

## **HR 191 Health, Safety & The Law**

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The Occupational Health and Safety Act 1990, as amended from time to time, contains provisions for the administration of occupational health and safety in the workplace. The Act is the foundation of the legislation; Regulations to the Act outline how to comply with the requirements for specific circumstances.

The Act is built on the principle of internal responsibility, which means that:

- Employers and workers each have responsibilities for health and safety in the workplace
- The Joint Health and Safety Committee (if one exists), where required by the Act, is a key player to ensure a worker's right to participate, right to know, and right to refuse unsafe work

The Act must be available to all workers in each work place. As well, libraries must follow:

- Workplace Safety and Insurance Act
- Smoking in the Workplace Act
- First Aid Regulation
- Ontario Fire Code
- Ontario Building Code
- Electrical Safety Code

In addition, workplace policies and procedures required by the Act or Regulations may include references to codes, guidelines and standards. Similarly, safety procedures put into place by the employer may extend the legislation to include codes, guidelines and standards.

## **Duties of Employers, Section 25, The Act**

The following are some of the general duties and responsibilities for employers (including the County of Prince Edward Public Library):

- Ensure compliance with the Act and Regulations are complied with
- Ensure that measures and procedures, where prescribed are complied with in the workplace
- Provide protective equipment where 'prescribed' by regulation
- Provide information, instruction and supervision to a worker to protect the health and safety of the worker
- Appoint a competent person as a supervisor
- Inform a worker, or supervisor, about any hazard in the work place and ensure that training is provided in the handling, storage, use, disposal and transport of any equipment, hazardous substances, tools, material, etc.
- Prepare a written occupational health and safety policy, review the policy at least once a year and develop a program for implementation
- Take every precaution reasonable in the circumstances for the protection of workers.

## **Duties of a Supervisor, Section 27**

Senior Staff shall:

- Ensure that a worker complies with the Act and Regulations
- Ensure that any equipment, protective devices or clothing required by the Act, a regulation, or employer are used or worn by a worker
- Advise a worker of any potential or actual danger to the health or safety of the worker of which the supervisor is aware
- Take every precaution reasonable in the circumstances for the protection of a worker

## **Duties of a Worker, Section 28**

A worker shall:

- Work in compliance with the Act and regulations
- Use or wear any equipment, protective devices or clothing required by the employer
- Report any known missing or defective equipment, or protective device to the supervisor or employer
- Report any known violation of the Act or regulations to the supervisor or employer
- Not remove or make ineffective any protection device required by the regulations or the employer
- Not use or operate any equipment or work in a way that may endanger any worker
- Not engage in any prank, contest, feat of strength, unnecessary running or rough and boisterous conduct

Related Documents: ***Occupational Health and Safety Act*** R.S.O. 1990