

Joint health and safety committees

What they are and what they do

Workplace health and safety is a shared commitment among everyone. While everyone has a responsibility to create a safe and healthy work environment, a key group with a significant role is a joint health and safety committee (JHSC).

A JHSC is an advisory body made up of worker and management representatives. Committee members work together to address hazards in the workplace, raising awareness of health and safety issues and making recommendations to the employer on how to address them.

Workplaces with 20 or more employees must have a JHSC, with a minimum of one certified member representing workers and one certified member representing the employer. If your workplace has 20 to 49 employees, the committee must be made up of at least two members. In workplaces with more than 50 employees, the committee must be made up of at least four members.

Any workplace, regardless of size, requires a JHSC if a designated substance is present. These are especially dangerous chemical agent (such as lead or mercury), which require workplace hazard control programs developed and maintained in conjunction with the JHSC. Regulation 490/09: Designated Substances is Ontario law that provides these requirements.

Certification training

JHSC Part One, Part Two, and Refresher

To become certified, a committee member must take two JHSC certification courses approved by the Chief Prevention Office under the Ministry of Labour, Immigration, Training and Skills Development. Specific Part Two Certification training must be taken within one year of having completed Part One training. The Part Two course must be designed to address workplace-specific hazards faced by a specific industry. Additional refresher training is required every three years to maintain certification.

Workplace Safety North offers all required certification courses in both English and French. Course sessions are offered in both in-person and virtual delivery formats. The JHSC Certification Part One course can also be taken in a self-paced e-learning format.



[JHSC courses and training sessions](#)