

SECTION D:

HEALTH and SAFETY

Health & Safety Policies (Section D)
were reviewed by:

Name (Please print)

Title

Signature

Date

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HEALTH AND SAFETY POLICY STATEMENT

Policy:

The health, safety and well-being of all employees, volunteers and people supported is a major concern of Community Living-Central Huron's Management and Board of Directors. Working safely on the job and promoting one's own good health, safety and well-being and that of others are some of the most important responsibilities of each employee and volunteer.

Community Living-Central Huron will take every reasonable precaution for the protection of all employees, volunteers and people supported, striving to eliminate and reduce risk of any foreseeable hazards which may result in damage to property and personal injuries/illnesses. The Agency provides specific orientation and training for health and safety purposes. Also, the Agency has an Early and Safe Return to Work Policy and Program which recognizes the value of employees; and as such is committed to the successful recovery of ill, injured and disabled employees. Every employee or volunteer must protect their own health and safety by working in compliance with the Occupational Health and Safety Act, its regulations and within Community Living-Central Huron's safe work policies and procedures.

Purpose:

This Policy and related policies and procedures have been developed to assist in implementing an Occupational Health and Safety minded culture, acknowledging and communicating a commitment to safety. This commitment is internal to the Agency and extends to all people during their interaction with Community Living-Central Huron.

Responsibilities:

The Employer will ensure that every reasonable precaution is taken for the protection of employees, volunteers and people supported. The Employer will advise employees and volunteers of the existence of actual or potential workplace hazards and will ensure they work safely and in accordance with the Occupational Health and Safety Act, its regulations and all applicable Community Living-Central Huron policies and procedures.

Supervisors are responsible for ensuring employees and volunteers are aware of established safe work policies and procedures. Every employee and volunteer will perform their job in accordance with legislated and Community Living-Central Huron safe work practices and procedures. Non-compliance with safety standards is subject to discipline up to and including dismissal.

The Province of Ontario requires that employers abide by the Occupational Health and Safety Act and its Regulations; therefore sets out minimum guidelines that must be in place to ensure a safe working environment. The Ontario Ministry of Labour is committed to workplace safety and assisting Employers in providing safe work environments. The Ministry's Occupational Health and Safety mandate is to set, communicate and enforce the Occupational Health and Safety Act and its regulations. It also develops, coordinates and implements standards and strategies to prevent workplace injuries and illnesses.

There are various organizations in place to assist Employers in achieving compliance with the Act and preventing workplace injuries and illness. Working in conjunction with the Ministry of Labour is the Workplace Safety and Insurance Board (WSIB). WSIB provides no-fault workers' compensation and promotes workplace Health and Safety. Another important part of Ontario's safety program is Health and Safety Ontario. This organization comprises of four Health and Safety Associations working together to get Ontario's workers home safely and achieve a goal of zero work-related injuries, illness and fatalities. Community Living-Central Huron has utilized the services and supports of the Public Services Health and Safety Association (PSHSA).