

Live Safe! Work Smart!

Health and safety e-news for Ontario teachers

? YOU ASKED US

Q: What significance does the new and young worker inspection blitz have on workplaces and how does this affect me as a teacher delivering Co-op education or any other kind of experiential learning?

A: From May 1, to August 31, 2010, Ministry of Labour Inspectors conducted a blitz to enforce compliance of the Occupational Health and Safety Act focusing on the health and safety of new and young workers at construction, industrial and health care workplaces. The blitz focused on:

- young, new workers aged 14 to 24 years, inclusive; and
- new workers aged 25 and older who had been on the job less than six months or who had been reassigned to a new job.

The goal of this blitz was to ensure that young and new workers are being properly oriented, trained and supervised, and that they meet the minimum age requirements for working. Inspectors also checked to ensure that employers are taking every reasonable precaution to protect the health and safety of young workers (as, indeed, they do for all workers).

Inspection blitzes are part of the province's "Safe at Work Ontario" compliance strategy. They are announced by the ministry in advance, and results are then posted on the ministry's website. The blitzes raise awareness of known workplace hazards and promote compliance with Ontario's Occupational Health and Safety Act (OHSA) and regulations. Ministry Inspectors refer employers to Health and Safety Associations (HSAs) for compliance assistance and training. As teachers, if we know what kinds of hazards inspectors find in the workplace, we can share that information with students so that they have an increased awareness of the hazards and safe work practices to be able to better protect themselves. Visit www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report20.php for more information about the 2010 new and young worker blitz results – and talk to your students about what these results mean to them in their placements.

TISH'S TIPS

ON THE FIRST INTEGRATION DAY, HAVE A GUEST SPEAKER FROM THE THREE SECTORS PROFILED IN THE LATEST NEWSLETTERS COME IN TO TALK TO STUDENTS ABOUT HAZARDS IN THOSE WORKPLACES. STUDENTS CAN PREPARE QUESTIONS AHEAD OF TIME FOR A RICH AND INVOLVED DISCUSSION.

Results of the Ministry of Labour's 2010 New and Young Worker Inspection Blitz (Health Care)

BY TISH AMICO, Education Consultant for the Ministry of Labour

This is the third in a series of newsletters that will inform you about the results of the Ministry of Labour's New and Young Worker Blitz that took place this summer. The goal of sharing this information with you is to raise your knowledge of the kinds of hazards encountered by MOL inspectors, so that you can help raise your students' awareness of these hazards (and how to stay safe) prior to your students being placed in these types of workplaces.

It is common knowledge that the demand for workers in community health care is increasing. In addition, there can be high turnover rates and attrition in this sector, resulting in more workers who are "new" to their jobs. We all know what that means: a new or young worker is 4X more likely to get hurt on the job in their first month than at any other time.

During the 2010 blitz, MOL inspectors focused on new (on the job less than 6 months or recently reassigned) and young workers (under 25) in:

- retirement homes
- group homes
- community health care services.

Ministry Inspectors focused on hazards related to the following:

- lack of worker job orientation, training and supervision
- no or inactive Joint Health and Safety Committees (JHSCs)
- no WHMIS program
- no workplace violence and workplace harassment policies, programs, or no instruction or training on the policies and programs
- guarding
- fall hazards
- musculoskeletal disorder (MSD hazards arising from resident handling and other causes)
- infection prevention and control

Ministry Inspectors issued 88 orders for key hazards faced by new and young workers. Most of the orders were issued for contraventions concerning:

- taking every precaution reasonable in the circumstances for the protection of workers
- measures and procedures for the health and safety of workers
- material handling.



BRIGHT IDEA

HAVE STUDENTS GO TO WWW.LABOUR.GOV.ON.CA/ENGLISH/HS/SAWO/SECTORPLANS/2009/HEALTH/HEALTHCARE_2.PHP TO RESEARCH THE TYPES OF WORKPLACE INJURIES THAT TAKE PLACE IN THE VARIOUS HEALTH CARE SECTOR WORKPLACES, AND PREPARE A MINI-DISCUSSION ON HOW THOSE INJURIES COULD HAVE BEEN PREVENTED.

We welcome your questions, comments and suggestions for future newsletters at info@livesafeworksmart.net

Links

www.labour.gov.on.ca/english/hs/sawo/blitzes/blitz_report20.php
www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm
www.labour.gov.on.ca/english/hs/sawo/sectorplans/2009/health/healthcare_2.php
www.labour.gov.on.ca/english/atwork/youngworkers.php

Disclaimer: This newsletter has been prepared to help the workplace parties understand some of their obligations under the *Occupational Health and Safety Act* (OHSA) and regulations. It is not legal advice. It is not intended to replace the OHSA or the regulations. FOR FURTHER INFORMATION PLEASE SEE THE [FULL DISCLAIMER](#)