

# Responsibilities

## Explain dangers

Construction can be a dangerous business if people do not fulfill their health and safety responsibilities. You should learn your own responsibilities and be aware of the responsibilities of other people.

## Identify controls

Health and safety hazards can be controlled or eliminated if everyone knows their responsibilities and acts on them. Ontario's *Occupational Health and Safety Act* (OHSA) defines the responsibilities of workplace parties such as constructor, employer, supervisor, and worker.

An official version of the OHSA (i.e., the green book) can be purchased from IHSA or accessed online through the Government of Ontario's e-Laws. By law, it must be posted at a conspicuous location in the workplace.

### CONSTRUCTOR RESPONSIBILITIES (OHSA s. 23)

- Ensure that everyone and all work processes comply with the law. This includes all employers (subcontractors) and their workers.
- Ensure that all workers' health and safety are protected.
- Provide notification of project to the Ministry of Labour, Immigration, Training, and Skills Development.

### EMPLOYER RESPONSIBILITIES (OHSA s. 25)

- Provide equipment, materials, and protective devices, and maintain them in good condition.
- Ensure that the measures and procedures required by law are carried out.
- Post a copy of the OHSA in the workplace.
- Provide information and instruction to protect the health and safety of workers.
- Prepare and implement a health and safety policy and a workplace violence and harassment policy.
- Appoint a competent supervisor.
- Inform workers and supervisors about any hazards.

- Take every precaution reasonable to protect workers.
- Ensure that all workers on a jobsite are at least 16 years old.

### SUPERVISOR RESPONSIBILITIES (OHSA s. 27)

- Take every precaution reasonable in the circumstances to protect workers.
- Ensure that workers use the safety measures and procedures required by the OHSA, regulations, and company policies.
- Ensure that workers use or wear any protective devices, equipment, or clothing required by law or by the employer.
- Advise workers about actual or potential health and safety hazards, including any risk of workplace violence.
- Provide workers with written instructions when required about the measures and procedures to be taken for their protection.

### WORKER RESPONSIBILITIES (OHSA s. 28)

- Work safely at all times. Follow the company rules and all health and safety regulations.
- Wear or use any protective devices, equipment, or clothing as required by the employer or regulations.
- Never remove safety guards and protective devices or make them ineffective.
- Never use equipment or machinery or work in a way that could put anyone in danger.
- Report any hazard or unsafe conditions to the employer or supervisor. This includes any defective or missing protective devices.
- Report all incidents, injuries, near misses, or legal violations to the employer or supervisor.
- Never engage in any prank, contest, feat of strength, unnecessary running, or rough and boisterous conduct.

## Demonstrate

Hold up the "green book" and ask your crew what they know about it. Ask them to name two responsibilities of employers, supervisors, and workers.