

卑詩勞工安全局提醒雇主注意履行在工作場所中預防暴力的義務

過去五年中，發生在工作場所中的暴力事件數量上升 25%。

WorkSafeBC reminds employers of their obligation to prevent violence in the workplace

Violent incidents in the workplace have increased 25 per cent over the last five years

列治文，卑詩省（2023 年 3 月 30 日）— 卑詩勞工安全局現提醒雇主注意履行在工作場所中預防暴力並確保員工安全的義務。

Richmond, B.C. (March 30, 2023) — WorkSafeBC is reminding employers of their obligation to prevent violence in the workplace and ensure the safety of their workers.

過去五年中，卑詩省的暴力行為數量增加 25%，認可索賠數量已從 2018 年的 2,292 起上升至 2022 年的 2,868 起。

Over the last five years, acts of violence have increased by 25 per cent in B.C., from 2,292 accepted claims in 2018 to 2,868 in 2022.

「不幸的是，只要工作者與非工作者之間存在直接互動，就有存在暴力的可能，」卑詩勞工安全局職業衛生官吳浩江表示，「雇主必須盡可能提供一個免受暴力威脅的工作場所。」

"Unfortunately, the potential for violence exists whenever there is direct interaction between workers and non-workers," said Howard (Haojiang) Wu, Occupational Hygiene Officer at WorkSafeBC. "Employers must provide a workplace as safe from the threat of violence as possible."

卑詩勞工安全局的規定要求雇主進行風險評估，制定保護工作者免受暴力風險影響的政策和程序，並向工作者提供指導。

WorkSafeBC regulations require that employers conduct a risk assessment, have policies and procedures in place to protect workers from the risk of violence, and to provide instruction to workers.

如果工作場所存在暴力風險，雇主必須實施管控措施來消除或最小化這些風險。這些措施可包括制定和實施防止暴力的政策、向員工提供培訓及相關教育，並定期進行風險評估。設置物理屏障、增加照明和公共可見性並完善安全工作程序也可作為有效的管控手段。

Where there is a risk of violence at work, employers must implement controls to eliminate or minimize these risks. These controls can include developing and implementing violence-prevention policies, providing training and education to employees, and regularly conducting risk assessments. Physical barriers, lighting and public visibility, along with safe-work procedures, could also serve as effective controls.

雇主必須每年審查並更新他們的暴力預防計劃，以確保其在工作環境變化時的有效性。

Employers must review and update their violence prevention program annually to ensure its effectiveness as the work environment changes.

單獨工作

Working alone

特別是在深夜班次期間，單獨工作者可能面臨更高的衝突甚至是暴力風險。

Lone workers may be at increased risk of confrontations or even violence, particularly if they are on shift during late-night hours.

雇主必須識別潛在的危險，並採取措施消除或盡量減少單獨工作及隔離工作工人所面臨的受害風險。這些措施可包括為工作者提供如無線電、電話等通訊設備，或設置簽到系統。

Employers must identify potential hazards and implement measures to eliminate or minimize the risk of harm for workers who work alone or in isolation. This may include providing workers with communication means, such as a radio or phone, or a check-in system.

卑詩勞工安全局還強調了需要進行定期間隔性檢查，以確保工作者福祉。這需要設置檢查時間間隔、建立應急救援預案並指定專人負責跟蹤簽到記錄。

WorkSafeBC emphasizes the need for regular interval check-ins to ensure workers' well-being. With set time intervals, emergency rescue provisions, and designated persons responsible for keeping track of check-ins.

「暴力行為會對工作者造成重大的生理和心理影響，」吳衛生官稱，「雇主必須識別並解決其所在工作場所的暴力風險，且有必要讓工作者參與到這一過程中。」

"Violence can have a significant physical and psychological impact on workers," said Wu.

"Employers must identify and address the risk of violence in their workplace and it's important to involve workers in this process."

吳衛生官補充稱，擁有超過 20 名員工的雇主在制定並實施其暴力預防計劃時，應與聯合健康安全委員會合作。

Wu adds that for employers with more than 20 employees, the violence prevention program should be developed and implemented in cooperation with the joint health and safety committee.

相關資源

Resources:

- 媒體材料：[工作場所中的暴力](#)
- 卑詩勞工安全局網站：[暴力](#)
- 職業健康與安全法規：[工作場所中的暴力及單獨工作或隔離工作](#)
- Media Backgrounder: [Violence in the Workplace](#).
- WorkSafeBC Website: [Violence](#).
- Occupational Health and Safety Regulation: [Violence in the Workplace and Working Alone or in Isolation](#).

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關於卑詩勞工安全局

卑詩勞工安全局致力於與工作者及雇員合作，預防在省內發生受傷、疾病和殘疾事件。當發生與工作相關的傷害或疾病時，卑詩勞工安全局為工作者提供補償與支持，協助他們恢復、康復並安全返回工作崗位。我們為整個卑詩省的 260 萬工作者和 27 萬雇主提供服務。

About WorkSafeBC

WorkSafeBC engages workers and employers to prevent injury, disease, and disability in B.C. When work-related injuries or diseases occur, WorkSafeBC provides compensation and support to people in their recovery, rehabilitation, and safe return to work. We serve 2.6 million workers and 270,000 employers across B.C.

欲了解更多信息，請聯繫

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