

Virtual Health and Safety Conference

SUPERVISOR OBLIGATIONS

November 25-26, 2020

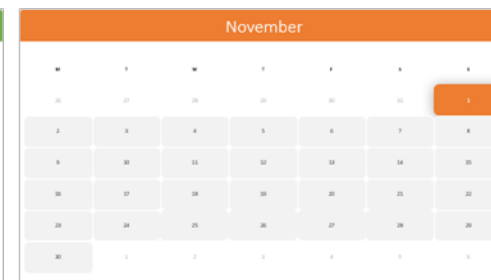
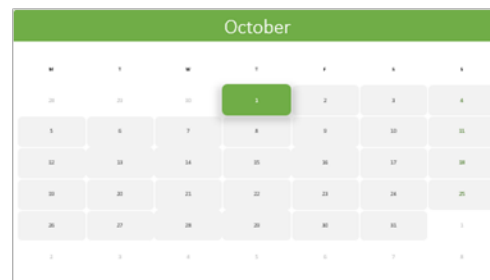
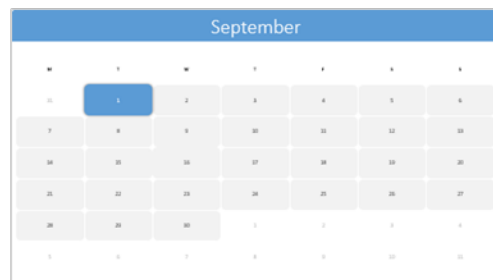
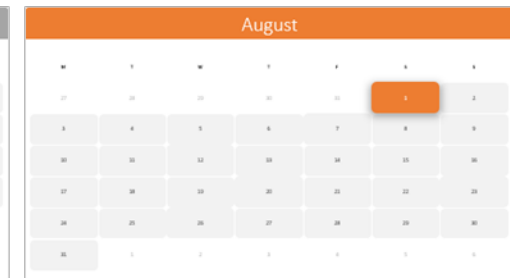
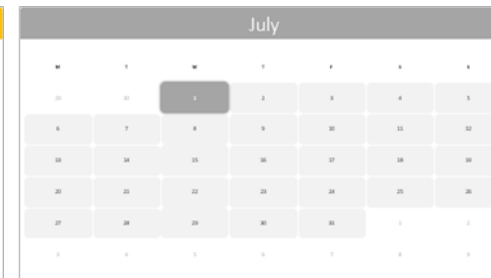
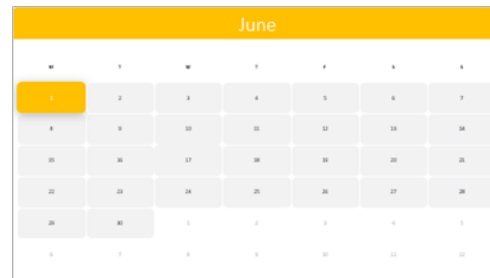
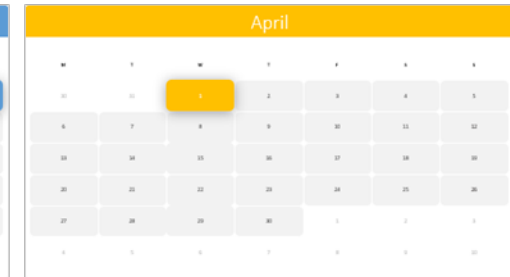
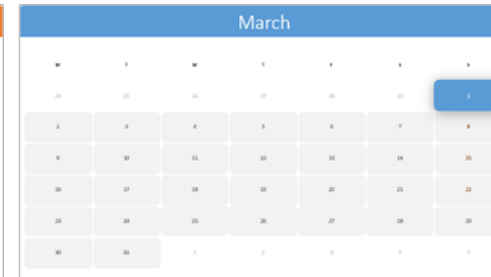
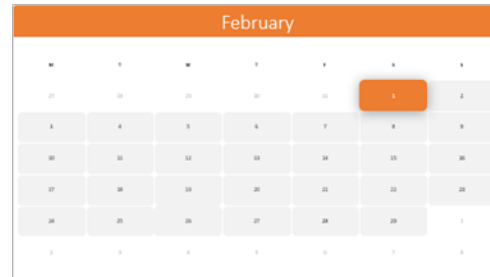
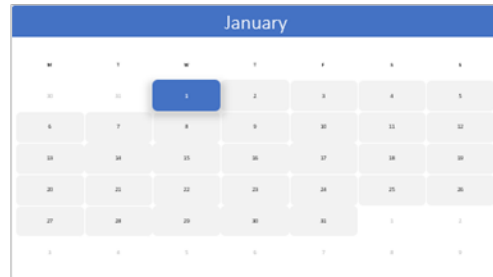
CHANGES OCCURRED IN

2

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2

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JANUARY 2020

| M | T | W | T | F | S | S |
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| 30 | 31 | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
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PHASED IN IMPLEMENTATION

2

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WHY THE CHANGES?



WHY THE CHANGES?

DEFINITION CHANGE FROM



EMPLOYER

(a) means a person who employs one or more employees or the person's agent;

*(b) a **manager, superintendent, supervisor, overseer** or any person having authority over an employee at a place of employment, or*

(c) an the person's agent of any person referred to in paragraph (a) or (b)

DEFINITION CHANGE TO

EMPLOYER

means a person who employs one or more employees or the person's agent;

ADDED A NEW DEFINITION



ADDED DEFINITION

SUPERVISOR

means a person who is authorized by an employer to supervise or direct the work of the employer's employees;



AUTHORIZED BY EMPLOYER

Managers
Acting Managers
Directors
Acting Directors
Superintendents
Overseers
Foremen
Charge/head nurse
Department heads
Lead hands
Designated mentor

SUPERVISE/DIRECT THE WORK

Set goals,
Instruct
Organize work
Assign tasks
Enforce rules
Check performance

Accountable for:
Quality/production
of the team

EMPLOYER'S EMPLOYEES

Supervisor's duties
apply only to the
employees who
work for the
Employer

It doesn't extend to
employees who
work for another
company.





DUTIES OF A SUPERVISOR

9.1(1)

a

TAKE EVERY REASONABLE PRECAUTION

to ensure the health and safety of the employees who work under the supervisor's supervision and direction

b

COMPLY

with this Act, the regulations and any order made in accordance with this Act or the regulations;

c

ENSURE COMPLIANCE

ensure that the employees under the supervisor's supervision and direction comply with this Act, the regulations and any order made in accordance with this Act or the regulations; and

d

COOPERATE WITH

a committee, if a committee has been established; a health and safety representative, any person responsible for the enforcement of this Act and the regulations.

DUTIES OF A SUPERVISOR

9.1(2)

Every supervisor shall

ACQUAINT THE EMPLOYEES

a

under the supervisor's supervision and direction with any hazard in connection with the use, handling, storage, disposal and transport of any tool, equipment, machine, device or biological, chemical or physical agent

b

PROVIDE THE INFORMATION

that is necessary to ensure the health and safety of the employees under the supervisor's supervision and direction;

c

PROVIDE THE INSTRUCTION

that is necessary to ensure the health and safety of the employees under the supervisor's supervision and direction.



ADDITIONAL CHANGES-REMOVAL OF DIRECT RESPONSIBILITIES

51(11)An **employer** and a contractor shall each ensure that an employee wears a life jacket or a personal flotation device when participating in a rescue.



SUPERVISION REQUIRED



WORK REFUSAL
Investigating and addressing.



RESPIRATORY PPE USE
Employee who may have to use
respiratory protective equipment



STRUCTURAL FRAMEWORK
Erecting



BLASTING
When more than one
blaster is involved



SUPERVISION REQUIRED

DIVING, LOGGING AND UNDERGROUND MINING



APPRENTICING FOR ELECTRICAL WORK

When lifting, setting or removing poles, light standards or similar work



MOBILE CRANE INSPECTION

Engineering inspection



OPERATE A HOISTING APPARATUS

LEARNING TO





OLD LEGISLATION

9(1)(c.3) provide *the supervision that is necessary* to ensure an employee's health and safety;

EMPLOYER

CURRENT LEGISLATION

9(1)(c.3) ensure that work at the place of employment is **competently supervised** and that supervisors have sufficient knowledge of all of the following with respect to matters that are within the scope of the supervisor's duties:

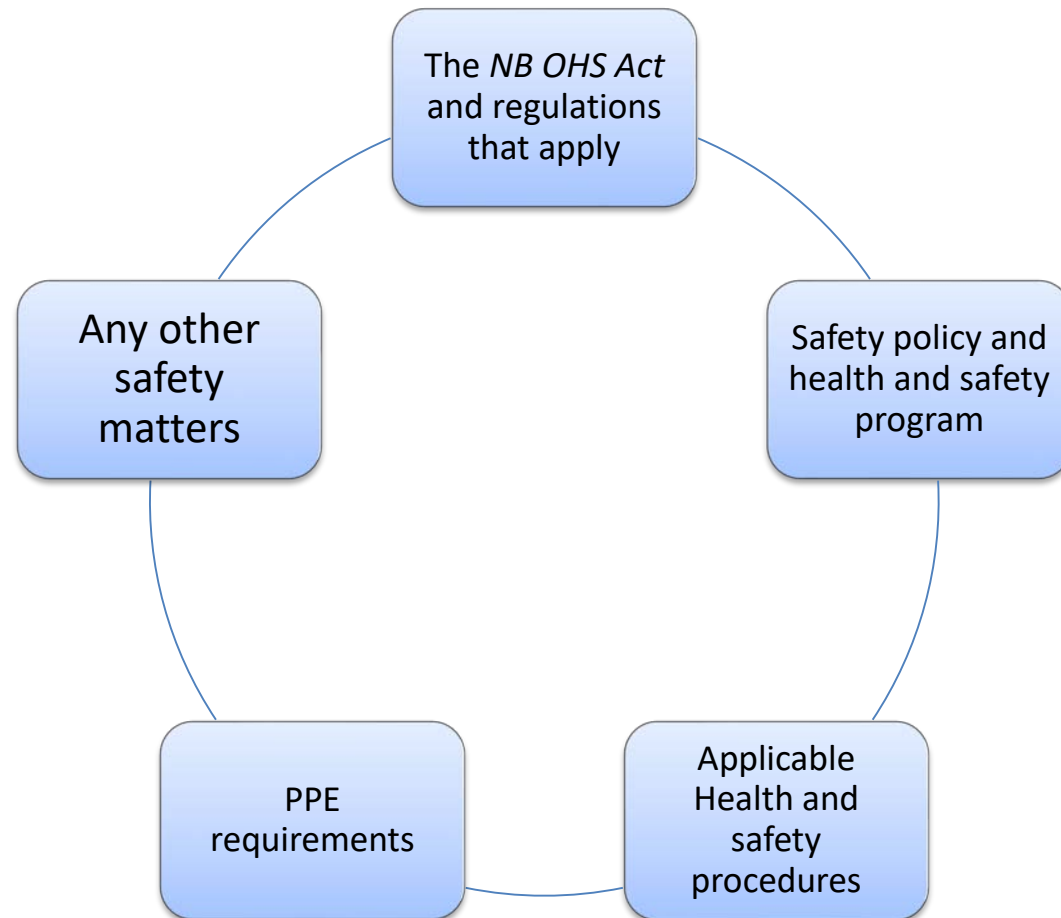
EMPLOYER



WHAT DOES **COMPETENTLY** SUPERVISED MEAN?

*For employees to be competently supervised, employers must ensure that supervisors are **qualified to oversee employees through***

- training and/or experience
- access to/sufficient knowledge to be able to apply:



WHAT DOES **COMPETENTLY** SUPERVISED MEAN?

Supervisors must ensure that employees under their supervision:

1

*Are aware
of the
hazards
and risks*

2

*Know how
to do the
work
safely.*

3

*Have
received
clear steps,
(verbally or in writing)*

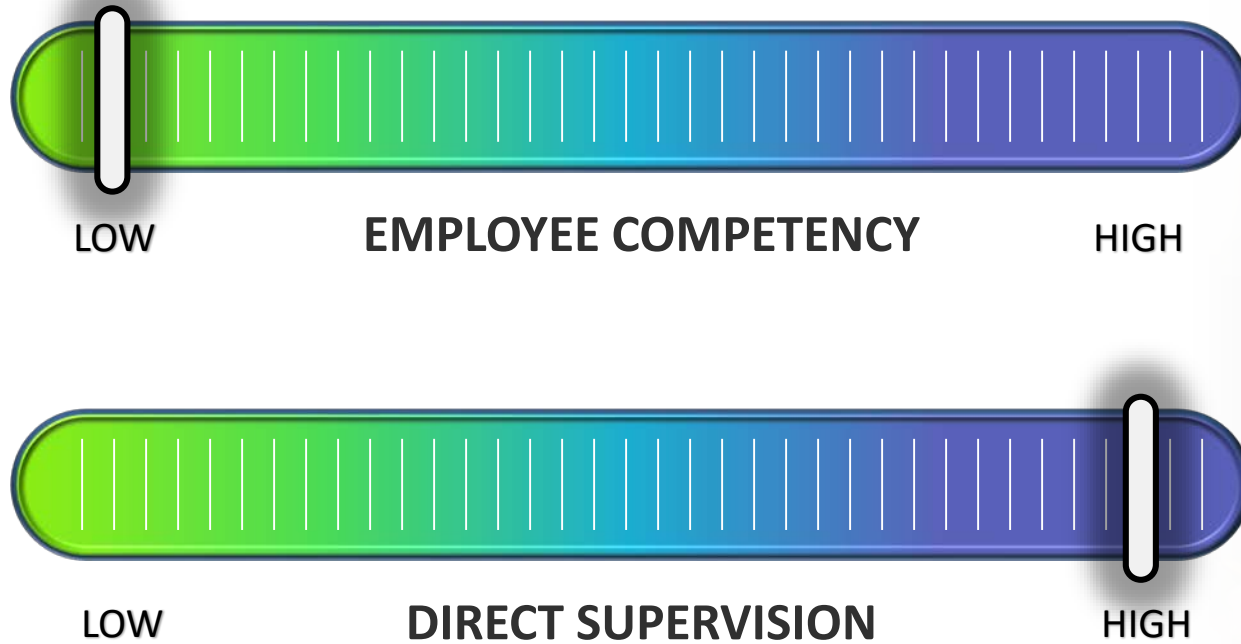
CURRENT LEGISLATION

*9(1)(c.4) ensure that work at the place of
employment is **sufficiently supervised***

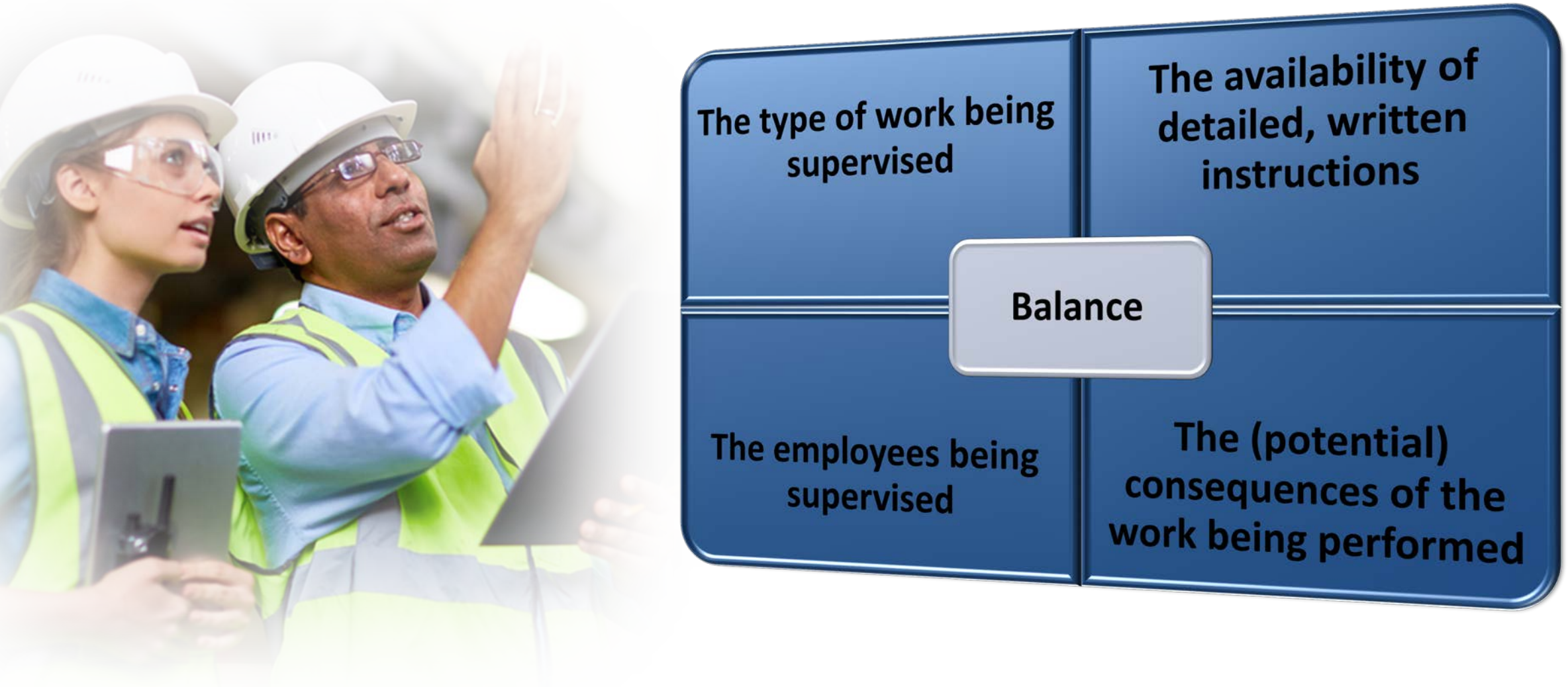


WHAT DOES **SUFFICIENTLY** SUPERVISED MEAN?


How frequently a supervisor observes their employees performing tasks is a “sliding scale”.



SUFFICIENT SUPERVISION WILL DEPEND ON:



SUMMARY



Employers must ensure that all supervisors are qualified

So they can apply all Acts, Regs, and Safe Work Procedure's

And provide the appropriate level of supervision

To ensure that employees under their direction are safe





For information on supervision, visit-<https://www.worksafenb.ca/safety-topics/supervisor/>

Contact information-Richard.blais@ws-ts.nb.ca

Q&A