

**Ministry of Labour**

400 University Avenue  
14<sup>th</sup> Floor  
Toronto, Ontario  
M7A 1T7

**Ministère du Travail**

400, avenue University  
14<sup>e</sup> étage  
Toronto (Ontario)  
M7A 1T7



DATE: April 4, 2017

TO: Section 21 Advisory Committee Members

RE: Working at Heights Training Requirements for Construction Projects

The working at heights training requirements set out in O. Reg. 297/13 came into force on April 1, 2015, requiring that employers ensure that workers on construction projects successfully complete a working at heights training program approved by the Chief Prevention Officer (CPO) and delivered by a CPO-approved training provider before they can work at heights.

The regulation provided for a two-year transition period for workers who, prior to April 1, 2015, met the fall protection training requirements set out in subsection 26.2(1) of O. Reg. 213/91. These workers had until April 1, 2017 to complete an approved working at heights training program.

**Specifically, the deadline has been extended to October 1, 2017; thereby, lengthening the transition period by six months in specific circumstances outlined below.**

The Ministry is seeing an enthusiastic level of compliance with the new working at heights training requirements, with approximately 300,000 workers having been trained, and over 160 CPO approved providers providing this critical training.

The overwhelming demand of the program demonstrates a sustained commitment to safety by all our stakeholders in ensuring their workers get the comprehensive training they need.

The extension of the working at heights transition provisions is in response to that demand, and is about ensuring that all required workers are able to receive this critical training.

In order to extend the deadline O. Reg. 297/13 (Occupational Health and Safety Awareness and Training) has been amended. However, there is no change in the application of the working at heights training requirements. They continue to apply only to certain workers on construction projects.

This amendment extends the transition period, in specific circumstances, from **April 1** until **October 1, 2017** allowing more time for employers to ensure their workers have completed CPO-approved working at heights training. In order to qualify for this extension, the worker(s) in question **must**:

1. Have completed fall protection training that met the requirements of subsection 26.2(1) of O. Reg. 213/91(Construction Projects) before April 1, 2015
2. Be enrolled in a CPO-approved working at heights training program that is scheduled to be completed prior to October 1, 2017

For clarity, the employer of a worker eligible for this extended transition must have written proof of the worker's enrollment prior to that worker performing work that would otherwise require successful completion of an approved working at heights training program. This proof of enrollment **must be made available to an inspector upon request**. The proof of enrollment **must include**:

1. The name of the worker
2. The name of the approved training provider
3. The date on which the approved training is scheduled to be completed

4. The name of the approved training program

For any additional questions or concerns, please visit the Ministry of Labour website at <https://www.labour.gov.on.ca/english/hs/topics/heights.php>