

Why Train?

Health and safety training is a key component of an effective workplace prevention program — and for good reason. Done right, effective training can help workplaces comply with legal requirements, support workplace prevention efforts, and bolster and maintain the knowledge and skill level of the workforce. For many reasons, training is the right thing to do.

It's the law

Under Ontario's *Occupational Health & Safety Act* and its regulations, employers have a general duty to **provide information, instruction and supervision** to workers to protect their health and safety. Training is a key way employers meet this obligation. Employers and constructors must also comply with many **specific training requirements** including those related to worker awareness, joint health and safety committee (JHSC) certification, WHMIS, confined space, workplace violence, working at heights, and competency training requirements for supervisors and many equipment operators.

Workplaces regulated by the *Canada Labour Code, Part II* and its regulations have similar obligations, including obligations to train joint health and safety committees to effectively carry out their considerable responsibilities, and to provide worker education for all hazards identified and addressed by a workplace hazard prevention program.

It works

Independent research demonstrates quality training works. It can help ensure everyone plays a role in the **workplace prevention program**. Training can:

- ▷ Inform all workplace parties of their legal rights and duties
- ▷ Communicate the prevention program and foster commitment to it
- ▷ Equip the workforce with an appropriate level of knowledge and skill to exercise their rights and duties with competence and confidence
- ▷ Build support for the work of health and safety reps and JHSC members
- ▷ Ensure hazards are reported and efforts made to successfully control or eliminate them.

It is cost-effective

Compare the cost of training with the unacceptable outcomes of inaction and you will find the decision to train makes **sound business sense**. The average lost-time injury in Ontario costs close to \$107,000. This number also factors in the costs in fines, prosecutions, premium hikes, stop work orders, and lost productivity.

It's the right thing to do

The human costs of work-related injury, illness and death though are incalculable. Hundreds of thousands of Ontario **workers suffer** work-related injuries and illness every year, while hundreds more are killed as a direct result of hazardous exposures. Training that is hazard-focused and prevention-based can help avoid this needless suffering of workers, their families and communities.

