



What Ontario law says

Occupational Health and Safety Act

- Workplaces with 20 or more regularly employed workers must have a Joint Health and Safety Committee.
- Workplaces with more than five regular employees must have a designated health and safety representative.
- Workplaces with five or fewer regular employees do not need a written health and safety policy, however, if there's a critical injury or fatality, or even a visit from a Ministry of Labour inspector, the business owner is still required to demonstrate and document that people are working safely, and that a disciplinary process is ready to implement.

With the enforcement of new mandatory health and safety awareness training, a call to Workplace Safety North can help ensure your business meets or exceeds legislative compliance.

WSN Safety Advantage

Invest in safety for competitive edge

A high-performing workplace health and safety program gives your business a competitive advantage. With fewer disruptions and delays in production and services, a strong safety culture means a safe and healthy workplace, improved customer service, steady production, and increased profits.

You want current and potential clients and workers to know your reputation as a safe and healthy operation. That's why the latest information, resources, and training from Workplace Safety North (WSN) are so important. With a long and proud history of serving occupational health and safety needs, WSN offers a variety of health and safety solutions that will help make your workplace safer.

Plan and organize your health and safety training to position your company for steady production and future opportunities. Call your local Workplace Safety North consultant today for more information and resources.

Enforcement of new mandatory health and safety training: Is your workplace in compliance?

Update and organize your health and safety training

Growing up, most of us were taught that it was always better to be safe than sorry. And now, as a business owner, you carry that same attitude into your workplace.

You want prospective clients and employees to know that you run a healthy workplace where safety is a priority. You want to be free from the emotional burden of having injuries, illnesses, and fatalities happen at your workplace.

So you'll want your organization to meet the new mandatory workplace health and safety awareness training standards.

How the law affects your business

Some business owners incorrectly believe health and safety legislation does not apply to them.

For example, owners who opt out of WSIB coverage sometimes make the assumption they can also opt out of the *Occupational Health and Safety Act* (OHSA), however, that is not the case; they are two separate pieces of legislation.

Confidential Consultation

WSN field consultants and ergonomic health specialists are located across Ontario in or near your community. With an in-depth understanding of top workplace hazards, WSN safety experts can help you identify, assess, and control hazards specific to your business, and provide health and safety advice and information.

Consultation services may include workplace consultations, classroom training programs, health and safety audits, industrial hygiene testing, ergonomic assessments, and specific problem-solving.

In-class and Online Training

WSN health and safety experts have a wealth of knowledge and experience. Many of these experts hold various designations such as the Canadian Registered Safety Professional (CRSP).

- Online training for Workplace Hazardous Materials Information System (WHMIS)
- Joint Health and Safety Committee Certification (JHSC) – Part one and two
- Ontario Health and Safety Act and Regulations
- Incident Investigation
- Planned Workplace Inspections
- Competent Supervisor training – for compliance with Bill 160

Top 5 health and safety tips for small business

Be a safety champion and make health and safety part of your everyday operations

As a small business, you need to keep your health and safety processes simple and informal through management walkabouts, quick staff meetings, a handwritten memo on file, notes in a log book, training records – all viable strategies if inspectors ask if you've been meeting your legal obligations.

You can implement other effective, yet uncomplicated ways to communicate with staff and keep your business safe and healthy:

1. Make health and safety part of your everyday operations – be a safety champion.
2. Conduct regular “quick talks” on health and safety with staff, use safe operating procedures, checklists, or material safety data sheets as topic guides.
3. Perform regular “safety observation checks” by watching an employee work for two minutes – reinforce what was done well, and coach on improvements.
4. Ask staff – who often see what managers don't – to identify hazards.
5. Ask a staff member to volunteer as a health and safety champion, and help train new workers.

Safety Groups

Join a safety group and learn from the experience of others. This voluntary program allows businesses to share resources and information, network, and attend safety workshops. Participating firms have the opportunity to receive rebates on their WSIB premiums if they can collectively improve their health and safety performance.

Visit safetygroups.ca

Incentive Program

If your business is registered with the Workplace Safety and Insurance Board (WSIB), your firm may be eligible for a 5 percent premium rebate for successfully completing three 4-hour health and safety training sessions that comprise WSIB's Safe Communities Incentive Program (SCIP).

This free, easy-to-follow program helps business owners and senior managers understand their responsibilities and implement an effective health and safety program.

Free Resources

Visit workplacesafetynorth.ca to access hazard alerts, articles, presentations, research, videos, and subscribe to the monthly *Every Worker* newsletter to receive the latest news and developments in workplace safety.

- Free downloads can be found on the 'Resources' webpage including general safety talks, posters, guides and checklists.
- Social media: Follow us on LinkedIn and Twitter @WSN_News for breaking health and safety news.
- Monthly e-newsletter features important health and safety news, including legislative changes, Ministry of Labour inspection blitzes, resources, hazards alerts, and upcoming training sessions.



About Workplace Safety North

Every worker, home safe and healthy

Workplace Safety North (WSN) is an independent, not-for-profit organization funded by a portion of the dues member workplaces pay to the Workplace Safety and Insurance Board. For nearly 100 years, WSN health and safety legacy organizations have been helping make workplaces safer.

On a mission to ensure every worker arrives home safe and healthy, WSN provides workplace health and safety resources, training and consulting to companies involved in forestry, mining, smelting, refining, paper, printing and converting, and businesses in all sectors across northern Ontario.

As a Chamber of Commerce member and your specialist in workplace safety, WSN provides expert health and safety advice and information, including classroom training programs, on-site consultations, health and safety audits, industrial hygiene testing, ergonomic assessments, and specific problem-solving.

Injuries and illnesses can be prevented! For more information, please call or e-mail Workplace Safety North today.