



July 1, 2014 – it's the law!

Now mandatory in Ontario workplaces: Health and safety awareness training for workers and supervisors

As of July 1, 2014, all workplaces in Ontario covered under the *Occupational Health and Safety Act* must ensure their workers and supervisors have completed a basic health and safety awareness training program. The Ministry of Labour (MOL) has provided free training material that meets the requirements set out in new Ontario Regulation 297/13 - Occupational Health and Safety Awareness and Training.

Does your current in-house training program already cover the required information?

If your program covers the topics summarized on the next page, you can continue to use your own training program. Please note: an important requirement of the new regulation is that you document and maintain a record of all training for each employee. Contact your Workplace Safety North consultant for more information.

Over...

Required Coursework for Workers

- Duties and rights of workers under the *Occupational Health and Safety Act*.
- Duties of employers and supervisors under the Act, including, for example, the provision that protects workers from reprisals for exercising their health and safety rights.
- Roles of health and safety representatives and joint health and safety committees under the Act.
- Roles of Ministry of Labour, Workplace Safety and Insurance Board, and entities designated under section 22.5 of the Act with respect to occupational health and safety.
- Common workplace hazards.
- Requirements set out in *Regulation 860 - Workplace Hazardous Materials Information System* (WHMIS) with respect to information and instruction on controlled products.
- Occupational illness, including latency.

Required Coursework for Supervisors

- Duties and rights of workers under the *Occupational Health and Safety Act*.
- Duties of employers and supervisors under the Act, including, for example, that the employer or supervisor cannot threaten, fire or dismiss workers for exercising their health and safety rights.
- Roles of health and safety representatives and joint health and safety committees under the Act.
- Roles of Ministry of Labour, Workplace Safety and Insurance Board, and entities designated under section 22.5 of the Act with respect to occupational health and safety.
- How to recognize, assess, and control workplace hazards; and to evaluate those controls.
- Sources of information on occupational health and safety.

Does Workplace Safety North offer the new mandatory health and safety awareness training?

The two-day WSN Competent Supervisor health and safety training program currently meets and exceeds the requirements of the new regulation. Workplaces without an existing training program to cover the new required curriculum are encouraged to visit <http://www.labour.gov.on.ca/english/hs/training/index.php> to access Ministry of Labour free resources including the e-learning versions of the mandatory awareness training and print materials.

For more information, please contact your Workplace Safety North consultant.