All members of our organization are responsible for health and safety and will be held accountable for their actions. Outlined below are the roles of management (employers), supervisors, and employees.

**Management (Employers)**

Management is responsible and accountable for:

* Complying with the *OHS Act*, regulations, and any order made in accordance with the *OHS Act* or regulations;
* Taking every reasonable precaution to ensure the health and safety of its employees;
* Ensuring that its employees comply with the *OHS Act*, regulations, and any order made in accordance with the *OHS Act* or regulations;
* Assigning competent supervisor(s) with sufficient knowledge to ensure the health and safety of employees;
* Ensuring supervisors provide sufficient (adequate) supervision to ensure employees under their direction are carrying out the work safely;
* Ensuring supervisors are knowledgeable about all the work of the employees under their direction and supervision;
* Ensuring that the necessary systems of work, tools, equipment, machines, devices and materials are maintained in good condition and are of minimum risk to health and safety when used as directed by the supplier or in accordance with the directions supplied by the supplier;
* Ensuring that the place of employment is inspected at least once a month to identify any risks to the health and safety of employees;
* Providing information, instruction, training and supervision necessary to ensure an employee’s health and safety;
* Reporting workplace incidents to WorkSafeNB;
* Developing safety policies, procedures, codes of practice and health and safety programs;
* Providing and maintaining in good condition, protective equipment as is required by regulation and ensuring that this equipment is used by an employee in the course of work;
* Co-operating with a health and safety committee, the health and safety representative, and/or any person responsible for the enforcement of the *OHS Act* and the regulations; and
* Developing an inspection program with a health and safety committee, or the health and safety representative, and sharing the results of each inspection; and
* Providing new employee orientation and training.

**Supervisors**

Supervisors are responsible for:

* Complying with the *OHS Act* and regulations and any order made in accordance with the *OHS Act* or the regulations:
* Following all safety rules;
* Participating in training;
* Reporting hazards and injuries to employer;
* Using personal protective equipment;
* Consulting and co-operating with JHSC or representatives, a health and safety representative, and/or any person responsible for the enforcement of the *OHS Act* and regulations;
* Ensuring employees comply with the *OHS Act* and regulations;
* Enforcing WorkSafeNB’s health and safety program, codes of practice and procedures;
* Informing employees of the hazards associated with their work in connection with the use, handling, storage, disposal and transport of any tool, equipment, machine, device or biological, chemical or physical agent;
* Informing and instructing employees to ensure their safety; and
* Taking every reasonable precaution to ensure the health and safety of employees.

**Employees**

Employees are responsible for:

* Complying with the *OHS Act,* regulations, and any order made in accordance with the *OHS Act* or the regulations;
* Ensuring their own health and safety and that of other persons at, in or near their place of employment;
* Participating in training;
* Reporting workplace hazards, injuries, and illness to a supervisor or management;
* Wearing or using personal protective equipment required by regulation; and
* Consulting and co-operating with JHSC, a health and safety representative, and/or any person responsible for the enforcement of the *OHS Act* and regulations.

Further, WorkSafeNB ensures awareness of employee’s three important rights concerning their health and safety. These rights are:

* The right to know about workplace hazards, including how to identify hazards and protect themselves from these hazards;
* The right to participate in decisions related to occupational health and safety, free of punishment for their participation (including participation on a JHSC); and
* The right to refuse dangerous work.