

Addition to PIDAC Guideline Documents

This document is current to August 2008, and is not updated. It was prepared at a time when PIDAC reported directly to the Minister of Health and Long-Term Care and Chief Medical Officer of Health. Note that effective April 1, 2011, the responsibility for and functions of the Provincial Infectious Diseases Advisory Committee ("PIDAC") were transferred to the Ontario Agency for Health Protection and Promotion ("Agency"), and that PIDAC now reports to that Agency. You may wish to consult www.pidac.ca or the Agency's website at www.oahpp.ca for more information.

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Occupational Health and Safety

Health care facilities are required to comply with applicable provisions of the *Occupational Health and Safety Act* (OHS) and its Regulations. Employers, supervisors and workers have rights, duties and obligations under the OHS. To see what the specific requirements are under the OHS go to:

http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm

The *Occupational Health and Safety Act* places duties on many different categories of individuals associated with workplaces, such as employers, constructors, supervisors, owners, suppliers, licensees, officers of a corporation and workers. A guide to the requirements of the *Occupational Health and Safety Act* may be found at:

<http://www.labour.gov.on.ca/english/hs/ohsaguide/index.html>

In addition, the OHS section 25(2)(h) requires an employer to take every precaution reasonable in the circumstances for the protection of a worker.

Specific requirements for certain health care and residential facilities may be found in the *Regulation for Health Care and Residential Facilities*. Go to:

http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_930067_e.htm

There is a general duty for an employer to establish written measures and procedures for the health and safety of workers, in consultation with the joint health and safety committee or health and safety representative, if any. Such measures and procedures may include, but are not limited to, the following:

- Safe work practices;
- Safe working conditions;
- Proper hygiene practices and the use of hygiene facilities; and,
- The control of infections.

At least once a year the measures and procedures for the health and safety of workers shall be reviewed and revised in the light of current knowledge and practice. The employer, in consultation with the joint health and safety committee or health and safety representative, if any, shall develop, establish and provide training and educational programs in health and safety measures and procedures for workers that are relevant to the workers' work.

A worker who is required by his or her employer or by the *Regulation for Health Care and Residential Facilities* to wear or use any protective clothing, equipment or device shall be instructed and trained in its care, use and limitations before wearing or using it for the first time and at regular intervals thereafter and the worker shall participate in such instruction and training. The employer is reminded of the need to be able to demonstrate training, and is therefore encouraged to document the workers trained, the dates training was conducted, and materials covered during training. Under the *Occupational Health and Safety Act*, a worker must work in compliance with the Act and its regulations, and use or wear any equipment, protective devices or clothing required by the employer.

For more information, please contact your local Ministry of Labour office. A list of local Ministry of Labour offices in Ontario may be found at <http://www.labour.gov.on.ca/>