



Supervisor Health and Safety Training



When a Ministry of Labour (MOL) inspector enters the workplace, the supervisor will be asked some tough questions. If answers to those questions do not satisfy requirements of Ontario's *Occupational Health and Safety Act*, both the supervisor and the company may be subject to orders and possible fines. Additionally, under the *Criminal Code of Canada* reckless supervisors can be charged with criminal negligence and jailed — along with managers or employers who allow the recklessness to go on.

COMPETENCY

Under the *Act* employers must appoint a *competent* person as supervisor. A competent person is one who:

- is qualified because of knowledge, training and experience to organize the work and its performance,
- is familiar with the *Act* and the regulations that apply to the work, and
- has knowledge of any potential or actual danger to health or safety in the workplace.



LEGAL RESPONSIBILITIES

For all these reasons, the Workers Health & Safety Centre (WHSC) offers an informative one-day program designed to help supervisors understand and fulfill their legal duties and responsibilities as well as know the consequences of non-compliance.

Using proven adult education techniques participants also learn about the Internal Responsibility System (IRS), the concept of due diligence, the rights and functions of the joint health and safety committee (JHSC) and other important issues.



Detailed attention is paid to the supervisor's role in work refusals, Ministry of Labour workplace inspections and JHSC or health and safety representative inspections and investigations, all governed by the *Act*. The program also reviews relevant case law and provisions of the *Criminal Code* to give participants a clear understanding of their duties under this federal statute.

Ultimately, satisfying legal health safety requirements is no small matter. But for those overseeing the work of others, the WHSC's *Supervisor Health and Safety Training* program is certainly a good place to start.

TRAINING

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