



First Nations Health Authority
Health through wellness

Occupational Health & Safety Employer/Employee Roles and Responsibilities

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Accidents at Work

- More than 700 workers are killed every year in Canada.
- About 3 workers die each working day.
- Young people between the ages of 15 – 29 are most at risk of workplace accidents.
- Most Deaths among young people result from machine injuries or electrocutions.



Violence in Health Care

Field: International research shows that 25% of all workplace violence occurs in the health care sector:

- Health care workers are 16 times more likely to experience workplace violence than other workers
- Health care workers are more likely to be attacked at work than police officers and correctional staff.
- Workers in emergency, psychiatric and long term care facilities are at highest risk.
- While clients are the most common perpetrators of violence, family members and professional colleagues are also sources of violence and abuse.



Employer's Overall Responsibility

Every **employer** shall ensure that the **health and safety** at work of every person employed by the employer is **protected**.

1. The Canada Labour Code Part 2 (all Federal Work Sites)
2. The BC Workers Compensation Act (Provincial Work Sites)
3. First Nation Governance



Who is the employer responsible for?

- Employees
- Students
- Contractors
- Sub-contractors
- Consultants
- Post-Doctorates
- Temporary Help
- Visitors





Specific Employer Responsibilities

- Meet prescribed health and safety standards.
- Establish OHS Committee/Representative.
- Respond to recommendations of the OHS Committee.
- Provide first-aid services.
- Investigate, record & report work accidents/illnesses.
- Provide information, instruction & supervision.
- Comply with fire safety & emergency measures.
- Provide/maintain personal protective equipment.
- Exercise due diligence.



OH&S Committee Purpose

- Employer/employees work together to identify & solve health & safety problems in the workplace.
- Gives employees the opportunity to get involved.
- Legally required.
- Provides coverage for employees who miss work due to workplace injury.



Internal Complaint Resolution

- Employee reports complaint to supervisor.
- If not resolved, complaint forwarded to Occupational Health & Safety Committee.
- If not resolved, complaint referred to WorksafeBC.



Managers Must

- Provide leadership.
- Cultivate a safety attitude in the workplace.
- Communicate OHS priorities and allocate resources.
- Ensure compliance to Regulations and Policies.



Employee Rights

- Right to know.
- Right to Participate.
- Right to refuse.
- **“An employee may refuse to work if the employee has reasonable cause to believe that a condition exists in a place that constitutes a danger to the employee or that the performance of the activity constitutes a danger to the employee or other employees.”**



Employee Responsibilities

- Follow prescribed safety practices.
- Take reasonable care to protect the health & safety of others who may be affected by the workers' acts or omissions at work.
- Report all safety incidents and concerns.





Specific Nursing Safety Requirements

- Physical examination – fit for work
- Immunization up to date
- Safety Masks
- Specific
- WorskafeBC requirement that every new employee or any employee going to a new job function must undergo a 12 point training program.



Young and New Workers

- WorskafeBC requirement that every new employee or any employee going to a new job function must undergo a 13 point training program.
 - Regulation 3.2.2 – 3.2.5



Information Safety Boards

- Compliance with WorksafeBC regulations
- OH&S Policy and Procedures
- OH&S Committee Meeting Minutes
- Site specific safety information
- Emergency contacts



Violence in the Workplace

- Separate written policy required
- Regular risk assessments
- Prevention procedures
- Worker and supervisor training
- Procedures for reporting and investigation incidents
- Incident follow up and program review



Questions?

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