



# **2026-2027 MLITSD Education Campaign**

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# Disclaimer

This presentation is provided as internal guidance only for use by Ministry of Labour, Immigration, Training and Skills Development Inspectors. It is not legal advice. It is not intended to replace the Occupational Health and Safety Act (OHSA), or the regulations and reference should always be made to the official version of the legislation. While this resource is made available to assist MLITSD inspectors, they will apply and enforce the OHSA and its regulations based on the facts as they may find them.

## FAIR, SAFE & HEALTHY WORKPLACES DIVISION

# Our vision

We envision an Ontario that is the most attractive place to work in the world because every employee is treated fairly and comes home safely.

*Taking pride in strengthening Ontario, its places and its people*



# Our mission

We set, communicate and enforce legislation to help make Ontario workplaces fair, safe and healthy. Through our professionalism, innovation and collaboration, we earn and maintain the public trust.



# 2026/27 Education Campaign

**Focus** – on the most common hazards faced by workers in the Education.

**Why** – The Industrial Health and Safety Program (IHSP) is focusing on sectors that have been identified as having the highest number of reported critical injury events as opposed to a specific hazard.

Data shows the education sector has the highest number of reported critical injuries in the Industrial Program for the past two years.



# Campaign Rationale

Data from MLITSD and WSIB show that workplace violence is not the number one hazard causing injury and lost time at work in the education sector.

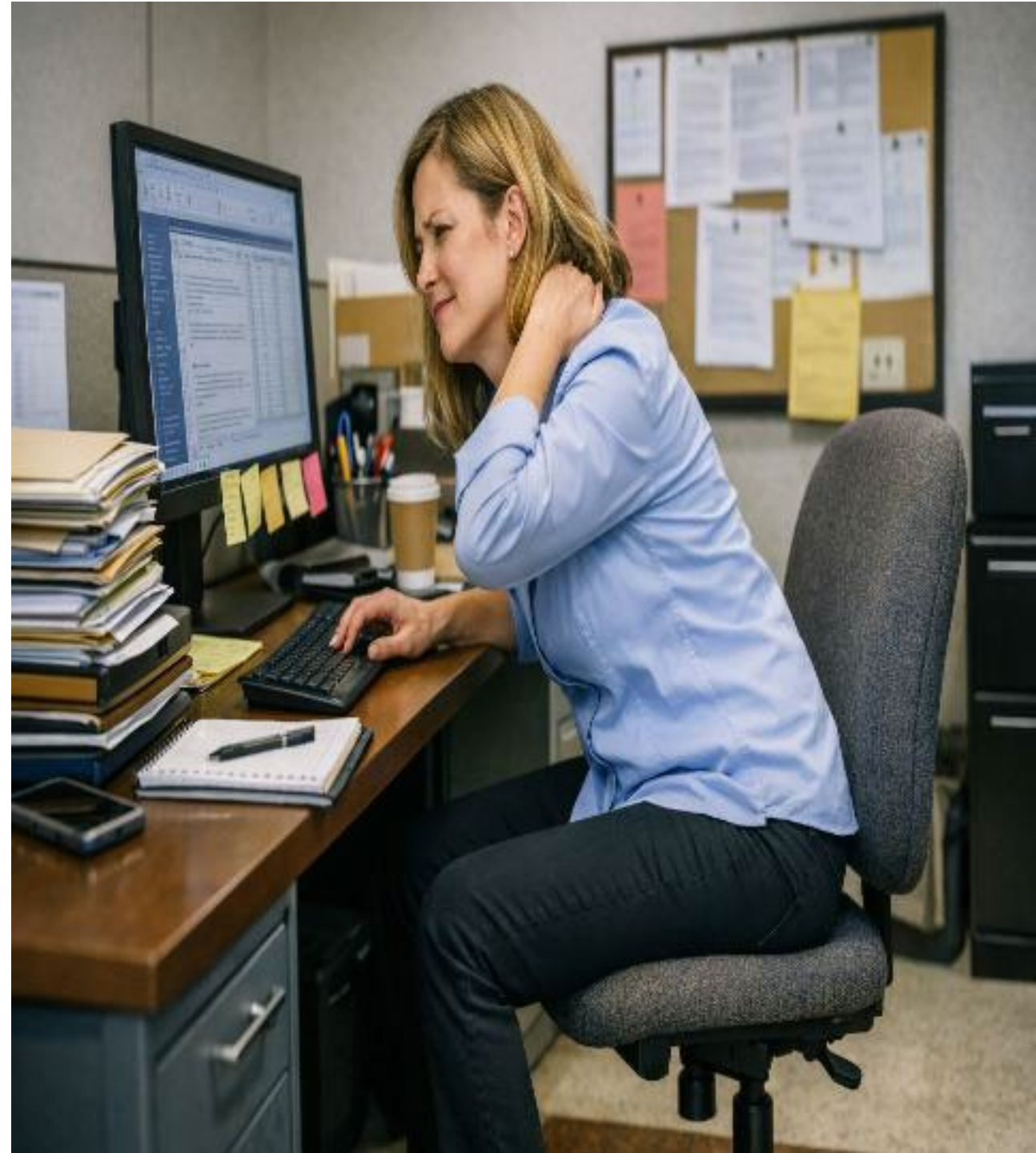
It is suggested that this campaign focus on the broader education sector not specifically on publicly funded schools but open to other schools and educational workplaces that fall within the education sector North American Industry Classification System (NAICS)

[NAICS 2022 Version 1.0 - 611 - Educational services - Subsector](#)

This would allow for proactive work being conducted at workplaces that have seldom been visited or may have not been visited previously.

Inspectors would have a broad range of workplaces to choose from across the province.

Inspectors will focus on the highest and most common hazards in the sector.



# Campaign Timelines

## Industrial Program Education



### Health and Safety Association Supports

- April 1, 2026, to March 31, 2027
- Partnering with Public Services Health and Safety Association (PSHSA)
- PSHSA will host webinars and provide compliance assistance resources

### MLITSD Field Activity

- Enforcement will take place between April 1, 2026, and March 31, 2027.



## Our Goals

- Increase compliance with the OSHA and related regulations.
- Prevent workplace injuries and illnesses that may result from unsafe work practices.
- Raise awareness of key health and safety hazards in the education sector.
- Promote the Internal Responsibility System (IRS)
- Ensure workplace parties understand and comply with their legal duties.
- Refer employers to PSHSA for assistance in meeting legislative requirements.

## Spotlight

- Inspectors are asked to pay particular attention during the Education Campaign visits in workplaces where **new and young workers**, and **temporary help agency workers** may be present.
- Many of these workplaces could be **small businesses** and/or employ **vulnerable workers**.



# Key Focus for Inspectors

# Administrative Requirements Focus

Employers should ensure compliance with these common administrative requirements:

- maintaining equipment in good condition (OHSA, s. 25(1)(b))
- training and orientation provided by the employer (e.g. supervisor and worker awareness training, O. reg. 297/13 s. 1(1) and 2(1))
- post a copy of the Occupational Health and Safety Act (OHSA, s25(2)(i))
- prepare and review at least annually a h/s policy (OHSA, s. 25(2)(j))
- compliance with section 8 and 9 of the OHSA regarding worker representative and Joint Health and Safety Committees
- compliance with sections related to workplace violence and workplace harassment (OHSA, section 32.0.1 to 32.0.8)



# Enforcement and Compliance

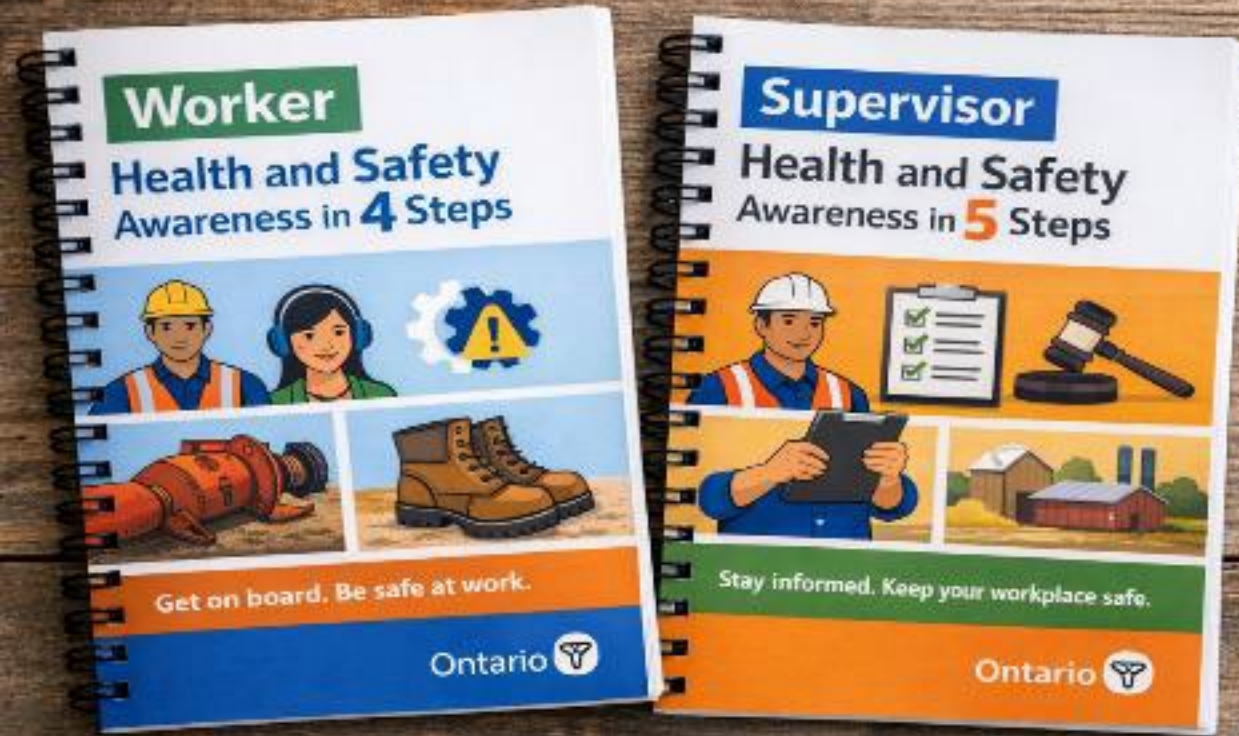
O. Reg. 297/13: Occupational Health and Safety Awareness and Training

Have supervisors and workers completed basic occupational health and safety awareness training?

The following free ministry resources can be used for compliance:

**Worker health and safety awareness in four steps**

**Supervisor health and safety awareness in five steps**



# Hazard Focus

Inspectors will pay particular attention to these common hazards:

- slip, trip and fall hazards
- ergonomic hazards workplace layout and design, lighting, line of sight.
- hazardous products (WHMIS)
- material handling, storage systems
- workplace violence





# Slips and Falls

- housekeeping tripping hazards
- same level falls
- working at heights ladders, stools
- weather related shoveling, sanding

# Manual Material Handling (MMH)

- employers should review the capacity for workers to handle materials.
- review handling materials on ladders.
- consider a ladder safety program.
- safe lifting and MMH techniques
- complete simple risk assessments for MSD hazards and consider in-depth assessments for higher risk material handling tasks.



# Enforcement and Compliance

## Workplace Violence and Harassment

Policy and program in place for workplace violence.

## OHSA

Part III.0.1 of OHSA Violence and harassment

Part III.1 – Codes of Practise



# Enforcement and Compliance

## Supervisors

Must be competent and able to effectively communicate with workers.

OHSA 27(1)(a) – ensure that a worker works in a manner and with the protective devices, measures and procedures required by the Act and the regulations

OHSA 27(1)(b) – ensure that any equipment, protective devices or clothing required by the employer is used or worn by the worker

OHSA 27(2)(a) – advise a worker of any potential or actual danger to the health or safety of the worker of which the supervisor is aware

OHSA 27(2)(c) – take every precaution reasonable in the circumstances for the protection of workers



# Public Services Health & Safety Association

## Referrals to HSA's

Education and awareness for employers and workers is led by the Public Services Health and Safety Association (PSHSA) and will last the entirety of the campaign.

Inspectors are encouraged to provide information to workplaces that are identified as needing compliance support on the services provided by HSA's, in the narrative portion of the field visit report.

# MLITSD Resources

- [manual materials handling](#)
- [preventing slips, trips and falls in the workplace](#)
- [health and safety for small businesses](#)
- [temporary help workers, agencies and host employers](#)
- [licensing for temporary help agencies and recruiters](#)
- [guide to the Occupational Health and Safety Act | ontario.ca](#)
- [guide for health and safety committees and representatives | ontario.ca](#)
- [workplace violence in school boards: A guide to the law | ontario.ca](#)
- [posters required in the workplace | ontario.ca](#)
- [understand the law on workplace violence and harassment | ontario.ca](#)

# Additional Resources

## PSHSA Resources

[Tools, Training & Resources for Education and Culture Sectors in Ontario | PSHSA](#)

[Hazard Management Tool \(HMT\) - PSHSA](#)

[How to Investigate an Incident – PSHSA](#)

Occupational Health Clinics for Ontario Workers (OHCOW)

[Resources Page - OHCOW](#)

# THANK YOU

MLITSD

Health and Safety Contact Centre

[webohs@ontario.ca](mailto:webohs@ontario.ca)

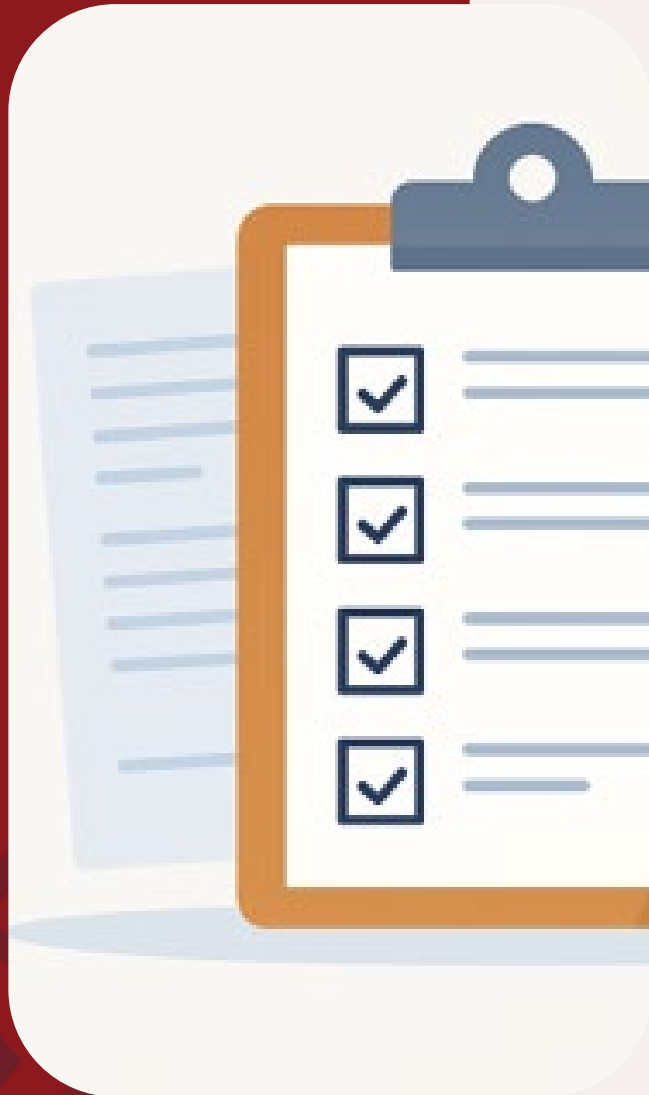
Toll-free: 1-877-202-0008

TTY: 1-855-653-9260

# Developing a Health and Safety Program

Structured approach to implementing effective safety practices





# How is your organization doing?

## Policies & Awareness

- Awareness of the OHSA and applicable regulations
- Health & safety policy is written and accessible
- Violence & harassment policy is written and accessible

## Processes & Preparedness

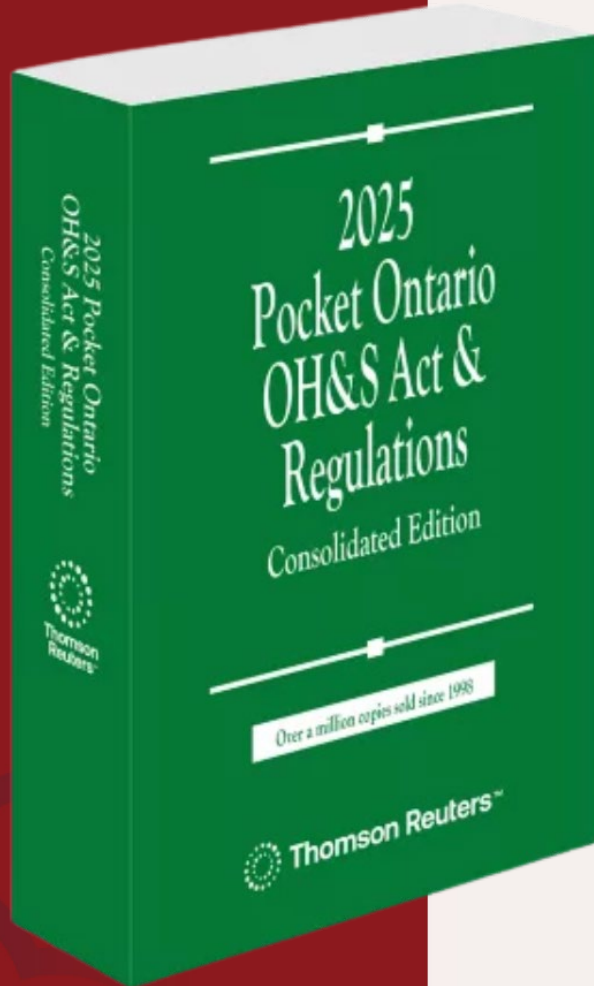
- Workers are trained on job hazards
- A hazard and incident reporting process is established
- Emergency procedures are in place and understood

# Legal, Operational, and Moral Imperatives



| LEGAL                                                                             | OPERATIONAL                           | MORAL                                          |
|-----------------------------------------------------------------------------------|---------------------------------------|------------------------------------------------|
| OHSA requires active policies and programs                                        | Reduces injuries, claims, absenteeism | Protects workers and organizational reputation |
| Employer's duties include policy, program, postings, training and hazard controls | Supports consistent work practices    | Demonstrates leadership commitment             |
| Inspection readiness and compliance                                               | Improves productivity and morale      | Builds a culture of prevention                 |

*Written programs start compliance. Implementation sustains it.*



# The Occupational Health and Safety Act (OHSA)

- Sets a minimum standard for health and safety in the workplace
- Assigns responsibility
- Promotes active participation
- OHSA is built on the Internal Responsibility System (IRS)

OHSA: Occupational Health and Safety Act

# OHSA Workplace Parties' Responsibilities



## Employer Responsibilities

Employers must provide a safe work environment, safety training, and ensure that workplace hazards are minimized for all employees.



## Supervisor Duties

Supervisors must ensure compliance with safety regulations and promptly address workplace hazards to protect workers.



## Worker Obligations

Workers are responsible for reporting unsafe conditions, following safety procedures, and using protective equipment as required.



Health and Safety Awareness Training: Supervisor or Worker

# Regulations under the OHSA

## Sector Specific

Industrial Establishments (O. Reg. 851)

Teachers (O. Reg. 857)

Construction Projects  
(O. Reg. 213/91)

Farming Operations  
(O. Reg. 414/05)

## Hazard or Activity Specific

Designated Substances  
(O. Reg. 490/09)

Asbestos on Construction  
Projects and in Buildings (O. Reg.  
278/05)

Control of Exposure to Biological  
or Chemical Agents (O. Reg. 833)

Noise (O. Reg. 381/15)

Needle Safety (O. Reg. 474/07)

## Administrative/ Cross Workplace

Occupational Health and Safety Awareness  
and Training (O. Reg. 297/13)

Incident and Illness Reporting (O. Reg.  
420/21)

Naloxone Kits (O. Reg. 559/22)

Washroom Facilities – Records of Cleaning  
(O. Reg. 503/20)

Workplace Hazardous Materials Information  
System (WHMIS) (O. Reg. 860)

# Policy Commitment

**A clear statement of leadership responsibilities and expectations**

Health and Safety Policy OHSA S 25(2)(j&k)

Written workplace-specific commitment to protecting worker health and safety

Signed by senior management and reviewed annually

Communicated and accessible to all workers

Workplace Violence and Harassment Prevention Policy  
OHSA S 32.0.1(1)(a, b & c)

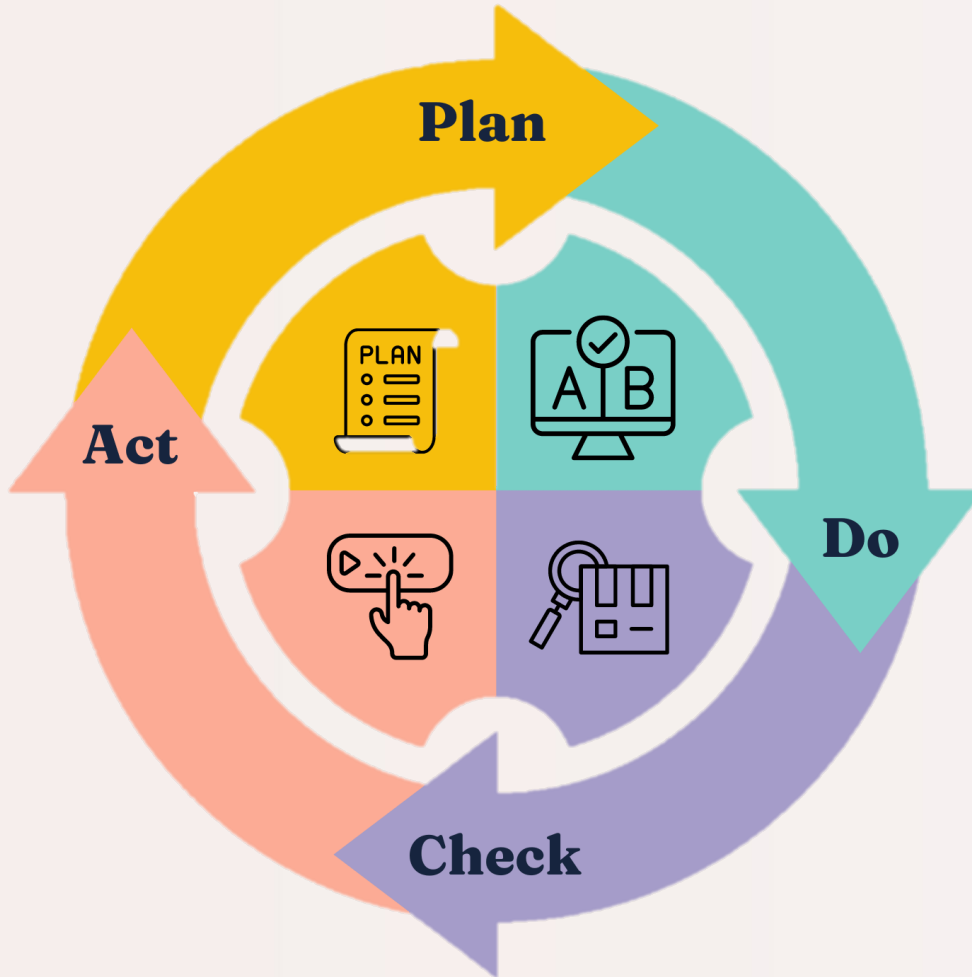
Written commitment to preventing workplace violence and harassment

Procedures for reporting concerns, summoning immediate assistance and responding to incidents

Communicated and accessible to all workers

*Policies state the commitment – Programs make it real through action and accountability*

# Health and Safety Program



## Plan

- Identify hazards and assess risks
- Establish controls, procedures, and training

## Do

- Implement controls and procedures
- Train workers and supervisors

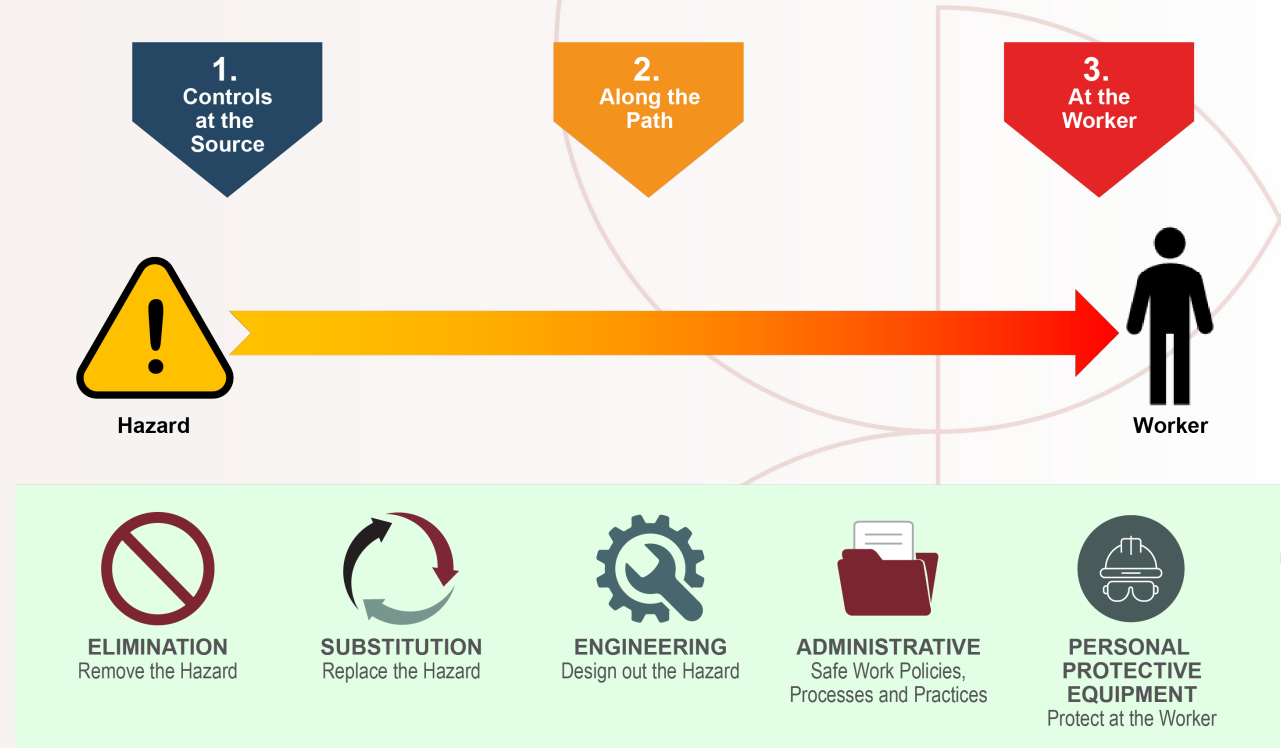
## Check

- Conduct inspections and audits
- Review incidents and near misses

## Act

- Correct gaps and update controls
- Improve procedures and training

# Hazard Identification and Risk Assessment



PSHSA's Hazard Management Tool: [Hazard Management Tool \(HMT\) - PSHSA](#)

Ask An Expert: [Engage with an Expert - PSHSA](#)



PSHSA offers many H&S  
courses: [Training - PSHSA](#)

# Training and Education

## Required Training

- Hazard recognition and controls
- Reporting hazards and incidents
- Inspections and safe work procedures
- Emergency procedures

## Training Timing

- Onboarding/Orientation
- When work processes or hazards change
- To address identified performance gaps

## Maintaining Competency

- Refreshers
- Competent supervisors
- Record keeping

*Training is how planned controls are implemented into practice.*

# Reporting and Investigation



## Hazard & Incident Reporting

- Report hazards, near misses and incidents
- Encourage timely and accurate reporting



## Incident Investigation

- Identify root causes
- Analyze what went wrong
- Document findings and recommendations



## Continuous Improvement

- Implement corrective actions
- Update procedures and training
- Monitor and review to prevent recurrence

PSHSA's guide: [How to Investigate an Incident - PSHSA](#)

Slips, Trips and Falls: [Factors, Root Cause Analysis and Use of PEMEP Tool - PSHSA](#)

MLITSD Reporting: [Reporting workplace incidents and illnesses](#)

# Workplace Safety Representation

## Health and Safety Representative (HSR)

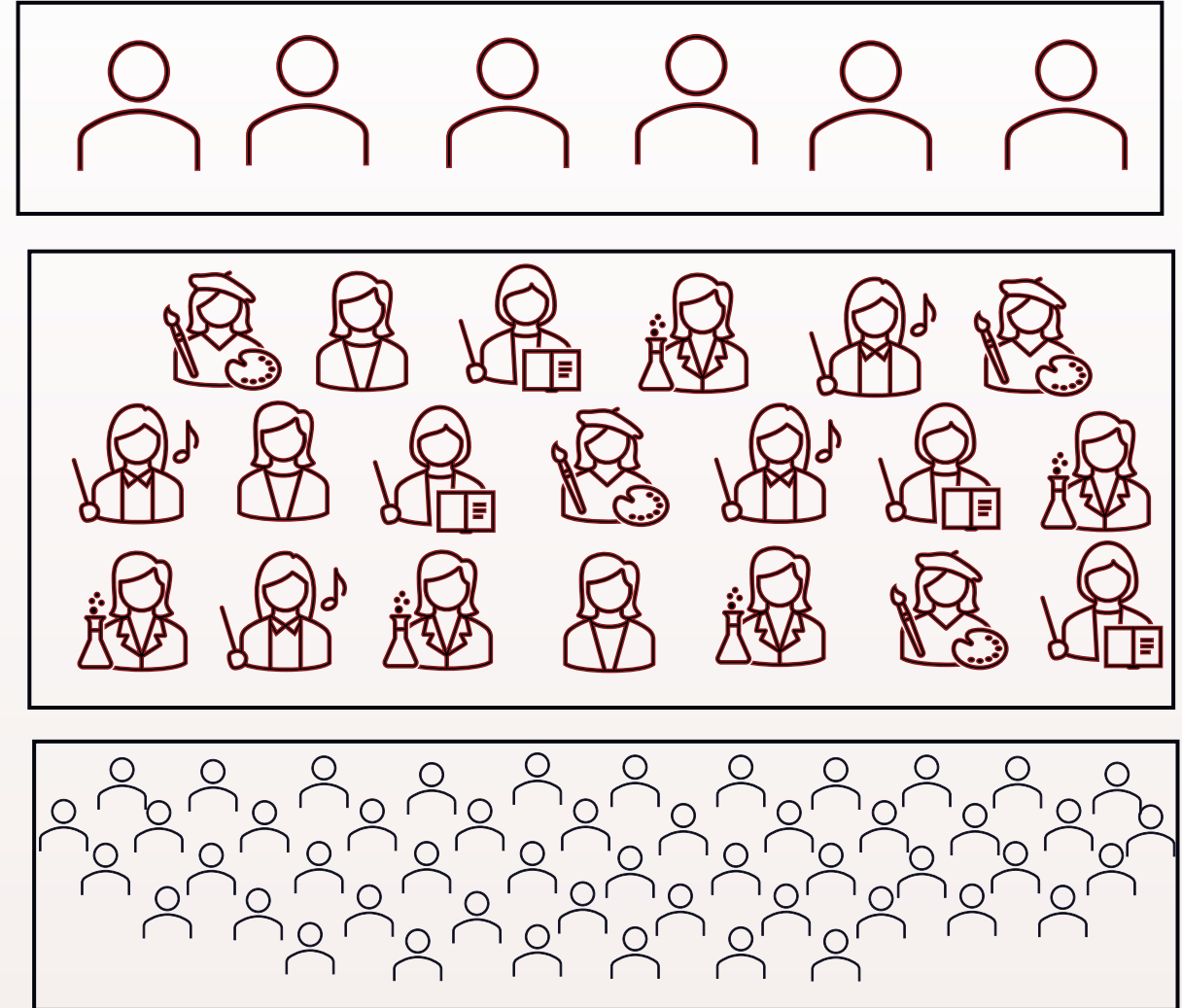
Workplaces with 6-19 workers must have an HSR. Representatives are selected by the workers.

## Joint Health and Safety Committee

For workplaces with 20 or more workers, a JHSC is required. The committee includes both worker and management members.

HSR Training: [\(HSR\) Basic Training - PSHSA](#)

JHSC Training: [JHSC Training Course | PSHSA](#)



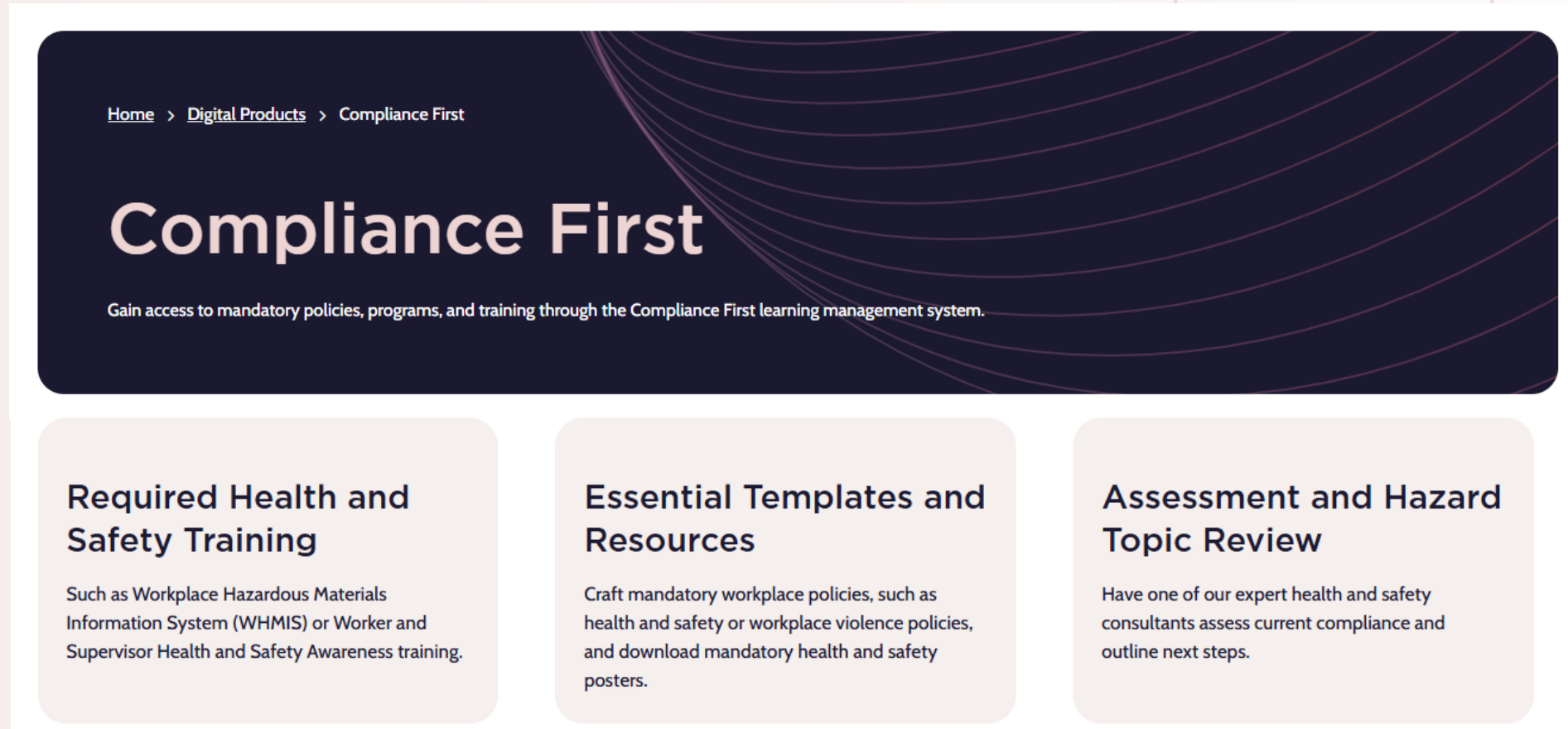
# Posting Requirements

| DOCUMENT                                          | REFERENCE              |
|---------------------------------------------------|------------------------|
| Health & Safety Policy                            | OHSA 25(2)(k)          |
| Workplace Violence & Harassment Prevention Policy | OHSA 32.0.1(2)         |
| OHSA and regulations                              | OHSA 25(2)(i)          |
| JHSC member names                                 | OHSA 9(32)             |
| SDS                                               | OHSA 38(1-6)           |
| In Case of Injury Poster                          | WSIA R.1101 1(1)(b)(i) |
| First Aid Certificates                            | WSIA                   |
| Fire Plan                                         | Fire Code R.454        |



MLITSD: Posters required in the workplace

# Digital Products



The screenshot shows a web page for 'Compliance First'. At the top, there is a breadcrumb trail: 'Home > Digital Products > Compliance First'. Below this, the title 'Compliance First' is displayed in large white text on a dark blue background. Underneath the title, a subtitle reads: 'Gain access to mandatory policies, programs, and training through the Compliance First learning management system.' The main content area is divided into three light beige boxes. The first box is titled 'Required Health and Safety Training' and lists examples like 'Workplace Hazardous Materials Information System (WHMIS)' and 'Worker and Supervisor Health and Safety Awareness training'. The second box is titled 'Essential Templates and Resources' and mentions 'Craft mandatory workplace policies, such as health and safety or workplace violence policies, and download mandatory health and safety posters.' The third box is titled 'Assessment and Hazard Topic Review' and states 'Have one of our expert health and safety consultants assess current compliance and outline next steps.'

Home > Digital Products > Compliance First

## Compliance First

Gain access to mandatory policies, programs, and training through the Compliance First learning management system.

### Required Health and Safety Training

Such as Workplace Hazardous Materials Information System (WHMIS) or Worker and Supervisor Health and Safety Awareness training.

### Essential Templates and Resources

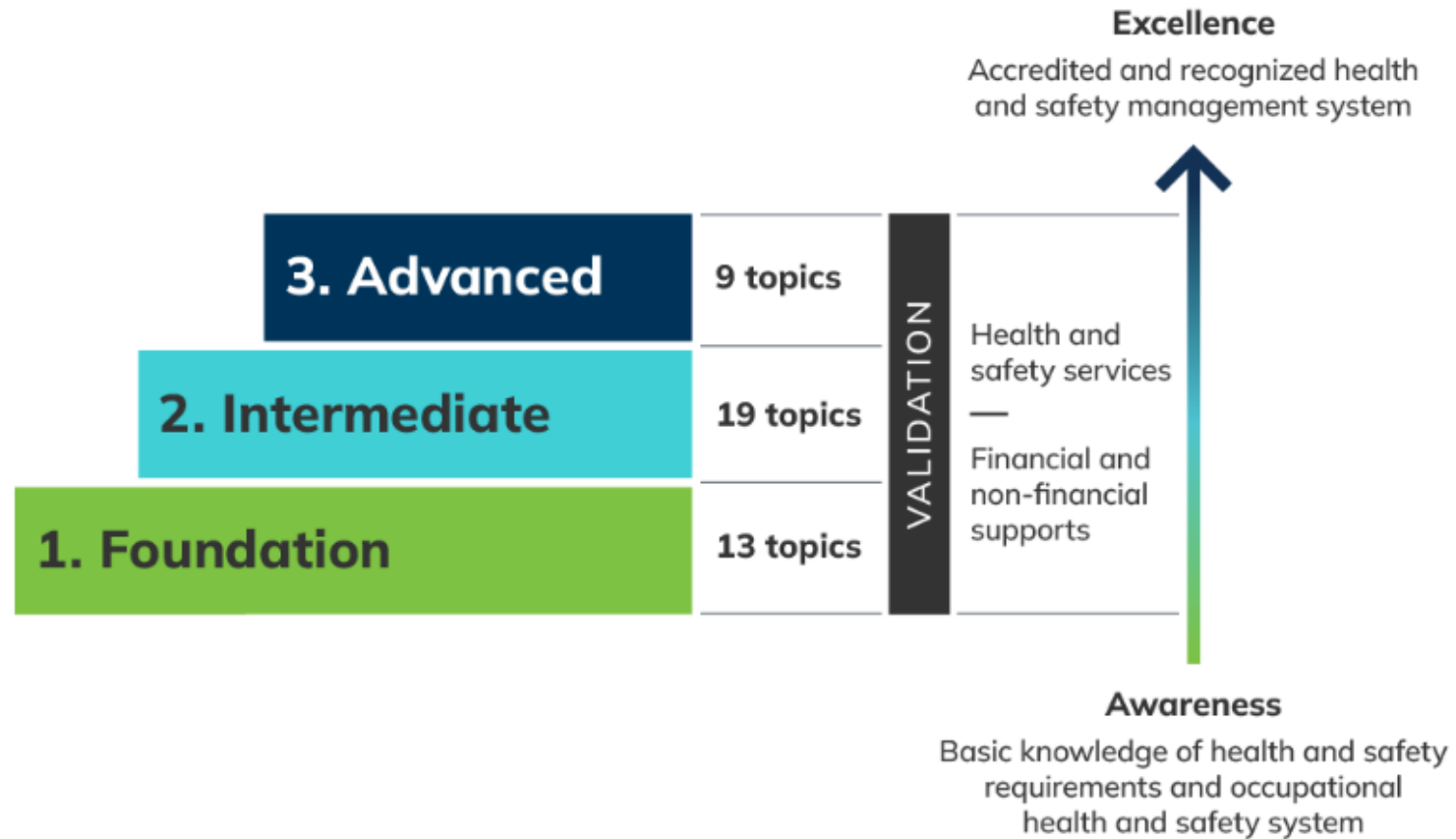
Craft mandatory workplace policies, such as health and safety or workplace violence policies, and download mandatory health and safety posters.

### Assessment and Hazard Topic Review

Have one of our expert health and safety consultants assess current compliance and outline next steps.

Compliance First: [Meet Basic Compliance Requirements with Compliance First | PSHSA](#)

# Health and Safety Excellence Program



HSEP: [WSIB Health & Safety Excellence Program](#)

# MLITSD Health and Safety Checklist

|  <b>Health and Safety Checklist<br/>Workplaces With 20 or More Workers</b>                                                                               |                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| <b>Part 1 - Roles and Responsibilities</b>                                                                                                                                                                                                |                                                          |
| a) Do you post copies of the <i>Occupational Health and Safety Act</i> (OHSA), mandatory "Prevention Starts Here" poster and resource material prepared by the Ministry of Labour in your workplace?                                      | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| b) Do you provide this material both in English and in a language best understood by your workers?<br>[OHSA Section 25(2)(i)]                                                                                                             | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>Resources:</b><br>• <a href="#">Posting Requirements</a>                                                                                                                                                                               |                                                          |
| As an employer, are you aware of your duties and responsibilities under the OHSA?<br>[OHSA Section 25 and 26]                                                                                                                             | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Are other parties at your workplace aware of their duties and responsibilities under the OHSA?<br>(Answer all that are applicable to your workplace)                                                                                      |                                                          |
| Supervisors [OHSA Section 27]                                                                                                                                                                                                             | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Workers [OHSA Section 28]                                                                                                                                                                                                                 | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 2. Directors [OHSA Section 32]                                                                                                                                                                                                            | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Constructor [OHSA Section 23 and 30]                                                                                                                                                                                                      | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Owner [OHSA Section 29 and 30]                                                                                                                                                                                                            | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>Resources:</b><br>• <a href="#">Duties of Employers and Other Persons</a><br>• <a href="#">Constructor Guideline: Health and Safety</a>                                                                                                |                                                          |
| Have you appointed supervisors that:                                                                                                                                                                                                      |                                                          |
| • are familiar with the health and safety legislation?                                                                                                                                                                                    | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| • have experience, training and knowledge to oversee the work?, and                                                                                                                                                                       | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| • have knowledge of any potential or actual hazards associated with the work?                                                                                                                                                             | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| [OHSA Section 1(1) and 25(2)(c)]                                                                                                                                                                                                          |                                                          |
| Are you, your supervisors and workers aware that you cannot discipline your workers for obeying the OHSA, refusing unsafe work, seeking enforcement of the Act or regulations or giving evidence in an enforcement or related proceeding? | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 4. [OHSA Section 50]                                                                                                                                                                                                                      |                                                          |
| <b>Resources:</b><br>• <a href="#">Reprisals</a>                                                                                                                                                                                          |                                                          |

A tool to monitor progress and identify gaps

Organized into:

- Roles and Responsibilities
  - Reporting and Records Management
  - Hazards in the Workplace
  - Instruction and Training
- 
- Identify missing or incomplete requirements
  - Flag outdated or inaccessible documents
  - Prioritize and assign corrective actions

MLITSD: [Health and Safety Checklist](#)

# Thank you

Scan the QR code to engage with an expert



[www.pshsa.ca](http://www.pshsa.ca)

