



New Safety Regulation Pertaining to Young and New Workers

CAGC INFORMATION ALERT

First Published 06 - 2007

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Information

Alert

11-07

Every employer who will be hiring new or young workers will need to know about WorkSafeBC's new Occupational Health & Safety (OHS) Regulation relating to the orientation and training needs of young or new workers. **Effective July 26, 2007**, all employers must ensure that a young or new worker be given health and safety orientation and training specific to his/her workplace **before** the young or new worker begins work. A young worker is defined as, "any worker who is under 25 years of age" and a new worker is defined as, "any worker who is new to the workplace, returning to a workplace where the hazards in that workplace have changed during the worker's absence, affected by a change in the hazards of a workplace, or relocated to a new workplace if the hazards in that workplace are different from the hazards in the worker's previous workplace".

The employer must document all their orientation and training.

The new OHS Regulation 3.22 to 3.25 details 13 topics that must be included in the orientation and training. Furthermore, additional training must be provided if the employer observes that the young or new worker is not able to perform work tasks or work processes safely, or if the young or new worker requests additional training.

The intent of this new regulation is to address the injury rate for young and new workers. The injury rate of young workers is more than twice that of the overall population, and the number of serious injuries to young workers has seen an upward trend since 2001. In addition, regardless of their age, all workers have five to seven times the risk of sustaining a workplace injury during their first month on the job.

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If you have any questions or comments please feel free to contact Mike Doyle or Kelli Tonge at (403)265.0045