

Biology's description of the liability of working environment supervisors

The academic employee responsible for a project is working environment **supervisor** since the manager has delegated the management responsibility to the particular academic employee regarding the particular project. The supervisor is obliged to familiarize himself/herself with the Working Environment Act and the rules prevailing for the particular activity and to instruct the employees performing the project work in the contents of these rules. The criminal liability of the supervisor is subjective, i.e. depends on whether non-compliance with the rules by an employee can be considered deliberate or negligent. The supervisor is not liable for health injuries incurred by project participants if the rules of the Working Environment Act have been complied with. The supervisor must take part in the daily cooperation concerning safety and health, identify deficiencies that may pose hazards and remedy these or, if this is not possible, inform the employer of the situation.

The employer (rector) has, however, the overall responsibility for ensuring fully secure working conditions conducive to safety and health regarding the conduct of the work, the set-up of the workplace, technical assistive devices, substances and material in use as well as for planning, instruction and inspection, and for alerting employees of any notices.

The employer has strict criminal liability. The liability applies whether or not the responsible project manager can be blamed for the contravention of rules. Regarding work to which strict liability does not apply, the liability of the employer is subjective. The head of department represents the employer and can be held liable together with AU's rector even if they do not have any knowledge of the circumstances.

It must be emphasized that all employees have an obligation to familiarize themselves and comply with the safety rules. They must participate in the cooperation on safety and health and must observe rules, give notification of any deficiencies and act with diligence and meticulousness. The employees have subjective liability.