

# WCB VOICE



December 2019

## Ask the Safety Expert: Roles of the Workplace Safety and Health Committee

**Q: What role does the committee play in addressing workplace safety and health concerns?**

A: Workplace safety and health committees are essential to promoting and reinforcing their workplace's safety and health message. Committees also play a crucial role in addressing safety and health concerns for everyone in the workplace. Simply stated, committees help ensure that workers at all levels have a voice at the table when it comes to discussing and resolving workplace safety and health concerns.

The legislation lists eleven specific workplace safety and health committee duties in Section 40(10) of the Manitoba Workplace Safety and Health Act and Regulation. These essential duties are generally recognized as the "conduits" in a workplace's Internal Responsibility System (IRS). The IRS ensures that workers who are unable to have workplace safety and health concerns resolved at the worker level can have these concerns reviewed by the committee for help with resolution.

As part of these eleven committee duties, committee members are required to conduct inspections of the entire workplace at least once every 90 days to help identify potential hazards in the workplace. Following these inspections, committees must present



**Jack Slessor**

identified concerns and recommendations to employers for either the elimination or control of identified hazards.

Investigating workplace incidents is another very important function of workplace safety and health committee members. During such investigations, committee members work to identify the direct, indirect and root causes of incidents.

It is imperative that workplace safety and health committee members receive proper training for both inspections and investigations in order to perform their duties competently.

A committee's involvement with the development and revision of workplace safety and health policies and procedures helps to ensure "transparency" in the eyes of the workers they represent. Their engagement

is also a strong indicator of the employer's commitment to giving everyone in the workplace a "voice" when it comes to safety and health.

Jack Slessor is a Prevention Consultant with SAFE Work Manitoba, where he provides support to workplaces in the Services Sector, including trade/retail, accommodations, restaurants, and daycares and schools.

Ask the Safety Expert is SAFE Work Manitoba's newest resource for Manitoba's workplace safety and health committees. This is an opportunity to get to know SAFE Work Manitoba staff, learn more about being a committee member and ask the questions that may come up during your committee meetings. Send your questions to [askthesafetyexpert@safeworkmanitoba.ca](mailto:askthesafetyexpert@safeworkmanitoba.ca)! Your question may be featured as a part of this series.



## WCB Named Top 30 Employer in Manitoba

The WCB has been named one of Manitoba's Top 30 Employers for 2020 for the ninth year in a row!

The WCB was chosen for this prestigious title based on a number of factors, including a

strong focus on physical and psychological health, a respectful and diverse work environment, and opportunities for learning and development.

To learn more about the WCB being named to this great list, visit <https://www.winnipegfreepress.com/publications/> and click on Manitoba's Top Employers 2020.



SAFE Work Manitoba invites students to tap into their superhero creativity and create projects that show young Manitobans how to Make Safety the Norm!

# NORM - THE SAFETY CONTEST!



Be your high school's safety superhero and win your share of \$10,000 in cash prizes! You could win a cash prize by promoting SAFE work in your class or school – create videos, art, posters, mixed media projects, theatrical productions\*, songs, campaigns\*, resources, school events\* or activities and anything else you can think of!

This year's theme is **“Preventing psychological hazards in the workplace”** and we're looking for projects that focus on bullying and harassment, violence, and mental health in the workplace.

\* For projects such as events, theatrical productions or campaigns, be sure to include a plan explaining how you will implement.

Deadline to get your projects in is: March 27, 2020. Don't miss out on your chance to heroically win a share of \$10,000 for you and your school!

Visit [www.safemanitoba.com/Resources/Pages/Norm-the-Safety-Contest.aspx](http://www.safemanitoba.com/Resources/Pages/Norm-the-Safety-Contest.aspx) for more information, or ask your teacher how to submit your project for Norm – The Safety Contest!



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