
Municipality of Cumberland Policy 21-02 Health and Safety Policy

This policy will apply to the Municipality of the County of Cumberland (Municipality) and all of its employees, officers and agents. The term Management refers to the CAO, Directors, Managers and Supervisors.

1. The Municipality 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 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 and all employees of the Municipality are responsible for creating and maintaining a safe working environment.
4. Municipal Council will take all reasonable precautions to prevent harm to workers, elected officials and the general public.
5. Management will be trained and are responsible for ensuring that the employees under their supervision follow this policy. Management are held accountable for ensuring that employees use safe work practices and receive training to protect their health and safety.
6. Management have a general responsibility for ensuring the safety of equipment and facilities.
7. 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.
8. The employees of the Municipality will be required to support this organizations 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.
9. It is the duty of each employee to report to their supervisor, as soon as possible, any hazardous condition, injury, incident, or illness related to the workplace. 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.

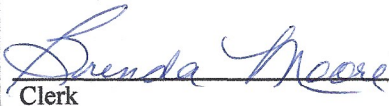
10. The Municipality will, where possible, eliminate hazards.
11. When appropriate, employees will be required to use safety equipment, clothing, devices and materials for personal protection.
12. The Municipality will support and encourage employees to play an active role in identifying hazards and in offering suggestions or ideas to improve the health and safety program.
13. The Municipality acknowledges that violence in the workplace is an occupational health and safety hazard that can cause physical and emotional harm. Any acts of violence or threats of violence in the workplace will not be tolerated by the Municipality.
14. The Municipality is committed to working to prevent workplace violence and to responding appropriately if workplace 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.
15. All previous Health and Safety Policies of the Municipality of the County of Cumberland, the former Town of Springhill, and the former Town of Parrsboro are hereby repealed.

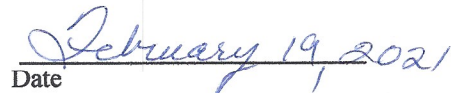
Clerks Annotation For Official Policy Book

Date of Notice to Council Members of Intent to Consider [7 days minimum]: February 3, 2021

Date of Passage of Current Policy: February 17, 2021

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


Clerk


Date