

HEALTH & SAFETY UPDATE PSHSA

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Glossary:

OHSA- Occupational Health & Safety Act
WSIB- Workplace Safety & Insurance Board

PSHSA- Public Services Health & Safety Assoc.

MOL- Ministry of Labour
WHMIS- Workplace Hazardous Materials Information
System
JHSC- Joint Health & Safety Committee

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* *In the items below, click on blue Hyperlinks for more info.*

HEALTH & SAFETY UPDATE

New [WHMIS 2015](#) Globally Harmonized System (GHS) - Took effect July 1, 2016.
3-yr phase in period. [PSHSA WHMIS webpage](#)

[Municipal Councilors](#) are “[Workers](#)” under OHS if paid by the Municipality/City. Therefore they need Awareness Training (July 2014).
PSHSA H&S Awareness webpages: [Supervisor](#) [Worker](#)

Affiliate program: Health & Safety resources can be placed on your website. e.g. [Association of Municipal Clerks and Treasurers of Ontario](#)
[PSHSA Affiliate webpage](#)

[MOL Blitzes & initiatives](#)- Slips, Trips & Falls, Noise, Chemicals, New & Young workers, Musculoskeletal Disorders (MSD) etc.

[Who is a Supervisor under OHS?](#) MOL published a document for clarification.

Post-Traumatic Stress Disorder (PTSD) prevention in First Responders (Police, Fire and Paramedic) is paramount in light of several tragic suicides in Canada: 57 suicides in 2014/15. Bill 163 became law in 2016 and expands PTSD WSIB coverage for First responders. [PTSD](#)

[Prevention Tools](#)

* Employers must have had a PTSD plan completed by April 23, 2017.

[PTSD resources](#)

[Webinar sign-up in Jan.-Feb. 2017](#)

[New Noise Reg.](#) 381/15 took effect July 1, 2016. Extends to all workplaces now.

[Workers Day of Mourning Act](#): April 28 is designated as a “Workers Day of Mourning”. Flags outside Ontario Gov. buildings and other buildings such as city and town halls, schools, universities, colleges and hospitals; are to be flown at half-mast on that day.

[WSIB Rate Framework Modernization](#). WSIB is re-organizing rate groups for **Schedule 1** Employers. The new system will update the outdated industry classifications, redesign experience rating and calculate premiums based more on organization injury rates and less on rate group experience.

[OHSMS Standard- Draft, Building Ontario Up for Everyone Act, 2016 \(formerly Bill 70\)](#) Dec. 8, 2016: MOL Chief Prevention Officer (CPO) has power to accredit **Occupational Health and Safety Management Systems (OHSMS)**. It is designed to recognize excellence in OHS management through the accreditation of OHSMS and to give recognition to employers who use accredited health and safety management systems. The MOL is looking for public consultation: [OHSMS Consultation](#).

[Critical Injury Definition](#): New MOL “*clarification*” for Critical Injury definition.

[Working at Heights](#) Deadline for training in Working at Heights (construction only) was on October 1, 2017.

<p>CPO Annual Report 2016 208 fatalities due to work (72 traumatic fatalities, 136 occupational disease fatalities) * Workplace injuries & traumatic fatalities are trending down but <i>occupational disease fatalities are increasing</i> * Small business workers rep. 29% of working population but account for 64% of all traumatic fatalities - MOL focus on: Vulnerable Workers, Small Business, Occupational Disease, Working at Heights, Violence Prevention, Safety Culture, Ergonomics & Musculoskeletal Disorder Prevention, Motor Vehicle Incidents etc.</p>
<p>Chronic Stress Compensation (Stronger, Healthier Ontario Act) – WSIA added: “a worker is entitled to benefits under the insurance plan for chronic or traumatic mental stress arising out of and in the course of the worker’s employment”. In the past, WSIB compensated only for “traumatic” stress but now they added “chronic” stress.</p>
<p>Health & Safety Rep. (HSR) e-learning is available. I could also do a classroom course and group together a bunch of neighbouring municipalities and share the cost.</p>
<p>Health & Safety for Manager and Supervisors (HSMAS) blended (mix of e-Learning & classroom) now available. I could also do a classroom course.</p>
<p>JHSC Refresher (re-certification) classroom course now available.</p>
<p>Sexual Violence & Harassment (formerly Bill 132) March 2016: 1) Employers must investigate and address workplace harassment, including sexual harassment complaints 2) Employers must make every reasonable effort to protect workers from harassment 3) Sexual harassment added to several sections of OHS • PSHSA Tools: Sexual Violence & Harassment * MOL has an excellent guide: Code of Practice for Harassment</p>
<p>Stronger, Fairer Ontario Act (Budget Measures) (formerly Bill 177) Dec. 2017: 1) Employer must notify MOL if a committee or a health and safety rep. has identified potential structural inadequacies of a workplace as a source of danger. 2) Expand the circumstances required to report an accident. 3) Increase the maximum fines under section 66. 4) Amend the limitation period for bringing a prosecution under the Act.</p>
<p>The MOL is proposing changes to the Industrial Establishments Regulation 851 and they want your feedback. The proposed changes can be viewed here: Industrial Establishments Regulation Amendment Proposal Notice the MOL is also looking for your comments and feedback pertaining to costs of implementing these proposed amendments.</p>
<p>Cannabis. With Medical Marijuana and now legalization of cannabis coming soon, this is a hot topic in occupational health & safety (OHS). See our webpage for info. Cannabis in Workplace</p>
<p>Ron Kelusky (ex-PSHSA CEO) has been named the New Chief Prevention Officer (CPO) effective March 12, 2018.</p>

PSHSA Ergonomists on the Government-Municipal Team (myself included), have partnered with the MOL on a [Municipal Public Works project to reduce Musculoskeletal Disorders](#). Scroll down to “Cross-sector Initiatives” and see “Municipalities”

PSHSA's New [Strategic Plan](#)

Health & Safety Forum June 21- presentations from Chief Prevention Office, MOL, WSIB, PSHSA and more! Location: Douro Community Centre.

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