



## SCHOOL DISTRICT No. 54

### 3.23 Young or new worker orientation and training NEW

- (1) An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.
- (2) The following topics must be included in the young or new worker's orientation and training:
- (a) the name and contact information for the young or new worker's supervisor;
  - (b) the employer's and young or new worker's rights and responsibilities under the *Workers Compensation Act* and this Regulation including the reporting of unsafe conditions and the right to refuse to perform unsafe work;
  - (c) workplace health and safety rules;
  - (d) hazards to which the young or new worker may be exposed, including risks from robbery, assault or confrontation;
  - (e) working alone or in isolation;
  - (f) violence in the workplace;
  - (g) personal protective equipment;
  - (h) location of first aid facilities and means of summoning first aid and reporting illnesses and injuries;
  - (i) emergency procedures;
  - (j) instruction and demonstration of the young or new worker's work task or work process;
  - (k) the employer's health and safety program, if required under section 3.1 of this Regulation;
  - (l) WHMIS information requirements set out in Part 5, as applicable to the young or new worker's workplace;
  - (m) contact information for the occupational health and safety committee or the worker health and safety representative, as applicable to the workplace.

[Enacted by B.C. Reg. 105/2007, effective July 26, 2007.]

### 3.24 Additional orientation and training NEW

An employer must provide a young or new worker with additional orientation and training if

- (a) workplace observation reveals that the young or new worker is not able to perform work tasks or work processes safely, or
- (b) requested by the young or new worker.

[Enacted by B.C. Reg. 105/2007, effective July 26, 2007.]

### 3.25 Documentation NEW

An employer must keep records of all orientation and training provided under sections 3.23 and 3.24.