

“Occupational Health & Safety” Webinar FAQ’s

Updated October 30, 2020

Q: Does a medical office need a first aid certified individual on site even though there are physicians qualified to attend to medical emergencies on site?

A: As per the legislation, it requires that a qualified First Aid attendant with current and active certification be present on site.

Q: How can I comply with the legislation with regard to providing the appropriate training to my employees?

A: Employers must instruct workers on:

- the hazard of workplace harassment and violence
- how to recognize the signs of danger
- what to do about it
- how to report it

As per the legislation, training requirements are related to the role specifically. Employers need to ensure that workers are trained on the hazards and applicable controls related to their roles first and foremost. There are general webinars and resources available from OHS Alberta regarding Hazard Assessments, Workplace Violence and Harassment, H&S Committee and Rep information that can be used to train management or employees on their rights and obligations under the code. They can be found at these links:

<https://ohs-pubstore.labour.alberta.ca/search?q=webinar>
<https://ohs-pubstore.labour.alberta.ca/employer>

Q: How are OHS laws enforced?

A: OHS laws are enforced through inspections where an OHS Officer can enter an employer’s business at any time without consent and issue orders, violation tickets and administrative penalties where organizations may not be in compliance with the legislation.

Q: What is a “worker” as per the legislation, does it include independent contractors in the definition?

A: Under the OHS Act a “worker” means: a person engaged in an occupation including anyone who performs or supplies services for monetary and non-monetary compensation for an employer or organization. “Worker” would include volunteers, self-employed persons, and any independent contractors.

Q: Under what circumstances does an organization require a Health & Safety Rep in the workplace?

A: An employer would be required to have a Health & Safety Rep when they have between 5-19 workers and the work is expected to last 90 days or more.

Q: Under what circumstances does an organization require a Health & Safety Committee in the workplace?

A: An employer would be required to have a Health & Safety Committee in place when they have 20 or more workers, and the work is expected to last 90 days or more.

*A Health and Safety program would also be required under this scenario; this program would need to include the 10 elements highlighted in the Code.

Q: Under what circumstances would an employee be considered “Working Alone”, prompting the employer to assess this as a hazard?

A: The 2 conditions for being considered “Working Alone” under the legislation are:

- 1) The worker is working by themselves and,
- 2) Assistance is not readily available because they cannot be seen or heard by anyone else.