

WELCOME!

Before we begin

Use the chat function for questions

We will get to as many of them as we can!

If you can't hear the audio...

- If you are using headphones, try unplugging them.
- Is your computer muted? Do your speakers/head phones work?
- Try refreshing the page.
- Restart your browser.
- Restart your computer.

We will send the slides and a recording

So you can be fully present during this live session!

02

HEALTH & SAFETY

FOR REMOTE WORK



Workplace
Wellbeing



How many of your employees are working remotely?

1. 100% remote
2. More than 50% of employees are remote
3. Less than 50% of employees are remote
4. Hybrid - employees are required to be on-site, but not every working day
5. No one is remote....yet!

04

19%

of Canadians work exclusively from home
as of May 2022

Pre-pandemic, only 4% of Canadians worked from home. Health and safety legislation hasn't changed so many employers are unclear on their legal obligations and rights.

Today's conversation

05



Responsibilities

Clearing up confusion while legislation catches up



Hazards

Risks and potential health impacts for remote employees



Best Practices

What you can do to keep your teams safe

Are you responsible for the health & safety of employees who **work from home?**

And if so....how?

The Occupational Health and Safety Act (OHSA or "the Act") does not apply to work done by the owner or occupant, or a servant of the owner or occupant, in a private residence or in the lands and appurtenances used in connection with the private residence [subsection 3(1)]

Occupational Health and Safety Act

An employer shall take every precaution reasonable in the circumstances for the protection of a worker. 25(2)(h)

Occupational Health and Safety Act

09

Employees and employers have the same rights and responsibilities in the event of a workplace injury or illness whether the employee is working from home or offsite or in your regular workplace. If an employee believes an injury is work related, they should tell their employer as soon as possible and file a claim so we can determine if you are eligible for benefits.

WSIB FAQ about working from home

Occupational Health & Safety Act

does not apply to work done by the owner or occupant in a private residence

Workplace Safety & Insurance Act

applies to work done during the course of employment, even if at home. Depends on time, activity, and place of the injury.

Hazards

Mental Health

Isolation and lack of routine can strain the mental health of some employees

Burnout

With the boundaries between work and personal life blurring, some employees may have a hard time stepping away from work.

MSDs

Working from the couch or kitchen table can result in awkward working positions that put additional strain on joints and ligaments.

Slips, Trips, Falls

Tripping hazards like loose electric cords or laundry baskets can cause someone to trip and sustain an injury.

Domestic Violence

Pandemic pressures saw an increase in domestic violence, with no escape to the workplace.

Electric & Fire Hazards

Frayed cords and portable heaters are hazards found in head offices and home offices alike.

What hazards are you most concerned about?

1. Mental health
2. Slips, trips, falls
3. Domestic violence
4. Electrical/fire hazards
5. MSDs
6. Other

Assess roles that are working remotely

Determine the roles that are working remotely and understand their job functions and tasks. A customer service representative who works solely from home will have different risks than a sales representative who splits time between client visits and working from their home office.





REMOTE WORK HEALTH & SAFETY

14

Perform risk assessments

Assessments should be used to identify potential hazards

Determine frequency -once per year or immediately if new location

Customize your assessment tool

Sample Home Workspace Safety Assessment



This resource should be used as a guide to create your own assessment for remote employees. In order for employees to complete the assessment, they should be trained on how to evaluate different areas of health and safety in their home workspace.

Employee name:	
Position title:	
Home workstation address:	
Supervisor:	
Date completed:	

Element	Y	N	Comments
Fire Protection			
Do you have a functioning smoke detector within the vicinity workspace?			
Are there clear exits in your home workspace?			
Do you have a functioning carbon monoxide detector in the home?			
Do you have clear access to a fire extinguisher?			
Emergency Procedures			
Do you have first aid supplies?			
Do you know how to call 911 in the event of an emergency?			

Create a program & policy to address remote work

Your program should address hazards discovered during the assesment.

Establish that the employee is expected to maintain a safe working environment.



Address Hazards

Mental Health

Provide EAP supports, establish regular virtual check-ins, encourage communication via remote tools such as slack

Ergonomic Hazards

Provide ergonomic training, ergonomic furniture and tools, and feedback on individual workstation setups

Tripping Hazards

Provide training and information to create awareness of the hazards and solutions to fix them, as well as an electrical cord organizer (as an example)

Are employers still responsible for the health and safety of employees who work from home?

Yes. However, the legislation is evolving so there is still some gray area. We recommend employers do everything reasonable to ensure the health & safety of their employees who work from home.

Are health and safety assessments required if employees choose to work from home?

This isn't a strict requirement, however, if you are looking to keep your employee safe and WSIB premiums down then the best way to prevent incidents is by knowing risks and preventing them from materializing.

Are employers responsible for providing for ergonomically correct supplies like desks and chairs to employees working from home?

1. Yes
2. No
3. Not sure

Are employers responsible for providing ergonomically correct supplies like desks and chairs to employees working from home?

Not necessarily. Who is responsible for providing / paying for equipment should be outlined in your remote work policy. Many organizations are choosing to offer a set amount of money to reimburse remote employees for supplies they need to perform safely.

Next Steps

For healthy remote employees

Identify Work from Home Roles

Understand their various job functions (ex. lifting, sitting)

Perform Risk Assessments

Employees can perform self assessments at home. Customize the template that will be sent post-webinar. Send it to all employees with instructions on how to complete and a deadline. Review each assessment and action appropriately.

Develop a Program & Plan to Address Remote Work

Consider what you already have in place (ex. Etonomic Policy) and any controls that need to be put in place (training, information)



Thank You

Please complete the short survey
we will be sending you!

You will receive a copy of this
presentation, webinar recording, and a
sample home assessment within 3 days.



WSIB Work From Home Links

FAQs about working from home/working remotely

<https://www.wsib.ca/en/faqs-about-working-home-working-remotely>

Accident in the Course of Employment

<https://www.wsib.ca/en/operational-policy-manual/accident-course-employment>