

Guide

Employee Occupational Road Safety Responsibilities

In BC, vehicles used for work are workplaces. That means employers, supervisors, and employees have safety responsibilities whenever an employee is driving or riding in a work vehicle. These requirements apply whether you drive for work full time, part time, or occasionally, and whether the work vehicle is owned by the employer or is your personal vehicle. This 2-page guide will help you understand what BC’s occupational health and safety laws require, and suggests practices and resources to help you meet those responsibilities. It also explains your workplace rights.

Employee road safety responsibilities	Suggested measures to reduce risks
<p>Safeguard yourself and the people around you.</p> <p>Every worker needs to take reasonable care to protect their own health and safety and the health and safety of others who may be affected by their acts or omissions at work.</p>	<ul style="list-style-type: none"> • Do all that is reasonably practicable to ensure that your driving doesn’t result in harm to yourself or any other person (e.g., other employees, road users). • Make sure you’re fit for duty before getting behind the wheel. • Regularly inspect your work vehicle. • Use effective trip planning to reduce risks. • Always drive for the conditions, including road, weather, and traffic. • Be patient and courteous. Respect that other road users also have limitations. A little cooperation will help them – and you – arrive safely.
<p>Obey the law.</p> <p>Every worker must comply with occupational health and safety provisions and regulations.</p>	<ul style="list-style-type: none"> • The Workers Compensation Act and Occupational Health and Safety Regulation apply when you drive for work. Know what these laws require. • The Motor Vehicle Act and its Regulations are the rules of the road that apply whenever you’re driving on BC roads. Every driver needs to know and follow these requirements.
<p>Know and follow company procedures.</p> <p>Every worker is responsible for carrying out their work (including driving) in accordance with established safe work procedures.</p>	<ul style="list-style-type: none"> • Your supervisor is required to give you a thorough driver orientation so you understand the policies, procedures, and practices you’re required to apply to minimize the driving risks you encounter. Review our Driver Orientation Checklist and ask your employer for information on any areas you don’t understand. • Participate in ride-along assessments so your supervisor is familiar with your driving skills and can help you get the driver training you need for work. Offer to lead road safety tailgate meetings.
<p>Buckle up.</p> <p>Use or wear protective equipment and devices or clothing required by the regulations.</p>	<ul style="list-style-type: none"> • Always wear your seatbelt. Make sure passengers wear theirs. • Carry a high-visibility vest and wear it whenever you’re exposed to traffic risks.

<p>Take your driving responsibilities seriously.</p> <p>Don't engage in horseplay or similar conduct that may endanger you or any other person.</p>	<ul style="list-style-type: none"> • Driving is risky and complex. Your responsibilities to yourself, passengers, and other road users demand that you give driving your full attention. Get more safety tips in our Driving for Work Tool Kit. • Review our Driving Toward a Stronger Road Safety Culture Webinar to learn more about how to improve safety for you and others.
<p>Prevent impairment risks.</p> <p>Every worker needs to ensure their ability to work without risk to their health or safety, or to the health or safety of any other person, is not impaired by alcohol, drugs, or other causes.</p>	<ul style="list-style-type: none"> • If your ability to drive safely is impaired by alcohol, drugs, medicine, fatigue, or a physical limitation, you need to inform your employer or supervisor. They cannot let you drive if you are impaired. • Learn the causes and symptoms of impairment and fatigue, and the steps you can take to help avoid them.
<p>Report hazards proactively.</p> <p>Workers need to report to their employer or supervisor any contravention of regulations, or any hazard that they have reasonable cause to believe may endanger them or any other person.</p>	<ul style="list-style-type: none"> • If you see an unsafe condition (e.g., unsafe vehicle, dangerous road, fatigued driver, etc.) or practice (e.g., texting while driving, aggressive driving), or something that contravenes a legal requirement, report it immediately to your employer or supervisor. • Even if you're not sure it's a contravention, if it looks dangerous check with your supervisor or a co-worker. Your initiative can save lives.
<p>Each employee has the right:</p>	<p>Suggested measures to reduce risks</p>
<p>To know about hazards in the workplace</p>	<ul style="list-style-type: none"> • Participate in annual road safety risk assessments using our RiskCheck tool. • Make sure your employer gives you a thorough driver orientation of your vehicle, your driving duties, and your organization's expectations of you when you're driving in your new workplace.
<p>To participate in workplace health and safety activities.</p>	<ul style="list-style-type: none"> • Participate in the organization's health and safety committee, if there is one. Get to know your organization's health and safety representative.
<p>To refuse unsafe work.</p>	<ul style="list-style-type: none"> • You have the right to refuse work that looks to you to be unsafe. Your employer has a duty to investigate refusals of unsafe work. Get familiar with the WorkSafeBC process workers and employers need to follow.

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