



Announcer

It's time for the *IHSA Safety Podcast*.

Enzo Garritano:

Welcome to this podcast series on supervisors. I'm Enzo Garritano, President and CEO of IHSA. In this episode, we are joined by Ken Rayner, Vice President of Customer Relations, Market Development, and Labour Relations here at IHSA. Joining Ken will be Jody Young, Assistant Deputy Minister (ADM) who oversees the Fair, Safe, and Healthy Workplaces Division of the Ministry of Labour, Training, and Skills Development, to discuss supervisor competencies.

Ken Rayner:

Thanks, Enzo. Jody Young, welcome to the *IHSA Safety Podcast*. To start, Jody, please share with our listeners what your role and responsibilities are at the Ministry of Labour, Training, and Skills Development.

Jody Young:

Thanks, Ken. As mentioned, I'm the ADM for Fair, Safe, and Healthy Workplaces Division at the Ministry of Labour, Training, and Skills Development, and I lead an extraordinary team of approximately 1,100 staff across the province responsible for compliance and enforcement of either the *Occupational Health and Safety Act* or *Employment Standards Act* and regulations in all provincially regulated workplaces within the province of Ontario.

Ken Rayner:

Jody, we talked a lot about competent supervisors I know when we describe what's needed as a supervisor in Ontario, so regardless of the sector, whether we're talking about construction or the electrical utility, whether we're talking about mining, what attributes would you say would make up a competent supervisor in an Ontario workplace?

Jody Young:

Yeah, if an employer assigns someone to supervisory duties, it means they're giving that person charge of the workplace or authority over a worker, so the employer must ensure that the person they have assigned is qualified for the increased responsibilities they have. Typically, these qualifications come in the form of knowledge, training, and experience. They know the job their workers are performing. They know how to ensure it's done safely and effectively. That doesn't just mean they have the most seniority or they're a veteran of the workplace or a person who's paid their dues, it's much more involved than that.

