

You a Boss?

Then you have a duty to ensure your team's safety.

**Under Section 25 of the Occupational Health and Safety Act,
your employer responsibilities include:**

- Posting a copy of the Occupational Health and Safety Act and any other relevant regulations in an accessible workplace location.
- Posting a copy of the health and safety policy in an accessible workplace location if you employ 6 or more workers on a regular basis.
- Providing all employees with any necessary protective equipment, materials or devices.
- Ensuring all protective items are in good condition and being used properly by employees.
- Educating all employees about how to protect their health and safety at work.
- Appointing competent supervisors.
- Providing information in a medical emergency (upon request) to a legally qualified medical practitioner or other persons as may be required by law.
- Educating employees about any known workplace hazards and how to safely handle biological, chemical or physical agents.
- Having a Joint Health and Safety Committee (JHSC) if you employ 20 or more workers.
- Helping your JHSC carry out their duties and providing them with the results of a report respecting occupational health and safety. You must also advise employees of the results of a report and, if the report is in writing, make copies available to them.
- Only hiring workers over the prescribed age and not knowingly allowing anyone under that age in or about the workplace.
- Taking every reasonable precaution possible to protect all employees.
- Developing and maintaining a health and safety program to implement the health and safety policy.
- Recognizing and following requirements set out under Section 26 of the OH&S Act when necessary.

As an employer, you're also required to :

- Cause a worker health and safety representative to be elected, in workplace where 6-19 workers are regularly employed. Section 8.
- Establish a JHSC in a workplace where 20 or more workers are regularly employed; or an order under Section 33 is in effect; or where a regulation concerning a designated substance applies. Section 9.
- Respond in writing, within 21 days, to any health and safety recommendations submitted by the JHSC or health and safety representative. Section 9.
- Develop and implement a workplace violence and workplace harassment policy and program. Section 32.0.1

