

## Employer obligations

The AOHS and AMOHSR state that employers must meet certain obligations. They include:

- Identifying and analyzing risks to the health, safety, and physical and psychological well-being of workers
- Applying monitoring measures at the source to protect the health and safety of its workers
- Providing workers with all personal protective equipment and resources at no cost to them
- Allowing workers to undergo required health examinations
- Educating and training workers
- Taking the necessary measures to protect workers who are exposed to physical or emotional abuse, including domestic or sexual violence

## Worker obligations

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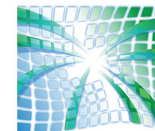
- Taking the necessary measures to protect their health, safety, and physical or psychological well-being
- Ensuring that they do not endanger the health, safety, or physical or psychological well-being of other workers
- Undergoing required medical examinations
- Helping identify and eliminate risks of work accidents and occupational diseases

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health team of your regional  
public health office:

# Professionals who are on your team!



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Health risks are part of the job in many workplaces. The Act respecting occupational health and safety (AOHS) and the Act to modernize the occupational health and safety regime (AMOHSR) stipulate that such risks must be eliminated at the source. Members of Québec's public occupational health network, *Réseau de santé publique en santé au travail*, help protect worker health by supporting workplaces so they can fulfill their obligations to prevent occupational diseases.

To reduce risks and prevent physical and psychological worker health issues, these professionals perform a number of activities, including:

### Support for health risk prevention

Until the *Regulation respecting prevention mechanisms* comes into force, the occupational health team will continue to develop and implement a health program for designated institutions. This process of identifying and analyzing workplace risks is done in conjunction with the employer and a worker representative or the Health and Safety Committee (HSC).

Since April 6, 2022, all Québec employers with more than 20 workers have been responsible for identifying and analyzing the risks present in their workplace.

The occupational health teams have the expertise to guide employers in this process.

### Identifying and evaluating health risks

This activity enables the identification and assessment of the various stressors and risk factors that may affect the physical and psychological health of workers, such as noise, solvents, dust, mould, posture on the job, load handling, or work organization. In the event that a hazard to the health or safety of a worker is present (e.g., an exceeded standard<sup>1</sup>), *Commission des normes, de l'équité et de la santé et de la sécurité du travail* is notified so that preventive measures can be put in place quickly.

### Providing information and training

The occupational health team educates and trains workers and employers about the risks present in their workplace and their possible health consequences, as well as about preventive and monitoring measures.

### Monitoring worker health status

This involves testing for or monitoring possible threats to worker health and directing affected individuals to specialists, as needed. All information in workers' medical files is kept confidential.

<sup>1</sup> The standard refers to permissible exposure values established in the *Regulation respecting occupational health and safety* (S-2.1, r.19.01).

### Risk management assistance

The occupational health team helps workplaces find appropriate and effective solutions.

### Help for companies organizing first responder and first aid services

The occupational health team nurse works with the employer to provide advice on organizing first responder and first aid services, in keeping with the *First-Aid Minimum Standards Regulation*. Recommendations can be made with regard to the presence of particular risks (e.g., cyanide, amputation).

### Program for a safe maternity experience (PMSD)

The occupational health team, once notified by the healthcare professional that a worker who is pregnant or nursing believes that working conditions may be dangerous to herself or her unborn or nursing child, will ascertain whether such hazards exist. Depending on the team's findings, the healthcare professional may provide recommendations on the identified risks. The employer will have to ensure that the employee's duties and work environment comply with these recommendations.

### Mandatory reportable diseases (MADO)

Certain types of poisonings, infections, or diseases such as asbestosis, silicosis, occupational asthma, and carbon monoxide poisoning must be reported. The occupational health team, at the request of its public health director, will provide workplace monitoring and followup to ensure that risks are eliminated or controlled and that exposed workers are protected.

