



## WHEN USING TEMPORARY HELP AGENCIES

Your company has a clear, legal responsibility for the health and safety of all temporary workers while they are assigned to your workplace.

To protect you and your company from any *due diligence* obligations, consider the following:

- Has your current temporary-help agency ever inspected your workplace?
- How effectively are they communicating the tasks to the temporary workers?
- Do the temporary-help workers understand the tasks when they first arrive?
- Has the agency orientated their workers on *your* workplace?
- Is the temporary-help agency training their workers in WHMIS?
- Is the agency able to provide you with clearance certificates *when requested*?
- Has the agency informed their workers of their rights while in your workplace?
- Are all temporary-help workers aware of your H&S rules and regulations?
- Have you ensured that the temporary-help workers are qualified for the tasks?
- Are your Supervisors aware of their legal responsibilities for temporary workers?
- Does your injury-reporting policy include temporary-help worker injuries?
- Are all the agency's workers orientated for each area they are working in?
- Does your current agency participate in investigations involving their workers?
- Does your agency have the required JHSC representation?
- Are the temporary-help workers aware of their JHSC Worker Rep?
- How confident are you of your agency's ability to train, orientate, etc?

As a company, you have shared legal responsibilities for the actions and safety of the agency workers while under your supervision, under the Act.

Presently, unannounced MOL visits have resulted in fines against temporary-help workers, the direct Supervisors and company Directors for safety infractions.

Your temporary-help or contract agency can cause costly issues or create a negative reputation for you and your company.

For any safety-related topics or enquiries, contact our H&S Manager, David Wells, at (905) 564-3616 or email our H&S Hotline: [dwells@onyourteam.com](mailto:dwells@onyourteam.com)

***SAFETY CANNOT BE DELEGATED TO  
ANOTHER PARTY***