



## **Everyone has a role when it comes to safety...**

*Let's face it, employers take on a lot of responsibility when it comes to health and safety in the workplace. From extensive training requirements and regular investigations to policy development and committee coordination, our industry leaders have a lot on their shoulders.*

You may remember [this article](#) where we reviewed the four rights workers have in Manitoba when it comes to health and safety. Well, the rights we talked about in September come along with certain responsibilities that workers also need to follow.

All of these responsibilities, for both federally and provincially regulated carriers, can be found either in the Canada Labour Code Part II or Manitoba Workplace Safety & Health Act (provincially regulated carriers will consult [Section 5](#) of the Manitoba Workplace Safety and Health Act; federally regulated carriers, please see [Section 126](#) of the Canada Labour Code Part II).

While the responsibilities in both acts are the essentially the same, it's important to know which set of responsibilities you should reference (if you'd like some more information on how legislative jurisdiction is determined please check out this [helpful resource](#) by the Canadian Centre for Occupational Health and Safety).

While the specifics of each section can be found in the links provided, in general, employee responsibilities include:

### *Look out for the safety of yourself and others*

***See: MB Workplace Safety & Health Act Section 5(a), or CLC Part II, section 126(1)(c)***

Each worker has a responsibility to reasonably look after their own safety; however, what's equally important is for employees to protect the safety of their coworkers as well. Safety is something that affects us all, so looking out for others is one of the most important responsibilities a worker has.

### *Follow the law*

***See: MB Workplace Safety & Health Act Section 5(e), or CLC Part II, section 126(1)(i)***

Making sure the law isn't broken isn't something that just employers need to take into consideration. Whenever a worker is on the job they need to make sure the work they do is up to code. Workers need to make sure they are not being negligent when it comes to following the law.

### *See something? Say something: report hazards and dangerous workplace incidents*

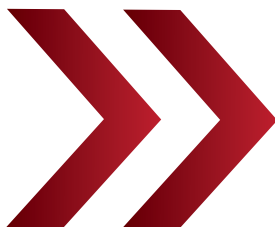
***See: MB Workplace Safety & Health Act Section 5(a), or CLC Part II, section 126(1)(g, h, j)***

Employees are the first line of identification when it comes to hazards in the workplace. When a worker sees something dangerous, defective, or unsafe, they have a duty to report it. Any issue involving the safety of people in the workplace needs to be brought up with, for example, an employer, supervisor, or health and safety committee member/representative immediately.

### *Use PPE and other safety devices*

***See: MB Workplace Safety & Health Act Section 5(b), or CLC Part II, section 126(1)(a)***

Workers aren't asked to wear steel toed boots just because they look nice. It's a legislated responsibility for all workers to wear and use all personal protective equipment that will keep them safe on the job. Whether that's wearing hi-vis clothing, utilizing a trucks hazard kit, or putting on a seatbelt, all employees have the responsibility to use the safety gear provided to them.



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### *Cooperation with workplace safety representatives, committees, and others*

*See: MB Workplace Safety & Health Act Section 5(c, d), or CLC Part II, section 126(1)(b, d, e, f)*

Workplace committees, representatives, safety officers and other workplace parties form the backbone of the Manitoban workplace safety system. Without them our entire system of workplace safety just doesn't function right. Workers have a responsibility to cooperate with these people who play such a vital role in our industry. This could mean answering questions about a dangerous incident, following the safety procedures an employer has put in place, or a host of other things.

### *Interested in further reading? Take a look at the following links:*

- CCOHS fact sheet on [reporting hazards](#)
- CCOHS fact sheet on [responsibilities](#)
- Read about [personal protective equipment](#)
- Read about [committees and representatives](#)
- Read about [safety officers](#)

### *Do you need more information? RPM can help!*

Safety culture can be ingrained and accomplished by employers and management in leading by example. Some courses offered by RPM relating to leadership include Principles of Safety & Health Management, Safety and Health Leadership, Safety for Supervisors, and Train the Trainer - Theory.

Please note RPM courses are offered to RPM registered companies only. Your company must be registered with RPM and be in the process of working towards certification or must have achieved the SAFE Work Manitoba Trucking Certificate of Recognition. Not yet registered in the RPM program? Today is a great day to get started!

Please contact RPM by emailing [info@rpmsafety.ca](mailto:info@rpmsafety.ca) or calling 204-632-6600, or by visiting our website [www.rpmsafety.ca](http://www.rpmsafety.ca).

