

Workplace Safety Group

August 2009

Monthly News e-Letter

Health & Safety Representative Training

This training is designed to help elected and appointed health and safety representatives become knowledgeable and competent** to carry out their responsibilities as required under the Occupational Health and Safety Act.

**competent person means a person who,
a) is qualified because of knowledge, training & experience to organize the work & its performance
b) is familiar with the OH&S Act & the regulations that apply to the work
c) has knowledge of any potential or actual danger to health or safety in the workplace

Occupational Health and Safety Act s. 1(1)

8 hour in-class training session



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WORKPLACE VIOLENCE

Everyone should be able to work without fear of violence, in a safe and healthy workplace!

Workplace violence is the attempted or actual use of any intentional physical force that causes or may cause physical injury to a worker. It also includes any threats which give a worker reasonable grounds to believe he or she is at risk of physical injury.

Bill 168

In April 2009, the Ontario government introduced proposed amendments to the *Occupational Health and Safety Act (OHSA)* that specifically address workplace violence and harassment. Bill 168, *An Act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace*, will place a number of new obligations on employers. These include requirements to assess the risk of workplace violence and to develop policies and programs to address and prevent violence and harassment. Employers will be required to conduct reviews of these policies “as often as is necessary,” but no less than once every year. Employers with six or more employees in a workplace will be required to post the policy in a prominent location. The proposed amendments would also require employers to provide workers with information and instruction in respect of the policies.

Ministry of Labour

The Ministry of Labour addresses workplace violence through investigations of serious incidents and complaints. As part of a proactive program of inspection, inspectors consider violence issues in workplaces where there is a greater risk of violence due to the nature of the workplace.

Questions, Concerns, Comments?
Email Carola Hicks
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Workplace Violence Prevention

Workplace Violence is any attempted or actual physical force in the workplace that causes or could cause physical injury.

This course meets OSHA requirements including information on the proposed "Bill 168". Upon completion you will be able to understand and better respond to workplace violence and harassment.

4 hour

On-Site at your location
In-Class at our training centre



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The risk of workplace violence is greater in jobs that involve:

- ◆ Handling cash
- ◆ Protecting or securing valuables
- ◆ Transporting people and goods
- ◆ A mobile workplace (such as a vehicle)
- ◆ Public or community contact
- ◆ Working with unstable or volatile people
- ◆ Working alone, or with just a few people
- ◆ Working late nights or very early mornings.

The risk of violence is greater in workplaces that involve:

- ◆ Health care
- ◆ Social services
- ◆ Retail
- ◆ Hospitality
- ◆ Financial institutions
- ◆ Education
- ◆ Transportation
- ◆ Police, security and corrections.

There are measures that employers can take to prevent violence in the workplace:

- ◆ assess the risk of violence
- ◆ put a violence prevention program in place
- ◆ provide training to employees

A worker should report to his/her employer or supervisor the existence of any situation that has the potential for violence. Workers whose physical safety is threatened by violence, in any form, in the workplace should contact the police immediately.

Under the [Occupational Health and Safety Act](#), all employers must take every precaution reasonable in the circumstances to protect the health and safety of their workers in the workplace. ***This includes protecting them against the risk of workplace violence!*** Bill 168 will ensure a stronger position in addressing workplace violence and harassment.

Everyone has a role in, and the right to a workplace that is safe, healthy and violence-free.