Compliance Review

Hazard Awareness

The purpose of this document is to outline the compliance review for the eSafetyFirst Canada (eSafety) Hazard Awareness Online Training course. The course was viewed in its entirety and then reviewed module by module to determine compliance with the legislation and standards outlined in the next paragraph. Each section will contain recommendations for changes or revisions required to meet compliance and non-technical recommendations to improve or correct content.

The eSafety Hazard Awareness Online Training course is theory only. The course confirms theory component understanding using quizzes.

The eSafetyFirst course also provides a robust supplementary information article regarding hazard awareness training, it can be found here, https://esafetyfirst.com/blog/staying-safe-on-the-job-the-importance-of-workplace-hazard-awareness-in-canada/.

The detailed learning outcomes for evaluating a Hazard Awareness Online Training course, aligned with **CSA Z1002 (Occupational Health and Safety — Hazard Identification and Elimination and Risk Assessment and Control)** and Canadian provincial/territorial OHS legislative frameworks (such as Alberta OHS Code Part 2, BC OSR Part 3, Ontario OHSA s. 25–28, etc.) are outlined below. Any deficiencies will be noted in each section.

It should be noted that the other provinces and territories are ignored in favour of Ontario legislation. There are some minor differences between the provinces, e.g., not all provinces require monthly worksite inspections. It is one of the most difficult challenges when trying to design OHS learning material as there are differences province to province. It would be best if this is corrected in the next revision.

Introduction

Overview: Establishes foundational OHS concepts, legal duties, and core definitions under Canadian workplace safety regulations.

- **Workplace & Hazard Definitions:**
    - Define *hazard*, *risk*, and *harm* according to CSA Z1002 and provincial OHS legislation.
    - Distinguish between acute vs. chronic hazards, as well as health hazards vs. safety hazards.
- **Risk Assessment Fundamentals:**
    - Explain the purpose of risk assessment within an OHS management framework.
    - Recognize the relationship between probability, severity, and overall risk level.

- **Employer & Employee Responsibilities:**
    - Differentiate the legal duties of employers, supervisors, and workers under Canada's "Internal Responsibility System" (IRS).
    - State the worker's three fundamental OHS rights: the **Right to Know**, the **Right to Participate**, and the **Right to Refuse** unsafe work.
    - Outline the specific legal process and procedure for exercising the right to refuse unsafe work without fear of reprisal under relevant provincial/territorial OHS legislation.
    - Identify worker duty to report near-misses, unsafe conditions, and workplace incidents to management or the Joint Health and Safety Committee (JHSC) / Health and Safety Representative.

Module 1 covers most of these learning outcomes quite well. However, there are some points that need to be addressed:

~~**Slides 25 - 28:** Slide 25 talks about employer responsibilities under the Canadian Labour Code Part 2 (CLCII) for federal workplaces. The principles for the most part are the same or at least very similar in all jurisdictions in Canada. The other remaining slides to slide 28 seem to follow suit but that is unclear. The course is advertised as being compliant in all jurisdictions in Canada. It is recommended that these slides be re-written to provide a better broad overview of hazard awareness in all jurisdictions. The content of the slides could remain the same, they just need to note that OHS Legislation in Canada has these obligations of employers.~~ – **Existing slides have been revised and new slides have been added to correct this.**

~~**Module 1:** There are no roles and responsibilities noted for supervisors. Most provincial OHS Legislation specifically outlines supervisor responsibility regarding hazard identification, assessment, and control. This should be remedied in the next revision.~~ **New slide has been added to fix this**

~~**Module 1, and the course:** The hazard assessment practice is to categorize hazards into two categories, safety hazards and health hazards. Safety hazards are those hazards that immediately effect the external body, such as slip, trips, and falls causing trauma, or open flame causing burns. While health hazards are an internal threat, think exposure to a chemical hazard causing damage to the lungs or excessive noise causing damage to the ears. Then hazards need to further classify them into 4 broad classifications, chemical, biological, physical, and finally psycho-social.~~ **A new slide has been added to fix this**

~~**Module 1, and the course:** CSA Z1002 risk evaluation requires assessing both short-term (acute) exposures/effects and cumulative, long-term (chronic) exposures/effects when determining potential harm severity and likelihood. There should be at least one slide that notes that hazards can be acute or chronic, manifesting over a period of time or immediately.~~ **A new slide has been added to fix this**

~~**Module 1 Quiz:** Has a multiple selection question that includes the answer, requiring employers to conduct monthly inspections. This is not the case across Canada, Alberta, Saskatchewan, and the Territories only require inspections at regular intervals. It would be great if they got on board with the rest of Canada but until then the question should be rephrased.~~ **The question has been revised to correct this.**

Hazard Risk Assessment

Overview: Details the systematic process of identifying, evaluating, controlling, and communicating risks in alignment with CSA Z1002 section requirements.

- **Hazard Identification:**
    - Explain techniques for detecting workplace hazards (e.g., formal workplace inspections, job safety analysis [JSA], pre-use equipment checks, worker feedback).
    - Identify trigger conditions that require a formal risk assessment (e.g., introduction of new equipment, process changes, post-incident investigations).
    - Identify standard workplace classification examples (e.g., physical, chemical, biological, ergonomic, psychosocial).
- **Risk Evaluation & Levels of Risk:**
    - Utilize a standard Risk Matrix to evaluate risk levels based on likelihood of occurrence and potential severity of injury/illness.
    - Categorize risks as Low, Medium, or High (or equivalent CSA Z1002 risk levels) to establish response timelines and prioritization.
- **Hazard Control & Hierarchy of Controls:**
    - Apply the mandatory CSA Z1002 / OHS **Hierarchy of Controls** in order of priority:
        1. Elimination
        2. Substitution
        3. Engineering Controls
        4. Administrative Controls
        5. Personal Protective Equipment (PPE)
    - Explain why PPE is considered the last line of defense and cannot replace higher-order controls.
- **Reporting & Documentation:**
    - List mandatory documentation steps for risk assessments, hazard logs, and corrective action tracking.
    - Describe formal reporting channels for identified hazards and follow-up protocols.

Module 2 does a very good job of satisfying these learning outcomes. There are two points that need to be considered.

~~**Slide 5:** Should be re-written to just include the four hazard classifications, chemical, biological, physical, and finally psycho-social hazards.~~ **The slide has been revised to correct this.**

As mentioned above, wherever it fits best there needs to be a note of categorization of hazards into safety and health hazards.

Workplace Hazards Examples

Overview: Provides hazard-specific recognition criteria across common hazard categories and high-risk Canadian industry sectors.

- **Biological Hazards:**
    - Identify common biological agents (e.g., bloodborne pathogens, molds, bioaerosols, zoonotic diseases) and their typical exposure routes.
- **Chemical Hazards:**
    - Recognize chemical exposure risks (e.g., toxic substances, flammables, corrosives) and align hazard recognition with **WHMIS 2015 / GHS** requirements (Safety Data Sheets, product labels, pictograms).
- **Physical Hazards:**
    - Identify common physical hazards including noise, extreme temperatures, radiation, electricity, and pressure vessels.
- **Other Hazards (Psychosocial, Ergonomic & Safety):**
    - Recognize ergonomic risk factors (e.g., repetitive motion, awkward postures, heavy lifting).
    - Identify psychosocial workplace hazards (e.g., workplace violence, harassment, extreme fatigue).
    - Identify mechanical and kinetic safety hazards (e.g., unguarded machinery, slip/trip/fall hazards, working at heights, confined spaces).
- **High-Risk Industry-Specific Hazards:**
    - Recognize primary hazards associated with Canada's most hazardous sectors, including:
        - **Construction:** Fall protection, trenching/excavation, mobile equipment.
        - **Manufacturing & Industrial:** Energy isolation/lockout-tagout, machine guarding.
        - **Oil & Gas / Mining:** Toxic gas exposures (H_2S), atmospheric risks, heavy machinery.

        - **Agriculture & Forestry:** Rollover risks, severe weather, lone working.

Module 3 does an excellent job of covering all of these learning outcomes. Module 3 lists even more than what would be considered a minimum and going in-depth identifying other industry sectors such as healthcare.

Workplace Hazards Prevention

Overview: Focuses on practical implementation of preventative measures, site-specific safety integration, and external Canadian safety resources.

- **How to Identify and Control Hazards:**
    - Demonstrate how to select appropriate control measures using site-specific risk assessment tools and Safe Work Procedures (SWPs).
    - Explain the process of monitoring control effectiveness and conducting periodic re-evaluations under CSA Z1002 guidelines.
- **Workplace-Specific Training:**
    - Distinguish between general hazard awareness training and site/equipment-specific competency training required by provincial OHS acts (e.g., Fall Protection, Lockout/Tagout, Confined Space Entry, WHMIS site-specific training).
    - Outline worker responsibility to actively participate in required site-specific safety orientations and refresher training.
- **Helpful Organizations & Resources:**
    - Identify key Canadian regulatory authorities and safety organizations for guidance and reporting, such as:
        - **CCOHS** (Canadian Centre for Occupational Health and Safety)
        - Provincial OHS Regulators (e.g., WorkSafeBC, SafeWork Manitoba, Ontario Ministry of Labour, Immigration, Training and Skills Development, WorkSafeNB, OHS Alberta, etc.)
        - Provincial Workers' Compensation Boards (WCBs)
        - Sector-specific Safety Associations (e.g., IHSA, Energy Safety Canada, AgSafe).

Module 4 does a good job of satisfying these learning outcomes. There are some points to be noted that should be corrected in the next revision:

~~**Slide 11:** The slide talks about the OHS Act, abbreviated OHSA, the narration interprets it and says "OHS Ah".~~ **The slide has been corrected.**

~~**Slides 24-28**: Are all Ontario specific. There are differences across the provinces, e.g., most provinces do not require the policy to be physically posted if the employer has over 5 workers. In~~

~~addition, much of the information is absolutely Ontario specific and does not apply elsewhere. These slides should be edited in the next revision so as to provide support and information for country as a whole.~~ **Existing slides have been revised to correct this.**



Kevin Barrett CRSP CRM 13-4856