

▶ Worker Health and Safety Representatives – Smaller Workplaces

▶ Duration 12.00 hours

Hazardous working conditions can harm workers and impact a business's bottom line whether the workplace is large or small. Under Ontario's *Occupational Health and Safety Act (the Act)*, workplaces of all sizes have considerable legal obligations.

While the human costs of work-related injury, illness and death are incalculable, the cost of Workers Health & Safety Centre (WHSC) health and safety training makes **sound business sense**. The average lost-time injury in Ontario costs about \$107,000. This number factors in the costs of fines, prosecutions, WSIB compensation premium hikes, stop work orders, and lost productivity. Research demonstrates how properly trained health and safety representatives can help safeguard workers too.

With few exceptions, most workplaces in Ontario which employ between 6 and 19 workers are required to ensure a health and safety representative (HSR) is selected from among the workers. **The HSR must be a worker** employed at the workplace, who does not exercise managerial functions. Employers must ensure workers, or a union where the workplace is unionized, select the HSR.

These reps have a similar role and most of the **same powers as joint health and safety committee (JHSC) members** in larger workplaces. The hazardous conditions they often confront are also no less important. Their legal powers include:

- ▶ Identifying hazards and potential hazards
- ▶ Inspecting the workplace at least once a month
- ▶ Recommending measures to protect workers
- ▶ Investigating critical injuries and fatalities, and
- ▶ Participating in work refusal investigations.

Workers Health & Safety Centre's comprehensive *Worker Health and Safety Representatives – Smaller Workplaces* is designed to ensure worker HSRs understand and **competently exercise their role and powers**. To achieve this, training participants will review the roles of all workplace parties as set out in *the Act*, with an emphasis on the employer, supervisor and HSR legal obligations. They will explore the many hazards and potential hazards that can place the immediate safety and long-term health of workers at risk. General principles for hazard control and prevention will also be reviewed so HSRs can present employers with recommendations to eliminate or control hazardous worker exposures and help establish/maintain a workplace health and safety program.

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Our program meets and exceeds provincial training guidelines and has been approved by the Ministry of Labour, Immigration, Training and Skills Development's Chief Prevention Officer. To support small workplaces, the government is helping **eligible employers recover registration fees and lost-time wages** (to a maximum of \$350, \$50 for registration and \$300 for wages) associated with HSR training through a limited time **reimbursement program**. Employers who purchase our program to train worker HSRs may apply to the government for reimbursement of registration fees and lost-time wages. For details be sure to contact a WHSC training services representative nearest you.

Available for delivery in-person or through a virtual classroom, this program is **applicable to all provincially-regulated workplaces** where worker health and safety representatives are required. Our program consists of the following modules:

- Introduction
- Understanding the Law
- Role of Health and Safety Representatives
- Identifying Hazards
- Assessing Hazards
- Controlling Hazards
- Inspecting the Workplace
- Investigating Illnesses, Injuries and Fatalities
- Assisting with Work Refusals.

Like all WHSC training, this program also ensures:

- Participant-centred learning
- Demonstration of knowledge and skills
- Portable records of training
- Highly competitive pricing
- Ongoing support.

