

**MODERNIZATION OF THE  
OCCUPATIONAL HEALTH AND  
SAFETY SYSTEM**  
**In collaboration with  
Groupe Mission**

**RDN**


Regional Development Network  
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Réunir les  
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**D'EXPRESSION ANGLAISE DU QUÉBEC**

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**Québec** 



# MODERNIZATION OF THE OCCUPATIONAL HEALTH AND SAFETY SYSTEM

## WORKSHOP #1

# MODERNIZATION OF THE OCCUPATIONAL HEALTH AND SAFETY SYSTEM

## Summary of the new Bill 59 provision for establishments with fewer than 20 workers

- ▶ The liaison officer.
- ▶ The action plan.
  - ❑ Identifying the risks.
  - ❑ Prevention program: measures and timelines to correct or eliminate and control the risks
- ▶ Temporary assignments and duty to accommodate

# MODERNIZATION OF THE OCCUPATIONAL HEALTH AND SAFETY SYSTEM

## Prevention and participation mechanisms

Establishments with fewer than 20 workers must :

- **Record** the identification of risks that may affect workers' health, including chemical, biological, physical, psychological, ergonomic and psychosocial risks related to work, as well as those that may affect their safety.
- **Designate** a liaison officer.

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## Nomination of the health and safety liaison officer

- ▶ Official posting document
- ▶ To be sent to all employees and to be posted in the workspaces
- ▶ Your goal:
  - To post this before the Christmas vacation period
  - To make sure your employees nominate someone before the end of the year because you will need the person to help you with the next step - risk identification

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## Risk identification at the workplace

- ▶ At the office
- ▶ At home - you are responsible for your employees' safety and health when they work from home
- ▶ When driving for work (no to and from work but for work purposes)
- ▶ During an event you are organizing (and the Christmas party counts!)

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## Risk identification at the workplace

- ▶ Risk identification tool
  - ❑ Chemical risks (chemical, cleaning products)
  - ❑ Biological risks (allergenic and infectious agents, parasites, toxins, dust)
  - ❑ Physical risks (electrical, thermal, noise, vibration)
  - ❑ Ergonomic risks
  - ❑ Psychosocial risks
  - ❑ Safety hazards (violence, falls, driving)

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## Risk identification

- ▶ Risk identification tool
  - Who is concerned
    - Employees, volunteers, Board members, clients and users
    - Family members



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## Risk identification

- ▶ Risk identification tool
  - ❑ Is a danger probable
  - ❑ Is this risk a priority - complete this column only AFTER you identify all the risks
  - ❑ Should we write a policy, a procedure

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## Risk identification

- ▶ Risk identification tool
  - Needs to be completed with the help of your Liaison officer BEFORE the next Workshop, which is February 8.

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## Temporary assignments and duty to accommodate

As of 6 October 2022, employers must ensure a better supervision of the temporary assignment.

When a worker returns to work after being absent as a result of a work-related accident or occupational disease, the employer must make a real and reasonable effort to allow the person to return to work. This is known as the duty of reasonable accommodation.

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## Your offices are in a rented space

When a building is used by one or more employer / occupants, the owner of the premises shall, in those parts not under the control of an employer, take such steps as are necessary to ensure the health and safety of persons working in the premises. Places that are not under the control of the occupying employer must be safe.

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How does an accident or occupational disease affect your budget

- ▶ When one of your workers has an accident at work or an occupational disease, the cost of benefits related to this employment injury is attributed to your employer file. That is imputation. The imputed employer is the employer for whom the worker was employed at the time of his accident at work or the employer for whom the worker carried out work likely to cause his occupational disease.
- ▶ The cost of benefits charged to your file **may affect your insurance premium.**

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## What if an employer does not respect its obligations

- ▶ Increase fines for offences under the Loi sur les accidents du travail et les maladies professionnelles
- ▶ The amount of fines is increased to discourage offences under the Loi sur les accidents du travail et les maladies professionnelles. Depending on the nature of the offence, these fines vary from \$500 to \$10,000 for individuals and from \$1,000 to \$20,000 for a legal person.
- ▶ The minimum and maximum fine thresholds are doubled for the first offence and tripled the next time.

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Thank you and see you on February the 8<sup>th</sup> for the  
second OHS Workshop.



This event was made possible with the financial support of the Secrétariat aux relations avec les Québécois d'expression anglaise.

A survey will be forwarded to you today in order to get your feedback. Thank you in advance for your participation.

Any other questions or feedback can be forwarded to [info@regdevnet.ca](mailto:info@regdevnet.ca)

## Contact information for Alain Rouleau at Groupe Mission

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