
Municipality of Cumberland Policy 15-13 Health and Safety Policy

This policy will apply to the Municipality of the County of Cumberland and all of its employees, officers and agents.

1. The Municipality of the County of Cumberland is committed to providing a healthy and safe work environment for its employees and preventing occupational illness and injury. To express that commitment, the Municipality has issued this policy on occupational health and safety.
2. As the employer, the Municipality of the County of Cumberland is responsible for the health and safety of its employees, elected officials and the general public while on Municipal property. The Municipality will make every reasonable effort to provide a healthy and safe work environment. The Municipality is dedicated to the objective of minimizing the possibility of injury and illness.
3. Municipal Council will take all reasonable precautions to prevent harm to workers, elected officials and the general public.
4. Managers and supervisors will be trained and are responsible for ensuring that the employees under their supervision follow this policy. They are held accountable for ensuring that employees use safe work practices and receive training to protect their health and safety.
5. Managers and supervisors also have a general responsibility for ensuring the safety of equipment and facilities.
6. The Municipality, through all levels of management, will co-operate with the occupational health and safety committee and employees to create a healthy and safe work environment.
7. The employees of the Municipality will be required to support this organization's health and safety initiative and to co-operate with the occupational health and safety committee and with other exercising authority under applicable legislation and policy.
8. It is the duty of each employee to report to their supervisor or manager, as soon as possible, any hazardous condition, injury, accident or illness related to the workplace. Also, employees must protect their health and safety by complying with applicable Acts and Regulations and by following policies, procedures, rules and instructions as prescribed by the Municipality.

9. The Municipality will, where possible, eliminate hazards. When appropriate, employees will be required to use safety equipment, clothing, devices and materials for personal protection.
10. The Municipality will support and encourage employees to play an active role in identifying hazards and in offering suggestions or ideas to improve the health and safety program.
11. The Municipality of Cumberland acknowledges that violence in the workplace is an occupational health and safety hazard that can cause physical and emotional harm. The Municipality views any acts of violence or threats of violence in the workplace as unacceptable.
12. The Municipality is committed to working to prevent workplace violence and to responding appropriately if work place violence does occur. Every effort will be made to identify possible sources of violence and implement procedures to eliminate or minimize the risk they create.
13. Municipal Council and all employees of the Municipality are responsible for creating and maintaining a safe working environment.
14. The Municipality's previous Health and Safety Policy, Policy 14-03 is hereby repealed.

Clerk's Annotation For Official Policy Book

Date of Notice to Council Members of Intent to Consider [7 days minimum]: December 2, 2016

Date of Passage of Current Policy: December 16, 2015

I certify that this Occupational Health and Safety Policy 15-13 was adopted by Council as indicated above.

Brenda Moore
Clerk

Dec. 17, 2015
Date