

COMMUNITY SERVICES STAFF SAFETY

Contact us!
ray@aasp.ca

KNOW YOUR RIGHTS!

RIGHT TO BE INFORMED
Workers must know about workplace hazards and how to navigate them

RIGHT TO PARTICIPATE
Afforded meaningful participation in H&S activities and able to express concerns

RIGHT TO REFUSE DANGEROUS WORK
Ability to refuse work that presents dangerous hazards without discrimination

What constitutes dangerous work?

Unexpected or unusual circumstances where hazards have not been adequately assessed or controlled.

A situation where the worker risks immediate harm that is not normal for the job.

INDUSTRY EXAMPLES

After an urgent placement, the new client demonstrates violent behaviours and the client profile is not available.

Working alone with an aggressive individual who requires two staff and due to resourcing only one staff is available.

What does not constitute dangerous work?

Job performance management

Workplace harassment or personality conflicts (unless they involve direct threats)

INDUSTRY EXAMPLES

Working in a home where a COVID positive staff is now self-isolating and the agency has followed all Alberta Health Services guidelines.

A very aggressive youth who is being restrained by staff who are trained in crisis intervention.

APPLY YOUR ORGANIZATION'S PROCESS

1

Inform your manager or supervisor

If the dangerous condition can be addressed, you can resume working.

If the dangerous conditions still exists

Advise the H&S Committee worker co-chair, or HSR, or another worker when no HSC/HSR exists. The worker delegate, you, and your manager will inspect the dangerous condition.

2

Determine if a resolution can be found

If needed, involve other committee members or knowledgeable personnel.



3

Document the details

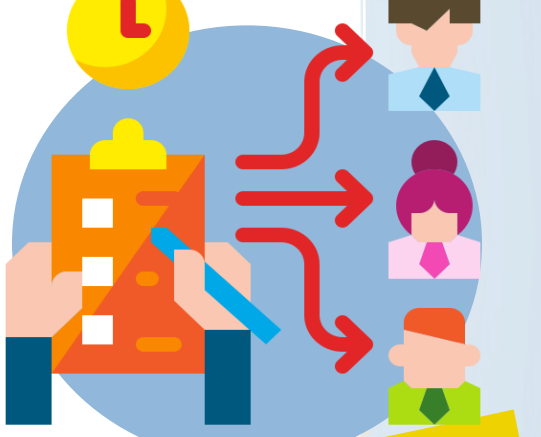
Employer must prepare a report of the refusal, the inspection, the resolution, and provide copies to all involved parties.



4

Resume work

Once the dangerous condition no longer poses risk to anyone, work can resume.



If no resolution is found or actions taken

If the dangerous condition still exists, ensure all company H&S processes have been fully exhausted. If no resolution possible, contact:
Alberta Occupational Health & Safety
1-866-415-8690

WORKERS HAVE THE ABILITY TO WORK WITHOUT BEING SUBJECTED TO DISCRIMINATORY ACTION FOR EXERCISING A RIGHT OR FULFILLING A LEGISLATED DUTY.

Job termination

Job demotion

RECOGNIZE DISCRIMINATORY ACTIONS

Pay reduction

Reduced shifts/hours

Leave without pay

Dangerous Work

"A worker has a right to refuse work if they believe on reasonable grounds that there is a dangerous condition at the work site, or that the work is a danger to themselves or others."
Alberta OHS Act Part 4, s. 31(1).

You can be provided other work during a work refusal.

Another worker can be asked to complete the work if a specific process is followed in the OHS Act, Part 4, s. 31 (7).

KNOW YOUR ROLE

If everyone meets their obligations through the organization's Internal Responsibility System (IRS); dangerous work refusals are unlikely to occur

Sources:
• Alberta Occupational Health and Safety Act (OHS Act 2 (iv), Part 4, s. 31(1), (7), (35))
• GoA Publications LI049