**Lesson 13 - Work Place Safety and Rights**

Supervisors must meet the standard of due diligence. This means all reasonable care must be taken in all the circumstances of the workplace to protect the health and safety of all workers.

• Supervisors are responsible for ensuring the health and safety of all workers under their supervision.

• A supervisor need not have the title "supervisor." A supervisor is any person who instructs, directs, and controls workers in the performance of their duties.

• **Supervisors must** . . .

• know their responsibilities

• have the authority to carry out their responsibilities

• have the ability to carry out their responsibilities

• carry them out

**Young male workers** are more likely than any other group of workers to be injured on the job.

• Young workers are responsible for working without undue risk to themselves or others.

• Young workers are entitled to refuse to do tasks or work in conditions that they think are unsafe.

**Under the Workers Compensation Act ,**

* employers must provide a healthy and safe workplace, adequate training and supervision, and

properly maintained and functioning safety equipment.

• Employers must assign responsibility, accountability, and authority to supervisory staff.

**Keep in mind the following questions while watching the video:**

• Why was Joe affected so deeply by the accident?

• To what extent was Joe legally responsible for the accident?

• What could Joe have done differently?

* What prevented him from taking action to prevent the accident?

• Who do you think bore the most responsibility in this situation? (e.g., Employer? Supervisor?

Worker?)

• What steps should be taken to prevent this type of accident in the future?

• What steps might you take to ensure an accident does not occur in your workplace?

**Supervisors:**

What are my health and safety responsibilities in the workplace?

A supervisor is a person who instructs, directs, and controls workers in the performance of their duties

— even if they don't have the title of supervisor.

Young workers and new workers look to their supervisors as role models, expecting them to provide the training and supervision necessary to do their jobs safely.

As a supervisor, you have the responsibility to ensure the health and safety of all workers under your supervision. Young workers and new workers are often inexperienced and unable to recognize hazards. Many won’t ask questions about workplace health and safety for fear of looking incompetent or simply because they don’t know what to ask.

Providing adequate supervision is perhaps the single most important duty a supervisor has. 􀀀

As a supervisor, you must meet the standard of due diligence:

Know your responsibilities

Have the authority to carry out your responsibilities

Have the ability to carry out your responsibilities

Carry them out

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• Ensure that your employer provides you with the information, instruction, training, and supervision necessary to ensure the health and safety of the workers you supervise.

• Encourage all workers, particularly young workers and new workers, to ask for help when they are

unsure of a task.

• Know and comply with workplace health and safety regulations that apply to your workplace.

• Evaluate equipment to ensure that it is safe for use and make sure it is operated safely.

Ensure you know your rights — and the workers under your supervision know their rights — about workplace health and safety. These include the right to:

• Participate in health and safety committees

• Refuse unsafe work

• Not be discriminated against for exercising any right or in carrying out health and safety

responsibilities

In addition:

• Make sure you know the hazards associated with the jobs you are supervising and ensure your workers

are made aware of all known or reasonably foreseeable hazards in the area.

• Know the laws and regulations that apply to the job(s) you are supervising.

• Consult and cooperate with your joint committee or worker health and safety representative.

• Be a role model and lead by example.

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Finally, keep in mind that the supervision of young workers and new workers requires a higher level of

due diligence because of their general lack of experience. You may need to spend more time making

sure these workers understand why the task is performed in a certain way and making sure they are

ready before leaving them to perform the work alone.

**Workers:**

What are my health and safety rights and responsibilities in the workplace?

You have the right to:

• Information, instruction, and training about safe work procedures and how to recognize hazards on the job

• Supervision to make sure you work without undue risk

• Equipment and safety gear required to do your job safely (you are responsible for providing your own clothing to protect yourself against the natural elements, including general purpose work gloves, safety footwear, and safety headgear)

• Refuse to do tasks or work in conditions that you think are unsafe — and you can’t be fired or disciplined for refusing

• Participate in workplace health and safety committees and activities

You are responsible for working without undue risk to yourself or others. To keep safe on the job:

• Don’t assume you can do something you’ve never done before.

* Ask your supervisor to show you how to do it safely before you begin work. Ask your employer for job safety training.

• Use all safety gear and protective clothing when and where required.

• Always follow safe work procedures and encourage your co-workers to do the same.

• Immediately correct unsafe conditions or report them right away to your supervisor.

15 • Know how to handle any hazardous materials or chemicals you use on the job.

• If you have any doubts about your safety, talk to your supervisor.

• Tell your supervisor of any physical or mental conditions that may make you unable to work safely.

**Characteristics of Young Workers**

The following characteristics are associated with young workers and may be contributing factors in young worker-related workplace injuries. How many of these characteristics describe you or the workers

you supervise?

Young workers often:

• Are convinced of their own invulnerability and believe that nothing bad could ever happen

to them

• Are reluctant to ask questions for fear of appearing ignorant or stupid

• Are distracted by other things going on in their lives

• Are often tired from juggling other responsibilities, such as school, homework,

and family/social life

• Accept physically demanding or dangerous tasks as part of their job

• Feel rushed to get things done

• Rely on their immediate supervisors for training and direction concerning workplace health

and safety

• May choose not to wear safety equipment because they think it’s not "cool"

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**Employers:**

What are my health and safety responsibilities in the workplace?

One of an employer's most important responsibilities is to ensure that workers are adequately trained in

safe work procedures and properly supervised when carrying out their duties. Under the Workers Compensation Act , "the employer has the legal responsibility to ensure that every worker receives adequate training."

The employer must also follow up to see that the supervisor is carrying out all required training.

As the employer, you are responsible for ensuring that all your workers can do their jobs without unnecessary risk. Keep in mind that young and new workers are often inexperienced and unable to recognize hazards. Many won’t ask questions about workplace safety for fear of looking incompetent or simply because they don't know what to ask. The procedures you have in place for workplace health and safety should take into account these and other facts about young workers and new workers.

• Know and comply with workplace health and safety regulations that apply to your workplace.

• Create a workplace culture that encourages young and new workers to ask questions about any health

and safety concerns they may have.

• Involve supervisors and experienced workers in identifying potential health and safety problems

and in developing prevention programs to eliminate those hazards.

• Give supervisors, young workers, and new workers all the training they need to do their jobs and to

recognize hazards.

You are to watch a video on the computer called “The Supervisor”. Be able to answer the questions listed below on your Unit Test.

*Warning: This video is a little gruesome and has some foul language. If you faint from the sight of blood be sure to watch with someone else, or don’t watch the video just go to the video discussion guide and read the information.*

To get to the video go to the ‘Videos For Unit 2’ Tab on the website. What each of the videos

**Note**: You may wish to read the questions below, so that you are looking for the information as you watch the video. If you don’t find the answers to the questions, go to the discussion guide and find the information. If you can’t access the video on your computer, come and borrow the dvd from me.

**WorkSafe BC –**You are responsible for knowing and understanding this information, it will be on your unit test.

1. Who is responsible for ensuring workers are adequately trained, informed, instructed and supervised in completing their work?

1. 2, List the Rights of the Supervisor.

3. List the Responsibilities of the Supervisor.

4. List the Rights of the worker.

5. List the Responsibilities of the worker.

6. List the Responsibilities of the employer.

7. List the Characteristics of the Young Worker.