

Three Common Ways The “Safety Person” Becomes a Liability to Your Business



While hiring a ‘safety person’ is well intended and common practice, most business owners are unaware that they can be creating a liability for themselves and their company.

Here are three common ways your ‘safety person’ can be creating a risk exposure for your business:

1. **Making safety their job.** The safety person does most everything; the inspections, orientations, safety talks, co-chairing the safety committee and more. Here are the issues:
 - a. When an incident happens, the safety person is a ghost. The regulator won’t be interested in what the safety person did. Instead, they will be laser focused on the employer and the supervisor and what they did or did not do.
 - b. Over reliance on the safety person doing all the safety enables poor supervisor performance, lack of accountability and weak safety cultures.
2. **Focusing on paperwork and checking boxes.** Less experienced safety people often focus on ‘getting paperwork done’ which creates little value for employees and results in pushback and ‘pencil whipping’. This not only undermines your investment in safety management, but it also creates a risk exposure for your people and your business. In reality an experienced and confident safety professional understands that less can be more:
 - a. Safety should add value to your business as a management tool. If what’s being done currently is not adding value, then ask why and adjust as necessary.
 - b. On average, 20% of what your company does gives rise to 80% of your credible risk; a Critical Task Inventory and Safe Work Procedures is a central focus of their risk management strategy.

- c. Instead, paperwork and checking boxes is a by-product of implementing effective management systems that drive performance and mitigate risk.
3. **Being a Safety Cop.** Many owners and safety people incorrectly think it's the safety person's role to enforce safety. This is one of the worse things you can do to derail safety accountability and expose your company. Not only does it breed resentment and hiding of unsafe acts and practices by your employees, but it also diminishes respect for your safety efforts. In addition, it removes a critical safeguard to the employer and employees; the supervisor. The legal duties of supervisors were created with the understanding that supervisors are the employer's representative on the front lines, ensuring that the job gets done. When supervisors are trained in their responsibilities to ensure workers under their direction understand the safe way of performing work and hold them accountable to the standard, risk is drastically reduced for everyone in the workplace.

In all jurisdictions in Canada, Workplace Safety and Health legislation is built upon the premise of the Internal Responsibility System. That employers, supervisors and workers should work cooperatively to ensure a safe and healthy workplace. In addition, the greater the authority, the greater the responsibility. You employees' supervisor can be one of the most influential people in their life. The role of the safety person is to be the support to supervisors and workers and to coach them so that they can all fulfill their responsibilities.

Do you have a Job Description for your Workplace Health & Safety Coordinator? [Click here and download one for free.](#)

Have safety pain? [Contact us today!](#)

5 YEAR Workplace Safety and Health Act



DO YOU WANT TO PROVIDE INPUT INTO WORKPLACE SAFETY LEGISLATION IN MANITOBA? HERE'S YOUR CHANCE!

At least once every five years, Manitoba Workplace Safety and Health undertakes a review of the [Workplace Safety and Health Act](#) to ensure Manitoba's workplaces are safe and healthy.

Healthy workplaces impact everyone, and efforts have been made to ensure employers and workers are engaged as part of this review. A Workplace Safety and Health Review Committee made up of worker, employer and technical representatives has been established to review submissions and provide recommendations to the Minister on issues of importance in Manitoba's workplaces. This year the review will be focused on:

- ensuring strong protections are in place that meet the needs of today's workplaces;
- improving harmonization and consistency with other jurisdictions;
- ensuring requirements are clear and reasonable; and,
- helping Manitoba meet its obligations under [The Regulatory Accountability Act](#).

You are invited to submit your feedback through an open proposal process before November 30th. All submissions will be provided to the committee for consideration.

If you have any questions, call at 204-957-SAFE (7233) or toll free at 1-855-957-SAFE (7233). Submissions will also be accepted by email at WSHActReview@gov.mb.ca

More info at: <https://engagemb.ca/workplace-safety-and-health-act>

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