

ROLES AND RESPONSIBILITIES UNDER THE ONTARIO OCCUPATIONAL HEALTH AND SAFETY ACT

An essential part of Ontario's health and safety legislation is the importance of having a strong "Internal Responsibility System" (IRS). The basis of this concept is that everyone in the workplace has a direct responsibility for health and safety. Whether you are a worker, a supervisor, or the owner of the company, health and safety is your responsibility.

Each workplace party on a construction project has certain duties and responsibilities that contribute to a safe and healthy workplace.

Employers must comply with Sec. 25(2) and O. Reg. 213/91 HYGIENE

- Take all reasonable precautions for the protection of workers. This includes taking appropriate measures to protect susceptible or disabled workers.
- Provide information, instruction, and supervision for the protection of workers.
- Ensure that all supervisors have a working knowledge of the Act and regulations as well as any actual or potential hazards in the workplace.

Supervisors complying with Sec. 27

- Ensure that workers comply with the Act and regulations.
- Ensure that workers wear or use required protective equipment, and follow all required measures and procedures.
- The supervisor is responsible to ensure that workers follow all safety procedures. It is not enough to warn workers about dangers or safety rules, and then turn a blind eye to violations. They must tell workers about the hazards and ensure that they follow the safety procedures.

Workers complying with Sec. 28.

- Workers must work in compliance with the Act and regulations.
- Workers must follow all required procedures and wear or use all required protective equipment.
- Workers must report all violations of the Act and regulations and hazards to the supervisor or employer.
- Workers must not work in a manner or use defective equipment that might endanger the worker and others. In this instance, a worker has a legal obligation to refuse unsafe work.