

Safe At Work Ontario

Enforcement. Compliance. Partnership.

Education Safety Association of Ontario

Annual Health and Safety Conference

May 28, 2008

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Purpose

- Provide:
 - Outcome of the 2004 – 2008 “High Risk” Initiative
 - Information on the foundation of the new vision

2004 – 2008 Design

- Goals of risk strategy were:
 - To protect workers who are at greatest risk of being injured;
 - To benefit employers by reducing the costs of injuries; and
 - To reduce the overall social and economic impact of workplace injuries.

- By focusing system activity, in an objective manner, to where the data suggests that improvements in workplace conditions were needed most.

- The targeting approach prioritized companies for proactive inspection using a risk-based assessment based on the past performance (injuries) of a firm compared to its peers.

2004 - 2008 Targeting and Planning

- Each company was assessed using 6 measures (3 for each of Lost Time Injuries (LTI) and Non-Lost Time (NLTI) Injuries).

- These measures included:
 - The number of injuries per 100 workers for the past 3 years.
 - The weighted cost of injuries for the past 3 years (weighting: injury costs in most recent year multiplied by 10, costs in most distant year divided by 10).
 - The excess weighted costs (those of the company compared to that of the average for the peer group) multiplied by the company workforce.

2004 -2008 Targeting and Planning (cont'd)

- 10% of companies assessed as having the worst injury records were targeted for further engagement:
 - The 2% with the worst record were identified as “high risk” and were subject to quarterly ministry inspections, and
 - The next highest 8% were contacted by either MOL or the Safe Workplace Association (SWA).

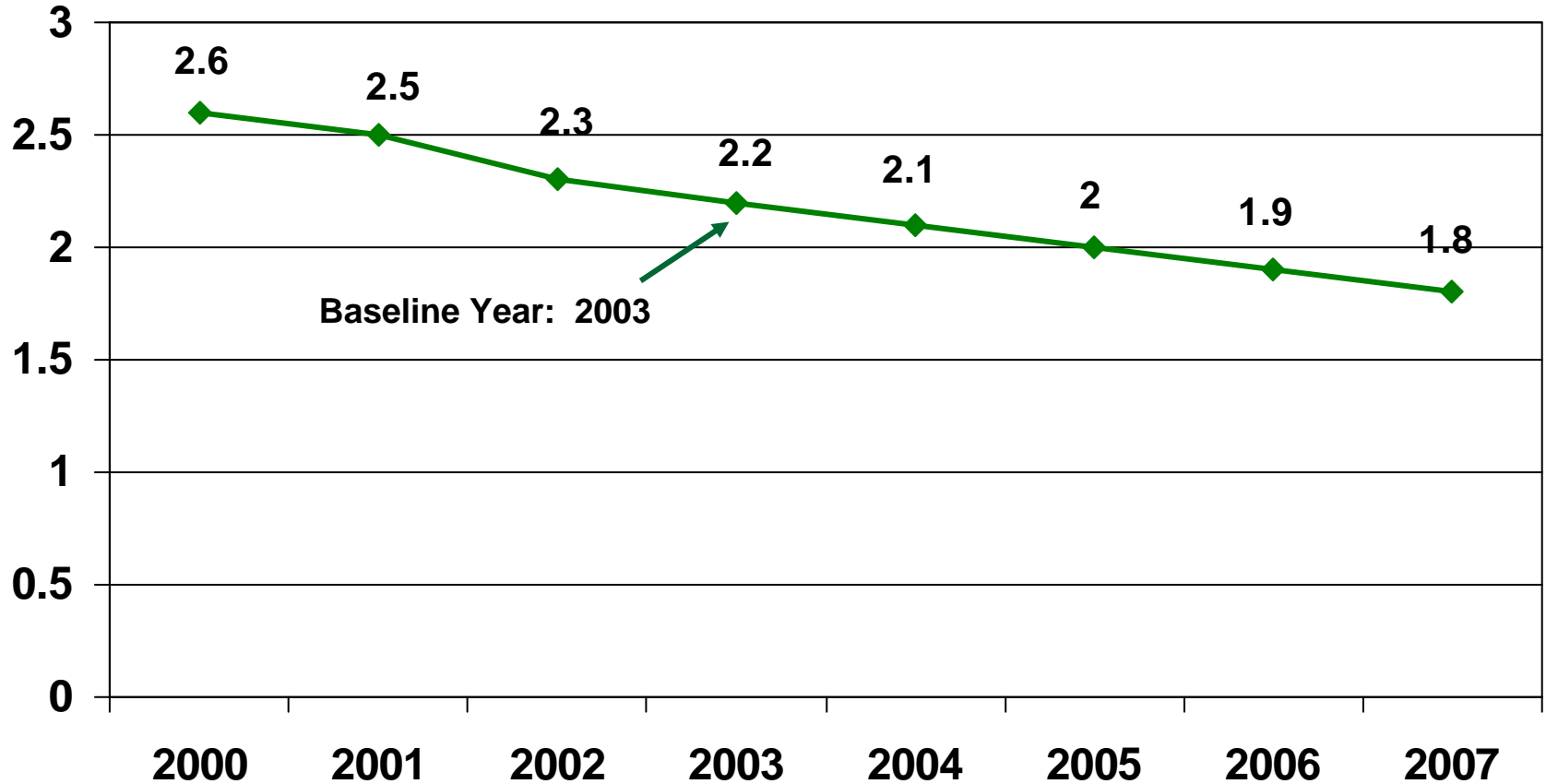
- “Last Chance” firms not responding appropriately to the approach of the SWAs were referred back to the ministry and were subject to 2 inspections.

2004 -2008 Results

- Four years ago Ontario developed an integrated occupational health and safety strategy that sought to reduce the annual rate of workplace injuries by 20 per cent at the end of four years. Our baseline was a lost-time-injury rate of 2.2 injuries per 100 workers in 2003.
- I am happy to tell you that we have met our target by cutting that 2.2 number by 20 per cent . . . to 1.8.

2004 - 2008 Results (cont'd)

Figure 1: Lost-time injury rate per 100 workers for all Workplace Safety and Insurance Board (WSIB) covered workplaces (Schedule 1 and 2)



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- The ministry received feedback from stakeholders during the implementation of the high risk program.
- This feedback, as well as lessons learned, drove the direction of the proposed new vision.
- The proposed new vision builds on the ministry's High Risk Strategy, in the identification of firms for proactive inspections.

Safe at Work Ontario (cont'd)

- The goal is to reduce fatalities, critical and Lost-Time Injuries (LTIs).
- The proposed new vision will lead to continued reduction in LTIs and NLTIs contributing to system targets (WSIB Road to Zero), reduced burden on the health care system, cost avoidance for employers and the Workplace Safety and Insurance Board (WSIB), and a level playing field for safe companies.
- We want to enhance our partnerships leading to a more comprehensive framework that will result in less injuries.

Safe At Work Ontario

- Under this proposed new direction, the ministry will identify and engage workplaces based on a variety of factors such as, their health and safety record, a history of non-compliance, and the presence of health and safety hazards inherent to the activities of the business.
- We may be into workplaces that have not had an injury.
- Our proposed new vision will focus on improving the health and safety culture of our workplaces.

Safe At Work Ontario (cont'd)

Sector Strategy Components

Health and Safety Record (LTIs, NLTIs)

Sector Specific (Hazard Focus)

Partnerships

Firm Identification

- Use of WSIB data to identify worst firms in sector based on LTIs, NLTIs, cost
- Firms identified for proactive inspection from MOL

- High hazards in sector
 - blitzes, zero tolerance
- MOL enforcement history
- Complaints received by MOL
- High potential for injuries

- Integrated delivery
- Prevention Focus
- Educational focus by SWAs
- SWA referral of firms to MOL
- WSIB WorkWell audits
- Working with workplace parties

Inspection Focus

Internal Responsibility System (IRS)

Increased Compliance

- ✓ Decrease in LTIs
- ✓ Solid functioning IRS
- ✓ Decrease in critical injuries/fatalities
- ✓ Health and Safety Leadership in the workplace

Results

Safer Workplaces

Safe At Work Ontario (cont'd)

- Sector Strategies focusing on:
 - Hazards:
 - Development of strategies to reduce injuries related to specific hazards
 - Proactive inspections in firms, regardless of injuries, based on the hazardous nature of the operation
 - Use of field intelligence and compliance history
 - Provides flexibility for inspectors to address specific issues
 - Health and Safety Record:
 - WSIB firms ranked according to:
 - Growth of firm to address new and vulnerable workers
 - Claims costs as an indication of severity of injuries
 - Health and Safety trend of firm over previous three years
 - 2006 LTIs and NLTIs

Safe At Work Ontario (cont'd)

- Inspector's focus will be on assessing strength and functionality of the IRS. If the IRS is working it is an indication of a strong health and safety culture.
- Inspectors will look for the three C's:
 - **Competence**
 - Knowledge of OHSA
 - Training
 - Dealing with issues
 - JHSC – with certified members, frequent meetings, minutes
 - **Commitment**
 - Leadership to make workplace safe
 - Policies and Procedures in place and implemented
 - Zero Tolerance

Safe At Work Ontario (cont'd)

□ Capacity

- Resources to address issues in workplace in a self-reliant manner
 - Have a Health and Safety program
 - Referrals to SWAs and WSIB
- Firms will be identified and proactive inspections carried out and results of first inspection will determine the degree of intervention by MOL.

Industrial Program 08/09

- Sector Hazards in General
 - Falls from different levels – 27% of fatalities
 - Struck by falling objects – 20% of fatalities
 - Struck against – 17% of fatalities

- Enforcement Focus Examples
 - Internal Responsibility System (IRS)
 - Electrical Hazards
 - Violence prevention
 - Falls
 - Fork lifts
 - New/ Young/ Vulnerable Workers
 - Guarding

Industrial Program 08/09

- Four inspection blitzes planned:
 - New and Young Workers – June 2008
 - Falls – September 2008
 - Electrical – November 2008
 - Forklifts – February 2009

Education

Top Hazard-Specific Orders (2004 - 2006)

WHMIS	123
Floors and surfaces	67
Eyewash fountains	69
Moving Equipment parts	43
Pinch point / in-running nip	39

Education

Key Complaints (calendar year 2007)

- Workplace violence
- Electrical hazards
- Mould
- Guards
- Inadequate ventilation
- Asbestos
- No personal protective equipment
- General Indoor air quality
- Heat stress
- Biological hazards (infestations)

Education

Enforcement Focus 2008/09

- Enforcement Focus
 - ❑ Internal responsibility system (IRS)
 - ❑ Violence prevention
 - ❑ Musculoskeletal disorders
 - ❑ Falls e.g. ladder use
 - ❑ Electrical Hazards
 - ❑ Guarding moving parts and nip hazards

Young Workers

- Enforcement by MOL Health & Safety Inspectors of minimum age requirements for working in Ontario. Additionally, the revised Employment Standards workplace poster makes specific reference to where young workers can get more information.

- The MOL develops, produces and distributes free resources to help both secondary and elementary teachers deliver their safety-related curriculum.

- The ministry's "youth friendly" website provides Ontario's young workers with the information they need to be safe at work, www.WorkSmartOntario.gov.on.ca .
 - Live Safe! WorkSmart! Series of teacher resources.

Violence in the Workplace

- Ministry inspectors are trained to assess workplace health and safety issues. They proactively check for employer policies and programs to address violence in the workplace where the risk of violence is higher due to the nature of the work.
- In addition, ministry officials are spearheading a workplace violence initiative through the Canadian Association of Administrators of Labour Legislation (CAALL).
- The ministry has also developed a workplace violence prevention web page that links to the Workplace Safety and Insurance Board's (WSIB) violence prevention website.
- The websites provide workers and employers with important workplace violence prevention resources and information.

Ergonomics – Pains & Strains

- Musculoskeletal Disorders (MSDs) are responsible for over 40% of all lost-time injuries.
- MOL inspectors have been trained on and are addressing ergonomics-related hazards as part of the Pains and Strains Campaign, MOL Ergonomists continue to provide technical support to field inspectors.
- The MOL has been actively involved with its Occupational Health and Safety Council of Ontario (OHSCO) partners in addressing MSDs in Ontario workplaces through its work on the development of an MSD Prevention Guideline and an MSD Prevention Resources covering provincial, national and international resources.
- All of these resources can be accessed through the website: www.PreventionPractices.com/msd.html. The website provides workers and employers with important workplace MSD prevention information. They are intended as resource documents to assist health and safety system partners, MOL inspectors, businesses and workers to prevent MSDs.

Safe At Work Ontario

- We will be working with you and ESAO to achieve:
 - Significant injury reductions
 - Better compliance
 - Improved health and safety culture within Ontario workplaces