



Safety Talk

Safety Training

Workplace Management Systems Inc.

It began on July 1, 2014, that employers in Ontario must ensure that all their workers and supervisors complete a basic occupational health and safety awareness training program.

The content of the training must meet the new regulatory requirements set out by the Ministry of Labour.

When entering the workforce or an existing worker, please ensure that you have completed all necessary training that is being offered by the employer. As most of us know, there is always safety training that needs to be completed in every workplace. It is to keep us safe and make sure we go home at the end of every shift.

There are 5 required training modules that should be completed before starting your shift at any workplace.

- 1) Worker Health and Safety 4 Step Awareness Training
- 2) WHMIS 2015
- 3) If worker is in a supervisor or manager role, it is required for them to complete the Supervisor Health and Safety 5 Step Awareness Training
- 4) Workplace Violence and Harassment Training
- 5) Accessibilities for Ontarians with Disabilities Act

Please ask your employer and/or Supervisor about any training that should be completed before you start to work.

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; and
- 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

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 2015 Regulation.

https://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_trainingreg.php



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