

# Employer Responsibility for Protection of Security Personnel

## Hazards / Issues:

Security personnel provide a range of services, and work in a variety of settings including, but not limited to:

Parking lots and buildings	Medical facilities
Plant operations/inspections	Sports
Music festivals/concerts	Entertainment
Shopping centres	Construction sites

Security personnel working in Manitoba face potential risk of violence, working alone (overnight) / or isolation and other hazards present in the sector.

## How to control the hazard:

To address the safety risks posed to security personnel, employers are required to develop and implement precautionary measures, including a violence prevention plan, a plan for workers working alone or in isolation, ensure effective communications systems and requirements for workers to use appropriate personal protective equipment such as high visibility vests.

## Violence Prevention Policy

*A violence prevention policy must describe the actions and measures employers will take to eliminate or control the risk of violence to workers. This includes, but is not limited to:*

- Measures to summon immediate assistance when violent or threatening situations occur.
- A description of any worksite at the workplace, where violence has occurred or may (reasonably be expected to) occur.
- A description of any specific job functions where the worker has been or may (reasonably be expected to) be exposed to an incident of violence.
- Procedures a worker will follow to report an incident of violence to the employer.
- Procedures the employer will follow to document and investigate any incident of violence, and to put any control measures in place (as a result of the investigation) to eliminate or reduce the risk of further occurrence.

## Working Alone or in Isolation

*When a worker works alone or works in isolation, an employer must identify the risks to the worker and take steps to eliminate or reduce the identified risks. A working alone plan must include:*

- Safe work procedures to eliminate or reduce the identified risks to workers working alone or in isolation. The employer must post a copy of these procedures in a noticeable place at the workplace.
- Requirements for workers to be trained in safe work procedures for working alone.
- An effective communication system consisting of radio, telephone or cell phone communication, or another effective means of communication given the risks involved.
- Regular contact between the employer/contact person/call-in centre and the worker.
- Set limits on or prohibitions of specified activities that can present risk to a worker.

Provision of emergency supplies where travelling or working under conditions of extreme cold or other inclement weather conditions

(see next page)

### SAFE Work Manitoba contact information:

Winnipeg: 204-957-SAFE (7233)

Toll-Free: 1-855-957-SAFE (7233)

Publications and resources available at: [safemanitoba.com](http://safemanitoba.com)



## How to control the hazard (cont.):

### Personal Protective Equipment (PPE)

*The appropriate PPE for the risks involved with a worker's task must be provided, and workers must be trained in the proper use of the equipment:*

- High visibility safety apparel meeting requirements of CAN/CSA-Z96, *High-Visibility Safety Apparel* for vehicular and pedestrian traffic control, or inspection activities.
- CSA approved protective headwear (hard hats) and footwear (steel toe boots), hearing and eye protection for construction project sites.
- Personal protective equipment (PPE) must fit properly for its purpose.
- Workers must wear and use PPE according to the manufacturer's specifications, reasonably protect the equipment and notify the employer if it is defective or fails to provide the intended protection.

### First Aid

*Workers must be trained on the risks involved with blood and bodily fluids, including the appropriate precautions and proper usage of first aid equipment for responding effectively and safely to emergency situations.*

### Worker Safety & Health Orientation and Training

*Employers must ensure workers are trained in and follow the employer's safety and health system or program. A safety and health system or program includes, but is not limited to: safe work procedures, employer policies, procedures and directives (e.g. post/standing orders, general site orders).*

### Worker Rights & Responsibilities

*The employer must also ensure that workers are aware of and understand their safety and health rights and responsibilities as defined by The Workplace Safety and Health Act, W210 and Regulation, 217/2006.*

#### **Reference to legal requirements under workplace safety and health legislation:**

- Manitoba Workplace Safety and Health Act, W210
- Manitoba Workplace Safety and Health Regulation, M.R. 217/2006

#### **Reference to legal requirements under private investigators and security guards legislation:**

- *Manitoba Private Investigators and Security Guards Act, P132*
- *Manitoba Private Investigators and Security Guards Regulation, M.R. 164/2010*
- *The Private Investigators and Security Guards Act* requires that all individuals conducting private investigation and/or security guard duties are licensed.
- All Manitoba security guards are required to complete a mandatory security guard training program.
- Visit Manitoba Justice at [www.gov.mb.ca](http://www.gov.mb.ca) for more information.

#### **Additional workplace safety and health information available at: [safemanitoba.com](http://safemanitoba.com)**

- Worker Rights and Responsibilities – available in different languages
- Worker and Employer Safety and Health Responsibilities Tip Card
- SAFE Work Bulletin 161: Exposure to Human Blood or Bodily Fluids