

## Accountability and Compliance

The general definition of accountability includes:

- being bound to give an explanation of your conduct
- being responsible; answerable

This means that you could be required to explain your behavior because of something that you did, or did not do.

The general definition of compliance includes:

- inclined to consent
- obliging

This means that you are in agreement; that you will follow the rules.

In day to day work, accountability and compliance means:

- following the law, policies and safety rules
- using the skills you have received in training
- being responsible for your actions and the decisions you make
- performing your job duties accurately and appropriately and using your knowledge, skills and abilities
- asking for help/assistance, for additional information or training

Examples of being accountable and compliant are:

- using safeguards that are in place. Safeguards protect workers, make tasks safer, and may be required by law. Safeguards could be:
  - a false bottom in a laundry bag. This is a safeguard to reduce space available so that the bags are not stuffed to the maximum. Overstuffing could result in a load that is way too heavy for a manual lift and will cause injuries to happen. Keep the false bottom in place and fill the bag only to a manageable, safe and permitted weight.
  - a guard on a mixer. If a guard is not in place a serious injury can occur - a loss of a finger, many fingers or even a hand. Ensure that guards are securely in place and working as intended.
- using appropriate and available equipment designed for the task being done:
  - whether it is a client/patient lift, dolly or wheeler, powered mobile equipment or even your personal protective equipment (PPE), when used appropriately the equipment will assist in reducing or eliminating injuries.
  - ensure you are trained to properly use the equipment, and that you use equipment appropriately and for the task for which it is designed.
- reporting any hazards you identify to your supervisor right away; such as noticing a slider sheet, sling, electrical cord or flooring is worn and needs to be replaced or repaired.

Is your safety worth taking a risk or taking a shortcut? No, it isn't.

Can you think of other examples of being accountable and compliant?

How do you think everyone should be held accountable?

### Safety Talk Discussion

**Be Accountable: Choose safety - work safe - and go home injury free!**