

Occupational Health & Safety Policy

Original Implementation Date:

Approved by:

Date of Last Revision:

September 12, 2025

Approved by: Brad Anguish, Acting CAO

Effective Date of Last Revision:

September 12, 2025

Approved by: Brad Anguish, Acting CAO

The Municipality will provide and maintain 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. To fulfill this commitment, the Municipality will:

- Hold all levels of management responsible and accountable for implementation and enforcement of this Policy, the Occupational Health & Safety (OHS) Program, the development and implementation of job-specific safe work practices and ensuring compliance with the Nova Scotia Occupational Health & Safety Act and applicable regulations.
- Support the Internal Responsibility System (IRS) framework by acknowledging that OHS is the direct responsibility of all employees to the extent of each person's authority and ability to act.
- Ensure 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.
- Support joint occupational health and safety committees and representatives in meeting their legislative obligations, recognize the importance of consulting and co-operating with the committees and representatives when developing and implementing health and safety policies, programs and procedures.
- Ensure health and safety considerations are integrated into the daily planning and execution of work, and maintenance of facilities, machinery, equipment, and tools.
- Take every reasonable precaution to eliminate any foreseeable hazards in municipal workplaces that may result in personal injury or illness.
- Take appropriate steps to minimize/eliminate the risk of harassment and violence at HRM workplaces. The Municipality will not tolerate any act of harassment or violence committed by or against employees, contractors, suppliers, volunteers, or other persons present at HRM workplaces.
- Inform outside contractors, suppliers, and volunteers of this Policy, sections of the OHS Program, any job specific safe work procedures that may impact them, and that they will be held responsible for complying with those requirements along with any other requirements under the OHSA and applicable regulations.