

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Objective of the ODAP:

To prevent hazardous exposures in Ontario workplaces in order to reduce the incidence and burden of occupational disease.

Context:

Ontario's first Occupational Disease Action Plan (ODAP) was completed and began implementation in the winter of 2017. The effort was chaired by OHCOW and the MOL Prevention Office and involved highly committed health and safety system and other partners. The ODAP contains 28 activities, across a range of approaches to prevention.

An Implementation Team (IT- See Appendix for IT members) oversees implementation of the activities under the ODAP. It supports the planning, execution and evaluation of activities to help ensure effective and timely completion and evaluation.

Implementation of the ODAP in Year 1 was initially assigned to 5 working groups staffed by interested Implementation Team members or their delegates.

- Noise Working Group
- Diesel Working Group
- Allergens and Irritants Working Group
- Intelligence and Decision Support Working Group
- Electronic Medical Record Working Group

Working Group	Lead	Organizations Participating
Noise	IHSA – Mike Russo	WSN, WSPS, PSHSA, OHCOW, MOL (Prevention, Operations, Policy & Communications)
Diesel	WSN- Mike Parent	WSPS, PSHSA, OHCOW, OCRC, Lung Association of Ontario, MOL (Prevention, Policy)
Allergens and Irritants (A+I)	CRE-OD- Linn Holness	WSPS, PSHSA, OHCOW, WSN, OCRC, Lung Association of Ontario, MOL (Prevention, Operations, Policy)
Intelligence and Decision Support (I+DS)	OCRC- Victoria Arrandale	WSPS, PSHSA, OHCOW, WSN, MOL (Prevention, Data Management Branch), CRE-OD, PHO
Electronic Medical Record	PSHSA- Henri Van Hulle	WSPS, OHCOW, CRE-OD, OCRC, MOL (Prevention, Data Management Operations), PHO, OLA,

The Table below present's accomplishments from Year 1 of the ODAP's Implementation; aligned with each activity under the plan. Whereas the original ODAP lists leads and contributors for each activity, this version greater reflects the current structure of the implementation by listing (where appropriate) the working group and/or lead for the activity. Where available, outputs from the activities have been tracked separately from this document.

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
1.0 Intelligence and Decision Support	1.1 Develop a strategy to embed "Occupation" and potentially other links to work into the Electronic Medical Record being led by e-Health Ontario and OntarioMD, to improve data on the relationship between work and health	EMR Working Group (MOL)	Short Term (1yr)
	Accomplishments <ul style="list-style-type: none"> Ministry of Labour has met with OntarioMD to discuss their interest in collaborating on a pilot project to have occupational data inputted into EMRs MOL and OntarioMD agreed to meet and scope out a patient-entered data pilot project in early 2018 Completing the Picture project (occupational exposure history-taking in community health centres) completed Status: In Progress		
	1.2 Develop a plan for obtaining occupational exposure baseline data from Ontario workplaces to focus and support action to prevent occupational disease. <i>A potential pilot project to collect and standardize workplace exposure measurements (e.g. air sampling)</i>	Intelligence and Decision Support (OCRC)	Medium Term (1-3yrs)
	Accomplishments <ul style="list-style-type: none"> I+DS Working Group is planning to develop an 2018-19 OSHPIP proposal for a potential pilot project that would digitize historical exposure data from Health and Safety Associations and other system partners Status: On hold <ul style="list-style-type: none"> Funding acquired for two new projects that will see new exposure data from Ontario workplaces (Diesel Engine Exhaust Exposure in the Ontario Construction Industry- OSHPIP, Radon Survey of Workplaces in Ontario- ROP) 		
	1.3 Develop and use existing exposure and disease surveillance data (e.g. WSIB data, OCRC Occupational Disease Surveillance System Project) to inform priorities, better target prevention efforts and generate research questions	Intelligence and Decision Support (OCRC)	Medium Term (1-3yrs)
	Accomplishments <ul style="list-style-type: none"> Existing disease and surveillance data gathered and analyzed to present to ODAP IT to inform ODAP priorities & prevention efforts Scan of Current Data Sources Relevant to Occupational Exposure and Disease + Scan of Current Activities CRE-OD patch test data analyzed Status: Complete <ul style="list-style-type: none"> OCRC submission put into CCO business plan to establish a core funded program of occupational disease surveillance in Ontario (Year-end funds received to begin laying the groundwork for the surveillance program) WSIB OD Claims data (2010-2016) received in December 2017; analysis is ongoing Status: In Progress		

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
2.0 Research and Data Management	2.1 Conduct a jurisdictional scan to review occupational disease legislation, regulations & guidelines in other jurisdictions.	(MOL Policy)	Short Term (1yr)
	Accomplishments <ul style="list-style-type: none"> Specific jurisdictional scans from the working groups to MOL Policy have not yet been requested. However, this is part of MOL's regular work and can be requested at any time. Status: In progress		
	2.2 Conduct a jurisdictional scan of prevention initiatives aimed at reducing workplace exposure to hazardous levels of noise, to explore potential prevention initiatives for Ontario	Noise Working Group (MOL PVO-SIB)	Short Term (1yr)
	Accomplishments <ul style="list-style-type: none"> PvO has begun information gathering for the jurisdictional scan Status: In Progress		
	2.3 Identify priority irritants and allergens for skin and lung disease to focus action plan activities (e.g. 2.6, 3.1)	Allergens and Irritants (CRE-OD, OLA)	Short Term (1yr)
	Accomplishments <ul style="list-style-type: none"> Priority irritants and allergens identified by the Allergens and Irritants Working Group- cleaning agents, wet work, isocyanates and preservatives Status: Complete		
	2.4 Identify what the current research reveals regarding emerging exposures to inform the health and safety prevention system; and develop future research questions (to fill knowledge gaps)	N/A	Short Term (1yr)
	<ul style="list-style-type: none"> Engineered Nanomaterials Working Group recently formed in Ottawa; exploring the issue of Lead surveillance (OHCOW). Status: In progress		
	2.5 Explore and evaluate workplace exposure assessment tools (for all priority exposures)	Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Medium Term (1-3yrs)
Accomplishments: <ul style="list-style-type: none"> For the International Noise Awareness Day Campaign, OHCOW launched a program for workplace parties to upload their sound levels using a suite of recommended noise apps. Status: In Progress			
2.6 Assess worker knowledge of allergens and irritants (skin and lung) to target awareness efforts (e.g. survey tool)	Allergens and Irritants Working Group (CRE-OD)	Medium Term (1-3yrs)	

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
	<p>Status: Not Started</p> <p>2.7 Integrate Action Plan priorities into MOL Research Programs (e.g. Research Opportunities Program)</p> <p>Accomplishments</p> <ul style="list-style-type: none"> ODAP Priorities and emerging issues were included the 2016-17 Research Opportunities Program and the 2017-18 Occupational Health, Safety and Prevention Innovation Program Guidelines <p>Status: Complete and Ongoing</p>	MOL PVO	Ongoing
3.0 Awareness	<p>3.1 Develop and implement a communications and marketing plan focusing on raising awareness of harm and prevention with respect to the priority exposures: noise and/or allergens and irritants and/or diesel hazards in the workplace, with an underlying theme of general occupational disease prevention. Designated Activity under System Operational Planning for Fiscal Year 2017/18.</p> <p>Accomplishments</p> <ul style="list-style-type: none"> Coordinated communications to raise awareness on the hazard of noise. Products included a video, social media campaign, network communications and an increasing web-presence to maximize reach to the OHS system, workers and employers. <p>Status: Complete and Ongoing</p>	Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Short Term (1yr)
	<p>3.2 Target specific sectors to raise awareness of priority allergens and irritants (potential for focus on employers)</p> <p>Accomplishments</p> <ul style="list-style-type: none"> Fact sheets for priority irritants and allergens containing sector exposures completed <p>Status: In Progress</p>	Allergens and Irritants (CRE-OD) Working Group	Medium Term (1-3yrs)
4.0 Advisory and Support Services	<p>4.1 Deliver educational opportunities and resources to increase the health and safety knowledge of individuals within the health and safety system on priority exposures (Noise, Allergens & Irritants, and Diesel) and general occupational disease incidence and prevention (e.g. Occ-tober)</p> <p>Accomplishments</p> <ul style="list-style-type: none"> Presentations on ODAP priority exposures included on agendas of various system and external conferences including Occ-Tober, Partners in Prevention, Mining Health and Safety Conference as well as other stakeholder events such as Occupational Hygiene Association of Ontario conference, Mining Diesel Emissions Council and the Lung Cancer and Prevention in Mining Conference <p>Status: Complete and Ongoing</p>	Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Short Term (1yr)

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
	4.2 Target advisory and support services to workplaces falling under the expanded noise regulation	Noise Working Group (IHSA)	Short Term (1yr)
	Accomplishments <ul style="list-style-type: none"> <i>IHSA held a labour-management conference in October 2017 with a presentation by the MOL providing an overview of the noise regulation for construction stakeholders.</i> <i>Presentation at the Partners in Prevention Conference on the new noise regulation by MOL and WSPS</i> Status: Complete and Ongoing		
	4.3 Target advisory and support services to the action plan priority exposures for specific sectors	TBD	Medium Term (1-3yrs)
	Status: In practice at the individual HSA level		
5.0 Education and Training	5.1 Inventory and align system educational resources to promote occ. disease prevention. Initially focusing on the priorities of noise, allergens/irritants, diesel and general occ. disease awareness	Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Short Term (1yr)
	Accomplishments <ul style="list-style-type: none"> <i>Noise Working Group has created an inventory of the top system resources for noise in the workplace.</i> <i>Diesel Working Group has taken inventory of system resources through updating the ODAP environmental scan</i> <i>The Allergens and Irritants working groups is in the process of compiling system resources for the top allergens and irritants priorities</i> Status: Complete and Ongoing		
	5.2 Identify any gaps and a process to develop new resources to address them and/or support ODAP and system partners' ongoing occupational disease efforts.	Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Medium Term (1-3yrs)
	Accomplishments <ul style="list-style-type: none"> <i>Noise working group has recognized a gap in noise resources for the system and is developing a new resource- "5 Things to do about Noise"</i> Status: In Progress		
	5.3 Review mandatory training initiatives and standards to identify opportunities to add or strengthen occupational disease prevention content.	MOL PVO (TSPB)	Short Term (1yr)
Accomplishments			

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
	<ul style="list-style-type: none"> The MOL Training and Awareness Branch has identified mandatory training requirements under the OHSA and its regulations that pertain to occupational disease, and will review and summarize the findings. <p>Status: In progress</p>		
	5.4 Inventory and align existing system training initiatives to promote occ. disease prevention, initially focusing on the priorities of noise, allergens/irritants, diesel and general occ. disease awareness.	MOL PVO (TSPB) Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Short Term (1yr)
	<p>Accomplishments</p> <ul style="list-style-type: none"> Noise Working Group has created an inventory of the system training through updating the ODAP environmental scan. Diesel Working Group has taken inventory of the system training through updating the ODAP environmental scan The Allergens and Irritants working group is in the process of compiling system resources (including training) for the top allergens and irritants priorities <p>Status: Complete and Ongoing</p>		
	5.5 Identify any gaps and a process to develop new training initiatives or standards to address them and/or support ODAP and system partners' ongoing occupational disease efforts.	MOL PVO (TSPB) Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups	Medium Term (1-3yrs)
	<p>Accomplishments</p> <ul style="list-style-type: none"> IHSA has updated and renewed their Basics of Hearing Protection e-learning courses. One for Employers, Joint Health & Safety Committees and Health & Safety Representatives and another for workers. Training programs have been translated into seven different languages. Identification of issues in skin prevention training (CREOD) <p>Status: In Progress</p>		
	5.6 Develop and deliver health care practitioner education on general and specific occupational disease topics (e.g. work-related asthma)	Allergens and Irritants (CRE-OD) Working Group	Short Term (1yr)
	<p>Accomplishments</p> <ul style="list-style-type: none"> Discussions underway within WSIB Workplace Champions Program to include occupational health and occupational disease priority exposures in cases and lectures in Undergrad Medical curriculum. <p>Status: In Progress</p>		
	5.7 Integrate awareness of occupational disease exposures (irritants and allergens- skin and lung) into career counselling and vocational services	Allergens and Irritants (CRE-OD) Working Group	Medium Term (1-3yrs)

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
	<p>Accomplishments:</p> <ul style="list-style-type: none"> • <i>Tool to help students with asthma identify exposures being tested in schools by Dr. S. Tarlo (CRE-OD)</i> <p>Status: In Progress</p>		
	<p>5.8 Provide/recommend tools to JHSC for health hazard identification and management (potential for building on activity 2.5)</p>	<p>Noise (IHSA), Diesel (WSN) and Allergens and Irritants (CRE-OD) Working Groups</p>	<p>Medium Term (1-3yrs)</p>
	<p>Accomplishments:</p> <ul style="list-style-type: none"> • <i>Diesel Working group is developing a plan to provide information (a Cert II module has been developed and will be shared by WSN) to JHSCs on the hazards of diesel engine exhaust</i> <p>Status: In Progress</p>		
<p>6.0 Enforcement and Monitoring</p>	<p>6.1 Develop enforcement strategies for occupational disease priorities</p>	<p>(MOL Operations)</p>	<p>Medium Term (1-3yrs)</p>
	<p>Accomplishments</p> <ul style="list-style-type: none"> • <i>MOL Year- Long Noise Enforcement Initiative (April 1 2017- March 31 2018)</i> <p>Status: In Progress</p>		
<p>7.0 Programs</p>	<p>7.1 Explore NIOSH’s “Buy Quiet” program and potential applicability for Ontario</p>	<p>(MOL PVO-SIB)</p>	<p>Medium Term (1-3yrs)</p>
	<p>Status: Not Started</p> <p>7.2 Explore the integration of occupational disease and priority exposures with WSIB on premium or prevention program projects (e.g. Workwell)</p>	<p>WSIB</p>	<p>Medium Term (1-3yrs)</p>
	<p>Accomplishments</p> <ul style="list-style-type: none"> • <i>ODAP priority of Noise has been integrated into WSIB Small Business Programs (e.g. Building Your H&S Program- employer training sessions)</i> • <i>Workwell Program: Within the Workwell Evaluation Tool, OD is either addressed through specific elements or through protocols developed within programs such as hazard identification and risk assessment, incident investigations, workplace violence and harassment to address OD risk exposures.</i> <p>Status:</p>		
	<p>7.3 Explore opportunities to incorporate occupational disease elements into Accreditation programs (e.g. assurance of controls, proper equipment/ventilation)</p>	<p>(MOL PVO-TAB)</p>	<p>Medium Term (1-3yrs)</p>
	<p>Accomplishments</p>		

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

Approach	Activity Descriptions	Working Group (Lead) or Lead Organization	Timeline
	<ul style="list-style-type: none"> TAB is consulting on an Accreditation and Employer Recognition program that would encourage employers to implement a health and safety management system that would include a coordinated system of procedures, processes and other measures, designed to be implemented by employers in order to promote continuous improvement in occupational health and safety, with a primary prevention goal. As part of this program, recognized employers will be required to implement systems that work to prevent occupational disease where relevant. <p>Status: In progress</p>		
8.0 Legislation and Regulations	8.1 Review and consider opportunities for regulatory changes	(MOL Policy)	Ongoing
	<p>Accomplishments</p> <ul style="list-style-type: none"> MOL Policy oversees the Ministry's OEL Update process that regularly reviews and proposes updates to the occupational exposure limits in the hazardous substance regulations based on the annually recommended changes by the ACGIH. Through this process, effective January 1, 2018, new OELs for 23 hazardous substances came into effect. <p>Status: Ongoing</p>		

APPENDIX- BACKGROUND AND IMPLEMENTATION TEAM MEMBERSHIP

Occupational Disease Action Plan (ODAP) Development:

The ODAP was guided by a Reference Group made up of representatives from the occupational health and safety system partners, including; Ministry of Labour (Prevention, Operations and Policy Divisions), Health and Safety Associations, Specialized Research Centres (Centre for Research Expertise in Occupational Disease and the Occupational Cancer Research Centre) and Workplace Safety and Insurance Board as well as the Ontario Lung Association, Public Health Ontario and the Ministry of Health and Long Term Care. The Reference Group is chaired by the Occupational Health Clinics for Ontario Workers. A number of Ministry of Labour advisory committees were also consulted in its development.

Over the course of several meetings, the Reference Group recognized that the general awareness of Occupational Disease incidence, consequence and capacity for prevention needs to be fostered among the system and workplace parties. In addition, given the broad scope and scale of Occupational Disease as an issue, some focus of effort would be required in order to make the Action Plan manageable and achievable. Thus the Reference Group undertook a preliminary exercise to focus the work of the plan around key hazards based on Need (capturing prevalence, severity & recognition as a hazard) and Impact (attainable and measurable outcomes plus the capacity and opportunity that exists for intervention).

This led the Reference Group to focus on noise, allergens and irritants leading to skin (e.g. dermatitis) and lung disease (e.g. asthma) and diesel engine exhaust for the first phase of the Plan. The Reference Group also agreed not to lose sight of emerging exposures (e.g. nanotechnology), where knowledge exchange and research may not yet be fully developed.

OCCUPATIONAL DISEASE ACTION PLAN YEAR 1 ACCOMPLISHMENTS REPORT:

An action plan focused on aligning the efforts of the Occupational Health and Safety System and partners toward Occupational Disease Prevention.

The Action Plan describes new initiatives upon which system partners can align. It also supports the important ongoing work by the system and its partners on other hazardous exposures (e.g. asbestos, silica). Opportunities to engage other partners and stakeholders on ODAP activities will be explored, plus the Plan’s effectiveness and priorities will be reviewed annually, and adjustments may be made.

Implementation Team Membership:

ORGANIZATION	NAME
OHCOW	Valerie Wolfe (Chair)
MOL, Prevention Office	Steven Grossman (Chair)
CRE-OD	Linn Holness
IHSA	Mike Russo
MOL, Operations Division	Marc Cousineau, Nikhil Rajaram
MOL, Policy Division	Marni Tivy, Tressa Alan
MOL, Prevention Office	Gloria Rachamin
OCRC	Paul Demers, Victoria Arrandale
OHCOW	Michael Roche
OLA	Andrea Stevens Lavigne
OLA	Tristan McIntosh (alternate)
PHO	Ray Copes
PSHSA	Monica Szabo
WHSC	Ellen Simmons
WSIB	Soma Mondal, Irene Dias*advisor role
WSN	Mike Parent
WSPS	Wagish Yajaman, Sandra Miller