

Occupational Health and Safety Regulation

This is an excerpt from Part 3 of the Regulation, which deals with training and orientation for young and new workers.

YOUNG OR NEW WORKERS

Definitions

3.22 In sections 3.23 to 3.25:

"new worker"

means any worker who is

- (a) new to the workplace,
- (b) returning to a workplace where the hazards in that workplace have changed during the worker's absence,
- (c) affected by a change in the hazards of a workplace, or
- (d) relocated to a new workplace if the hazards in that workplace are different from the hazards in the worker's previous workplace;

"young worker"

means any worker who is under 25 years of age.

Young or new worker orientation and training

3.23

- (1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.
- (2) The following topics must be included in the young or new worker's orientation and training:
 - (a) the name and contact information for the young or new worker's supervisor;
 - (b) the employer's and young or new worker's rights and responsibilities under the *Workers Compensation Act* and this Regulation including the reporting of unsafe conditions and the right to refuse to perform unsafe work;
 - (c) workplace health and safety rules;
 - (d) hazards to which the young or new worker may be exposed, including risks from robbery, assault or confrontation;
 - (e) working alone or in isolation;
 - (f) violence in the workplace;
 - (g) personal protective equipment;
 - (h) location of first aid facilities and means of summoning first aid and reporting illnesses and injuries;
 - (i) emergency procedures;
 - (j) instruction and demonstration of the young or new worker's work task or work process;
 - (k) the employer's health and safety program, if required under section 3.1 of this Regulation;
 - (l) WHMIS information requirements set out in Part 5, as applicable to the young or new worker's workplace;
 - (m) contact information for the occupational health and safety committee or the worker health and safety representative, as applicable to the workplace.

Additional orientation and training

3.24

An employer must provide a young or new worker with additional orientation and training if

- (a) workplace observation reveals that the young or new worker is not able to perform work tasks or work processes safely, or
- (b) requested by the young or new worker.

Documentation

3.25

An employer must keep records of all orientation and training provided under sections 3.23 and 3.24.