

# Safe & Well Waypoint

## Occupational Health & Safety Talks

protecting the worker through safe practices & internal responsibility

### Workers Rights and Duties

#### Power of Ministry of Labour Inspector

##### WORKER RIGHTS

Ontario law spells out the three rights that give workers this power: the right to know, the right to participate, and the right to refuse.

##### 1. Right to **Know**

Workers have the right to know about workplace health and safety hazards. The *Occupational Health and Safety Act* says that employers must provide a wide range of information about workplace hazards to workers and joint health and safety committees.

##### 2. Right to **Participate**

Workers have the right to make recommendations about health and safety concerns they identify. Employers must recognize this right to participate and evaluate these recommendations.

##### 3. Right to **Refuse**

Workers have the right to refuse work if they believe it endangers their health and safety however this right is limited for worker within Mental Health Facilities. For more information refer to the Work Refusal Policy on Medworxx or speak to one of your Joint Health and Safety Committee worker reps.

##### DUTIES OF THE WORKER

Waypoint specific examples of section 28 (1) duties of the worker:

1. Waypoint Health and Safety policies, procedures and guidelines are our system for complying with the OHSA.
2. Waypoint has a Personal Protective Equipment Policy and linked standards (i.e. footwear policy).
3. If an item used to ensure your safety is broken or missing, you must report this to your supervisor immediately (i.e. personal alarm).
4. Report hazards immediately to your supervisor —this includes witnessing contravention of the

act and the waypoint standards that support the act.

Not following these duties may put your Health and/or Safety in jeopardy and you may also be in violation of the law.

##### POWERS OF THE MOL INSPECTOR

The Ministry of Labour Health and Safety Inspectors has been given extensive authority under section 54(1) of the OHSA.

Upon entering the campus, MOL Inspectors will introduce themselves, and produce a MOL business card. They have the authority to access and request any information, or area, at Waypoint. Yes—that may mean specific patient areas and information.

If approached by an Inspector, this is an URGENT matter; follow the direction given and ensure your direct supervisor is contacted IMMEDIATELY.

As a worker you are required to cooperate in the investigation. You can be held personally accountable for giving false information, violating the act, or acting in a manner that obstructs the inspectors ability to perform their duties.

The inspectors can issue on the spot summary conviction notices and fines for offenses under the Act.

**IF YOU HAVE QUESTIONS REGARDING YOUR RIGHTS OR DUTIES UNDER THE OCCUPATIONAL HEALTH & SAFETY ACT OR POWERS OF THE MINISTRY OF LABOUR, PLEASE CONTACT THE HEALTH AND SAFETY OFFICE AT EXT.3002**