

**Safety at work  
is everyone's job.**

**It's the law!**

## Supervising young workers

Young workers — and new workers of any age — are often keen to learn and can bring new ideas and renewed energy to your workplace however...

### *Keep in mind that...*

- ... young workers often can't recognize health and safety hazards and hesitate to ask questions
- ... new and young workers are much more likely to be injured on the job<sup>1</sup>

### **Supervisors' obligations under Ontario's Occupational Health and Safety Act (OHSA) include the duty to:**

- Ensure that workers perform their jobs in the way that is required by law, using the equipment and protective devices that are required by law and the employer.
- Explain actual and potential, general and job-specific, workplace hazards.
- Provide workers with written measures and procedures for their protection where required by law.



## Call toll-free 24/7

Call **1-877-202-0008** anytime to report workplace incidents, critical injuries or fatalities, or for general inquiries about health and safety at the workplace.

<sup>1</sup> Although they work 10 per cent of the hours of all workers, workers under age 25 injure themselves at a rate of 16 per cent — Institut de Recherche Robert-Sauvé en Santé et en Sécurité du Travail, 2008, as referenced by Canadian Centre for Occupational Health and Safety, <http://www.ccohs.ca/youngworkers/resources/truthHurts.html>.

# It's the law.

Section 27 of the OHSA describes some of your duties as a supervisor.

[http://www.e-laws.gov.on.ca/html/statutes/english/elaws\\_statutes\\_90o01\\_e.htm#BK23](http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm#BK23)

Many young workers report that they have not received **any** training before taking on a new task!

Inform, instruct and supervise workers to protect their health and safety.

*By keeping young workers safe, you help to keep all workers safe!*



**Safety at work is everyone's job.**

**It's the law!**

## Be a leader in workplace health and safety! Consider these best practices:

- Spend more time explaining the job, providing training and supervising new and young workers.
- Explain safety rules and make sure they're followed.
- Explain the importance of prompt reporting of health and safety concerns.
- Be available to answer questions and provide advice about workplace health and safety.
- Lead by example: wear required protective equipment and always reinforce the importance of working safely.
- Give new workers a guided tour of the entire workplace.
- Introduce new and young workers to key people in the organization, including the Health and Safety Manager, Health and Safety Committee members or Health and Safety Representative.
- Use information about workplace injuries and deaths to reinforce the health and safety message.
- Continually remind workers of the importance of health and safety.
- Arrange for experienced, safety-conscious workers to coach new and young workers.
- If safety rules are not being followed, find out why – *and make sure they are followed!*

### Bottom line

***Supervisors, you play an important role in helping workers under your supervision to keep safe. Be a role model for new and young workers starting out. Be a leader in workplace health and safety.***

### Workplace inspections

Ministry of Labour inspectors regularly check to see that workers are of legal age and that their working conditions comply with workplace health and safety requirements. For more information visit the Ministry of Labour website at <http://www.labour.gov.on.ca>.

**[www.ontario.ca/YoungWorkers](http://www.ontario.ca/YoungWorkers)**

**Note:** This document does not constitute legal advice and has no legal effect. To determine your rights and obligations under the Occupational Health and Safety Act (OHSA) and its regulations, please contact your legal counsel or refer to the legislation at [http://www.e-laws.gov.on.ca/html/statutes/english/elaws\\_statutes\\_90o01\\_e.htm](http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm).

While this document may be available to Ministry of Labour inspectors, they will apply and enforce the Act and its regulations based on the facts as they may find them in the workplace. This document does not affect their enforcement discretion in any way.



Find out more.

Ontario Ministry of Labour

April 2011

ISBN 978-1-4435-6590-5 (PRINT)

ISBN 978-1-4435-6592-9 (PDF)

ISBN 978-1-4435-6591-2 (HTML)

© Queen's Printer for Ontario