

Workplace Safety Group

April 2010

Monthly News e-Letter

National Day of Mourning April 28, 2010

April 28th is National Day of Mourning in Canada. The flag on Parliament Hill will fly at half mast, we will pause, remember those who have lost their lives or been injured in the workplace, and reflect on how to prevent future tragedies. Think of all those who would be affected if you were to die on the job!



Even long-established safety rules like "wear your seatbelt" are worth repeating, over and over. Seatbelts are as important on powered construction equipment as they are in cars or trucks. Post reminders such as this **"The operator of and passengers on powered mobile equipment shall use the seatbelts and restraining devices provided while the equipment is in motion"**, to keep workers safe.



Understanding Young Workers

Teen employees are the next generation of workers. As you hire these young people know, that in many cases, you are a young worker's first boss; you make a difference! The teens you hire develop personal skills that make them more likely to go on to further their education and succeed in life. Educating them about professional standards, workplace health and safety, rights on the job, and how to communicate effectively will keep your business running smoothly.

Teens get hurt when:

- They take on jobs for which they are not trained
- They don't have appropriate supervision
- They work with dangerous equipment



Steps to Safer Teen Jobs

- ◆ Make sure teen employees are not assigned work schedules or job tasks that violate the law, or given prohibited job tasks like operating heavy equipment or using power tools.
- ◆ Make sure frontline supervisors, who give teens their job assignments, know the law
- ◆ Encourage supervisors to set a good example. They are in the best position to influence young workers' attitudes and work habits.
- ◆ Make sure all jobs and work areas are free of hazards. The law requires you to provide a safe and healthy workplace.

Questions, Concerns, Comments?

Email Carola Hicks

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Bill 168 ARE YOU READY?

“**Workplace Violence**” means, the exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury to the worker, an attempt to exercise physical force against a worker in the workplace that could cause physical injury to the worker

“**Workplace Harassment**” means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome

OHSA, S.43 s 1 (1)

FACT

Bill 168 becomes an Ontario
ACT OF LAW on June 15th, 2010!

What this means to YOU!!
Will you be compliant?



WORKPLACE VIOLENCE PREVENTION

Train Teens To Put Safety First.

- Give teens clear instructions for each task, especially unfamiliar ones. Provide hands-on training on the correct use of equipment. Show them what safety precautions to take. Point out possible hazards. Give them a chance to ask questions.
- Observe teens while they work, and correct any mistakes. Retrain them regularly.
- Encourage supervisors to take teen workers along on periodic health and safety walk-through inspections to spot hazards and unsafe practices.
- Encourage teens to ask questions and to let you know if there is a problem or directions are unclear. Make sure teens feel free to speak up.
- Prepare teens for emergencies, accidents, fires, violent situations, etc. Show them escape routes and explain where to go if they need emergency medical treatment.
- Supply personal protective equipment when needed-goggles, safety shoes, masks, hard hats, gloves, etc. making sure teens know when and how to use it.

Understanding Young Workers

Young workers think differently than older, more experienced employees.

- ◆ Young people tend to take risks and are unrealistic about their own mortality.
- ◆ Young people may be reluctant to ask questions for fear of appearing dumb or stupid. Make sure they understand that their first job priority is to ask questions when they are unsure.
- ◆ Due to lack of understanding, a young worker may decide to make changes to the job in unexpected and possibly risky ways. Be sure that they are closely supervised, and stick to recognized and safe work procedures.

It is your responsibility to help them understand the hazards of their job and how they can work safely. Measures you take to keep teens safe will help protect all employees.