

General Duties - Legislated

You may wish to have a copy of the Act and regulations with you - refer to it - show it to workers and indicate where a copy is kept so anyone can access it.

The following is not an all-inclusive list of the duties and responsibilities; it is a snapshot to help you understand some of the legislated duties for all of us.

Employers

Act 3 and Regulations 3-1 places duties on the employer to protect the health and safety of workers. These duties include:

- providing a safe and healthy workplace;
- consulting and cooperating with the OHC;
- providing appropriate information;
- training workers;
- ensuring that supervisors are competent;
- providing safety programs and services where required;
- ensuring that equipment, materials and protective devices are provided, used and maintained as required;
- ensuring workers are not exposed to harassment; and,
- providing a safe means of entrance to and exit from the place of employment.

Supervisors

The Act 3.1 states that every supervisor shall:

- (a) ensure, insofar as is reasonably practicable, the health and safety at work of all workers who work under the supervisor's direct supervision and direction;
- (b) ensure that workers under the supervisor's direction comply with this Act and the regulations;
- (c) ensure, insofar as is reasonably practicable, that all workers under the supervisor's direct oversight and direction are not exposed to harassment at the place of employment;
- (d) co-operate with any other person exercising a duty imposed by this Act or the regulations; and
- (e) comply with this Act and the regulations.

Employers and Supervisors

The Regulations 3-6, states an employer must ensure that:

- (a) all work at a place of employment is sufficiently and competently supervised;
- (b) supervisors have sufficient knowledge of all of the following with respect to matters that are within the scope of the supervisor's responsibility:
 - (i) the Act and any regulations that apply to the place of employment;
 - (ii) any occupational health and safety program at the place of employment;
 - (iii) the safe handling, use, storage, production and disposal of chemical and biological substances;
 - (iv) the need for, and safe use of, personal protective equipment;
 - (v) emergency procedures required by these regulations;
 - (vi) any other matters that are necessary to ensure the health and safety of workers under their direction; and
- (c) supervisors comply with the Act and any regulations made pursuant to the Act that apply to the place of employment and ensure that the workers under their direction comply with the Act and those regulations.

Additional requirements re supervisors in health care facilities:

31-3 In addition to the requirements of Regulation 3-6, an employer, contractor or owner shall appoint competent persons to supervise at the place of employment.

(2) An employer, contractor or owner shall ensure that every supervisor appointed pursuant to subsection (1) is knowledgeable about, and experienced in the following matters that are within the area of the supervisor's responsibility:

- (a) safe work practices and procedures, including the use of engineering controls in use at the place of employment;
- (b) the safe handling, use and storage of hazardous substances;
- (c) techniques for safely mobilizing, lifting, holding, turning, positioning and transferring patients, residents and clients;
- (d) the handling, use, maintenance and storage of personal protective equipment;
- (e) the appropriate response to any emergency situation at the place of employment.

(3) An employer, contractor or owner shall ensure that every supervisor appointed pursuant to subsection (1) is knowledgeable in the following matters that are within the area of the supervisor's responsibility:

- (a) the duties and responsibilities of all workers being supervised by the supervisor;
- (b) the training of workers under the supervision of the supervisor in safe work practices and procedures.

(4) An employer, contractor or owner who has appointed a supervisor pursuant to subsection (1) shall ensure that all workers and self-employed persons who work at the place of employment and who are to be supervised by that supervisor are informed of the name of the supervisor.

Workers

The Act sets out the duties of workers as follows:

- Workers shall take reasonable care to protect his or her health and safety and the health and safety of other workers who may be affected by his or her acts or omissions.
- Workers must refrain from participating in harassment.
- Workers must comply with the Act and its Regulations and co-operate with any other person exercising a duty imposed by the Act or its Regulations.
- Cooperate with any other person exercising a duty imposed by the Act or Regulations.
- Use the safeguards, safety appliances and personal protective equipment provided in accordance with these regulations and any other regulations made pursuant to the Act; and,
- Follow the safe work practices and procedures required by or developed pursuant to these regulations and any other regulations made pursuant to the Act.

Safety Talk Discussion

Be Accountable: Choose safety - work safe - and go home injury free!