



NSS MONTHLY NEWSLETTER

July 2023



Information on Naloxone Requirement for Ontario Workplaces

As of June 1, 2023, the Occupational Health and Safety Act will require that naloxone be available in some workplaces in case a worker has an opioid overdose. The requirements do not change how an employer may choose to manage worker impairment from drugs or alcohol that may pose a risk to workplace safety.

Employers must provide a naloxone kit when an employer becomes aware, or ought reasonably to be aware, of the following scenarios:

- There is a risk of a worker opioid overdose.
- There is a risk that the worker overdoses while in a workplace where they perform work for the employer.
- The risk is posed by a worker who performs work for the employer.

If all of these scenarios are present, the employer must comply with the OHSA requirements to provide naloxone in the workplace. If any one of these scenarios are not present, an employer **does not** need to comply with the OHSA requirements to provide naloxone in the workplace.

The OHSA requirements do not apply to workplaces where the risk of an opioid overdose is created by a **non-worker**, such as:

- a customer
- a client
- a patient
- other member of the public who may be present in or near the workplace

An assessment for the requirement to provide naloxone in the workplace is to be conducted. The results are to be shared with the Health and Safety Representative and or the Joint Health and Safety Committee.

Northern Safety Solutions can assist you with this assessment.

Northern Safety Solutions Monthly Slogan

“Safety Cultures Start at Home, Turn your Attention to Accident Prevention”

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