



Gambit Industrial Health and Safety Consultants Inc.

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 towards a Better Health and Safety Program”

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Client Service Centre: 89 Dawson Road, Guelph, Ontario N1H 1B1 ♦ 519.763-7369 phone ♦ 519.763-7301 fax
www.gambitsafety.com