

Occupational  
Health and Safety

Field Visit Report

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OHS Case ID: **4650FJSSTMK**  
Field Visit no: **4650FJSSTMK-4650-FV001** Visit Date: **2026-MAY-14** Field Visit Type: **INITIAL**

Workplace Identification: **CONFEDERATION COLLEGE** Notice ID:  
**1450 NAKINA DRIVE, THUNDER BAY, ON CA P7C 4W1**

Telephone: - JHSC Status: **Active** Work Force #: **500** Completed %:

Persons Contacted: **Rob Plummer - Coordinator of Primary Paramedic Program, Elise Demeo - Director of HR and Labour, Tania Pynn - Associate Dean for School of Health and Negahneewin and Community Services**

Visit Purpose: **Consultation field visit**

Visit Location: **Board Room A219**

Visit Summary: **No orders issued.**

**Detailed Narrative:**

The reason for this visit is for a consultation regarding student health and safety while on placements.

The following was observed/discussed/provided:

Discussion was had around responsibility for students who are on placements in the community. Students are considered workers for the workplaces and afforded protection under the Occupational Health and Safety Act. The following is the definition of worker under the Act.

"worker" means any of the following, but does not include an inmate of a correctional institution or like institution or facility who participates inside the institution or facility in a work project or rehabilitation program:

1. A person who performs work or supplies services for monetary compensation.
2. A secondary school student who performs work or supplies services for no monetary compensation under a work experience program authorized by the school board that operates the school in which the student is enrolled.
3. A person who performs work or supplies services for no monetary compensation under a program approved by a college of applied arts and technology, university, career college or other post-secondary institution.
4. Repealed: 2017, c. 22, Sched. 1, s. 71 (2).
5. Such other persons as may be prescribed who perform work or supply services to an employer for no monetary compensation; ("travailleur")

Students who are on placements in workplaces are reminded of their responsibilities as a worker that include:

**Duties of workers**

**28 (1)** A worker shall.

- (a) work in compliance with the provisions of this Act and the regulations;
- (b) use or wear the equipment, protective devices or clothing that the worker's employer requires to be used or worn;
- (c) report to his or her employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and which may endanger himself, herself or another worker; and
- (d) report to his or her employer or supervisor any contravention of this Act or the regulations or the existence of any hazard of which he or she knows.

**Idem**

(2) No worker shall,

- (a) remove or make ineffective any protective device required by the regulations or by his or her employer, without providing an

Recipient	Inspector Data	Worker Representative
Name _____	<b>James Gionet</b> O.H.S.A. & B.O.S.T.A. INSPECTOR PROVINCIAL OFFENCES OFFICER	Name <u>ROBERT PLUMMER</u>
Title _____	222-435 James St. S. Thunder Bay, ON P7E 6S7 HSThunderBayDistrict@ontario.ca Tel: (807) 633-4467 Fax: (807) 475-1646	Title <u>PRIMARY CARE PARAMEDIC PROGRAM COORDINATOR</u>
Signature _____	Signature <u>James Gionet</u>	Signature 

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.oltb.gov.on.ca/> for more information.

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adequate temporary protective device and when the need for removing or making ineffective the protective device has ceased, the protective device shall be replaced immediately;

(b) use or operate any equipment, machine, device or thing or work in a manner that may endanger himself, herself or any other worker; or

(c) engage in any prank, contest, feat of strength, unnecessary running or rough and boisterous conduct.

**Consent to medical surveillance**

(3) A worker is not required to participate in a prescribed medical surveillance program unless the worker consents to do so. R.S.O. 1990, c. O.1, s. 28.

Discussion was had around contraventions of the Occupational Health and Safety Act that include:

**Penalties**

66 (1) Subject to subsections (2) and (2.1), every person who contravenes or fails to comply with,

(a) a provision of this Act or the regulations;

(b) an order or requirement of an inspector or a Director; or

(c) an order of the Minister,

is guilty of an offence and on conviction is liable to a fine of not more than \$500,000 or to imprisonment for a term of not more than twelve months, or to both. R.S.O. 1990, c. O.1, s. 66 (1); 2017, c. 34, Sched. 30, s. 4 (1); 2022, c. 7, Sched. 4, s. 2 (1).

**Same**

(2) If a corporation is convicted of an offence under subsection (1),

(a) the maximum fine that may be imposed upon the corporation is \$2,000,000; and

(b) for a second or subsequent offence that results in the death or serious injury of one or more workers in a two-year period, the minimum fine that may be imposed is \$500,000. 2024, c. 41, Sched. 3, s. 9.

**Same**

(2.1) A director or officer of a corporation who contravenes or fails to comply with section 32 is guilty of an offence and on conviction is liable to a fine of not more than \$1,500,000 or to imprisonment for a term of not more than twelve months, or to both. 2022, c. 7, Sched. 4, s. 2 (2).

Discussion was had around basic health and safety awareness training:

**Basic occupational health and safety awareness training - workers**

1. (1) An employer shall ensure that a worker who performs work for the employer completes a basic occupational health and safety awareness training program that meets the requirements set out in subsection (3) as soon as practicable. O. Reg. 297/13, s. 1 (1).

(2) Subsection (1) does not apply if,

(a) the worker previously completed a basic occupational health and safety awareness training program and provides the employer with proof of completion of the training; and

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Title _____	222-435 James St. S. Thunder Bay, ON P7E 6S7 HSThunderBayDistrict@ontario.ca Tel: (807) 633-4467 Fax: (807) 475-1446	Title <u>PRIMARY CARE PARAMEDIC PROGRAM COORDINATOR</u>
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(b) the employer verifies that the previous training meets the requirements set out in subsection (3). O. Reg. 297/13, s. 1 (2).

(3) A basic occupational health and safety awareness training program for workers must include instruction on the following:

1. The duties and rights of workers under the Act.
2. The duties of employers and supervisors under the Act.
3. The roles of health and safety representatives and joint health and safety committees under the Act.
4. The roles of the Ministry, the Workplace Safety and Insurance Board and entities designated under section 22.5 of the Act with respect to occupational health and safety.
5. Common workplace hazards.
6. The requirements set out in Regulation 860 (Workplace Hazardous Materials Information System (WHMIS)) with respect to information and instruction on hazardous products.
7. Occupational illness, including latency. O. Reg. 297/13, s. 1 (3); O. Reg. 191/19, s. 1.

Notify the Ministry of fatalities, critical injuries, work refusals, reprisals and unsafe work practices.

Ministry of Labour, Immigration, Training and Skills Development Health & Safety Contact Centre

- Toll-free: 1-877-202-0008
- TTY: 1-855-653-9260
- Fax: 905-577-1316

Learn how to file a complaint if you have a workplace health and safety or workplace harassment concern and believe your employer is not correcting the situation.

<https://www.ontario.ca/page/filing-workplace-health-and-safety-complaint>

In an emergency, always call 911 immediately.

A copy of this report must be posted in a conspicuous place where it is likely to be seen by workers.

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