



Committee of the Whole

Meeting Date: May 23, 2023

Submitted by: Jessica P. Ngai, Director of Human Resources

Subject: NALOXONE ADMINISTRATION POLICY
HEALTH AND SAFETY POLICY 3.13

BACKGROUND:

On December 8, 2022, the Government of Ontario proclaimed in force amendments to the *Occupational Health and Safety Act* made in Bill 88, *Working for Workers Act, 2022*. The amendments require certain Ontario workplaces to provide naloxone kits and training to workers on how to administer naloxone, a drug that can temporarily reverse the effects of an opioid overdose, by June 1, 2023.

ANALYSIS:

In accordance with the amendments made to the Occupational Health and Safety Act ("OHSA"), some employers must provide naloxone kits and training to workers when an employer becomes aware, or ought reasonable to be aware, of the following scenarios:

- There is a risk of a worker opioid overdose.
- There is a risk that the worker overdoses while in a workplace where they perform work for the employer.
- The risk is posed by a worker who performs work for the employer.

In order to determine whether an employer must comply with the OHSA requirements to provide naloxone in the workplace, all scenarios listed above must be present. If any one of the scenarios above are not present, an employer is not required to comply.

At present, the County does not meet the compliance requirements to provide naloxone kits and training to workers in the workplace under the OHSA. However, it is our recommendation to implement and maintain a naloxone administration policy and program in order to protect the health and safety of our employees and to fulfil the obligation under the general duty clause of the OHSA (s. 25(2)(h)) which states "employers are required to take every precaution reasonable in the circumstances for the protection of a worker".

Naloxone Administration Program

Employers who are required to comply with OHSA requirements must provide at least one naloxone kit in each workplace in which they are aware, or ought reasonably to be aware, of the risk of one of their workers having an opioid overdose.

On December 12, 2022, Ontario published Regulation 559/22: Naloxone Kits, which provides the requirements for naloxone kits:

- Every naloxone kit must be used, stored and maintained in accordance with the manufacturer's instructions.
- The contents of each naloxone kit must be kept in a hard case.
- The contents of each naloxone kit must be for a single use and promptly replaced after such use.
- The contents of each naloxone kit must not have expired.
- The names and workplace locations of the workers who are in charge of the naloxone kit in the workplace and who have received training to recognize an opioid overdose and administer naloxone must be posted in a conspicuous place in the vicinity of the kit where their names and workplace locations are most likely to come to the attention of other workers.

Naloxone Kit Contents & Location

There are two (2) types of naloxone kits available: (1) nasal spray kit; and (2) injectable kit. The County's naloxone administration program will utilize the nasal spray naloxone kit. Each nasal spray naloxone kit must include:

- 1 hard case (a zippered hard black case with red "naloxone" cross)
- 2 doses of naloxone hydrochloride intra-nasal spray (4 mg/0.1 ml)
- 1 one-way rescue breathing barrier
- 1 pair of non-latex gloves

The proposed policy provides a minimum of one (1) naloxone kit at each worksite. The naloxone kits will be stored with other emergency medical supplies (first aid kits) for easy access when required. A detailed list of County worksites and locations of the naloxone kits is attached to the proposed policy at Schedule "A".

Naloxone Kit Storage and Maintenance

Employers are responsible to ensure that the naloxone kits are promptly replaced after any single use of items contained in the kit, and that no items in the kits are expired. Employers must follow the manufacturer's instructions for using, storing and maintaining naloxone kits. Typically, this means that naloxone must be:

- stored at room temperature (between 15 and 25°C);

- kept in the kit until ready for use;
- protected from light.

Naloxone Administration Training

Employers who are required to provide naloxone kits in their workplaces must ensure that the worker who is responsible for the naloxone kit has received training. The OHSA does not specify the number of workers who must receive the required training.

The naloxone administration training will include the following elements:

- recognize an opioid overdose
- administer naloxone
- be acquainted with any hazards related to the administration of naloxone

Employers are also required to post the names and workplace locations of the workers who are in charge of the naloxone kit and who have received the required training in a conspicuous place close to the naloxone kit where that information is most likely to come to the attention of other workers.

The proposed program recommends that staff members who are trained in naloxone administration are also certified in CPR/First Aid to enable staff members to respond appropriately to an opioid emergency.

Protection from Liability & Insurance Coverage

Protection from liability is available under the *Good Samaritan Act, 2001*. This would generally apply to a worker who voluntarily administers naloxone at the workplace in an emergency in response to an opioid overdose.

Disclosure of Personal Information

Employers are not permitted to disclose more personal information than is reasonably necessary to comply with the naloxone requirements under the *Occupational Health and Safety Act*. Only personal information that is necessary to ensure compliance with the requirements will be disclosed.

FINANCIAL IMPLICATIONS:

At present, there are no financial impacts resulting from the proposed policy as the naloxone kits and the training required are being provided at no cost. If that changes, naloxone kits can be purchased for \$90 to \$110 per kit. The training program can be developed and implemented in-house by the HR department.

RECOMMENDATION:

That the Naloxone Administration Policy, Health and Safety Policy 3.13, be approved and that the Corporate Administrative Policy and Procedure Manual be updated.

Attachment:

1. Naloxone Administration Policy (HS Policy 3.13)