Ontario Health and Safety Requirements

Frequently Asked Questions · https://www.pshsa.ca/help-centre/ontario-health-and-safety-requirements/

What is the Occupational Health and Safety Act (OHSA)?

The OHSA is the legal framework for workplace health and safety in Ontario. It sets out the rights and duties of workplace parties, establishes procedures for addressing hazards, supports the Internal Responsibility System (IRS), and provides for enforcement when voluntary compliance has not been achieved.

Learn more about the OHSA.

What health and safety training is mandatory in Ontario?

Ontario workplaces must meet mandatory training requirements that apply under the Occupational Health and Safety Act (OHSA) and its regulations, which can include basic occupational health and safety awareness training for workers and supervisors, workplace violence and harassment information and instruction, and Joint Health and Safety Committee (JHSC) certification training where a JHSC is required. Additional training may be required depending on the workplace, sector, hazards, and tasks performed.

Explore our available mandatory training courses.

What are the three basic rights of workers in Ontario?

Ontario workers have three basic health and safety rights: The right to know about workplace hazards, the right to participate in health and safety, and the right to refuse unsafe work in situations allowed under the Occupational Health and Safety Act (OHSA). These rights support workers in recognizing hazards, raising concerns, and taking part in prevention.

View the legislation on the three workers basic rights.

What is the Internal Responsibility System (IRS)?

The IRS means everyone in the workplace has a role to play in keeping the workplace safe and healthy. Workers are expected to report hazards or health and safety concerns, while employers and supervisors are required to respond, provide information about hazards, and take reasonable precautions to protect workers.

Find more about the Internal Responsibility System.

What health and safety postings are required in Ontario workplaces?

Ontario workplaces covered by the Occupational Health and Safety Act (OHSA) must post or provide required information such as the Health & Safety at Work: Prevention Starts Here poster, a copy of the OHSA, and the names and locations of Joint Health and Safety Committee (JHSC) members where applicable. Workplaces with more than five regularly employed workers must also prepare, maintain, and post occupational health and safety, workplace violence, and workplace harassment policies.

Understand your mandatory compliance obligations.