

**WORKPLACE
HEALTH & SAFETY**
An Overview for
Young Workers

Presented by the



Canadian Centre for Occupational Health and Safety

Hamilton Ontario Canada



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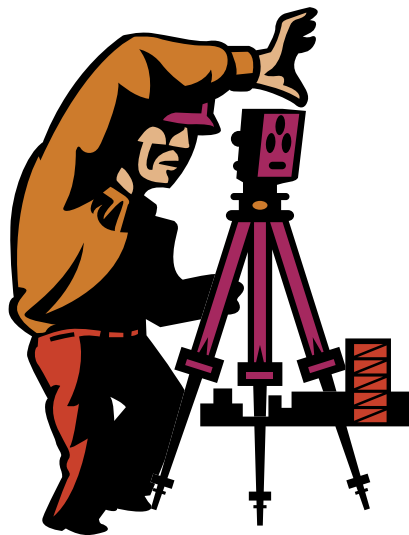


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SCOPE

Introduce
Health and Safety

Review
Health and Safety
Legislation



THE WORK OF HEALTH AND SAFETY

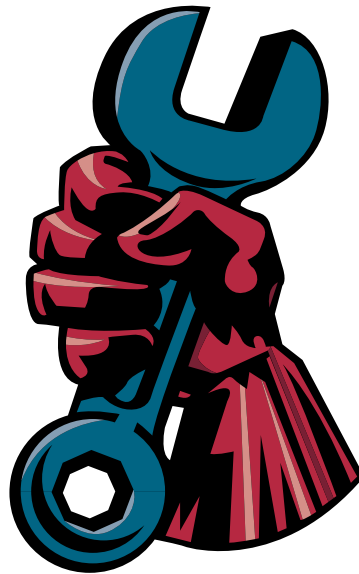
1. Identify the Hazard
2. Evaluate the Risk
3. Develop a Program
4. Implement the Program
5. Measure Effectiveness
6. Improve Continuously



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OH&S LEGISLATION

Basic Provisions



PURPOSE OF THE LAW

LAW SETS MINIMUM
STANDARDS

YOU SET GOALS

THE GOAL IS TO AIM TO DO
BETTER THAN THE LAW



OH&S ACT:

SETS LEGAL AUTHORITY

- General Principles
- Rights
- Responsibilities

REGULATIONS:

SET LEGAL RULES

- Safety requirements
- Exposure limits

GUIDELINES & CODES:

OUTLINE DETAILS

- Testing Procedures
- Instrumentation
- Records



FEDERAL LEGISLATION

OH&S Act is Canada Labour Code—Part II

Applicable to:

- Crown Corporations
- Federal Employees
- Interprovincial Undertakings such as:
 - railways
 - telephone companies
 - banks
 - shipping industry
 - air transport
 - radio
 - television/cable



PROVINCIAL LEGISLATION

- Each province and territory has its own legislation
- Applies to industries not covered in the federal legislation
- Provincial governments are responsible for enforcement



WHICH OH&S LAW APPLIES TO MY WORKPLACE?

Ask your supervisor
or employer



PHILOSOPHY

OH&S LAW IS BASED ON...

Internal responsibility system:

- Employee and employer jointly responsible
- Employer accountable for non-compliance

*"Accountability should be fixed near the point of control.
The point of control lies in the line organization"*
D. Weaver, 1971



OCCUPATIONAL HEALTH & SAFETY LEGISLATION

Outlines:

- **Employer responsibilities**
 - joint health & safety committee
 - safe work practices
- **Employee responsibilities and rights**
 - right to refuse unsafe work
 - right to know about workplace hazards
 - right to participate in health and safety committee



EMPLOYER RESPONSIBILITIES

Supervisor is:

- competent

Qualified by:

- knowledge
- training
- experience

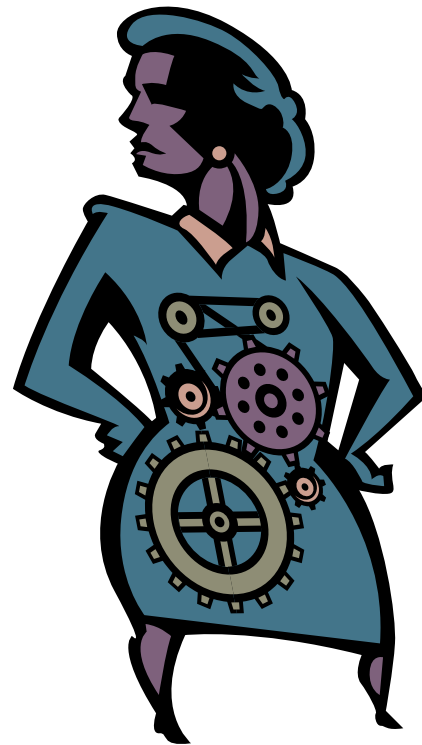
Familiar with:

acts, regulations

Know about:

potential and actual hazards

—Ignorance is not a defence—



EMPLOYER'S OVERALL RESPONSIBILITY

GENERAL DUTY CLAUSE

Every employer shall ensure that the safety and health at work of every person employed by the employer is protected.

Canada Labour Code, Part II Sec.124.



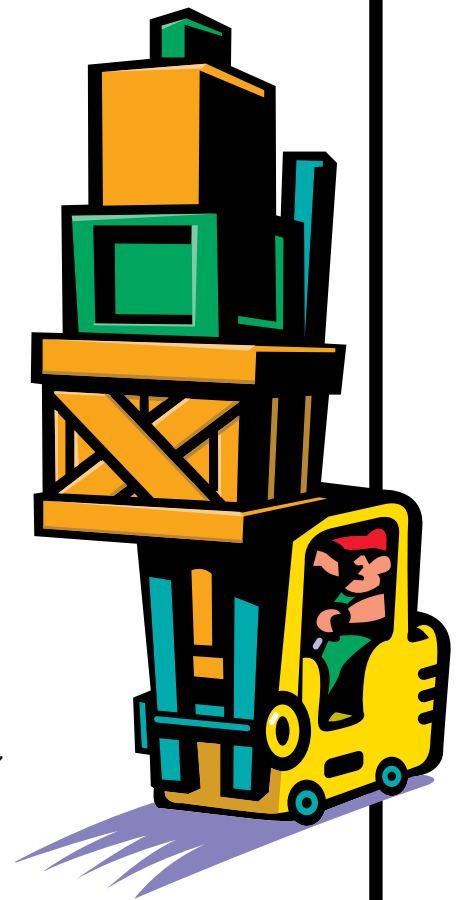
OTHER EMPLOYER RESPONSIBILITIES

- **Prepare, review and maintain** health and safety policy
- **Establish** joint health and safety committee
- **Respond** to recommendations of the Health and Safety Committee
- **Provide** information, instruction and supervision to ensure employee health and safety
- **Meet** prescribed standards
- **Provide/maintain** personal protective equipment
- **Investigate and report** accidents and illnesses
- **Control** exposure to safety hazards and hazardous substances
- **Appoint** competent person as supervisor
- **Establish** an occupational health service
- **Post** a copy of Act in the workplace



YOU THE EMPLOYEE... Have Responsibilities Too!

- **Work** in compliance with Act and regulations
- **Follow** safety procedures and use safety equipment provided
- **Report** contravention of the Act, hazardous conditions and accidents
- **Do not act** in a way that endangers fellow worker's health and safety
- **Do not alter** or make ineffective any equipment or device that might endanger other workers



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Workplace Hazardous Material Information System (WHMIS)

RESPONSIBILITIES UNDER WHMIS

Supplier:

- provides WHMIS labels on containers, MSDS

Employer:

- ensures WHMIS label on all containers
- keeps MSDS readily available
- provides WHMIS training to employees
(Did you receive yours?)

Worker:

- handle controlled products in a safe manner
- report noncompliance

Regulator:

- develop, and administer WHMIS legislation
- provide information
- ensure compliance



EMPLOYEE RIGHTS

Three Important Rights

1. Right to know
2. Right to participate
3. Right to refuse unsafe work



1. RIGHT TO KNOW

- What hazards are present on the job
- How these hazards affect workers
- Health and safety training



2. RIGHT TO PARTICIPATE

- Participate in joint health and safety committees
- Report unsafe practices and conditions

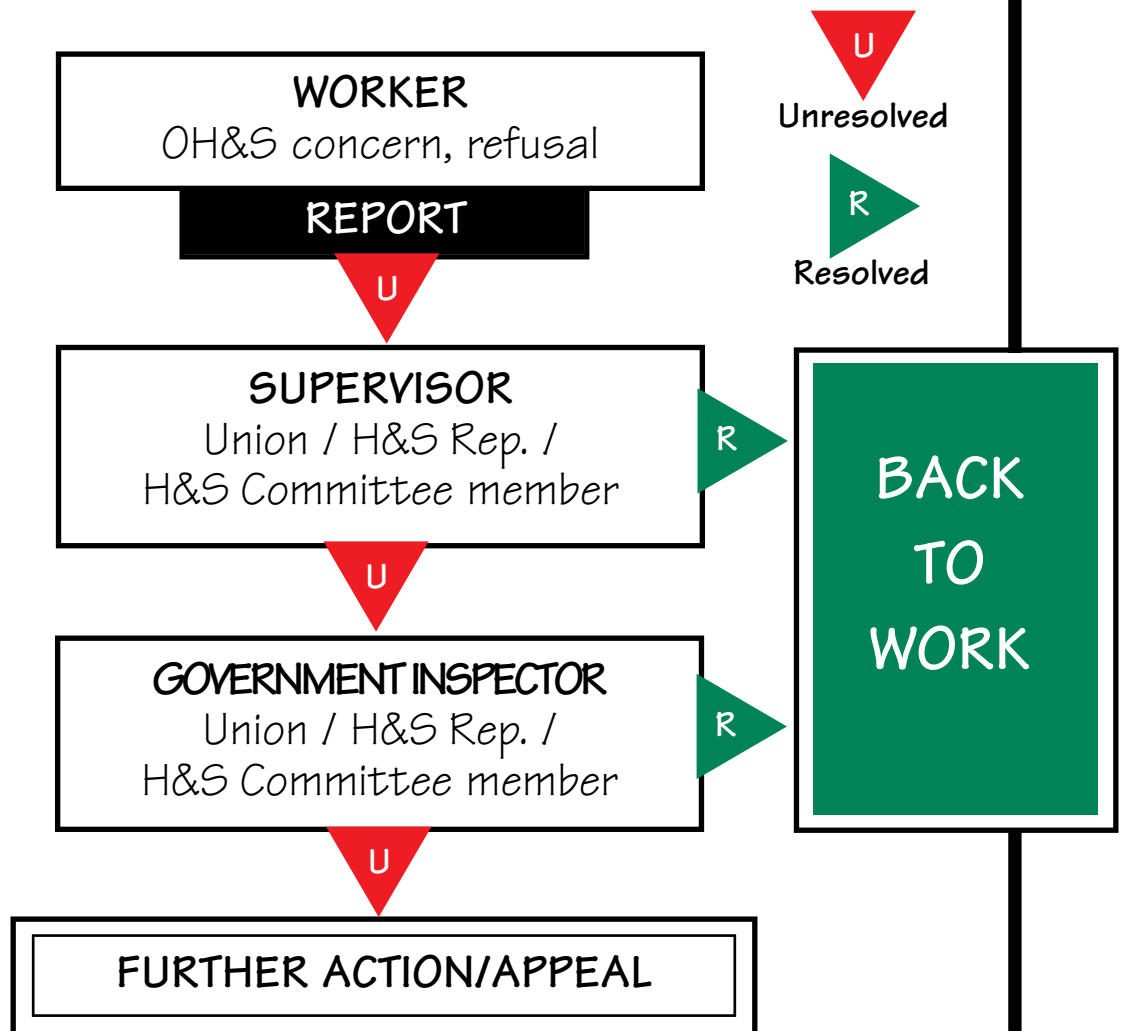


3. RIGHT TO REFUSE UNSAFE WORK

- Can refuse dangerous work
- Limited rights:
 - health care workers,
 - corrections workers
- Defined procedures

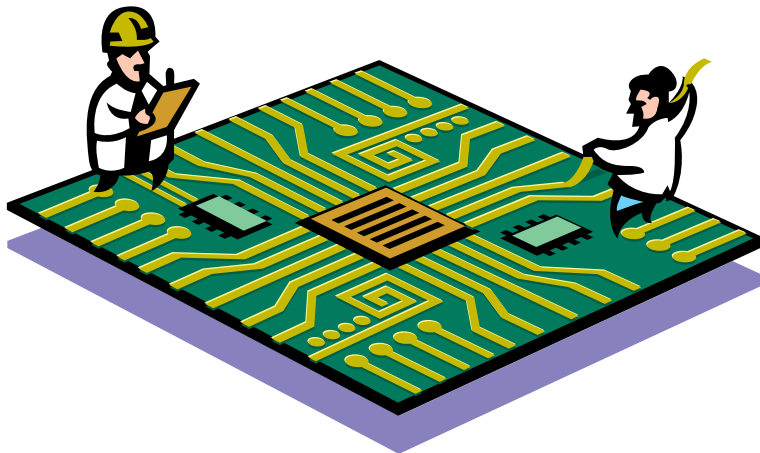


WORK REFUSAL FLOW CHART



JOINT HEALTH AND SAFETY COMMITTEE

- *Allow equal employer/employee members*
- **Meet** regularly (Ontario every 3 months, Federal every month)
- **Deal** with worker health and safety concerns
- **Participate** in identifying risks
- **Perform** routine workplace inspections
- **Resolve** work refusals



HEALTH AND SAFETY COMMITTEE

*Responsibilities of the employer
and the workers are not reduced
by the existence of workplace
safety and health committee.*



DISCRIMINATION AGAINST WORKERS PROHIBITED

No employer shall take
discriminatory action against
a worker for exercising his/her rights
under health and safety
legislation.



PENALTIES FOR VIOLATION OF OH&S LAW

Fine/jail term for:

- supervisors
- corporations

Examples:

Federal (Maximum):

Persons: \$5,000–\$100,000 fine, and/or
Six months jail term

Up to \$1,000,000 fine and/or
two years jail term on indictment

Ontario (Maximum):

Act

Persons: \$25,000 fine and/or two months
jail term

Corporation: \$500,000 fine



Defence: DUE DILIGENCE

- Prove that the person did everything (reasonably) practicable
- Must be present before accident
- Must define implementation practices
 - training
 - strict enforcement
 - documentation
- Establish company standards



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WORKPLACE INSPECTION



WHEN TO INSPECT

- Set frequency
- Pre-start up
- Preventative maintenance



OTHER INSPECTION ISSUES

- *Set standards*
- *Training and qualifications*
- *Worker contact*
- *Documentation*
- *Reporting*
- *Corrective action*



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ACCIDENT INVESTIGATION



WHY INVESTIGATE?

1. To prevent future accidents
2. To process WCB claim



WHO INVESTIGATES?

LOGISTICS

- Accountability
- Most familiar
- Personal interest
- Communication

Supervisor

LEGAL RESPONSIBILITY

Joint
Health & Safety
Committee

ADMINISTRATION LAW ENFORCEMENT

Safety Officer



If you are a NEW EMPLOYEE

Ask your supervisor:

- What are the potential hazards on the job?
- Do I get safety training?
- What safety equipment do I need to do my job?
- Do I need to wear personal protective equipment?
- What do I do in case of fire or emergency?
- How do I get First Aid if I am injured?
- What are my responsibilities regarding the health and safety of myself and my co-workers?
- If I notice something wrong, to whom should I report?



If you are a SUPERVISOR

- **Explain** the importance of health and safety to all employees
- **Implement** safe work practices
- **Praise** for safe behaviour
- **Solicit** for participation of all employees
- **Reward** for participation
- **Be** a shining example
- **Promote** safety by providing books, videos, etc.
- **Visit** work areas regularly
- **Improve** and simplify safe work practices continuously
- **Learn** the names of employees



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CERTIFICATE OF COMPLETION

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