



## **WORKPLACE HEALTH HAZARD REGULATION**

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The companion regulation to Manitoba's Workplace Hazardous Materials Information System (WHMIS) Regulation is the Workplace Health Hazard (WHH) Regulation. This regulation requires that employers take action to prevent health hazards to workers by utilizing the information provided by WHMIS to ensure that workers are not excessively exposed to controlled products in the workplace.

The WHH Regulation requires employers, in consultation with the Workplace Safety and Health Committees or Worker Representatives, to take specific action to prevent health hazards (see flow chart below):

**1. Inventory of Controlled Products**

The employer must prepare a list of all controlled products that are produced, used, stored, handled, or disposed of in the workplace.

**2. Evaluation of Controlled Products**

Using material safety data sheets (which are available for controlled products through WHMIS), the employer must evaluate the hazard information and determine if the product poses, or may pose, a health hazard to workers.

**3. Determination of Occupational Exposure Limits (OEL)**

Where a possible airborne health hazard is identified, the employer must set a limit for worker exposure. For most airborne controlled products, this limit (OEL) is normally the threshold limit value (TLV) assigned to the product by the American Conference of Governmental Industrial Hygienists (ACGIH).

**4. Monitoring of Exposure**

In order to determine if the actual worker exposure is lower than the OEL, the employer is to undertake personal monitoring of workers who are, or may be, exposed at a concentration in excess of the action level (one-half of the OEL).

**5. Control Measures**

If the results of the monitoring indicate that a worker may be exposed to an airborne controlled product at a concentration in excess of the OEL, the employer must reduce worker exposure by means of substitution of materials, work practice, or engineering controls. Personal protective equipment is only allowed as a control measure if all other measures are not reasonably practicable. For exposures which are not airborne, the employer must implement control measures to eliminate the health hazard.

**6. Worker Education**

Both the WHMIS and WHH Regulations require that the employer provide instruction, training, and education to workers. These provisions are part of a worker's "Right to Know", which is a basic component of Canadian safety and health legislation.

**7. Prevention Plan**

The WHH Regulation requires an employer to prepare a prevention plan which details the steps to be taken yearly to ensure that no worker is exposed to a health hazard of a controlled product. The prevention plan serves as a guide to actions and assists in planning for a safer and healthier workplace.

(Sample of regulation action flowchart.)

