

**MUNICIPALITY OF THE COUNTY OF
ANTIGONISH**

TOPIC:	Occupational Health and Safety Policy
POLICY NUMBER:	28
DATE APPROVED:	June 17, 1997 (#121)
DATE REVISED:	January 2, 2014

The Municipality of the County of Antigonish is committed to providing a safe and healthy work environment for its employees at all municipal work sites.

The Municipality of the County of Antigonish and its employees will comply with this policy and Nova Scotia's Occupational Health and Safety Act and Regulations.

The health and safety of the workplace is everyone's responsibility. The Municipality of the County of Antigonish, where possible, will minimize hazards in the workplace and ensure that their employees are adequately equipped, trained, and supervised.

Personal protective equipment and control devices will be provided in relation to the job and task at hand to achieve as safe a work environment as possible; if the elimination of hazards is not reasonably practicable. The Municipality will train employees and supervisors on safe work procedures and practices, hazard identification, safe use of equipment, personal protective equipment (PPE), and other personal safety devices, and ensure that the facilities and equipment are safe.

Employees at every level are responsible and accountable for their own safety and the safety of others. This includes following the policies and taking responsibility for their individual role in safety, as well as participating in safety initiatives and training opportunities as established in the Municipality's safety program.

The Municipality recognizes and supports the employees' right and responsibility to: work safely; participate in hazard identification; report any hazardous condition, near-miss, injury, accident, or illness related to the workplace; and, encourage their participation in improving the health and safety of the workplace.

In the spirit of consultation and cooperation between management, employees, supervisors and the JOHS committee, the Municipality commits to making health and safety part of our daily practice. Management, employees and the JOHS committee will review this policy yearly to ensure it continues to meet our needs.

**The safety information in this policy does not take precedence over the Occupational Health and Safety Act. All employees should be familiar with the Occupational Health and Safety Act.*