

HAZARD ALERT March 2011



Retail Company Fined \$350,000 After Young Worker Killed

On August 7, 2009, Metro Grocery store in Mississauga ON, a young worker was helping the assistant store manager clear materials from the top of a cooler beside the meat department. While removing materials from the top of the cooler, the assistant store manager indicated that a box needed to be removed from on top of the drop ceiling. The young worker stepped onto the drop ceiling and fell through, suffering a fatal head injury. Fine was issued March 10, 2011.

DID YOU KNOW IN MANITOBA?

Workplace Safety laws apply to ALL employers.

When an employee is injured at work employers are guilty until they can prove they're not.

In June 2010, maximum fines increased to \$250,000 for a first offence and \$500,000 for a second.

No insurance can be purchased for this kind of liability.

YOUNG WORKER POP QUIZ!

1. The age range of young workers at the highest risk for workplace incidents are:
 - a. 18-24
 - b. 20-27
 - c. 25-30
2. New workers have a _____ times the risk of injury in the first 4 weeks of a new job?
 - a. 2-3
 - b. 4-6
 - c. 5-7

How can you protect your workers and your business?

1. **HAZARD IDENTIFICATION, COMMUNICATION & CONTROL** – Ongoing; workers must be made aware of hazards and understand the safe way of doing work.
2. **NEW WORKER ORIENTATION** - Review your new worker orientation program regularly. Ensure workers understand their rights and responsibilities.
3. **SUPERVISOR TRAINING** – Train supervisors regularly so they are aware of their responsibilities and their supervisory skills remain sharp. New workers need competent supervision, and supervisors need to pay extra attention to young/new workers for several months after they are hired.



mySafetyAssistant.ca



For the life of your People For the life of your Business

© mySafetyAssistant Corp. 2011 All rights reserved.

HAZARD ALERT

MR 217/2006 Duties of supervisors

4.1 Every supervisor shall

(a) so far as is reasonably practicable,
(i) take all precautions necessary to protect the safety and health of a worker under his or her supervision,

(ii) ensure that a worker under his or her supervision works in the manner and in accordance with the procedures and measures required by this Act and the regulations, and

(iii) ensure that a worker under his or her supervision uses all devices and wears all clothing and personal protective equipment designated or provided by the employer or required to be used or worn by this Act or the regulations;

(b) advise a worker under his or her supervision of all known or reasonably foreseeable risks to safety and health in the area where the worker is performing work;

(c) co-operate with any other person exercising a duty imposed by this Act or the regulations; and

(d) comply with this Act and the regulations.

HAZARD AWARENESS

Workers and supervisors need to be alert to hazards in their work environment, so they can correct any unsafe work conditions or report them to a supervisor or employer.

SUPERVISORS

Never assume that new/young workers will be able to recognize hazards that could cause injury or death. For each task, inform workers of all hazards, even if they seem obvious.

- A new/young worker tends to be especially timid to ask questions and is more likely to do what they are told without questioning their supervisor. Supervisors need to:
 - Explain systems that are in place to eliminate or minimize hazards, such as local exhaust ventilation, personal protective equipment, and guards around equipment.
 - Explain how to and the importance of reporting incidents and near misses

WORKERS

Help workers recognize hazards in the workplace:

- Discuss or point out hazards in your workplace — for example, slippery floors, moving equipment, unstable surfaces.
- Discuss past incidents and near misses that have occurred and how they might have been avoided. Explain what has been done to prevent these incidents from recurring.
- Explain what workers should do when they see an unsafe condition or hazard:
 - They should eliminate the hazard if they are able to do so safely (for example, clean up a spill).
 - If the hazard cannot be eliminated, immediately report it to your supervisor.

Do you have questions or concerns about new worker or supervisor training requirements?

Contact us! 1204-231-LIFE (5433)

NOTE: Any reference to the Manitoba Workplace Safety and Health Regulation is for convenience sake only. The original text must be consulted for all intents and purposes of applying the law.

*Date of Last Revision March 18,2011. Document Confirmed Current March 18, 2011
If you believe this document is out of date, please contact us.*



mySafetyAssistant.ca



For the life of your People For the life of your Business

© mySafetyAssistant Corp. 2011 All rights reserved.