

## EMPLOYER RESPONSIBILITIES FOR WORKERS WHO WORK ALONE

### THE WORKPLACE SAFETY AND HEALTH ACT W210 AND MANITOBA REGULATION 105/88R

- Act and Regulation place primary responsibility for worker safety on the employer.
- Code of Practice provides guidance concerning requirements of the regulation.

### DEFINITION OF "WORKING ALONE"

- When the worker is the only worker for that employer at that workplace at any time (and)
- When the worker is not directly supervised by a person designated by the employer, at any time.

### SECURING WORKERS FROM RISKS

- Working alone may result in injury, health impairment or victimization through criminal violence or other adverse conditions.
- Employer shall provide and implement a plan to ensure, as far as reasonably practicable, safety of the worker from risks arising out of workplace activities.

### DEVELOPMENT OF PLAN

- Developed with safety and health committee or worker representative and with worker who may be working alone.
- Plan to assess conditions under which worker is required to work alone.
- Plan to document methods to be taken to ensure as far as is reasonably practicable the worker's safety, including providing emergency assistance.

### PLAN CRITERIA

- Identification of workplace locale and nature of business.
- Describes methods devised to minimize identified risks.

### PLAN CRITERIA (continued)

- Details method of securing assistance in the event of injury or other circumstance endangering worker.

### PLAN AGREEMENT

- After mutual agreement, plan signed by both employer and affected workers.
- Signed copy to be given to each worker and their supervisor.
- Where no agreement can be reached, a safety and health officer will investigate under Section 43 of the WSH Act.

### PLAN TO BE MADE AVAILABLE TO A SAFETY AND HEALTH OFFICER

- Employer to maintain a current, signed copy of the plan and make it available to the officer, upon request.

### ADHERENCE TO PLAN

- Both the employer and the worker shall comply with the plan.

### ADDITIONAL INFORMATION

- The WSH Act and MR 105/88R are available for purchase from the Statutory Publications Branch at 945-3101.

### SUMMATION OF CODE OF PRACTICE

- The Code of Practice provides practical guidance concerning the requirements of MR 105/88R. The following is a summation of the information in the Code.

### GENERAL DUTIES OF EMPLOYERS

- Employers must as far as is reasonably practicable ensure the safety, health and welfare of their workers.
- Provide necessary equipment, systems and tools that are safe.

**General Duties Of Employers (continued)**

- Provide information, instruction, training, supervision and facilities.
- Ensure that workers, particularly supervisors, foremen, charge hands are aware of safety or health hazards which may be encountered by the workers and that workers are familiar with the use of all devices or equipment provided for their protection.

**GENERAL DUTIES OF WORKER**

- Take reasonable care to protect his safety and health, and the safety and health of others.
- Use all devices and wear all articles of clothing and personal protective equipment as designated.

**DEVELOPMENT OF PLAN**

- Employers consult with workers, workplace safety and health committees (or worker representative) to assess risks and develop plan.

**SECURING WORKERS FROM RISKS**

- Workers working alone, and encountering some misfortune, may not be able to secure assistance as readily as when

**Securing Workers From Risks (continued)**

working with a group of co-workers. Some examples of working alone situations

- ✓ Handling hazardous materials
- ✓ Working in extreme weather conditions
- ✓ Moving equipment or machinery
- ✓ Where the handling of cash or goods may attract criminal victimization, such as at gas bars, fast food outlets and convenience stores.

**CONTROL METHODS/DOCUMENTATION**

- The buddy system
- Periodic personal checks by another person
- Periodic telephone contact or central monitoring
- Electrical alarms, panic buttons and personal pendant alarms.

**PLAN CRITERIA**

- Detailed information on set procedures
- Plan periodically reviewed and updated.