## SUPERVISOR COMPETENCY & DUTIES

Supervisors are responsible for the health and safety of workers. In fact, supervisors are second only to employers in terms of their legal duties to protect workers from harm.

A supervisor is someone who has charge of a workplace or authority over a worker. The term can apply to many people in a workplace, including those in management, on the shop ﬂoor, in a bargaining unit, and individuals whose job title does not include the word "supervisor."

The CLC requires employers to appoint "qualified persons" as supervisors. This means the supervisor must be:

* qualiﬁed because of knowledge, training, and experience to organize the work and its performance.
* familiar with the CLC and its regulations
* knowledgeable about any potential or actual danger to health or safety in the workplace

The CLC also spells out the broad duties of a supervisor to:

* Ensure that workers work in the manner and with the protective devices, measures and procedures required
* Ensure that any equipment, protective device, or clothing required by the employer is used or worn by the worker
* Advise a worker of any potential or actual health or safety dangers known by the supervisor
* Take every precaution reasonable in the circumstances for the protection of workers

BEYOND THE BASICS

Supervisors must be competent and eﬀective. This requires more comprehensive training.

Eﬀective supervisors are safety leaders who:

* educate, observe, guide, motivate and inspire workers
* understand, identify and control risks and hazards
* are familiar with applicable standards (CSA, ANSI, etc.)
* implement your health and safety policy and program
* impart your company's value for health and safety
* encourage worker feedback and much more

Safety leaders are better able to keep your workplace safe and garner your organization the rewards of lower costs, engaged workers, and higher productivity.

RECOMMENDED TRAINING

Workplace issues and hazards are constantly changing, and the demands on supervisors are increasing. Supervisors can stay competent, current, and eﬀective with training in these key areas:

* hazard identiﬁcation, risk assessment, and control
* speciﬁc hazards in your workplace
* due diligence
* leadership and coaching
* mental health
* harassment and sexual harassment
* accommodation and return to work