



## **Health, Safety and the Law**

This course will assist everyone in workplace to understand their legal duties and how to meet the requirements of the Occupational Health and Safety Act and various regulatory requirements.

### Participants will:

- Gain a clear understanding of their legal duties made under the Ontario Occupational Health and Safety Act.
- Review and discuss the more common industry regulations, their meaning, and how to demonstrate due diligence while meeting regulatory requirements. Discussions will focus on the Regulations for Industrial Establishments/O.Reg. 851, W.H.M.I.S./O.Reg. 860, and the Regulation for Chemical and Biological Agents/O. Reg.833.
- Learn more about the “best industry practices” and how the C.S.A. or other well known standards are best utilized in the development of safe work practices.
- Become familiar with the general duties placed upon employers, managers, supervisors, workers, and contractors.
- Discuss Joint Health and Safety Committee structure, and function, rights and responsibilities of members. We will discuss what effective committees have in place and common pitfalls that committees should avoid.
- Understand the procedures for “refusal to work” situations, and where “dangerous circumstance” exists. Review the section regarding reprisals by employer being prohibited.
- Accident/incident investigations and reporting requirements.
- Understand the duties, powers and limitations of labour inspectors during inspections or investigations. We will discuss the use of search warrants and the right to obtain information through their use.
- Will discuss what constitutes a “due diligence defence” and what should be in place to protect employers and employee of a firm if charges are laid under the O.H.S. Act.
- Will discuss trends in sentencing as well as the new industrial workplace ticketing system.
- Review the recently new federal legislation known as Bill C-45 which make more serious health and safety violations a criminal offence that features penalties that can exceed those currently found in the provincial health and safety legislation.

Method of Instruction: An interactive presentation, group discussions, and individual exercises, and written test (if requested takes two hours to complete) certificates provided.

Who Should Attend: Managers, Safety Personnel, Supervisors and persons who direct others to perform work, and Joint Health and Safety Committee Members.

Course Length: 6 hours

**“Your First Move toward a Better Health and Safety Program”**

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