

e2r Alert!

HIRING YOUNG AND INEXPERIENCED WORKERS FOR THE SUMMER? ENSURE HEALTH AND SAFETY REQUIREMENTS ARE ON THE TRAINING AGENDA!

Along with summer comes an influx into the workforce of young and inexperienced workers. This serves as a reminder to all employers to ensure that appropriate health and safety considerations are being taken into consideration for all young and inexperienced workers in your workplace.

Occupational Health and Safety legislation generally requires you, as an employer, to do everything you reasonably can to protect the health and safety of your workers, such as keeping equipment in safe working order, ensuring that dangerous chemicals are properly labeled and stored, establishing safe work practices, ensuring that these practices are followed and that your workers have the skills and training needed to do their jobs in a healthy and safe manner.

Employers in all provinces should keep an eye on their own jurisdiction as health and safety inspection blitzes occur periodically in many jurisdictions, at times with a focus on young and inexperienced workers particularly through the summer months.

Health and safety inspectors in Ontario, for example, are gearing up to perform health and safety blitz inspections for the next four (4) months on workplaces where many young and inexperienced workers are employed, such as restaurants, landscaping, tourism, construction and the retail sector (“Health and Safety Blitz”).

The Health and Safety Blitz will focus on workers:

- Aged 14 to 24 years of age; and
- New workers that are 25 years of age and older and who have been on the job less than six (6) months.

In addition, inspectors shall be using the Health and Safety Blitz as an opportunity to ensure that employers are in compliance with the “Bill 168” requirements relating to workplace violence and harassment.

The focus of such inspection blitzes may include the following areas:

- Orientation, training and supervision including ensuring that young and inexperienced workers understand their right to refuse work that could endanger themselves or others;
- Minimum age requirements for work in different industries; and
- Checking of safety measures and procedures such as safe handling of dangerous materials and correct use of ladders.

We encourage employers to inspect their workplace policies, procedures and practices to ensure that the workplace meets requirements and priorities outlined in the Occupational Health and Safety legislation in your jurisdiction.

Please contact e2r Solutions® should you have any questions regarding the foregoing.

If you do not wish to receive further e2r Alerts!, please reply to this email with the word Unsubscribe in the subject line of your reply and your email address will be deleted from our distribution list.

“Real Human Resources Advice in Real-Time”

70 The Esplanade, Suite 401 | Toronto, ON M5E 1R2 | 1.866.327.7657 | tel 416.867.3093 | fax 416.867.1434

[Website](#) | [Facebook](#) | [LinkedIn](#)

e2r Solutions® is a service of Woolgar VanWiechen Ketcheson Ducoffe LLP, a certified MDP.

IMPORTANT/CONFIDENTIAL: This email message and any attached files are intended only for the use of the individual or entity to which it is addressed, and may contain information that is privileged, confidential and exempt from disclosure under applicable law. Any other distribution, copying or disclosure is strictly prohibited. If you have received this message in error, please notify us immediately by telephone at 416.867.3093 and destroy original message