Multiple Employers or Self-Employed Persons at the Workplace: Additional Considerations

# Co-ordinating health and safety for multiple workplace parties

Examples of HSMS components that require a co-ordinated, site-specific approach include :

* hazard assessments
* emergency response plans
* Inspection
* procedures and schedule
* health and safety orientation and training for workers and supervisors procedures
* for investigating incidents, injuries and refusals to work
* others, depending on the work being performed at the workplace and the workplace parties involved

# Criteria for evaluation and selection of other employers and self-employed persons

When hiring other employers or self-employed persons, the employer must consider health and safety criteria in the selection process.

Evaluation and selection procedures with pass/fail criteria may be developed in consultation with the JHSC or worker health and safety representative. Alternatively, a third party health and safety evaluation service or audit tool (for example, Certificate of Recognition (COR)) may be used.

The employer may request documentation such as:

* health and safety manual
* health and safety policy
* safe work policies and procedures
* workers’ compensation information (for example, injury record, clearance letter)
* COR certificate
* HSMS audit results
* hazard assessments
* JHSC meeting minutes
* safety meeting minutes, safety talks or pre-job tailgate meeting records
* worker and supervisor training and certification records
* other, depending on the work being performed at the workplace and the workplace parties involved

This documentation may form part of a contractor pre-qualification process that the employer uses to ensure that other employers and self-employed persons are equipped to address the health and safety requirements of the job.

# Regular monitoring

The procedures for monitoring other employers and self-employed persons at the workplace could include:

* defining regular intervals, depending on the type and nature of the work being done at the workplace
* scheduling formal inspections and occasional visual checks (scheduled and unscheduled)
* assessing the employer’s performance against their own written procedures workplace-specific health and safety policies, and the WSC Act and Regulations
* identifying processes for dealing with non-compliances