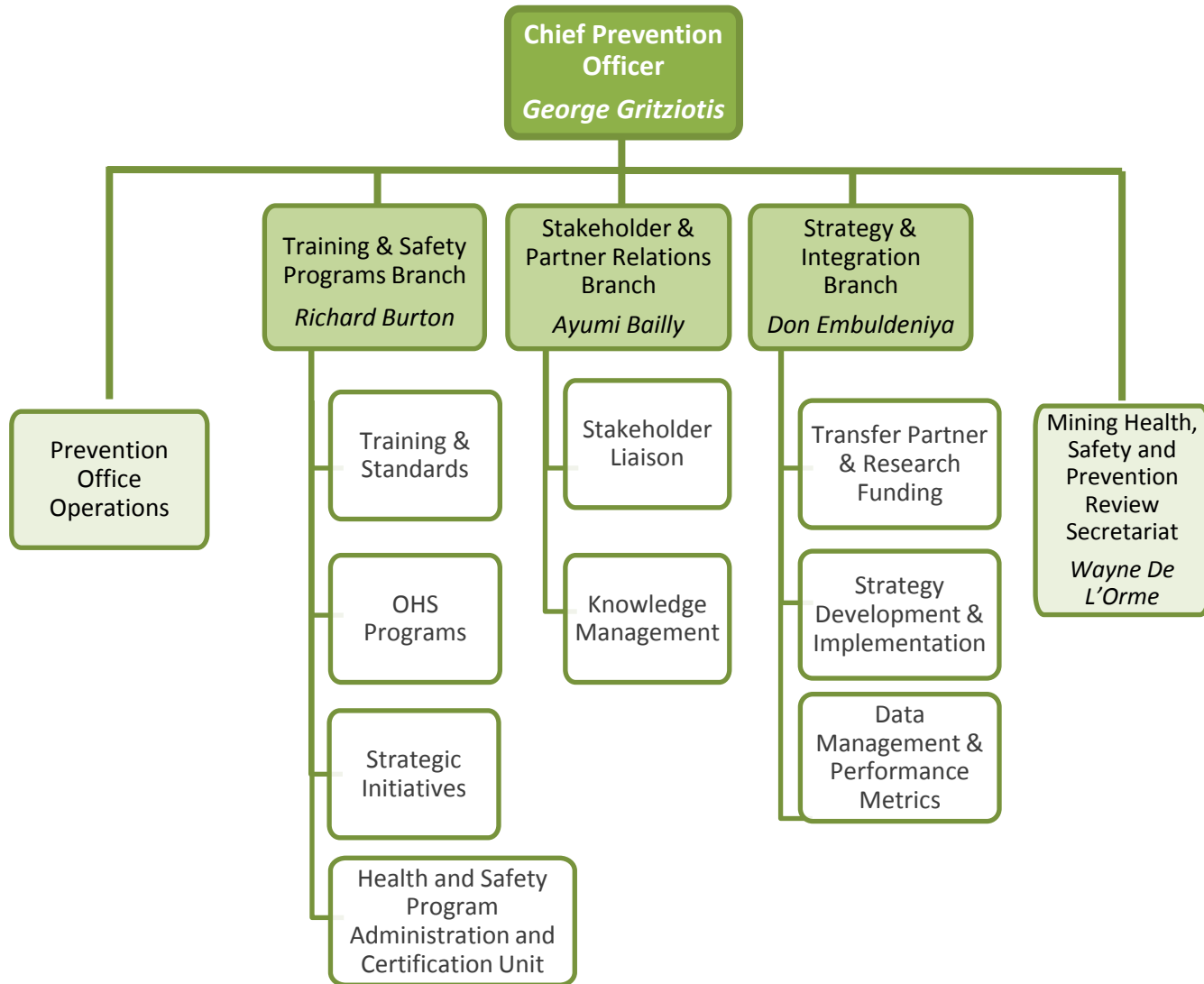
➤ **Linda Vannucci**

Director, Toronto Workers' Health and Safety Legal Clinic (non-union worker representative)

➤ **Susanna Zagar**

Chief Strategy Officer, Workplace Safety and Insurance Board (WSIB representative)

Prevention Office Structure and Responsibilities

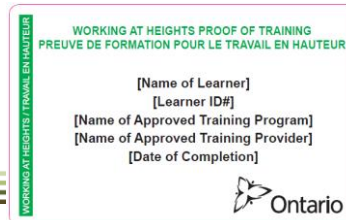


Working at Heights (WAH) Training Standards



WAH Regulatory Requirements

- **Came into force April 1, 2015:** Employers must ensure workers who may use fall protection have successfully completed a CPO approved WAH *program*, delivered by a CPO approved WAH *provider*
- Conducted in **two modules:**
 - ❑ Part 1 consists of the theory of knowing rights and hazard ID and control
 - ❑ Part 2 consist of a practical hands-on demonstration of skills
- **CPO approvals:** The CPO approved training providers are posted on the Ministry's website.
 - ❑ Since April 1, 2015, **82** providers have been approved and over **90,000** learners have successfully completed an approved working at heights training (as of March 1, 2016)
- **Validity and Refresher:** Training is 6.5 hours and valid for 3 years; Refresher training consists of 3.5 hours
- Learners are issued a card from the CPO as portable proof of completion



Joint Health and Safety Committee (JHSC) Certification Standards



JHSC Certification Training Requirements

New JHSC Certification Training Standards

Part One	<ul style="list-style-type: none">▪ General overview: OHSA, rules and rights of JHSC committees, overview of hazard recognition, assessment, control and evaluation (RACE)
Part Two	<ul style="list-style-type: none">▪ Formalization of Part 2 training –must be taken from a CPO approved training provider▪ Training is based on application of RACE methodology to a minimum of 6 relevant workplace hazards
Refresher Training to Maintain Certification	<ul style="list-style-type: none">▪ Certified members trained under the new Standards will have to take Refresher training every three years or obtain a one-time exemption, for an active certified member, to maintain certification status
Learning Continuity	<ul style="list-style-type: none">▪ Part 2 training to be completed within 6 months of completing Part 1 training▪ Under extenuating circumstances, with prior approval from the MOL, the 6 month time period may be extended
Instructional Duration	<ul style="list-style-type: none">▪ Minimum Durations for face-to-face training<ul style="list-style-type: none">○ Part 1 Training – 3 days (19.5 hours)○ Part 2 Training – 2 days (13 hours)○ Refresher Training – 1 day (6.5 hours)
Participant-Centred Learning	<ul style="list-style-type: none">▪ Training must have a minimum of 6 and maximum of 25 participants▪ Increased focus on participant interactivity▪ Increased focus on ongoing evaluation during training

New JHSC Certification Program: Transition Period

- The requirements for the new JHSC training standards will not be applicable to anyone who received their certification under the 1996 training standard
- Learners who are in between the 1996 training standards and come-into-force date of the new standard will be required to complete Part 2 under the new standard
- Any Part 1 Tests corresponding to a 1996 JHSC training program that was taken prior to the new JHSC Standards will be accepted by MOL for a period of two months after the come into effect date in March 1, 2016
- However, all training providers with approved programs under the 1996 training standards will need to apply for CPO approval under the new standards
- **CPO** approvals: The CPO approved training providers are posted on the Ministry's website.
 - ❑ Since October 1, 2015, **16** applications have been received with **9** providers approved for Part 1, **7** for Part 2, and **1** for Refresher (as of March 1., 2016)

Construction Health and Safety Awareness Training (CHSAT)



Overview of Construction Health and Safety Awareness Training (CHSAT)

What	<ul style="list-style-type: none"> ☞ Construction Health and Safety Awareness Training (CHSAT) standards set a common baseline of high quality and consistent health and safety training on construction projects in Ontario ☞ Draft CHSAT standards developed with employers and labour from industry ☞ Draft standard sets a minimum threshold that <u>health and safety</u> (h&s) training programs for construction workers must meet to be approved by the Chief Prevention Officer (CPO)
Why	<ul style="list-style-type: none"> ☞ EAP recommendation #16 – ‘The Ministry of Labour and new prevention organization should develop mandatory entry-level training for construction workers...’
Where	<ul style="list-style-type: none"> ☞ The Construction Health and Safety Awareness Training (CHSAT) standards are meant to be applicable to construction projects across Ontario
How	<ul style="list-style-type: none"> ☞ It is expected that a future regulatory proposal would require employers to train those workers who engage in construction ☞ MOL plans to consult on the standards and a regulatory proposal to mandate CHSAT using the Ontario Government the Regulatory Registry and through targeted meetings ☞ Consultation will get feedback on the content of the standards along with the proposed application of the training
Who	<ul style="list-style-type: none"> ☞ The regulatory proposal will target all workers and employers engaged in construction on construction projects in Ontario
When	<ul style="list-style-type: none"> ☞ MOL held workshops on learning outcomes specified in the standard in winter 2015 ☞ Consultation on standards/regulatory proposal to take place in Spring 2016

CHSAT Program Overview

- The draft program and provider standards are currently being reviewed within the Ministry

- The learning outcomes in the CHSAT program standard are focused on:
 - ❑ Hazard recognition, hazard controls and employer responsibilities; and
 - ❑ Recognizing that more training is needed to perform certain work or operate equipment or machinery

- Program/Provider approvals are intended to follow the same process as with WAH and JHSC Certification

Topic 1

Legal Framework and the Role of Workplace Parties

- Rights and responsibilities related to construction

Topic 2

Hazard Identification, Assessment and Control

- Intro to theory and purpose of hazard ID, assessment and control

Topic 3

Common Hazards and Conditions on Construction Projects

- Some examples: Occ. health, slips trips, ladders, housekeeping, etc.

Topic 4

Common High Hazards on Construction Projects

- Examples: electrical, excavations / trenches, falls, mobile equipment, material handling

Health and Safety Representative



Health and Safety Representative (HSR)

Background:

- Recommendation #13 of the Expert Advisory Panel report states that “The Ministry of Labour should create a mandatory requirement for training of Health and Safety Representatives”
- While mandatory training is required to be a certified member for a Joint Health and Safety Committee (JHSC), no such training is currently required to be a Health and Safety Representative (HSR)

Update:

- Research underway; looking into mandated HSR training (e.g. utilize standards; or develop base program for use; or regulatory criteria, etc.)

QUESTIONS?

CONTACT INFORMATION:

Training and Safety Programs,
Prevention Office, Ministry of Labour
COL.TrainingPrograms@ontario.ca