

OHS Case ID: **4763DKJFVL**

Field Visit no: **4763DKJFVL-4763-FV001**

Visit Date: **2025-MAY-26**

Field Visit Type: **INITIAL**

Workplace Identification:

**ORILLIA SOLDIERS MEMORIAL HOSPITAL
170 COLBORNE STREET WEST, ORILLIA, ON CA L3V 2Z3**

Notice ID:

Telephone:
(705) 325-2201

JHSC Status:
Active

Work Force #:
1450

Completed %:

Persons Contacted:

**CLAIRE PENTLAND - HEALTH SAFETY & WELLNESS COORDINATOR
JEREMY CARTIER - LICENSED JOURNEYMAN/ JHSC WORKER REPRESENTATIVE
JENNA SASSEVILLE - OCCUPATIONAL HEALTH NURSE**

Visit Purpose:

INVESTIGATION REGARDING NOTICE OF OCCUPATIONAL ILLNESS REPORTED TO THE MLTSD

Visit Location:

FIELD VISIT TOOK PLACE AT THE WORKPLACE

Visit Summary:

ORDERS ISSUED - SEE DETAILED NARRATIVE

Detailed Narrative:

The workplace was visited today to investigate a Notice of Occupational Illness reported to the Ministry of Labour, Immigration, Training & Skills Development.

This Inspector was accompanied by Inspector Melissa Cox MLTSD during today's investigation at the workplace.

The Notice contained the following information:

- Patient arrived to Emergency Department accompanied by Ontario Provincial Police (OPP)
- Prior to triage patient was walked to room A13 in back hall by writer and OPP for triage
- When entering the room the patient spit in writers face, sputum went in both of writers eyes. Affected worker stated they are unsure the act by the patient was intentional or accidental as patient was only speaking loudly and made no obvious movement that indicated intension to spit

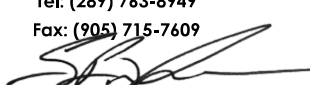
Inspector Findings:

The employer confirmed that the exposure incident occurred on May 1, 2025 in the Emergency Department of the workplace. The employer reported that the affected worker was providing care to the patient at the time of the incident.

The affected worker was assessed by a physician within the Emergency Department of the workplace after flushing their eyes and received treatment.

A report from the affected worker indicated that while the patient was spitting while speaking there was no belief that the incident was a result of workplace violence where the patient intentionally spit in the workers eyes/face. The employer has a Workplace Violence Risk Assessment completed for the Emergency Department.

The Patient was being escorted by the Ontario Provincial Police during their treatment at the workplace.

Recipient	Inspector Data	Worker Representative
	Scott Barber	
Name _____	O.H.S.A. & B.O.S.T.A. INSPECTOR	Name _____
	PROVINCIAL OFFENCES OFFICER	
Title _____	102-17345 Leslie Street, Newmarket ON, L3Y 0A4	Title _____
	MOLComplianceFormsNewmarket@ontario.ca	
	Tel: (289) 763-8949	
	Fax: (905) 715-7609	
Signature _____	Signature 	Signature _____

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.olrb.gov.on.ca/> for more information.

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Documentation Collected:

The employer provided the following documentation for viewing and was collected by this Inspector without the anticipation of return:

- Electronic Incident Report ID 29179 - dated May 22, 2025 (3 pages)
- Employee Incident Management Program Policy & Procedure (7 pages)
- Needle Stick, Blood and Bodily Fluid Exposure Follow-Up: Occupational & Non Occupational Policy & Procedure (15 pages)

Electronic Incident Report ID 29179:

The employer verified that the incident occurred on May 1, 2025 however the report to the employer was not filed until May 22, 2025 regarding the occupational exposure and placement of the worker on Post-Exposure Prophylaxis (PeP).

At the time of this Field Visit multiple instances were identified where workers had not reported hazards, incidents, and occupational illnesses to the employer in a timely manner. **ORDER ISSUED**

Reminder to All Workers:

All Workers are reminded to ensure that occupational exposures/ illnesses, injuries, or hazards are reported to the employer immediately/ as soon as reasonably possible and with as much relevant information as possible so that mitigations and appropriate actions can be taken by the employer to protect the health & safety of workers and prevent recurrence wherever possible.

Reminder to Employer:

The employer is reminded that as per Section 52(2) of the Occupational Health & Safety Act that if an employer is advised by or on behalf of a worker that the worker has an occupational illness or that a claim in respect of an occupational illness has been filed with the Workplace Safety and Insurance Board by or on behalf of the worker, the employer shall give notice in writing, within four days of being so advised, to a Director, to the committee or a health and safety representative and to the trade union, if any, containing such information and particulars as are prescribed. R.S.O. 1990, c. O.1, s. 52 (2); 1997, c. 16, s. 2 (12).

The employer is reminded to ensure that any/all Occupational Illnesses as defined in Section 1 (1) of the Occupational Health & Safety Act (OHSA) are reported to the Ministry of Labour, Immigration, Training & Skills Development and other applicable parties as prescribed in Section 52 (2) of OHSA.

Employee Incident Management Program Policy & Procedure:

Recipient	Inspector Data	Worker Representative
	Scott Barber	
Name _____	O.H.S.A. & B.O.S.T.A. INSPECTOR	Name _____
	PROVINCIAL OFFENCES OFFICER	
Title _____	102-17345 Leslie Street, Newmarket ON, L3Y 0A4	Title _____
	MOLComplianceFormsNewmarket@ontario.ca	
	Tel: (289) 763-8949	
	Fax: (905) 715-7609	
Signature _____	Signature 	Signature _____

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.olrb.gov.on.ca/> for more information.

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At the time of this Field Visit the Employee Incident Management Program Policy & Procedure that instructs workers regarding the roles & responsibilities of the workplace parties regarding reported injuries and illnesses had a last review date of November 2023 and had not been reviewed within the last year. **ORDER ISSUED**

The employer reported that a review of this document is currently underway by the Occupational Health & Safety Department.

Needle Stick, Blood and Bodily Fluid Exposure Follow-Up: Occupational & Non Occupational Policy & Procedure:

At the time of this Field Visit the Needle Stick, Blood and Bodily Fluid Exposure Follow-Up: Occupational & Non Occupational Policy & Procedure that specifically instructs safe work practices and potential exposure to Needle Stick, Blood and Bodily Fluid protocols to be followed by workers had a last reviewed date of July 2013 and had not been reviewed within the last year. **ORDER ISSUED**

Reminder to the Employer:

The employer is reminded that in consultation with and in consideration of the recommendation of the joint health and safety committee at least once a year the measures and procedures for the health and safety of workers shall be reviewed and revised in the light of current knowledge and practice.

A copy of this Report is required to be posted in a conspicuous location at the workplace.

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	Scott Barber	
Name _____	O.H.S.A. & B.O.S.T.A. INSPECTOR	Name _____
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Order(s) /Requirement(s) Issued:

To:
ORILLIA SOLDIERS' MEMORIAL HOSPITAL

Org/Ind Role:
Primary Employer

Mailing Address:
170 COLBORNE STREET WEST, ORILLIA, ON, CA L3V2Z3

Order(s) /Requirement(s) Description:

You are required to comply with the order(s) /requirement(s) by the Comply by dates listed below.

No	Type Code	Act/Reg	Year	Sec.	Sub Sec.	Clause	Text of Order/Requirement	Comply by Date
1	Time	OHS	1990					
4763DKJVFVL-4763-OR001	67	1993	9	4			The employer, in consultation with and in consideration of the recommendation of the joint health and safety committee shall develop, establish and provide training and educational the requirements of workers to report hazards, incidents, and occupational illnesses to the employer. At the time of this Field Visit multiple instances were identified where workers had not reported hazards, incidents, and occupational illnesses to the employer in a timely manner.	2025-JUN-13
2	Time	OHS	1990					
4763DKJVFVL-4763-OR002	67	1993	9	2			The employer shall ensure that at least once a year the Employee Incident Management Program Policy & Procedure is reviewed and revised in the light of current knowledge and practice. At the time of this Field Visit the Employee Incident Management Program Policy & Procedure that instructs workers regarding the roles & responsibilities of the workplace parties regarding reported injuries and illnesses had a last review date of November 2023 and had not been reviewed within the last year.	2025-JUN-26
3	Time	OHS	1990					
4763DKJVFVL-4763-OR003	67	1993	9	2			The employer shall ensure that at least once a year the measures and procedures for Needle Stick, Blood and Bodily Fluid Exposure Follow-Up: Occupational & Non-Occupational Policy & Procedure is reviewed and revised in the light of current knowledge and practice. At the time of this Field Visit the Needle Stick, Blood and Bodily Fluid Exposure Follow-Up: Occupational & Non-Occupational Policy & Procedure that specifically instructs safe work practices and potential exposure to Needle Stick, Blood and Bodily Fluid protocols to be followed by workers had a last reviewed date of July 2013 and had not been reviewed within the last year.	2025-JUN-26

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