



A Guide for Employers on

# WorkSafeBC

BC

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PENINSULA

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## Understanding Your Employer Obligations

When workers are injured in the workplace, employers can be held liable. Employers are legally required to provide their employees with a safe workplace.

Employers must understand British Columbia's Occupational Health and Safety legislation and cooperate with WorkSafeBC in protecting and supporting workers. This includes preventing workplace illness and injuries and helping affected employees recover. This guide will provide an overview of WorkSafeBC and employers' health and safety obligations.

**WorkSafeBC works with employees and employers to provide education on workplace safety. It also inspects workplaces for compliance and establishes and enforces health and safety standards through the *Occupational Health and Safety Regulation (OHSR)*.**



## **What is WorkSafe BC?**

WorkSafeBC is a provincial agency established to ensure that provincially-regulated workplaces in British Columbia are safe. It is funded by investment income and the premium paid by employers for their no-fault insurance.

## **What does WorkSafe BC do?**

WorkSafeBC aims to prevent workplace injury, illness and disease and to rehabilitate workers. To do this, the agency provides health and safety information to employers, employees, and the public, including information about prevention of work-related injury and illness.

Additionally, WorkSafeBC provides and oversees a no-fault insurance system and works to ensure fair compensation for ill or injured workers.

## **Preventing Illness and Injury in the Workplace**

WorkSafeBC works with federal and provincial agencies to ensure that workplaces are safe and healthy in British Columbia. The agency establishes the occupational health and safety standards for the province's workplaces through the OHSR. This legislation requires employer to fulfill certain duties, such as conducting workplace inspections and eliminating health and safety hazards.

To ensure that businesses are complying with the law and to help employers detect hazards, WorkSafeBC officers conduct workplace inspections. If employers fail to comply with the Regulation, officers can impose fines and penalties or prosecute them.

WorkSafeBC also supports workers and employers by

providing education on the prevention of illness and injury in the workplace through online resources.

## **Helping Ill or Injured Employees Return to Work**

Workers who have become ill or injured because of their work can receive services and medical care to help them recover and return to work. WorkSafeBC may also cover medical costs, speed up health care services, and provide compensation for the time the employee took off work.

## **Employer No-Fault Insurance**

WorkSafeBC provides a no-fault insurance for employers. This insurance protects employers from lawsuits from employees who have suffered an injury or illness at work. The premiums that employers pay for this insurance help fund the programs and services that the agency provides to workers.

## **Employer FAQs**

### **What are employers asking about WorkSafeBC?**

#### **1. What is WorkSafeBC?**

It is an independent provincial agency that sets, maintains, and enforces health and safety standards in British Columbia's workplaces.

#### **2. What does WorkSafeBC do?**

The agency works to prevent illness and injury in the workplace, supports ill and injured employees in returning to work, and protects employers with insurance.

### **3. How does WorkSafeBC prevent illness and injury in the workplace?**

Its officers conduct workplace investigations for hazards and enforce the OHSR with fines, penalties and prosecution of employers who do not comply. Additionally, the agency provides information and resources to employees and employers on maintaining a safe workplace.

### **4. How can WorkSafeBC help ill or injured employees?**

Through WorkSafeBC, ill or injured employees may be eligible for compensation for the time they were unable to come to work, their medical costs may get covered, and the agency may be able to speed up access to certain health care services.

### **5. How can WorkSafeBC help employers?**

WorkSafeBC's no-fault insurance protects employers from lawsuits filed by employees who were injured at work or developed an occupational illness.

### **6. What are employers' duties under the OHSR?**

Among other things, employers must conduct workplace investigations and eliminate hazards.

### **7. What happens if employers don't comply with health and safety legislation?**

They can face financial and administrative penalties, or prosecution.

## **Learn More**

Peninsula is dedicated to providing ongoing Health and Safety support to British Columbia's small business owners. Call us today to get answers to your questions about WorkSafeBC or OHSR.

**1 (833) 247-3652**

**We've got you covered.**

**Schedule A Callback**

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