

# Occupational Testing Requirements in **Ontario**



**SURE  
HiRE**  
OCCUPATIONAL TESTING

**This document outlines the following:**

- Worker activities requiring physical assessment
- Regulation / Code name and number
- Required examinations
- Frequency of examinations

## **DISCLAIMER**

This document is current as of the date stamp below. SUREHIRE will review the document bi-annually and will update the information contained within.

SUREHIRE cannot accept responsibility for any incidents arising from changes made by provincial governments in between review dates.

**Current to: October, 2022**

Worker Activities Requiring Physical Assessment	Regulation / Code Name And Number	Required Testing	Frequency of Examinations
Workers exposed to Asbestos, Coke Oven Emissions & Silica	<ul style="list-style-type: none"> <li>Ontario Occupational Health and Safety Act, Ontario Regulation 490/09, section 20(4)</li> <li>Code for Medical Surveillance for Designated Substances</li> <li>A Guide to Designated Substances in the Workplace</li> </ul>	<ul style="list-style-type: none"> <li>Worker Health Information Pamphlet provided to the worker</li> <li>Medical examination</li> <li>Chest x-ray</li> <li>Spirometry</li> </ul>	<ul style="list-style-type: none"> <li>Prior to placement, acute exposure &amp; upon exiting placement</li> <li>Periodic testing every 5 years</li> </ul>
Workers exposed to Benzene	<ul style="list-style-type: none"> <li>Ontario Occupational Health and Safety Act, Ontario Regulation 490/09, section 20(4)</li> <li>Code for Medical Surveillance for Designated Substances</li> <li>A Guide to Designated Substances in the Workplace</li> </ul>	<ul style="list-style-type: none"> <li>Worker Health Information Pamphlet provided to the worker</li> <li>Medical examination</li> <li>Pre-placement &amp; exiting placement: complete blood count (CBC)</li> <li>Periodic &amp; acute exposure: S- Phenylmercapturic acid (S-PMA)</li> </ul>	<ul style="list-style-type: none"> <li>Prior to placement, acute exposure &amp; upon exiting placement</li> <li>Periodic testing yearly</li> </ul>
Workers exposed to Isocyanates	<ul style="list-style-type: none"> <li>Ontario Occupational Health and Safety Act, Ontario Regulation 490/09, section 20(4)</li> <li>Code for Medical Surveillance for Designated Substances</li> <li>A Guide to Designated Substances in the Workplace</li> </ul>	<ul style="list-style-type: none"> <li>Worker Health Information Pamphlet provided to the worker</li> <li>Medical examination</li> <li>Spirometry</li> </ul>	<ul style="list-style-type: none"> <li>Prior to placement, acute exposure &amp; upon exiting placement</li> <li>Periodic testing every 6 months for 2 years, then yearly thereafter</li> </ul>
Workers exposed to: <ul style="list-style-type: none"> <li>Inorganic Lead</li> <li>Organic Lead</li> </ul>	<ul style="list-style-type: none"> <li>Ontario Occupational Health and Safety Act, Ontario Regulation 490/09, section 20(4)</li> <li>Code for Medical Surveillance for Designated Substances</li> <li>A Guide to Designated Substances in the Workplace</li> </ul>	<ul style="list-style-type: none"> <li>Worker Health Information Pamphlet provided to the worker</li> <li>Medical examination</li> <li>Inorganic Lead: blood lead level test</li> <li>Organic Lead: lead in urine sample</li> </ul>	<ul style="list-style-type: none"> <li>Prior to placement, acute exposure &amp; upon exiting placement</li> <li>Periodic testing yearly (medical examinations) &amp; at minimum, every 4 months for first 12 months and then annually thereafter (blood lead testing &amp; lead in urine sample)</li> <li>Additional time frames for blood lead level testing: <ul style="list-style-type: none"> <li>Monthly for blood lead level &gt;1µmol/L</li> <li>Every 3 months for blood lead level between 0.5-1 µmol/L</li> <li>Every 6 months for blood lead level &lt;0.5 µmol/L</li> </ul> </li> </ul>
Workers exposed to: <ul style="list-style-type: none"> <li>Mercury (non-alkyl compounds)</li> <li>Mercury (alkyl compounds)</li> </ul>	<ul style="list-style-type: none"> <li>Ontario Occupational Health and Safety Act, Ontario Regulation 490/09, section 20(4)</li> </ul>	<ul style="list-style-type: none"> <li>Worker Information Pamphlet provided to the worker</li> <li>Medical examination</li> <li>Mercury (non-alkyl compounds): <ul style="list-style-type: none"> <li>spot urinary mercury test</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Prior to placement, acute exposure &amp; upon exiting placement</li> </ul>

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Worker Activities Requiring Physical Assessment	Regulation / Code Name And Number	Required Testing	Frequency of Examinations
Workers exposed to: <ul style="list-style-type: none"> <li>Mercury (non-alkyl compounds)</li> <li>Mercury (alkyl compounds)</li> </ul>	<ul style="list-style-type: none"> <li>Code for Medical Surveillance for Designated Substances</li> <li>A Guide to Designated Substances in the Workplace</li> </ul>	<ul style="list-style-type: none"> <li>Mercury (alkyl compounds): <ul style="list-style-type: none"> <li>blood mercury level test</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Periodic testing yearly (medical examination) &amp; at minimum, every 4 months for first 12 months and then annually thereafter (spot urinary mercury test &amp; blood mercury level test)</li> <li>Additional time frames for spot urinary mercury test: <ul style="list-style-type: none"> <li>Monthly or sooner for spot urinary levels of &gt;0.15µmol/L</li> </ul> </li> <li>Additional times frames for blood urinary mercury test: <ul style="list-style-type: none"> <li>Monthly for blood mercury levels of &gt;0.25µmol/L</li> </ul> </li> </ul>
Workers required to use a tight-fitting respirator	<ul style="list-style-type: none"> <li>Ontario Occupational Health and Safety Act, Ontario Regulation 189/19, section 26.4</li> </ul>	<ul style="list-style-type: none"> <li>One of the following: <ul style="list-style-type: none"> <li>Qualitative fit test</li> <li>Quantitative fit test</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Prior to exposure</li> <li>Change in work atmosphere, respirator type, or health status of the worker</li> </ul>
Commercial divers	<ul style="list-style-type: none"> <li>Ontario OHS Act, Regulation 629/94, section 32</li> <li>Ontario OHS Act, Regulation 32/14, section 32</li> <li>Code for the Medical examination of divers</li> </ul>	<ul style="list-style-type: none"> <li>Medical &amp; Occupational History</li> <li>Physical examination</li> <li>Complete blood count (CBC)</li> <li>Urinalysis</li> <li>Spirometry</li> <li>Chest X-ray</li> <li>ECG</li> <li>Audiogram</li> </ul>	<ul style="list-style-type: none"> <li>Every 2 years (under age 40)</li> <li>Yearly (age 40 or older)</li> </ul>
Crane or hoist operators - mines & mining plants	<ul style="list-style-type: none"> <li>Ontario OHS Act, Regulation 854, section 195</li> </ul>	<ul style="list-style-type: none"> <li>Medical examination</li> </ul>	<ul style="list-style-type: none"> <li>Before commencing work as a crane operator, and annually thereafter</li> </ul>
Mine rescue	<ul style="list-style-type: none"> <li>Ontario OHS Act, Regulation 854, section 17</li> <li>Handbook of Training in Mine Rescue and Recovery Operations (2021)</li> </ul>	<ul style="list-style-type: none"> <li>Medical examination</li> <li>Vision testing</li> <li>ECG</li> <li>Spirometry</li> <li>Complete blood count (CBC)</li> <li>Biochemical profile of blood</li> <li>Hepatitis B immunization</li> </ul>	<ul style="list-style-type: none"> <li>Pre-placement, and annually thereafter</li> <li>After significant illness</li> </ul>
Working in compressed air	<ul style="list-style-type: none"> <li>Ontario OHS Act, Regulation 213/91, section 351 &amp; 352</li> </ul>	<ul style="list-style-type: none"> <li>Physical examination</li> <li>Test under compressed air if the worker has not previously worked in compressed air</li> <li>X-rays of the chest, shoulders, hips and knees</li> </ul>	<ul style="list-style-type: none"> <li>Pre-placement, and every 2 months thereafter (physical examinations)</li> <li>Every 5 years (X-rays)</li> </ul>
Commercial drivers	<ul style="list-style-type: none"> <li>Ontario OHS Act, Regulation 251/12</li> <li>Ontario OHS Act, Regulation 340/94</li> <li>Canadian Council of Motor Transport Administrators</li> </ul>	<ul style="list-style-type: none"> <li>Physical examination</li> <li>Vision testing (visual acuity, horizontal field of vision)</li> <li>Whisper test or audiogram</li> </ul>	<ul style="list-style-type: none"> <li>Every 5 years (under age 46)</li> <li>Every 3 years (ages 46-64)</li> <li>Yearly (age 65 and older)</li> </ul>