

 <p>CROWSNEST PASS <i>Municipality</i></p>	<h2>Municipality of Crowsnest Pass Policy</h2>
<p>Policy No.: Policy Title: Approval Date: Revision Date: Supersedes Policy: Department:</p>	<p>1805-05 Municipal Health and Safety Policy October 20, 2020 October 20, 2020 1805-04 Corporate Services</p>

1.0 POLICY PURPOSE

The Municipality and its Council are committed to providing a strong Health and Safety Program that provides a safe and healthy workplace for the employees of the Municipality of Crowsnest Pass. This program endeavors to protect Employee physical, psychological, and social well-being, as well as, property and the public from harm.

- 1.1 The Municipality of Crowsnest Pass as the employer, is ultimately responsible for the health and safety of its workers, by fulfilling this commitment to protect both people and property, management will provide and maintain a safe and healthy workplace environment in accordance with industry standards and in compliance with the requirements of Alberta’s Occupational Health and Safety Act and will strive to eliminate any hazards which may result in personal injury, illness, accidents or property damage.
- 1.2 Safe work practices and procedures will be clearly defined in the Health and Safety Manual for all employees to follow. Loss due to accidents can be minimized through good management in combination with active employee involvement.

2.0 DEFINITIONS

“Contractors” means a person or company that undertakes a contract to provide goods, services or perform a job.

“Council” means the duly elected officers of the Municipality of Crowsnest Pass.

“Employee” or “Worker” means any person employed with the Municipality on any basis including full time, part time, casual, temporary or paid on call.

“Management or Manager” means the Manager of a Municipal Department, as designated by the CAO, and his/her duly authorized designee(s).

“Municipality” means the corporation of the Municipality of Crowsnest Pass located in the Province of Alberta.

“Psychological and Social well-being” means a state of well-being in which the individual realizes their own abilities, can cope with regular stress of life, can work productively, and make a contribution to their community.

“Supervisors” means employees that oversee other employees such as the CAO, Directors, Managers, or Lead Hands.

3.0 SCOPE

This policy applies to all Managers, Supervisors, Employees/Workers, Consultants and Contractors.

4.0 RESPONSIBILITIES

Safety is the direct responsibility of all Managers, Supervisors and Employees. Employees at every level are responsible and accountable for the Municipality’s overall safety initiatives:

4.1 Managers and Supervisor Responsibilities

Managers and Supervisors are responsible for creating an environment that promotes active employee participation in health and safety related activities and by ensuring compliance with the Occupational Health and Safety legislation, and the Municipality’s own health and safety standards as established by policies, safe work procedures and best practices. Managers and Supervisors are responsible for other specific duties as outlined in the Health and Safety Manual.

4.2 Employee/Worker Responsibilities

Employees/Workers are responsible for working safely in a way that protects his or her own health and that of their co-workers by ensuring compliance with the Occupational Health and Safety legislation, and the Municipality’s own health and safety standards as established by policies, safe work procedures and best practices. Employees are responsible for other specific duties as outlined in the Health and Safety Manual.

4.3 Contractor Responsibilities

Contractors are responsible for working safely in a way that protects his or her own health by ensuring compliance with the Occupational Health and Safety legislation, and the Municipality’s own health and safety standards as established by policies, safe work procedures and best practices. Contractors are responsible for other specific duties as outlined in the Health and Safety Manual.



Blair Painter
Mayor

October 30, 2020
Date



Patrick Thomas
Chief Administrative Officer

October 21, 2020
Date