

Opioid Risk Assessment

Effective June 1, 2023, employers must provide naloxone in the workplace if certain circumstances described in the Occupational Health & Safety Act are present and train personnel in the application and use of naloxone nasal sprays. [Click here for more information](#).

It is recommended that employers conduct an assessment to determine if they would need to have naloxone nasal sprays available in their workplace.

<i>Any reference to “Hard Drugs” refers to drugs that may be illegal or may contain opioids</i>	Yes	No
Has a worker overdosed in your workplace in the past?		
Has a worker disclosed that they have been a user of hard drugs in the past?		
Have you observed workers using hard drugs in the past?		
Have you found any drug paraphernalia, such as needles in your workplace?		
Do you believe some of your workers may have addictions to hard drugs?		
Do you believe there is a risk of a worker opioid overdose happening in your workplace?		

If an employer is aware that one of their workers uses opioids as prescribed by a medical practitioner, it is unlikely that this would, alone, create an awareness of the potential risk of a workplace opioid overdose because such use is under medical supervision.

If the employer is not or has not become aware of the risk of one of their workers having an opioid overdose at the workplace, an employer would not need to comply with the OHSA requirements to provide naloxone in the workplace.

The OHSA requirements do not apply to workplaces where the risk of an opioid overdose is created by a **non-worker**, such as:

- a customer
- a client
- a patient
- member of the public who may be present in or near the workplace

If there is no risk of a worker's opioid overdose, an employer would not have to comply with the OHSA requirements.

[Click here](#) for more information about this amendment to OHSA Section 25.

Impairment in the Workplace Risk Assessment

The purpose of the risk assessment below is to help employers determine if there is a possibility of impairment in their workplace. This assessment will also help develop policies and procedures that minimize or eliminate the possibility of impairment in the workplace. The first step in minimizing the possibility of worker impairment is to recognize the likelihood of possible impairment. The second step is to take action to reduce the potential for worker impairment.

Questions	1- Not Likely 5- Yes Has Occurred				
Do you think some of your workers may have an addiction to alcohol? This would include recovering alcoholics.	1	2	3	4	5
Do you think some of your workers may come into work still feeling the effects of alcohol?	1	2	3	4	5
Do you think that some of your workers smoke or consume cannabis?	1	2	3	4	5
Do you think that some of your workers smoke or consume cannabis on a daily basis?	1	2	3	4	5
Do you think that some of your workers may use illegal drugs?	1	2	3	4	5
Do you think some of your workers may have addictions to illegal drugs?	1	2	3	4	5
Do you think some of your workers come to work with little or no sleep?	1	2	3	4	5
Do workers work shift work?	1	2	3	4	5
Do workers work more than one job?	1	2	3	4	5
Do you workers deal with depression?	1	2	3	4	5
Do you think your workers may have any medical/ health issues?	1	2	3	4	5
Do you think some of your workers will be taking prescription medication that may impair their ability to work safely?	1	2	3	4	5
Do you think your workers may be subject to bullying or harassment at work?	1	2	3	4	5
Do you think some of your workers would be going through marital problems, problems with kids, financial issues or other family-related issues?	1	2	3	4	5
Do you know if any of your workers have attempted to hurt themselves?	1	2	3	4	5
How well do you think frontline supervisors know their workers?	1	2	3	4	5
If any of the above would be a rating of 3 or more, do you think other workers are aware of their situations?	1	2	3	4	5
Does your company have an employee assistance program?	1	2	3	4	5

If you have an employee assistance program, how well do you think your workers are aware of it? Is it promoted to staff?	1	2	3	4	5
Do you think some of your workers might have other addictions, such as gambling or shopping?	1	2	3	4	5
Does your company have an impairment policy and procedure?	1	2	3	4	5
Does your workplace have safety-sensitive positions where, if impaired, someone could get seriously injured or killed?	1	2	3	4	5
Would your front-line supervisors be able to recognize if someone were impaired by drugs or alcohol?	1	2	3	4	5
Do you have a process in place to effectively document a possible impairment?	1	2	3	4	5
Totals					

Supervisors, Managers and Health & Safety representatives need to know how to recognize impairment as the first step in preventing accidents, incidents or near misses. Industrial Safety Trainers has developed a training program with the help of our friends at the Ontario Provincial Police to teach front-line supervisors what to look for when they suspect someone may be impaired.

For more information regarding Industrial Safety Trainers' [Reasonable Suspicion training](#), [click here](#).