



NSS MONTHLY NEWSLETTER

June 2019

New and Young Workers

There is an age requirement that needs to be followed when hiring a young worker entering the workforce. Age requirements for certain industries and workplaces are set by laws. The Occupational Health and Safety Act sets minimum ages to work. Workers new to a job are three times more likely to be injured during the first month on the job than more experienced workers. "Young Workers" are under the age of 25. "New Workers" can be of any age who are on the job for less than six months or who are assigned to a new job.

The minimum age for working in Ontario is 14 years for most types of work. However, 14-, 15-, 16- and 17-year-olds are not to be employed during school hours unless they have been excused from school attendance under provisions of Ontario's Education Act. Some regulations specify higher minimum wages for certain types of work, as follows:

- Underground Mines: 18 years
- Construction: 16 years
- Window Cleaning: 18 years
- Factories or Repair Shops: 15 years
- Stores, Offices or Arenas: 14 years

Requirements by OHS

New hires are required to have training completed within one week of their hire date to be compliant with the Ministry's Guidelines.

The four required by law are as follows:

- Accessibility for Ontarians with Disabilities (AODA)
- Workplace Health and Safety in 4 Steps Awareness Training
- Workplace Violence and Harassment Awareness Training
- WHMIS 2015

Only one that is replaceable would be Worker Health and Safety in 4 steps Awareness Training but only if you hold a Supervisor or manager position you would need Supervisor Health and Safety in 5 Steps Awareness Training.



Statistics

Between 2011 and 2015, 33 young workers aged 15 to 24 died in work-related incidents, according to Workplace Safety and Insurance Board (WSIB) statistics. In 2015, five young workers died.

Between 2011 and 2015, the WSIB approved 31,689 lost-time claims from young workers. In 2015 alone, injuries to young workers resulted in more than 6,400 lost-time claims. More than 60 per cent (4,072) of those claims were from male workers.

Most injuries and fatalities can be prevented.

Statistics Reference: https://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_youngworkers.php



Northern Safety Solutions is pleased to welcome Farquhar's Orchards Fresh Food Market to the Workplace Management Systems Program

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