

# Occupational Health & Safety Policy

The Halifax Regional Municipality is committed to providing a healthy, safe and supportive workplace for its employees, and believes that the physical and psychological well-being and safety of employees are important for accomplishing organizational success and sustainability.

The municipality believes that Occupational Health & Safety (OHS) is the direct responsibility of all employees to the extent of each person's authority and ability to act. Therefore, the municipality supports the Internal Responsibility System (IRS) framework and is committed to working collaboratively with employees, their representatives, and Joint Occupational Health & Safety Committees to realize an effective Occupational Health & Safety Program (OHS Program). To this end:

- The municipality shall actively seek and consider input of the diverse perspectives and needs of employees with respect to the OHS Program, Corporate Procedures and Safe Work Practices;
- All municipal employees and volunteers are accountable for creating safe work environments and adhering to safe work practices, and are accountable for reporting all unsafe acts, hazards and conditions;
- The municipality shall cooperate with the Joint Occupational Health & Safety Committees and any safety representatives;
- The municipality holds all levels of management responsible and accountable for implementation and enforcement of this Policy, the OHS Program, the development and implementation of job-specific safe work practices, and for ensuring compliance with the *Nova Scotia Occupational Health & Safety Act* (OHSA) and applicable regulations;
- The municipality ensures health and safety considerations are integrated into the daily planning and execution of work, and maintenance of tools, machinery, facilities and equipment;
- The municipality takes every reasonable precaution to eliminate any foreseeable hazards in municipal workplaces that may result in personal injury or illness;
- The municipality recognizes that violence in the workplace is an occupational health and safety hazard that may result in physical and/or emotional harm. Any form of violence is unacceptable, and the municipality is committed to minimizing/eliminating the risk of violence. The municipality will not tolerate any act of violence committed by or against employees, contractors, suppliers, volunteers or other persons present at Halifax Regional Municipality workplaces;
- Outside contractors, suppliers and volunteers are to be informed of this Policy, sections of the OHS Program, any job specific safe work procedures that impact them, and will be held responsible for complying with those requirements along with any other requirements under the OHSA and applicable regulations.

## Original Signed

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Jacques Dubé, Chief Administrative Officer

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March 30, 2021