



# Worksafe - What You Should Know



## Who Needs WorkSafe Training?

If your organization employs more than nine people, you are required under the Workers Compensation Act to establish a joint health and safety committee (20+ employees) or designate a worker health and safety representative (9–19 employees).

The Workers Compensation Act entitles all committee members and worker representatives to eight hours annual paid educational leave to attend courses conducted or approved by the WCB. One way to meet that requirement is to take WorkSafe courses. WorkSafe courses, which have been developed by the WCB and meet the requirements under the Act, are available exclusively through members of the WCB WorkSafe Education Network.

## Why Provide WorkSafe Training?

Providing occupational health and safety training is one of the most important responsibilities an employer has. Not only does effective training help you meet WorkSafeBC requirements, it also builds safety awareness within your workforce and fosters a healthy safety culture. These in turn can prevent injuries, which helps protect your workers and keeps overall costs down.

Everyone needs training, including owners, supervisors, and workers. Some workers and supervisors may require specific types of training depending on the nature of their work. For example, new workers, workers performing specialized processes, and supervisors all have specific training needs that must be addressed.

## Where Do I Start?

Before you can select the best training for your organization, you need to identify and prioritize your training needs:

### Step 1 - Identify Your Training Needs

- Determine the skills and knowledge needed for each job to be performed safely
- Review your accident and incident reports to determine trends
- Get input from your joint safety committee or worker representatives

### Step 2 - Prioritize Your Training Needs

- Determine if WorkSafeBC has specific requirements for training in your workplace (e.g., WHMIS)
- Determine if the Occupational Health and Safety Regulation requires training for specific jobs (e.g., confined space entry)
- Consider whether there is training that may benefit all employees (e.g., musculoskeletal injuries)

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