

# Workplace Roles and Responsibilities\*



The Internal Responsibility System (IRS) is the underlying philosophy of occupational health and safety legislation in Canada. The key to the IRS is that everyone in the workplace is responsible for his or her own safety, as well as for the safety of others in the workplace. To ensure a safe workplace, there must be a partnership between the employer and the employees.

**WCA**—The Workers Compensation Act BC and **OHSR**—Occupational Health and Safety Regulation describe general requirements for employers and workers, and specify roles and responsibilities for each party.

## What responsibilities are shared under the WCA?

All workplace parties must:

- Comply with the WCA, OHSR and WorkSafeBC orders
- Cooperate with the JHSC—Joint Health and Safety Committee, worker health and safety representative, and WorkSafeBC



## What are the employers' responsibilities under the OHSR?

- Ensure the health and safety of their workers
- Correct any hazardous workplace conditions
- Educate workers about the health and safety hazards in their workplace
- Educate workers about their rights and responsibilities under the OHSR
- Establish occupational health and safety policies and programs
- Provide and maintain personal protective equipment, devices, and clothing
- Ensure that workers comply with the WCA and OHSR requirements e.g., wear Personal Protective Equipment
- Provide workers with health and safety instruction, training, and supervision
- Ensure that a copy of the WCA and OHSR is readily available to workers at the workplace

## What specific responsibilities do supervisors have under the OHSR?

- Understand the WCA and OHSR requirements that are applicable to the work being supervised
- Make workers aware of all known or reasonably foreseeable health or safety hazards
- Ensure that workers comply with the WCA and OHSR requirements

## What are workers' specific responsibilities under the OHSR?

- Take reasonable care to protect their health and safety as well as the health and safety of others
- Follow safe work procedures
- Wear personal protective equipment, devices, and clothing as required by the OHSR
- Ensure their ability to work is not impaired by alcohol, drugs or other causes
- Not engage in horseplay or similar conduct
- Report to their employer defects in PPE and hazards in the workplace
- Report to the employer any contravention of the WCA or OHSR



## For additional resources visit:

[WCA Part 2 – OHSR provisions](#)

[Roles, rights & responsibilities](#) | WorkSafeBC

