

REPORT TO: Mayor and Members of Council

PREPARED BY: William Davidson, Director of Emergency & Safety Services

DEPARTMENT: Emergency & Safety Services

MEETING DATE: Wednesday, February-06-19

SUBJECT: Health and Safety Policy

RECOMMENDATION

Be it resolved that the report titled, "Health and Safety Policy," be received and filed for informational purposes as presented and;

Be it further resolved that Council approve the OHS.12.Health and Safety Policy as attached in Appendix 'A' and the existing Policy #012-2013 be repealed.

EXECUTIVE SUMMARY

This report supports the addition of psychological health and safety to the municipalities existing health and safety policy.

LINK TO STRATEGIC PRIORITIES

Leadership: To Create a Positive, Open Organizational Culture By Recruiting, Retaining and Supporting Highly Skilled Staff

BACKGROUND

The *Workplace Safety and Insurance Act, 1997 (WSIA)* was amended to provide for both chronic and traumatic mental stress entitlement. Employers must now take measures to protect the mental wellbeing of their workforce.

This policy was presented to the North Middlesex Policy Committee at their meeting January 17, 2019 and the recommendation was to present the policy for Council approval.

DISCUSSION

The Municipality of North Middlesex recognises and understands that good mental health is important to having healthy and productive workplaces. Furthermore, a psychologically healthy workplace is one that actively works to prevent harm to worker psychological health, including in negligent, reckless, or intentional ways, and promotes psychological well-being. Such workplaces yield better recruitment and retention of talent, improved employee engagement, enhanced productivity, higher levels of creativity and innovation, and higher financial efficiencies.

FINANCIAL

Not Applicable

ATTACHMENT

OHS.12. Health and Safety Policy

Prepared By: William Davidson, Director of Emergency & Safety Services

Reviewed By: Nandini Syed, CAO/Director of Finance (Treasurer)

Approved By: Nandini Syed, CAO/Director of Finance (Treasurer)

Section: Health and Safety

Subject: Health and Safety Policy

Policy Number: OHS.12.Health and Safety Policy

Version: 2

Review Frequency: Annually

Approved by:

Approval Date:

Application:

Notes:

Legislative Authority: *Occupational Health and Safety Act, R.S.O. 1990, c. O.1
Workplace Safety and Insurance Act, 1997 (WSIA)*

PURPOSE

The Municipality of North Middlesex is committed to preventing occupational illness and injury in the workplace including developing a systematic approach for managing psychological health and safety.

PROCEDURE

In fulfilling this commitment, we will provide and maintain a safe and healthy work environment as indicated by acceptable industry practices and compliance with legislative requirements. We will strive to eliminate any foreseeable hazards which may result in fires, security losses, damage to property and personal injuries/illnesses, physically, psychologically or otherwise.

The Municipality of North Middlesex will make every reasonable effort to provide suitable return to work opportunities for every employee who is unable to perform his or her regular duties following a work-related injury or illness.

Accidental loss can be controlled through good management in combination with active employee involvement. Loss prevention is the direct responsibility of all managers and employees alike. All management (including senior management, middle management



Municipality of North Middlesex

and supervisors) functions will comply with the Municipality of North Middlesex loss prevention requirements.

Supervisors are accountable for the health & safety of the employees under their supervision. Supervisors are responsible to ensure that machinery and equipment are in proper working order and that all employees required to use the equipment are trained to do so.

All employees will receive training on their job functions including how to perform their jobs safely in accordance with legislative requirements and our Safe Work Procedures/Practices.

Every employee including contractors and sub-contractors must comply with the Safe Work procedures/practices and are required to report any incidents/injuries/property damage immediately.

CAO/Director of Finance (Treasurer)

Date

Deputy CAO/Director of Operations

Date