



Worker Safety Awareness Training

Regulatory Requirements under the Occupational Health and Safety Awareness and Training Regulation.

Employers must:

- Ensure that workers complete a basic occupational health and safety awareness training program as soon as reasonably possible.
- Ensure that supervisors complete a basic occupational health and safety awareness training program within one week of working as a supervisor.
- Maintain a record of the training completed by workers and supervisors.
- Provide a worker or supervisor with written proof of completion of the training, if requested by the worker or supervisor (up to six months after ceasing to work for the employer).

Training for workers

Ensure that workers complete the training program for workers must include instruction on:

- The duties and rights of workers under OHSA.
- The duties of employers and supervisors under OHSA.
- Common workplace hazards and occupational illnesses.
- The role of joint health and safety committees (JHSCs) and of health and safety representatives under OHSA.
- Roles of the ministry, Workplace Safety and Insurance Board (WSIB), and Health and Safety Associations, and.
- Information and instruction requirements set out in the Workplace Hazardous Materials Information System (WHMIS) Regulation.

Training for supervisors.

The training program for supervisors must include instruction on:

- The duties and rights of workers under OHSA.
- The duties of employers and supervisors under OHSA.
- How to identify, assess and manage workplace hazards, the role of joint health and safety committees (JHSCs), and of health and safety representatives under OHSA.
- Roles of the ministry, Workplace Safety and Insurance Board (WSIB), and Health and Safety Associations.
- Sources of information on occupational health and safety.

Source: Ministry of Labour 1 Fact Sheet #121
November 2013

The Occupational Health and Safety Awareness and Training Regulation (O. Reg. 297/13) under the Occupational Health and Safety Act (OHSA) is the new regulation that requires employers to make sure workers and supervisors complete a basic occupational health and safety awareness training course by July 1, 2014.

These basic awareness courses act like building blocks laying the foundation for more specialized training. The employer is required to provide instruction for the specific tasks workers perform or potential hazards they encounter. The fundamentals of this program when combined with higher levels of training help to reinforce a health and safety culture within the workplace.

The purpose of the basic awareness training will encourage workers and supervisors to participate in protecting themselves and co-workers and will provide them with the foundation for future training and instruction as we collectively work toward creating safe workplaces across the province.

TRAINING OPTIONS

1. Instructor-led - Act First Safety provides a classroom style course that can be performed at your worksite or ours. This interactive program meets legislative content requirements.

2. Online/e-learning - Act First Safety offers a convenient, affordable and easy to understand online course that meets legislative content requirements.

Both programs provide the training documentation required.

The Ministry of Labour provides a number of resources and tools for employers at no charge. Training documentation is the responsibility of the employer.

Exemptions: Workers and supervisors who previously completed a worker or supervisor training program, either with their current or a former employer, do not have to take the training again if they can provide proof that they completed the training and their current employer is able to verify that the training program covered the content required by the regulation.

OHS REFERENCE

Occupational Health and Safety Awareness and Training Regulation (O. Reg. 297/13).

Download at: www.e-laws.gov.on.ca/html/source/regs/english/2013/elaws_src_regs_r13297_e.htm

Employers continue to have on-going duties under the OHSA to inform workers about workplace-specific hazards as described in the general duty clause, to “provide information, instruction and supervision to a worker to protect the health or safety of the worker” [25(2)(a)].



HEALTH & SAFETY AWARENESS TRAINING SOLUTION:

- INSTRUCTOR-LED
- ONLINE/E-LEARNING

Contact us for assistance or to schedule training at:

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