

Understanding Your Mandatory Training Requirements under the Occupational Health and Safety Act ([www.tjsolutions.ca](http://www.tjsolutions.ca))

The Ministry of Labour (MOL) will be introducing a number of significant new mandatory training requirements starting on July 1, 2014 that will impact all employers in Ontario including Child Care Organizations. The goal of this newsletter is to assist your child care organization in making the best decision for your training requirements.

The Ministry of Labour has released a new law regarding worker training in Ontario that will require mandatory training for Workers and Supervisors in the workplace for July 1, 2014. This new law called "Ontario Regulation 297/13" makes provisions as to requirements for Health and Safety Training for both workers and Supervisors. Under the new law every worker and Supervisor in Ontario must receive basic Health & Safety Training.

The MOL has developed a free online training courses, the Worker Health and Safety Awareness in 4 Steps and the Supervisor Health and Safety Training in 5 steps. The course runs approximately one hour and is available on the MOL website.(see links below) Supervisors and Health & Safety Reps who completed the OSHA certification course or the "Health & Safety & the Law" course do not need to take the online course.

The one hour online training provides a basic understanding of health and safety awareness in the workplace however it does not replace the centre's obligation to obtain certified training if such training is required by the MOL.

Child care organizations need to be aware that by providing staff with this mandatory training the centre is acknowledging that they understand their obligation to provide additional and appropriate staff training and are managing the safety of their staff through hazard assessments, written policies and procedures, and safe work instructions.

The good news is that if your child care organization currently has a comprehensive New Employee Safety Orientation Program in place and that program covers all the elements in the new MOL Worker training program, then the staff do not have to do the MOL training program. However, the organization would have to show that staff have had adequate training, therefore we would strongly recommend that if your child care has an employee safety orientation program that you create a quiz for workers to take after their orientation training is complete. Organizations can also download the Worker Health and Safety Awareness booklet free from the Ministry's website to ensure their own orientation program covers all of the required information.

Other changes that will be coming later in 2014 include the following;

Currently the legislation requires organizations with 6 or more regular employees to have a Health and Safety Rep who was not required to be trained. The new amendments made to the OSHA Act will require that all Health and Safety Reps (including organizations with 6 or more employees) receive approved training to enable them to effectively perform the required duties under the Act. (i.e. Being able to participate in investigations and investigate work refusals)

Supervisors who do not have the OSHA Level one and Level two certification will be required to take the "Health & Safety & the Law" course.

The MOL requirement that all workplaces in Ontario employing 20 or more regularly employed workers (this includes all positions including teaching, non-teaching, part time, as well as your regular supply staff) must have a Joint Health and Safety Committee remains the same.

In the case of 20 or more regularly employed workers, at least one (1) worker member and one (1) management member must be CERTIFIED and have completed Part One and Part Two Certification Training by a WSIB approved Training Provider.

We are strongly encouraging Child Care Executive Directors/Supervisors to become certified in order to ensure they understand their legal obligations under the Act as well as to meet any future mandated OHSA training Please do not hesitate to contact us with any questions or information regarding our upcoming training with TJ Solutions [www.TJSolutions.ca](http://www.TJSolutions.ca)

Course Costs for certification 1 & 2 (three days) is

\$500.00 plus HST for one person or \$775.00 plus HST for two people