

Worker and Supervisor Responsibilities

The University has a general Safety Policy that outlines the employer (UBC), supervisor and worker responsibilities towards maintaining a safe and healthy work environment. WorkSafe reinforces these roles specifically to deal with MSI (musculoskeletal injuries). This article examines the relevance of worker and supervisor responsibilities with regards to ergonomics.

The supervisor should ensure;

Staff understands ergonomics risks associated with work	They understand UBC's ergonomics program
They have knowledge of signs and symptoms of MSI	There are proper preventative measures in place to prevent MSI (new staff training, work station adjusted to worker)
They are responsive to issues about personal security	They provide training in safe operation of equipment and procedures
They look for MSI hazards during routine inspections	Reinforcement of proper techniques for tasks with MSI risk
They act upon reported MSI hazards, concerns	They learn common solutions for tasks with high MSI risk (what do other industries, locations do?)
They correct hazardous conditions	Do their best to accommodate MSI injured workers with alternate duties

The worker should ensure;

They are safety conscious about MSI risk in all activities	They have knowledge of signs and symptoms of MSI
MSI incidents or accidents are reported as soon as possible	They understand how the workstation works and can be adjusted (ask for help if needed)
Equipment is used properly according to established procedures	They bring questions, suggestions, concerns to supervisors
Ensure ideal working postures (change postures, take scheduled breaks)	They vary job tasks throughout the day (short breaks doing different duties)

Workers and supervisors must understand their individual responsibilities to achieve a safer work environment. Supervisors are responsible for creating a collaborative environment with the worker to develop health and safety initiatives. With regards to ergonomics, this can entail; setting up a procedure to ensure all new staff are given a brief tutorial or what the methods are for ordering needed items. A supervisor is any person who instructs, directs and controls workers in the performance of their duties. ([Part 1 Definitions, WSBC Regulation](#)).