Mandatory Occupational Health And Safety Training Now In Effect



As per our blog of February 2014, the Ministry of Labour's Training Regulation is now in effect. For further information please see below.

One of the focuses of the Dean Report was to ensure that more training was taking place on health and safety in Ontario workplaces. The Ministry of Labour ("MOL") released the Training Regulation (Occupational Health and Safety Awareness and Training, Reg. 297/13) in December 2013 and all training **must** be in place as of July 1, 2014.

The Regulation will apply to all workplaces in Ontario, and to anyone who fits the definition of a "worker" or a "supervisor". The definitions of both worker and supervisor can be found in section 1 of the *Occupational Health and Safety Act*. For workers, this basic training must be completed as soon as it is practicable and before July 1, 2014 and supervisors must complete it within one week of performing work as a supervisor.

Worker training must include: the duties and rights of workers under the Act; the duties of employers and supervisors; the roles of health and safety representatives and joint health and safety committees; the roles of the MOL and WSIB; common workplace hazards, workplace violence, WHMIS and occupational illness. Supervisor training must include: the duties and rights of workers under the Act; the duties of employers and supervisors; the roles of health and safety representatives and joint health and safety committees; the roles of the MOL and WSIB; how to recognize, assess and control workplace hazards and sources of information on occupational health and safety.

There are exemptions to the requirement if training that covers the requirements has already taken place and proof of completion of the course can be produced.

The training can take place individually or in groups and the Ministry of Labour has a free online resource and workbooks to assist in rolling out this basic training requirement.

For more information on who the training applies to and what the training must include, please contact our firm for any further assistance in understanding this new requirement and your obligation.

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