

PSHSA Update

S2EG April 9, 2025





Safe Environments.
Healthy Workers.

Ministry Initiatives and updates

2025-26

Ice Arena Pilot

- January 27 – April 30, 2025
- **Background**
- Workers in an ice recreational facility are exposed to hazards associated with operating and maintaining ice surfaces. These hazards include but are not limited to:
 - Hazardous Products
 - Respiratory Protection
 - Noise
 - Guarding
 - Working at Heights
- One of the most notable and significant incidents in an ice recreational facility occurred in Fernie, BC in 2017 where an ammonia leak led to the deaths of 3 workers at the facility in. This link takes

Ice Arena Pilot

Pilot is running in 3 Regions – Northern, Southwestern and Central East

- MLITSD met with PSHSA, WSPS, Ontario Recreation Facilities Association in order to allow for the opportunity to engage with clients prior to the Inspections.
- Inspections started on Jan 27/25 and will end on April 30/25
- Results of the pilot will be shared with health and safety system partners at a later date.

Note

- This Pilot is not an MLITSD initiative or campaign, results will not be posted on Ontario.ca.

Healthcare- Workplace Violence Prevention campaign 2025/26

- Campaign schedule:
 - Phase 1: April 1, 2025- March 31, 2026 Education and awareness (for public as well as our inspectorate) reviewing internal educational tools (including the PSHSA VARB toolkits) and work planning tools
 - Phase 2: June 2, 2025- March 31, 2026 Enforcement
- Focus of this Initiative
 - Assessment of risk of violence
 - Re-assessment where required, as often as necessary
 - Reporting of incidents

Healthcare- Workplace Violence Prevention campaign 2025/26

This campaign aims to:

- increase compliance with Ontario's Occupational Health and Safety Act and related regulations.
- promote and raise awareness specifically related to workplace violence.
- help workplace parties prevent, assess and control identified risks of workplace violence.
- promote resources around to align with [Prevention Works - Ontario's Occupational Health and Safety System in Action: 5-Year Strategy](#)

Healthcare- Workplace Violence Prevention campaign 2025/26

- A joint webinar on this campaign is scheduled with PSHSA on April 16th at 1:30 pm for external stakeholders. Register here: [MLITSD: Workplace Violence Prevention Campaign](#)
- PSHSA has two new tools related to workplace violence:
 - [Workplace Violence Incident Reporting - Workplace Violence](#)
 - [Workplace Violence Incident Investigations - Workplace Violence](#)
- [PSHSA - Provincial Health and Safety Compliance Initiatives](#)

Working for Workers Six Act

- Introduced: Nov. 27 2024; Royal Assent: Dec. 19, 2024
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- Implications for workplace parities (MLITSD related):
 - A **newly imposed mandatory minimum fine** of \$500,000 for corporations convicted of repeat offences under the Occupational Health and Safety Act within a two-year period, which resulted in the death or serious injury of one or more workers.
 - **Bringing more women into the trades** and growing Ontario's trades workforce by explicitly requiring properly-fitting personal protective equipment (PPE) for women, and all workers with diverse body shapes. This expands on the [requirement for properly fitting PPE for women](#) and diverse body shapes in the construction sector that was included in the [Working for Workers Act, 2023](#) to include all sectors.
 - A **new regulation** for [washroom cleaning records](#) that covers what records must be posted and where. This is in direct response to advocacy from tradeswomen and other sector stakeholders who have cited better washroom facilities as a key policy to encourage more women to join the building trades.
 - **Expanding Chief Prevention Officer (CPO) powers** to strengthen and standardize training requirements, including increased oversight of required training, recognize training from other jurisdictions, reference third-party training standards, receive advice from section 21 committees, and collect and access occupational health and safety data to measure performance and inform future prevention strategies.

Working for Workers Six Act

- Introduced: Nov. 27 2024; Royal Assent: Dec. 19, 2024
-

- Other implications for workplace parities (outside the scope of OHS Act and its regulations):
- Enhance safety for roadside workers by expanding existing requirements for drivers to slow down and move over when passing emergency vehicles and tow trucks under the Highway Traffic Act to also include prescribed work-related vehicles at roadside with flashing amber lights activated (excluding construction zones with posted speed limits).
- [Improve cancer coverage for firefighters, investigators, and volunteers](#) by removing the requirement that a firefighter's primary-site colorectal diagnosis must be made before the age of 61 and lowering the required duration of service for primary-site kidney cancer care coverage from 20 to 10 years – the lowest duration of service in Canada.
- See the full list of regulatory implications and policy actions at: [Ontario's Sixth Working for Workers Act Receives Royal Assent | Ontario Newsroom](#)

PSHSA

Your health and safety partner



Traffic control training online at your own pace

- Through a partnership between The Public Services Health and Safety Association (PSHSA) and The Infrastructure Health and Safety Association (IHSA), Traffic Control in Temporary Work Zones training for supervisors and workers has been reimagedined with [Intu microlearning](#).
- Following your course, you will be invited to participate in a short survey about your experience by our third-party research partner, Mission Research. Completing this survey is voluntary, however, learners who complete the survey will be eligible to be **entered into a draw for a grand prize of \$500 cash**, or one of five runner-up prizes of \$250 cash each, sent via Interac e-transfer.
- [Get more information](#)
- Register here- [PSHSA - Traffic Control - Temporary Work Zones](#)

PSHSA - Workplace Wellbeing Webinar Series

- April 16, 2025 - Exploring the Driving Forces of Wellbeing in Ontario Workplaces
- May 14, 2025 - Strengthening Your Foundation: Seamlessly Integrating Wellbeing Practices in the Workplace
- June 18, 2025 - Assessing and Controlling Psychological Harm on the Job
- July 16, 2025 - Exploring a Shared Responsibility for Workplace Wellbeing
- August 20, 2025 - Workplace Wellbeing for Small Businesses
- September 17, 2025 - Understanding the Root Causes of Psychological Harm in Your Workplace
- October 15, 2025 - Managing Workplace Psychosocial Factors for Injury Prevention
- November 19, 2025 - Mental Health Stay-at-Work and Return-to-Work: The Basics
- December 17, 2025 - Mental Health Stay-at-Work and Return-to-Work: Building Your Toolkit
- January 14, 2026 - Introduction to Psychologically Safe Leadership
- February 18, 2026 - Building Psychologically Safe Teams
- March 18, 2026 - Leading Practices to Build Wellbeing in Your Workplace

[PSHSA - Workplace Wellbeing Webinar Series](#)

PTSD Prevention Plan Assessment Coming Soon

- Developing updated framework and checklist for self-assessment and action planning
- Support organizations with updating prevention plans
- Re-design and enhance the FirstRespondersFirst.ca website
 - Updating resources and expanding scope to Anti-stigma and mental health



Reminder for Training Opportunities

- **Resilience eLearning** – R2 the Fundamentals
- [R2 – The Fundamentals- EMS \(HESELEN1123\)](#)
- [R2 – The Fundamentals- Fire \(HFIELEN1123\)](#)
- [R2 – The Fundamentals- Police \(HPOELEN1123\)](#)
- **Resilience instructor-led course** – R2 for Leaders
- <https://www.pshsa.ca/courses/r2-for-leaders-building-resilient-organizations-distance-learning-program>
- **Managing Mental Health RTW/SAW**
- <https://www.pshsa.ca/courses/mental-health-stay-at-work-return-to-work-for-first-responder-organizations>



Occupational Stress Injury Resiliency (OSIR)

- Need help monitoring your organization's psychological health and safety efforts? PSHSA has the right tool for you!
- The Occupational Stress Injury Resiliency (OSIR) tool is a purpose-built and practical assessment that helps organizations understand risks for occupational stress injuries, identify approaches to build resilience and guide workplace psychological health strategy and action planning.
- [Learn about how the OSIR tool works and its benefits.](#)
- For more information, contact OSIR@pshsa.ca to see what OSIR can do for your organization!



Safe Environments.
Healthy Workers.

Thank You!

Connect with us:



@PSHSAca



Public Services Health and Safety
Association on LinkedIn



YouTube.com/PSHSA



Instagram.com/PSHSA

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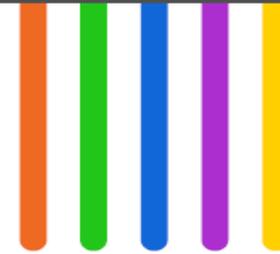
Ministry of Labour, Immigration, Training and Skills Development

Helping protect workers and settle workplace disputes, supporting skilled trades, apprenticeships and employment services, attracting highly-skilled newcomers and helping people get settled in Ontario.



Image credit: <https://www.ontario.ca/page/ministry-labour-immigration-training-skills-development>

FAIR, SAFE AND HEALTHY WORKPLACES DIVISION

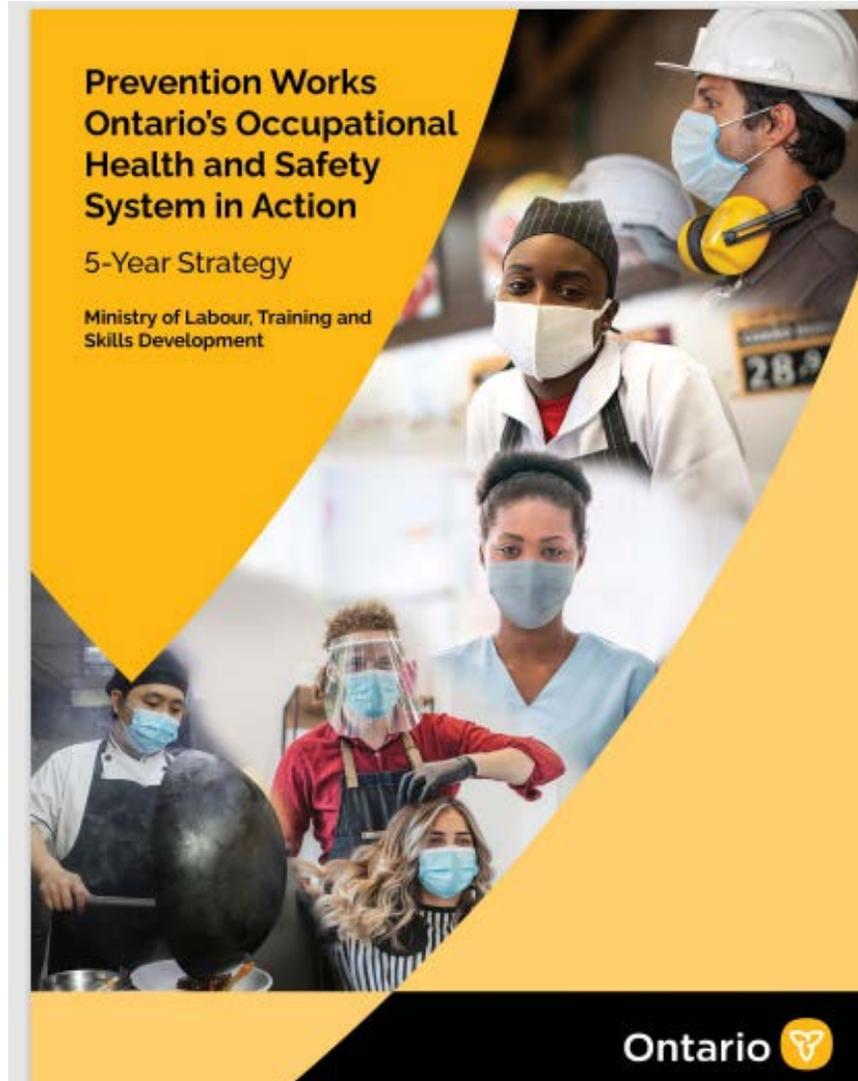


Our Vision

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.

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.

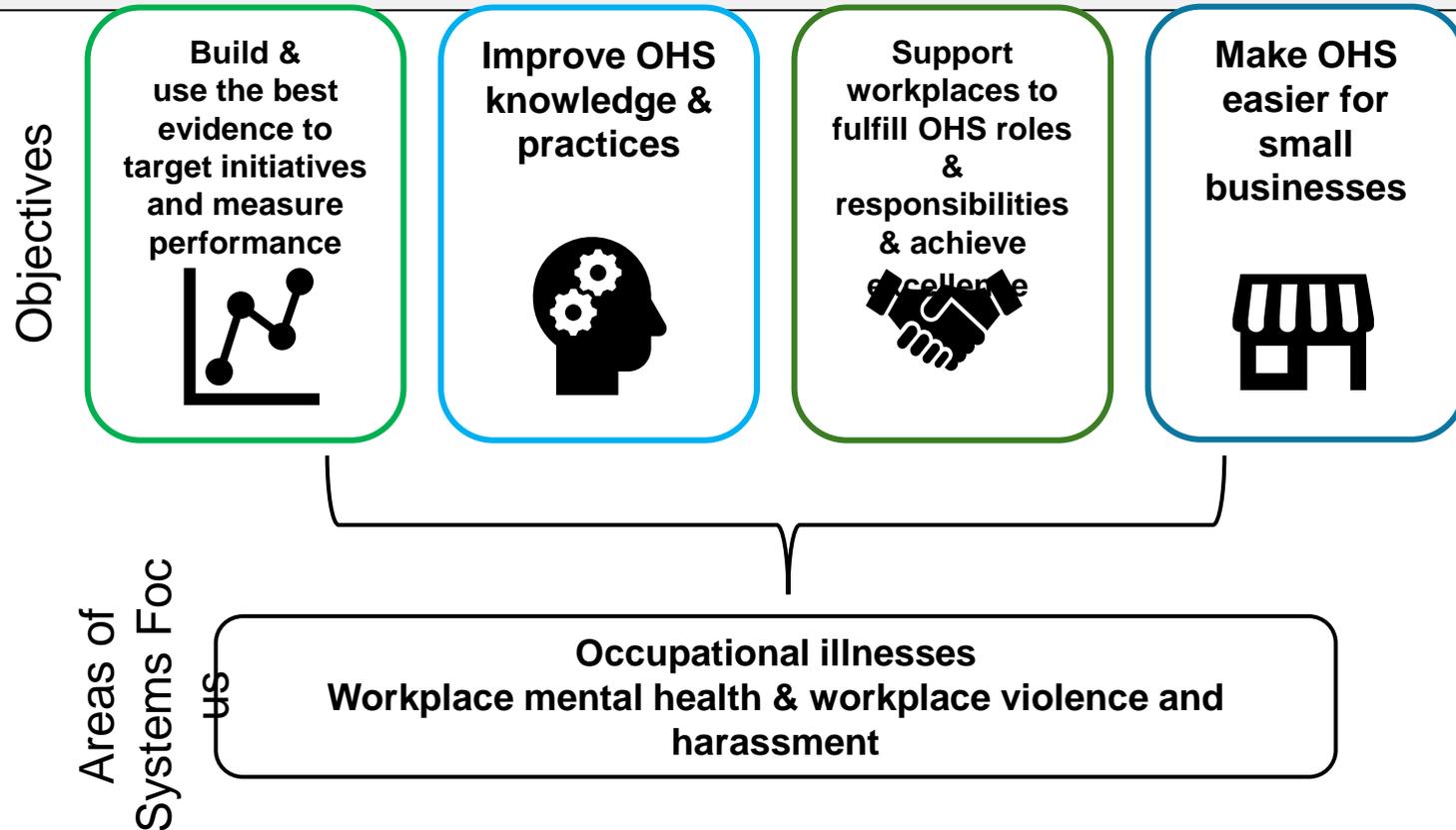


Prevention Works is a five-year strategy (2021-2026) to improve Ontario's occupational health and safety system.

It contains four strategic objectives and two areas of system focus.

OHS Strategy Overview – CPO 5-year strategy

Vision: *An Ontario where workplaces promote and practice health and safety in their every-day work and are free from occupational injuries, illnesses and fatalities.*



We don't do this alone

Prevention Works (Ontario's Occupational Health & Safety Strategy), released in 2021, outlines how the system will improve workplace health and safety over the next 5 years.

