



## HEALTH & SAFETY POLICY 2021

The **Municipality of North Grenville** has a responsibility to create and maintain a healthy workplace by fostering a culture that puts the health, safety and wellness of its employees first, above all other considerations.

As the governing body of the Municipality of North Grenville, the **Mayor and Members of Council** will provide leadership and support for the Health and Safety policy and program. We believe that an effective Health and Safety program is important not only to keep our employees safe and healthy and to meet legislative requirements, but also to reduce the costs associated with accidental injuries and property damage. To this end, we are committed to being active participants in the program and providing the necessary resources to ensure its continued effectiveness.

We believe that a vast majority of injuries are both **"Predictable and Preventable"**, they are not just accidents. By generating a sound approach to the development and sustainability of a healthy workplace, transformation of thinking and behaviour at all levels will be required. This can only be achieved through the support of senior management with commitment to reinforce and allow changes necessary for improvement.

All **Management**, from the Chief Administrative Officer to the supervisor on the job, are responsible for ensuring that employees are given the necessary instruction, information and supervision to enable them to perform their work safely. It is essential that senior management staff promote safe work practices by their own example and by their participation in the development and implementation of the Health and Safety program. The supervisors at each worksite play a very important role in making their workers aware of known health and safety hazards and putting procedures in place to control those hazards. All management staff must be continually aware of their duty to take every precaution reasonable in the circumstances for the protection of the Municipality of North Grenville workers, including those who perform work for the Municipality under contract.

Workers play a major role in the Health and Safety program by their participation on Safety Committees, reporting of hazards and the use of proper safety equipment when required.

**Municipality of North Grenville employees** at every level of the organization are expected to work in compliance with accepted trade safety standards, municipal safety rules and the Occupational Health and Safety Act and its regulations. Failure to do so will result in appropriate disciplinary action.

We believe that regardless of the type of job or service being performed, **the Health, Safety and Wellness of the employee must always be the primary consideration.**

**"The first place for Safety is Everywhere"**

---

Nancy Peckford  
Mayor  
Municipality of North Grenville

---

Date

---

Gary W. Dyke  
Chief Administrative Officer  
Municipality of North Grenville