

Village Of Harrison Hot Springs Policy

POLICY NAME:	Occupational Health and Safety Policy		
POLICY NUMBER:	1.43		
APPROVING AUTHORITY:	<input checked="" type="checkbox"/> Legislative (Council Approved)	<input type="checkbox"/> Administrative (CAO Approved)	
DATE ADOPTED:	June 16, 2025		
LAST AMENDED:			

PURPOSE

The purpose of this Policy is to confirm the Village of Harrison Hot Springs' commitment to provide employees with a physically and psychologically safe workplace by establishing and maintaining an occupational health and safety program as a safety management system designed to prevent occupational accidents, injuries and disease.

DEFENITIONS

Council means the Council of the Village of Harrison Hot Springs.

Village means the Village of Harrison Hot Springs.

Employee(s) means persons employed by the Village including but not limited to contractors, volunteers, students, regular, temporary and contract employees, and to persons representing or acting on behalf of the Village.

Joint Occupational Health & Safety Committees means a committee made up of worker and employer representatives working together to identify and resolve health and safety problems in the workplace. The employer is ultimately responsible for the overall safety program; the committee is responsible for identifying and recommending solutions to problems.

Management or Manager(s) means persons employed by the Village in a leadership capacity.

Supervisor(s) means a person who instructs, directs and controls workers in the performance of their duties, as defined in Occupational Health and Safety Regulations.

Worker has the same meaning as defined in the *Worker's Compensation Act*.

POLICY

- Safety is everyone's responsibility. Only through the contribution and cooperation of everyone can we achieve a physically and psychologically safe working environment.
- The Village of Harrison Hot Springs commits to promoting and maintaining a workplace safety culture by setting shared targets and goals for health and safety on the job.
- It is recognized that accidents, which cause injuries to employees and others, damage to equipment and inefficiencies in operations, are preventable. Safety and safety hazards and

potential loss situations in workplaces can be minimized through leadership of the management team, with the support of Council. However, support and cooperation by all employees, individually and collectively, is necessary for success in this endeavour.

- Through the active participation and co-operation of Council, management, supervisors, workers and joint occupational health and safety committees, the Village of Harrison Hot Springs will promote healthy and safe working conditions and attitudes as integral parts of its operations.

ROLES AND RESPONSIBILITIES

- Council will provide sufficient resources to promote and maintain a safe and healthy work environment.
- Management is responsible for developing, implementing and maintaining a safety management system designed to prevent injuries and occupational diseases throughout the Village of Harrison Hot Springs' workplaces and for ensuring that health and safety hazards are controlled or eliminated.
- Supervisors are responsible for ensuring that all workers are instructed in and follow all safety processes, regulatory requirements and collective agreement provisions.
- Employees are responsible for contributing to a safe, healthy and productive workplace for themselves and safe and efficient service to our customers and the public. They are responsible for following safe work procedures and for monitoring their workplaces for unsafe conditions and hazards.
- The Village of Harrison Hot Springs will achieve the above objectives through the development and ongoing maintenance of an occupational health and safety program designed to prevent accidents, injuries and occupational disease and meets or exceeds all legislative requirements pertaining to health and safety.

RECORD OF AMENDMENTS	
DATE AMENDED	SUMMARY OF AMENDMENTS