

Occupational Health and Safety Support Ministry of the Attorney General

Phase 1 COVID-19 Recovery

Jeremy Holden, Health and Safety Consultant
Public Services Health & Safety Association (PSHSA)



Ontario's Health and Safety System Partners



Supporting MAG COVID-19 Recovery

Live chat services: access at pshsa.ca

Guidebook review

Networking touchpoints (videoconference)

Onsite risk assessments by health and safety professionals

- Phase 1: June 15-19 onsite work, reports to MAG June 24

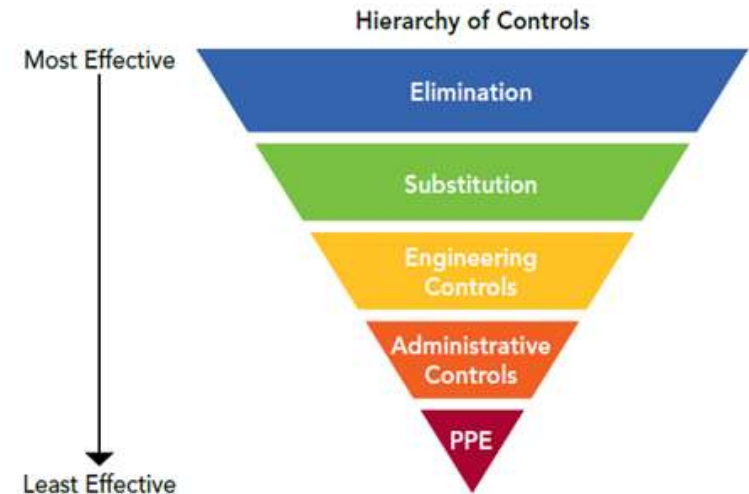
Internal Responsibility System and Role of Workplace Parties

- Employers have obligations under the *Occupational Health and Safety Act* and its regulations to protect workers from hazards in the workplace, including infectious diseases.
- The internal resolution of complaints is encouraged. Any concerns about health and safety in a workplace should be brought to the attention of the employer to resolve this matter internally.
- Workers may also wish to raise the issue with their joint health and safety committee or health and safety representative in their workplace.
- The health and safety representative or joint health and safety committee and the employer have a role in identifying which hazards exist in the workplace and what measures are needed to protect workers.
- If concerns remain, a worker can file a complaint with the MLTSD Health and Safety Contact Centre. An inspector may visit or call the workplace to determine if the employer is complying with OHS and its regulations.



Hazard Control Principles

R	A	C	E
Recognize	Assess	Control	Evaluate
<ul style="list-style-type: none">• Workplace Inspections• Hazard Identification Tools• Job Hazard Analysis• Observations• Problems/ concerns of anyone• Use your senses• Review of Documents	<ul style="list-style-type: none">• Compare to a standard• Risk assessment<ul style="list-style-type: none">- Identify how the individual might get harmed- Identify the probability that the hazard is going to cause harm- Identify how severe the hazard could be- Identify hazard priority	<ul style="list-style-type: none">• Locations:<ul style="list-style-type: none">- At the Source- Along the Path- At the Worker• Controls:<ul style="list-style-type: none">- Elimination- Substitution- Engineering- Administrative- Personal Protective Equipment (PPE)	<ul style="list-style-type: none">• The control is:<ul style="list-style-type: none">- Working as expected- Has been communicated to affected workers- Reduces the risk- Reduces complaints, injuries, illnesses- Does not create new hazards





Safe Environments.
Healthy Workers.

Applying the Hierarchy of Control



ELIMINATION
Remove the Hazard



SUBSTITUTION
Replace the Hazard



ENGINEERING
Design out the Hazard



ADMINISTRATIVE
Safe Work Policies, Procedures and Practices



**PERSONAL
PROTECTIVE EQUIPMENT**
Protect the Worker



ELIMINATION

Remove the Hazard

Work from home

Online/virtual service delivery.



Safe Environments.
Healthy Workers.

Applying the Hierarchy of Control



ELIMINATION
Remove the Hazard



SUBSTITUTION
Replace the Hazard



ENGINEERING
Design out the Hazard



ADMINISTRATIVE
Safe Work Policies, Procedures and Practices



PERSONAL PROTECTIVE EQUIPMENT
Protect the Worker



ENGINEERING
Design out the Hazard

Appropriate positioning of hand sanitizer
and hand hygiene stations

Adding physical barriers- e.g. plexiglass

Maintained ventilation systems



Applying the Hierarchy of Control



ELIMINATION
Remove the Hazard



SUBSTITUTION
Replace the Hazard



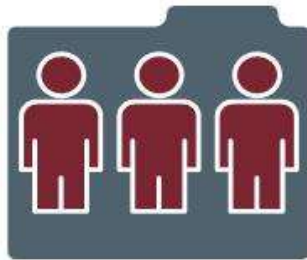
ENGINEERING
Design out the Hazard



ADMINISTRATIVE
Safe Work Policies, Processes and Practices



PERSONAL PROTECTIVE EQUIPMENT
Protect the Worker



ADMINISTRATIVE
Safe Work Policies, Processes and Practices

Screening at building entrance

Environmental cleaning

Hand hygiene/respiratory etiquette

Maintaining 2m distance

- Visual indicators during queue
- Room capacity
- Chair spacing in courtrooms

Signage



Applying the Hierarchy of Control



ELIMINATION
Remove the Hazard



SUBSTITUTION
Replace the Hazard



ENGINEERING
Design out the Hazard



ADMINISTRATIVE
Safe Work Policies, Processes and Practices



PERSONAL
PROTECTIVE EQUIPMENT
Protect at the Worker



PERSONAL
PROTECTIVE EQUIPMENT
Protect at the Worker

Protect mucous membranes from contact/droplet transmission

- Eyes – face shield, goggles
- Nose/mouth – face mask





Resources

[PSHSA COVID-19 Resource Centre](#)

Office Setting [Employer](#) COVID-19 Guides

[When and how to wear a mask, PHO](#)

[Recommended steps for putting on and taking off PPE, PHO](#)

How to wash hands, PHO [Poster](#), [Video](#)

[How to hand rub, PHO](#)

PPE [Donning](#) and [Doffing](#) Poster and Checklist for Police



JHSC and H&S Representative Communication and Activities

Collaboration with JHSC or Health and Safety Representative re: new measure and procedures for the protection of workers

Encourage use of IRS for communication of concerns

[COVID-19 Workplace Inspection Checklist for JHSC](#)

[Maintaining an Effective Joint Health and Safety Committee during Emergency Situations- COVID-19 Fast Fact Sheet](#)

[H&S Representative Basic Training- E-learning](#)

Reporting of occupational injury and illnesses

- PSHSA [Sample Report Form](#)
- [Occupational Illness Reporting Requirements](#) fact sheet
- [Employer and Worker duty to report, COVID-19](#) fact sheet



Safe Environments.
Healthy Workers.

Additional Support

PSHSA.ca



www.pshsa.ca



OVERVIEW

This is not a legal document and employers are advised to seek legal advice.

Employers have obligations to protect workers from hazards in the workplace as set out in the [Occupational Health and Safety Act \(OHSA\)](#) and its regulations as well as the directives coming from the Chief Medical Officer of Health.

Workers should raise any concerns to their:

- Supervisor
- Joint Health and Safety Committee
- Health and Safety Representative

This will help ensure the employer has taken all reasonable precautions.

Ontario is currently in the midst of a [global pandemic](#). While the COVID-19 situation is changing daily, **the legislation and regulations used to govern Ontario's workplaces remain in force.**

Under Ontario law, employers have the duty to take every reasonable precaution to protect workers from hazards in the workplace. Hazards in the workplace should be controlled. Workers have the [right to refuse unsafe work](#). If health and safety concerns are not resolved internally, a worker can seek enforcement by filing a complaint with the Ministry's Health and Safety Contact Centre at 1-877-202-0008. Failure of the employer to comply with the OHSA and its regulations could result in a [stop-work order](#) upon inspection by the Ministry of Labour, Training and Skills Development.

Access our LIVE CHAT feature directly from [PSHSA's main web page](#) - bottom right hand corner.

Tanya Morose, Project Manager

tmorose@pshsa.ca | 905.872.0840

MLTSD Health & Safety Contact Centre

Toll-free: 1-877-202-0008



PSHSA.ca

IGNFCAEN0420

© Public Services Health and Safety Association

1

Stay Healthy and Stay Safe! THANK YOU!

