



Executive Director's Report



The holiday season is once again fast approaching and 2019 is drawing to a close. I would like to take this opportunity to thank everyone for their efforts. We accomplished much in 2019 and AAO continued to gain recognition within the industry. I look forward to continuing to work with everyone.

I wish you the joy of family, the gift of friends and a healthy, prosperous and safe 2020.

Bob Grassing
AAO President

Ministry of Labour, Training & Skills Development



Results of Auditor General Value For Money Audit of The Ontario Workplace Health And Safety System

On Wednesday, December 4th, the Ontario Auditor General (AG) tabled her annual report with the Ontario Legislature. Part of her review over the past year was a value for money audit of the provincial health and safety system. Thanks to COCA and Michael Zacks of the Office of the Employer Advisor for drawing the AG's comments in this regard to our attention. Here are the AG's comments as provided:

What We Found

- Compared to other Canadian jurisdictions, Ontario has had the lowest lost-time injury rate of any province since 2009 and the second lowest fatality rate in Canada on average from 2013 to 2017. However, Ontario should not be complacent as rates have risen or levelled off in recent years.
- The Ministry's enforcement efforts are not changing the health and safety practices for many employers. We reviewed companies inspected at least three times during the past six fiscal years, and found that many of these companies were issued orders for violations and contraventions related to the same type of hazard in multiple years. We estimated the Ministry's system contains only 28% of all businesses in Ontario.

The Ministry does not maintain an inventory of all businesses that are subject to inspection. There is no requirement for businesses to register with the Ministry and only construction projects costing \$50,000 or more are required to inform the Ministry, leaving out high-risk industries such as roofing. In 40% of fatality cases sampled from 2017 to 2018, there was no prior record of the associated business in the Ministry's system. Three-quarters of the cases not previously in the Ministry's system were in the construction sector.

- The Ministry uses WSIB injury data and its own compliance data to identify high-risk hazards or workplace/worker characteristics for developing enforcement strategies. However, it does not use this data to identify, rank and select specific higher-risk workplaces for inspection, often leaving companies with the highest injury rates uninspected.
- Although almost half of the Ministry's occupational health and safety budget provides transfer payments to six health and safety associations (i.e. IHSA), the Ministry assesses the performance of the associations solely on outputs and does not know how effective the associations have been at helping to prevent occupational injury and disease.
- The Ministry has not measured the effectiveness of the 2013 Healthy and Safe Ontario Workplaces Strategy.

Conclusions

- The Ministry has been successful at consistently maintaining the lowest lost-time injury rate in comparison to other provinces. Further, the rates of injury in each sector are among the lowest in the country. However, the Ministry should not become complacent with these results, as Ontario's rates have levelled off or begun to climb in recent years.
- The Ministry does not have assurance that it is identifying and inspecting all workplaces with a high risk for worker injury or illness. In addition, the Ministry's enforcement and prosecution efforts are allowing some companies to continue their poor health and safety practices.
- Training and consulting services provided by the health and safety associations, are not evaluated for their effectiveness. Therefore, the Ministry cannot ensure that it is receiving value for money from the funding it provides to the associations for prevention activities.

Personal Protective Equipment Enforcement Blitz

From January 6 to March 13, 2020, the ministry will run an initiative focusing on the lack and misuse of personal protective equipment such as foot, eye, hearing and respiratory protection devices.

Phase 1: Compliance assistance - Dates: January 6 to March 13, 2020

Partner: Infrastructure Health and Safety Association

The Infrastructure Health and safety Association will conduct an outreach, education and awareness campaign, to help construction employers prepare for the blitz from January 6, to March 13, 2020. Check the IHSA's website for details of their programming.

Phase 2: Focused inspections - Dates: February 3 to March 13, 2020

Rationale

The ministry issued 7,483 orders from January 1, 2017 to December 31, 2017 for lack of personal protective equipment on projects. This was the second highest violation in construction workplaces for 2017.

Initiative focus

Personal protective equipment (PPE) should be provided to workers wherever there are health or safety risks that cannot be adequately controlled for in other ways. Personal protective equipment can include:

- respiratory protection devices (for example, respirators)
- hearing protectors (see the [guide to the noise regulation](#) for specific requirements related to noise protection and guidance on selecting hearing protection devices)
- skin protection devices (for example, gloves or protective clothing)
- high visibility clothing
- face shields
- eye protection devices (for example, eye shields)

Inspectors will focus on checking that appropriate personal protective equipment is being supplied and worn.

Note that the law requires workers to be wearing hard hats and boots at all times while on the project site.

Ministry inspectors will focus inspections in:

- industrial, commercial and institutional building construction
- residential building construction
- civil engineering and roadwork

PPE, including skin and respiratory protection, is also required under [Ontario Regulation 833: Control of Exposure to Biological or Chemical Agents](#). Sections 7.1 and 7.2 of Regulation 833 require employers to ensure workers are wearing adequate protective clothing and/or respirators when removing the hazard from the work area or engineering controls are not practical in the situation.

Upcoming Events

December 2019



COCA COO/BOARD MEETING - TORONTO Tuesday December 3, 2019

(Paul Gunning attending)

IHSA CONSTRUCTION LEGISLATIVE REVIEW COMMITTEE MEETING - TORONTO

Wednesday December 4, 2019 (Paul Gunning attending)

CARPENTERS EBA MANPOWER/DEMOGRAPHIC COMMITTEE MEETING -TORONTO

Thursday December 5, 2019 (Bob Grassing and Paul Gunning attending)

IFSTC MEETING - TORONTO Monday December 16, 2019

(Nat Figliano and Paul Gunning attending)

WSIB OFFICIAL LAUNCH HEALTH & SAFETY EXCELLENCE PROGRAM - TORONTO

Wednesday December 18, 2019 (Paul Gunning attending)

CECCO MEETING - TORONTO Wednesday December 18, 2019 (Bob Grassing attending)

DECEMBER 2019



UPCOMING Mathews Dinsdale Seminars/Webinars

Copy the following URL to your browser to register for new sessions or review archived session videos:

<http://www.mathewsdinsdale.com> (see right side)

If you have any questions, please call me at 519-671-5930.

Merry Christmas and all the best in 2020!

Paul Gunning
Executive Director