

PRESENTS

Student Cards for Health and Safety



Employer Responsibilities

- Instruct, inform and supervise workers
- Assist in medical emergency
- Appoint competent persons as supervisors
- Acquaint a worker with hazards in the workplace

Employer Responsibilities

- Help Joint Health and Safety Committee to carry out their duties
- Take every **precaution reasonable** in the circumstances for the protection of a worker
- To provide First Aid and Early and Safe Return to Work if you are injured on the job

Employer Responsibilities

- Post a copy of the Occupational Health and Safety Act, the company's Health and Safety policy, and the company's violence and harassment policy(ies)
- Keep equipment, materials and protective devices in good condition

Supervisor Responsibilities

- Ensure worker compliance with the Act and regulations
- Ensure that any equipment, protective devices or clothing required by the employer is used or worn by the worker

Supervisor Responsibilities

- Advise a worker of any potential or actual health or safety dangers known by the supervisor
- If prescribed, provide a worker with written instructions about the measures and procedures to be taken for the workers' protection

Supervisor Responsibilities

Take every
precaution reasonable
in the circumstances
for the protection of
workers



Worker Responsibilities

- To work in compliance with the Act and regulations
- To use or wear any equipment, or ppe required by the employer
- To report any violation of the Act or regulations to the employer or supervisor

Worker Responsibilities

- To leave in place any protective devices required by the employer
- No pranks or boisterous conduct at the workplace
- To report injuries to your employer



Work Refusal - Stage One

Worker Refuses to Work Because He or She has Reason to Believe Work Endangers Health and Safety

Worker reports problem to Supervisor

Worker Representative Called In

Supervisor Investigates in Presence of Worker and Worker Representative

Does Supervisor Agree that the Situation Endangers Health or Safety

NO

YES

Does Worker Have Reasonable Grounds to Believe Work Endangers Health or Safety

Supervisor Takes Corrective Action

Worker Returns to Work

Work Refusal - Stage Two

Does Worker Have Reasonable Grounds to Believe Work Endangers Health or Safety

NO

YES

Worker Returns to Work

Inspector Called

Worker May Be Assigned Reasonable Alternative Work

Work May Be Offered to Another in Presence of Worker Rep. Reason of Refusal Must Be Discussed

Investigator Investigates in Consultation with Worker, Employer and Worker Rep.

Written Decision by MOL

Corrective Action if Ordered

Ministry of Labour Inspectors

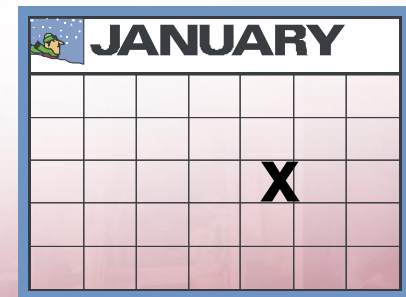
Generally, **an inspector may:**

- enter a workplace unannounced
- take up or use anything in the workplace
- make copies of drawings or documents
- take samples & conduct tests or require the employer to do so
- take pictures
- make inquiries of any person in the workplace
- require that equipment or processes be operated
- prohibit the use of equipment and order that work areas not be disturbed
- require the production of information about training program materials



Types of Orders

1. Orders to Control Toxic Exposure
2. Forthwith Orders (Immediate Compliance)
3. Orders Specifying Time for Compliance
4. Stop Work Orders



Offenses and Penalties



PROVINCIAL

Persons

**Up to \$25,000
and/or**

1 Year in Jail

Corporations

Up to \$500,000



Common Healthcare Hazards

- Workplace Violence
- Needlestick injuries
- Musculoskeletal Disorders (MSDs)
- Infectious Diseases