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WHAT HAPPENED BEFORE THE SOCK SPOKE?

Think about what might have happened leading up to this chat.

Here are a few possibilities:

NEW WORKER

This was her first day on the job and her manager's sock puppet was providing training on how to do the job safely.

SAFETY FACT: Training and orientation needs to include anything about the job that could hurt you, and how to avoid it. And it should be given on day one.

NEW JOB

Although she's been working for the sock puppet-wielding manager for a while, she needs new training because she is covering someone's vacation in the warehouse.

SAFETY FACT: Training and orientation is specific to the job. So if you change jobs within the same company, you should be shown how to be safe in the new one.

NEW EQUIPMENT

The boss buys more than socks, he also purchases new equipment. There's a new lift truck in the warehouse.

SAFETY FACT: This would mean the job has changed significantly – and new training, orientation and supervision is needed to ensure the worker knows how to do it safely.

Can you think of other possibilities? What went well? How could the conversation be started differently?

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These are just a few examples, not every possible scenario. While they reflect the spirit of the Internal Responsibility System, training and orientation is a big issue – and so is hazard identification and control. Lots of people have lots to say about them, and the laws of Nova Scotia do, too.

CHECK OUT THESE LINKS TO LEARN MORE

Your Rights, Responsibilities and the Occupational Health & Safety Act
<http://www.gov.ns.ca/lwd/healthandsafety/docs/YourRightsandResp-en.pdf>

What is the Internal Responsibility System?
<http://www.gov.ns.ca/lwd/healthandsafety/SharedResponsibility.asp>

Reference Guide to the OH&S Act
<http://www.gov.ns.ca/lwd/healthandsafety/docs/OHSActRegGuide.pdf>

Health & Safety Guide for New Retail Workers
<http://www.gov.ns.ca/lwd/healthandsafety/workers.asp>

Preventing Violence Robbery and Theft
<http://www.gov.ns.ca/lwd/employmentrights/>

Which Labour Laws Apply to You?
<http://www.gov.ns.ca/lwd/employmentrights>

Various OH&S Publications and Resources
<http://www.gov.ns.ca/lwd/healthandsafety/pubs.asp>

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WHAT SHOULD HAPPEN NOW THAT THE WRESTLER IS GONE?

MRS. McLAREN

Once she gets past the whole mask thing, she should get up and check it out. Deal with the concern that there's oil on the floor. Make sure no other employees are at risk.

SAFETY FACT: Under *Nova Scotia's Occupational Health & Safety Act*, your employer must ensure the health and safety of anyone at or near the workplace, which includes the maintenance of equipment and workspaces.

THE WORKER

Stop working around the slippery floor. Put up a caution sign and, as best as she can, clean up the floor. Tell co-workers in the area about the slippery area, and tell Mrs. McLaren when the floor is safe.

SAFETY FACT: Employees have a duty to report anything they think may be dangerous. Alerting other workers and going straight to the boss about it means you have their backs and could be saving others from getting hurt.

MRS. McLAREN & THE WORKER TOGETHER

Investigate. Why is there oil on the floor? Is it a leak from faulty equipment? A spill from something totally separate? Determine the cause, and determine the right way to fix it.

SAFETY FACT: Under Nova Scotia law, employers must have a system for health and safety monitoring that includes prompt follow-up and control of identified hazards. And employees have a responsibility to contribute to their own safety and that of others they work with.

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