Prevention

Prevention Office Updates Ministry of Labour

CSSE Education Day

February 13, 2018

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Prevention Office

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                    Prevention Office (PVO)
                  ┌──────────┴──────────┐
        Training & Awareness        Strategy & Integration
            Branch                        Branch
             (TAB)                          (SIB)
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| Training & Awareness Unit | Health & Safety Training Administration & Certification Unit | High Hazards Unit | System Priorities Unit | Transfer Partner & Research Funding Unit |
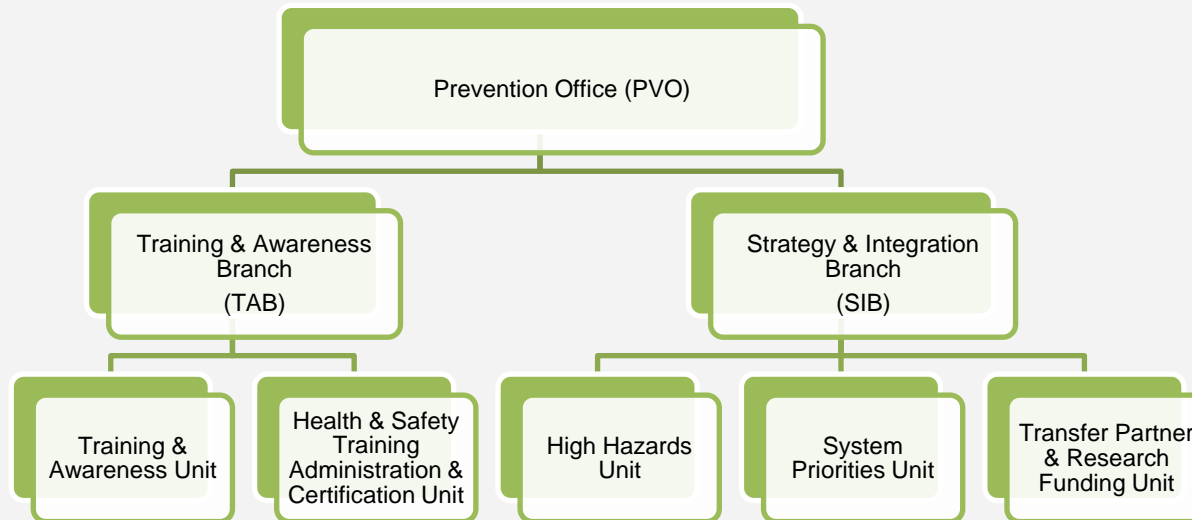
Note: The former Data Management and Performance Measurement Unit (DMPMU) is now part of the Data Management Branch (DMB) within Operations Division. The Prevention Office collaborates with DMB for evaluations to obtain up-to-date enforcement, injury and fatality data.

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What do we do?

- Work with system partners to prevent work-related injury, illnesses and fatalities in Ontario
- Transitioning toward a stewardship model

The Strategy & Integration Branch (SIB) is responsible for:
- Having a leadership role in delivering on the strategic priority agenda; ensuring end-to-end accountability of deliverables within each priority
- Director: William Roy

The Training & Awareness Branch (TAB) is responsible for:
- Focusing on strategic approaches to improving OH&S outcomes through quality training, raising awareness and improving occupational health and safety culture
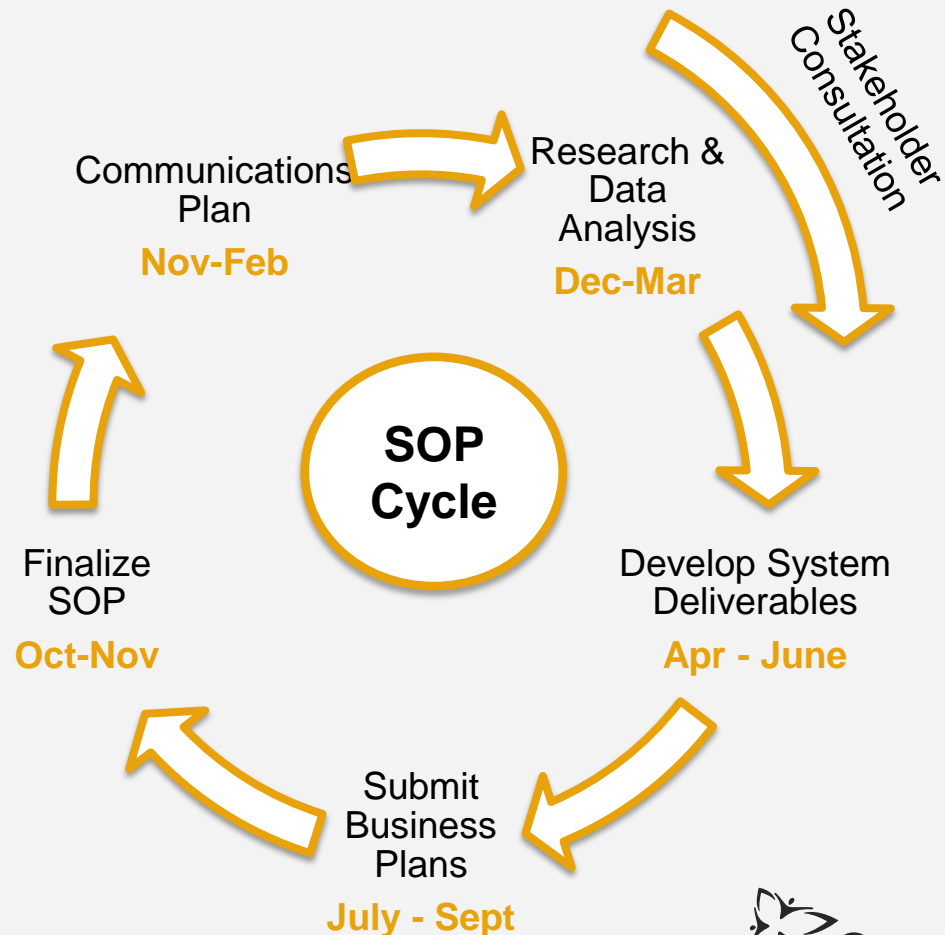- Director: Jules Arntz-Gray

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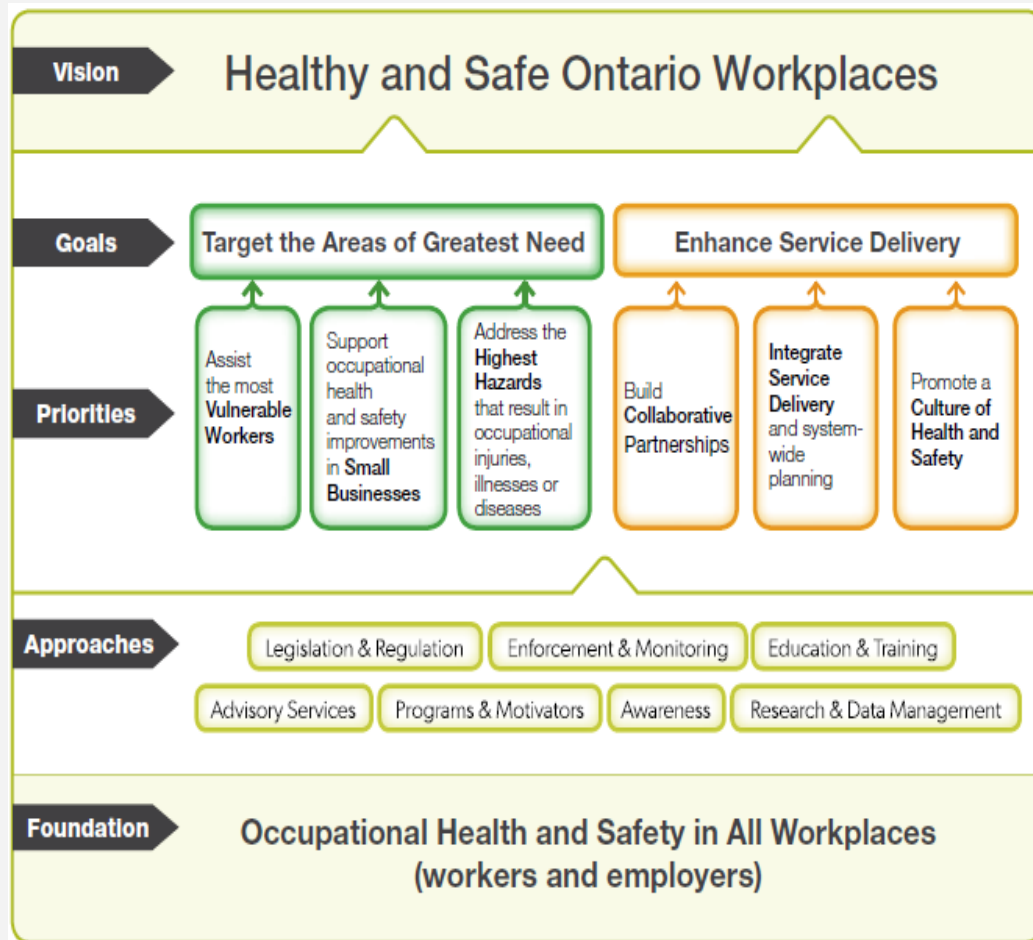
The Strategy

- Developed through extensive stakeholder consultation

- Released Dec 2013

- Builds on the recommendations of the Expert Advisory Panel

- Intended to guide system partners, workplace parties, and other OHS organizations

- Read the strategy on the [Prevention webpage](#)

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System Operational Planning Cycle

- In 2016-17, the ministry introduced a new planning target requiring the Health and Safety Associations (HSAs) to dedicate 10% of funding (excluding corporate services budget) to priority focused initiatives
    - This is to align the system with meeting the OHS priorities set out in the Health and Safety Ontario Workplace Strategy and the minister's mandate letter
- System priorities include:
  - New Workers with focus on Young Workers
  - Small Business
  - Occupational Disease
  - Falls
  - Workplace Mental Health and PTSD

Communications Plan
Nov-Feb

Research & Data Analysis
Dec-Mar

Stakeholder Consultation

SOP Cycle

Develop System Deliverables
Apr - June

Submit Business Plans
July - Sept

Finalize SOP
Oct-Nov

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Strategy and Integration Branch

Project	Current Status / Recent Achievements / Sample Deliverables
New Workers	**Youth Focus** ❯ Youth System Operational Plan Strategy to enhance coordination and collaboration ❯ System currently delivering 30+ initiatives, including *Its Your Job* Student Video Contest and *Live Safe! Work Smart!* **Newcomers** ❯ Support collaboration amongst MCI and OHS system partners to provide OHS workshops for refugees
Small Business	❯ Promote awareness of the Small Business Lens ❯ Develop a Small Business OHS Strategy
Occ. Disease	❯ Participation in International Noise Awareness Day
Falls from Heights	❯ This year's focus is on research/project with engineering students
Workplace Mental Health / PTSD	❯ Developing a PTSD strategy aiming to reduce risk of PTSD among first responders ❯ System Operational Plan Strategy to build system capacity ❯ Annual PTSD summit
CHSAP	❯ Report (released May 2017) includes 16 recommendations

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Training and Awareness Branch
1. HSR
2. JHSC
3. WAH
4. Accreditation

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Health and Safety Representative (HSR) Training: Background

- Section 8 of the Occupational Health & Safety Act (OHSA) requires workplaces with 6-19 employees to have a HSR

- The HSR is a key component of the Internal Responsibility System (IRS) within a small business

- An HSR's responsibilities and powers are similar to those of a Joint Health and Safety Committee (JHSC) Certified Member

- Currently there are no specific training requirements for HSRs to complement their powers under the OHSA

- Mandating HSR training was a recommendation under the Expert Advisory Panel (EAP) for Occupational Health and Safety

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HSR: Current Status and Next Steps

- The MOL, in collaboration with the Health and Safety Associations and the Workplace Safety and Insurance Board, has developed:

  1) **HSR training program and provider guidelines** for 1-day basic generic training to enable representatives perform their legislated duties and responsibilities

  2) **eLearning HSR training program**

- Resource materials for HSRs and employers are also being developed

- It is anticipated that the HSR training guidelines and program including resources will be finalized and made available for use on a voluntary basis in spring 2018

- The voluntary HSR training approach is a positive step to improving health and safety outcomes for small business in Ontario, while recognizing legislative/regulatory impacts to small business in Ontario; it may also form the foundation of future mandatory HSR training

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Joint Health & Safety Committee (JHSC) Certification

Standards Established in 2015

- Training provides certified members with knowledge and skills needed to fulfill their legislated duties as JHSC certified members, and to support the workplace parties in understanding their roles as part of the IRS in preventing occupational injuries and illnesses
- Workers become JHSC certified by successfully completing Part 1, and then successfully completing Part 2 within 6 months of completing Part 1; then successfully complete JHSC refresher training every 3 years
- The CPO certifies members once they complete Part 1 & 2 of JHSC Committee Certification Training

Intake & Current Status

- Training programs and providers must be approved by the CPO
- To date, we've received over 115 applications from training providers seeking approval under JHSC Part 1, 2 and Refresher
- Through our assessment process (desk assessments and field visits) 49 Part 1, 41 Part 2 and 13 Refresher training programs have been approved
- New applications continue to come in monthly

Capacity & Growth

- Capacity keeps growing and as of December 2017, 49 training providers have been approved to deliver Part 1, 2 and Refresher training to workers right across the Province.
- In 2017 alone, our provider network trained over 30,000 workers
- Prevention is modernizing its certification database to efficiently support workers, employers and approved training providers

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Working at Heights (WAH) Training

Standards Established in 2015

- Workers must complete a WAH training program before they can work at heights on construction projects
- 1-day training with a theory module and practical module; workers gain knowledge of fall hazards, safe practices and donning / doffing fall protection equipment, etc.
- WAH Training Provider Standard establishes requirements for those seeking to be approved training providers of an approved working at heights training program
- WAH Training Program Standard outlines the requirements that must be met by training programs seeking approval by the CPO

Intake & Current Status

- Training programs and providers must be approved by the CPO
- To date, we've received 356 applications from training providers seeking approval
- Through our assessment process (desk assessments and field visits) 218 training providers were approved
- New applications continue to come in monthly

Capacity & Growth

- Capacity is stable right across the Province
- To date, our provider network trained over 460,000 workers
- We're now in the early stages of developing a forum by which to regularly engage our WAH providers in sustained conversations about issues and opportunities for improvement
- With a stable capacity, the Health and Safety Training Administration Certification Unit (HSTACU) will now focus on the first round of Quality Assurance reviews of approved training providers

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Accreditation and Employer Recognition Background

- Recommendation #23 of the [Expert Advisory Panel on Occupational Health and Safety](#) (2010) recommended that Ontario should have an "accreditation program that recognizes employers who successfully implement health and safety management systems"

- Stakeholders have sought the implementation of a MOL accreditation program to incent and recognize strong health and safety management systems and performance, beyond minimum compliance.

- Generally, early research suggests that organizations with Occupational Health and Safety Management System (OHSMS) experience improved safety environments, increased hazard reporting by workers, increased organizational interest in occupational health and safety, reduced rates of lost-time injuries, and a decrease in workers' compensation premiums

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Occupational Health and Safety Management System (OHSMS) Accreditation Standard

- The MOL has closed the public consultation of the draft CPO OHSMS Accreditation Standard

- The draft standard sets out 19 elements that are consistent with national and international OHSMSs; an employer wishing to be recognized by the CPO would be required to implement each of the elements

- The draft standard is intended to provide flexibility to allow employers to create and implement a customized management system, or implement an existing national or internationally recognized OHSMS, so long as those standards meet the established CPO standard, and is Accredited by the CPO

- An employer will also need to meet additional criteria set by the CPO in order to be recognized

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OHSMS & Accreditation Current Status: Consultation

- More than 50 targeted stakeholder consultations have been conducted since May 2017
- The public consultation for the Draft Voluntary CPO OHSMS Accreditation Standard and consultation paper for employer recognition criteria was posted from November 6, 2017 to January 26, 2018
- Feedback on the OHSMS Standard and the employer recognition criteria is currently being reviewed and taken into consideration for incorporation in the final Standard and recognition criteria

The feedback reviewed to date on the consultations mainly focus on the following areas:

Accreditation Standard

- Feedback indicates respondents have not asked for major additions, changes or removal of elements in the proposed standard
- Respondents have stated the draft standard aligns with those that are most internationally recognized as best practice
- Respondents have stated that the draft standard provides sufficient flexibility for the development and implementation of OHSMS for workplaces of all sizes and for all business sectors

Employer Incentives

- Some stakeholders have asked for financial incentives
- Other stakeholders are supportive of financial assistance, or other methods to assist in implementing an OHSMS
- There are concerns that if employers do not have the resources (time/money/expertise) to dedicate to developing an OHSMS, recognition may not drive them to participate.

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OHSMS & Accreditation Proposed Program Timelines

<u>Winter 2018</u>:

- Rollup of consultation feedback from respondents

- Finalization of working group recommendations regarding financial incentives, non-financial incentives, and employer recognition criteria

<u>Spring 2018</u>:

- Establish the Voluntary CPO OHSMS Accreditation standard

- Release details of the program, including milestone dates when applications may be accepted for CPO Accreditation

<u>Fall 2018</u>:

- Begin accepting applications for Employer Recognition

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Sector Plans and Blitzes

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Sector Plans

- As part of *Safe At Work Ontario*, the Ministry of Labour (MOL) develops annual enforcement plans that focus on hazards and health and safety issues specific to workplaces in different sectors.

- The plans describe the specialized and professional services office of the ministry, as well as programs for the industrial, health care, construction and mining sectors.

- The plans explain what inspectors will be focusing on in each sector during an inspection.

- To aid the ministry in achieving the goals described in the strategy, these sector plans have been aligned with priorities identified in consultation with workplace health and safety system partners and stakeholders.

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Sector Plans

- New to the sector plans this year is additional background information on hazards as well as tools and resources relevant for those hazards. The priorities in the province's Healthy and Safe Ontario Workplaces Strategy are:

  - assist the most vulnerable workers

  - support occupational health and safety improvements in small businesses

  - address the highest hazards that result in occupational injuries, illnesses or diseases

  - build collaborative partnerships

  - integrate service delivery and system-wide planning

  - promote a culture of health and safety

- To learn more the sector plans are on our website

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Recent Blitzes

Dates	Blitz	Sector
May 16 – July 15, 2016	Falls	Construction
May 16– July 15, 2016	Falls	Industrial
May 16 – July 15, 2016	Falls	Mining
July 18 – Sept. 2, 2016	New and Young Workers	Industrial
Aug. – Sept. 2016	Mobile Cranes and Material Hoisting	Construction
Sept. – Oct. 2016	Safe Material Tramming Underground and Surface	Mining
Sept. 19 – Oct. 31, 2016	Chemical Handling	Industrial
Nov. – Dec. 2016	Electrical Hazards	Construction
Feb. – Mar. 2017	Processing – Safe Work Practices – Mine Plants	Mining
June 1 – July 31 2017	Supervisor Awareness and Accountability	Construction

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2017-18 Blitzes

Dates	Blitz	Sector
May 1 – Aug. 31, 2017	New and Young Workers	Various
May 1 – Aug. 31, 2017	New and Young Workers	Industrial
May 1 – Aug. 31, 2017	Hours of Work	Construction
June 1 – July 31, 2017	Supervisor Awareness and Accountability	Construction
July 1 – Aug. 31, 2017	Occupational Disease	Mining
Sept. 1 – Nov. 30, 2017	Residential Projects	Construction
Oct. 2 – Nov. 24, 2017	Falls – Ladder Safety	Construction
Oct. 2 – Nov. 24, 2017	Falls – Including Slips and Trips	Health Care
Oct. 2 – Nov. 24, 2017	Falls – Including Slips and Trips	Industrial
Oct. 2 – Nov. 30, 2017	Falls – Including Slips and Trips and Musculoskeletal Disorders	Mining
Jan. 15 – Feb. 28, 2018	Machine Guarding and Electrical Hazards	Industrial
Feb. 1 – Mar. 31, 2018	Compliance on Personal Protective Equipment and High Visibility Clothing	Mining