

# The Internal Responsibility System

# Presentation Goals

By the end of this session you will be able to:

- ▶ Recognize what is being done in your organization that contributes to a safe workplace
- ▶ Recognize what could be done in your organization to work towards a safer workplace

Everyone shares  
responsibility  
for Health & Safety

# As An Employer

- ▶ Take reasonable precautions
- ▶ Train, supervise, and provide information
- ▶ Provide and maintain safe equipment, machines, and materials
- ▶ Consult and cooperate with the health and safety committee or representative
- ▶ Establish a policy and a program



# Worker

- ▶ Direct responsibility for yourself and others
- ▶ Follow rules, use procedures, cooperate
- ▶ Correct hazards within your control and ability
- ▶ Report hazards that are not within your control to mitigate
- ▶ Consult with health and safety committee and/or representative



# Recipe for Success

- ▶ **Willingness** of management and employees
- ▶ Appropriate level of knowledge among workplace parties – **sharing information**
- ▶ Appropriate levels of **enforcement** – workplace inspections, disciplinary measures
- ▶ Expectation that it will work – **commitment and trust** in the process
- ▶ OHS should be **integrated** into the work; it's not a separate function
- ▶ **Everyone** should personally take every measure reasonable to work safely and **continuously** improve safety

# IRS and Due Diligence

## IRS

- ▶ Philosophy that all share the responsibility for the health and safety of persons at the workplace
- ▶ Framework for Participation



## Due Diligence

- ▶ Reasonable precautions taken by workplace parties to prevent workplace illness and injury
- ▶ What am I actually doing

# Unfortunate Consequences



# Prosecution and Due Diligence

OHS offences are “Strict Liability” offences

Due diligence is a defense in strict liability cases – you must prove you took all reasonable care

- There was nothing **reasonable** you could have done to prevent the violation
- What’s reasonable? Specific to time, place, authority, responsibility, accountability, knowledge....
- **Foreseeability, Preventability, Control and Degree of Harm**

# Be Proud

## What are you currently doing?

- ▶ Worker orientation, education, and training, emergency response drills and exercises
- ▶ Workplace inspections, including corrective actions taken
- ▶ Accident/incident reports, including corrective actions taken
- ▶ Safe work procedures
- ▶ Health and safety committee meetings
- ▶ Maintenance

# Safety Branch

Toll-free:  
1 800 952 2687

Email:  
[LAESafetyBranch@novascotia.ca](mailto:LAESafetyBranch@novascotia.ca)