



# REFUSAL OF UNSAFE WORK FLOWCHART

## WHAT TO DO IF WORK IS UNSAFE

YES

**STEP 1: Do you believe that your work is unsafe?**

NO

Immediately report to your supervisor/manager that you are refusing unsafe work. The employer must then investigate and remedy any unsafe condition. The employer may temporarily assign you to other duties.

Your manager may disagree with your assessment or say that the actions they took solved the problem. You do not have to agree if you believe the work remains unsafe.

Continue work. If there are other issues around patient care, complete a Patient Safety Learning System (PSLS) report.

If you are concerned about your professional practice, contact a PR Advocate or steward.

NO

**STEP 2: Are you now satisfied that the work is safe?**

YES

Your work refusal continues. Your manager must now investigate further with you and a worker representative of the Joint Occupational Health and Safety Committee (JOHSC), or a worker of your choosing if a JOHSC member is unavailable. BCNU stewards can be used in this role.

In the presence of both you, and the JOHSC member or your chosen representative, your manager must conduct an investigation and remedy any unsafe conditions.

Report to the Workplace Health Contact Centre at **1.866.922.9464** or document formally with your employer via their internal procedures.

Contact BCNU to report your work refusal at: **healthandsafety@bcnu.org**

NO

**STEP 3: Are you now satisfied that the work is safe?**

YES

Your work refusal continues. Both you and your manager must now immediately contact WorkSafeBC who will conduct an investigation. WorkSafeBC can be reached at **1.888.621.7233**. Following this, contact the Workplace Health Contact Centre if you have not already done so.

WorkSafeBC will now determine if it is safe to proceed with work. If WorkSafeBC does not believe the workplace is safe, they will order the employer to correct the problem.

Your employer may choose to reassign the refused work to another worker at any point during the work refusal. However, they must advise these workers in writing of any unresolved work refusal in relation to the assigned work.

> Learn more: [WorkSafeBC OHS Regulation Refusal of Unsafe Work Part 3.12-3.13](#)