



**Imminent Danger-Refusal of Unsafe Work Procedure**

Office of Administrative Responsibility	Agri-Food Discovery Place
Approver	Executive Director
Scope	Compliance with this procedure extends to all employees, faculty, students, researchers, clients, contractors, sub-contractors, visitors and suppliers at Agri-Food Discovery Place

**Overview**

Health and Safety is an integral part of all our business and research activities at Agri-Food Discovery Place, and we are continually working towards making measureable improvements in the health and safety aspects of our work place on an ongoing basis.

**Existence of Imminent Danger:**

Alberta Occupational Health and Safety Act, Section 35 (a) states that no worker shall

- (a) Carry out any work if , on reasonable and probably grounds the worker believe there exists imminent danger to the health or safety of that worker
- (b) Carry out any work if, on reasonable and probable grounds, the worker believes that it will cause to exist an imminent danger to the health or safety of that worker or another worker present at the work site or
- (c) Operate any tool, appliance or equipment if, on reasonable and probable grounds, the worker believes that it will cause to exist an imminent danger to the health or safety of that worker or another worker present at the work site.

**Purpose**

To provide all employees of AFDP with a standardized and formal procedure to refuse to carry out tasks they believe are dangerous to themselves or to others present at the workplace.

**Responsibilities**

**Executive Director**

Provide the resources and training necessary to ensure all workers understand their rights and responsibilities with respect to Section 35 (1) of Alberta’s Occupational Health and Safety Act and to ensure this procedure is implemented at AFDP

Ensure all work refusals are reported to the University of Alberta Department of Environmental Health and Safety or Alberta Agriculture and Rural Development, Health and Safety Consultant. Direct the supervisor to carry out an investigation in conjunction with the AFDP Health and Safety Coordinator, and participate in the investigation if necessary. Lead the investigation when a subordinate manager or supervisor is the employee who has refused to perform work.

**Supervisor**

The supervisor is responsible for conducting the investigation in conjunction with the AFDP Health and Safety Coordinator to determine whether imminent danger exists. Implements corrective measures and completes the Incident Reporting and Investigation Report, using category of “Near Miss”

**Health and Safety Coordinator**

Provide assistance to worker and supervisor to complete the Incident Reporting and Investigation Form Conduct an investigation in conjunction with the supervisor to determine whether imminent danger exists. Re-assigning work to worker(s) until the investigation is completed.

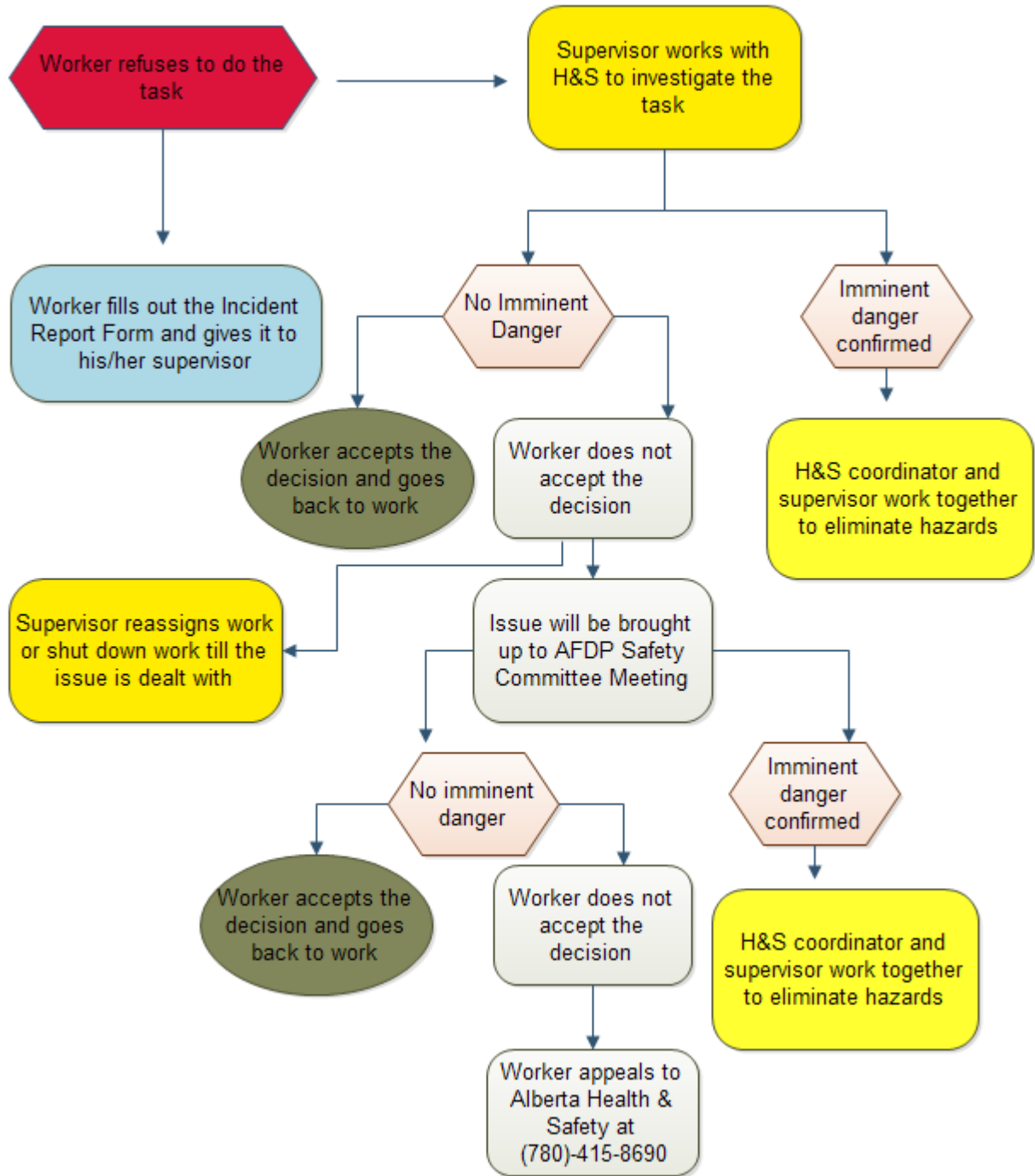


**Worker**

Refuse to undertake any work that the worker believes to be imminently dangerous to himself or other workers present at the work site. Fill out the first page of the Incident Reporting and Investigation Form and give it to his/her supervisor.

The Incident Reporting and Investigation Form can be found on AFDP website at <http://www.afdp.ualberta.ca/HealthAndSafety.aspx>

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**DEFINITIONS**

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use

*Imminent danger- Refusal of Unsafe Work Procedure*

*Approval Date: July 11, 2012*

*Review Date: June 27, 2012*

*Revision Date: July 11, 2012*



Imminent Danger	Danger that is not normal for that occupation, or a danger under which a person engaged in that occupation would not normally carry out the person's work
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**REVISION HISTORY**

Version	Effective Date	Summary of Change
01	November 25, 2010	New document
02	July 11, 2012	Modified Supervisor's and worker's responsibility Include the responsibility of the AFDP Health and Safety Coordinator Modified the procedure flow chart

**Approval:**

\_\_\_\_\_  
Executive Director

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Date

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Co-Chair WHSC

\_\_\_\_\_  
Date