



# Council Policy

Council Policy No.:	CP2016-010
Council Policy Name:	Occupational Health and Safety Policy
Date Approved by Council:	June 28, 2016
Date revision approved by Council:	
Related SOP, Management Directive, Council Policy, Forms	Management Directives: Occupational Health and Safety; Workplace Violence and Harassment; Health and Safety – Accident/Incident Reporting and Investigation; and Respiratory Protection SOP's: Accident Incident Reporting; Health and Safety – First Aid

## **Policy Statement and Rationale:**

The Corporation of the City of Kawartha Lakes (City) is committed to the provision of a safe and healthy work environment for its employees.

## **Scope:**

This policy applies to all City of Kawartha Lakes employees, including full-time, part-time, seasonal, temporary, contract employees, students and interns, elected officials, volunteers and contractors unless superseded by another policy.

## **Policy:**

### **General Principles**

- 1.1 The City shall maintain directives, procedures and processes consistent with the expectations of the Occupational Health and Safety Act or any other applicable legislation.
- 1.2 Employees shall be treated with respect and not be subject to harassment.
- 1.3 Workplace violence shall not be tolerated and will be grounds for disciplinary action including dismissal.
- 1.4 Management is responsible for creating and maintaining a safe and health workplace.



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- 1.5 All employees are expected to be involved and held accountable for their area of responsibility in the improvement of occupational health and safety performance.
- 1.6 The City shall manage risk by implementing management systems to identify, assess, monitor and control hazards and review performance.
- 1.7 The City shall liaise with contractors to ensure compliance with the City's Occupational Health and Safety Policy and government legislation.
- 1.8 The City shall have Joint Health and Safety Committees.

## 1.0 Responsibilities

- 2.1 Council is responsible to establish the City's Occupational Health and Safety philosophy through this policy.
- 2.2 The Chief Administrative Officer (CAO) is accountable to approve the detailed Management directives that establish the operational framework.
- 2.3 Corporate Services is responsible to ensure that the City's Policy and Management Directive are adhered to.

### Revision History:

Proposed Date of Review:

Revision	Date	Description of changes	Requested By