

Occupational Health and Safety Policy

1.0 Policy Statement

The City of Mount Pearl believes that the health and safety of all City employees is of paramount importance. It is the City's continuing objective to conduct operations in a safe and healthy manner thereby protecting City employees from personal injury and health hazards. The City of Mount Pearl, headed by City Council, commits to taking every reasonable precaution for the protection of City employees. The City of Mount Pearl will co-operate with the Occupational Health and Safety (OH&S) Committees and employees to create a safe work environment.

2.0 Scope

This policy applies to all City of Mount Pearl employees, contractors and volunteers conducting business with the City of Mount Pearl.

3.0 Purpose

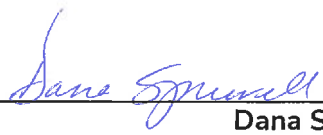
The City of Mount Pearl is responsible for the health and safety of its employees, and it is also required to comply with the regulatory requirements under the Occupational Health and Safety Act. The purpose of this policy is to state the City's commitment to the Occupational Health and Safety of its employees and to outline a set of guiding principles.

4.0 Guiding Principles

- 4.1. The City of Mount Pearl advocates a proactive, systematic approach to health and safety. To demonstrate this, the City of Mount Pearl has set forth the following objectives as part of our proactive health and safety program:
 - 4.1.1. Promote joint consultation and cooperation with all employees and the OH&S Committees to ensure effective participation on matters concerning health and safety.
 - 4.1.2. Reduce or eliminate risk, so far as reasonably practicable, from all significant health and safety hazards to protect employees from personal injury and illnesses.
 - 4.1.3. Operate in a manner that meets or exceeds applicable legislation, industry standards and other requirements.

- 4.1.4. Address employee issues and concerns regarding health and safety in a timely manner.
 - 4.1.5. Communicate policies and procedures relating to health and safety issues to employees and ensure they are competent to perform their duties without undue risk to themselves or others.
 - 4.1.6. Train employees to understand the relevant health and safety issues, and ensure they are competent to perform their duties without undue risk to themselves or others.
 - 4.1.7. Implement and continually improve our safety program.
 - 4.1.8. Verify the integrity of the City's safety program through reviews and audits.
 - 4.1.9. Ensure managers, supervisors and employees are aware of and held accountable for their individual roles and responsibilities in the success of the City's health and safety program and require that everyone adhere to health and safety policies, procedures, and legal requirements.
- 4.2. Every employee must protect his/her health and safety, and the health and safety of other employees by following legislative requirements and safe work practices and by reporting unsafe conditions they observe. Supervisors and employees will be required to support our OH&S Policy and to co-operate with the OH&S Committees and other exercising authority under the applicable laws.
- 4.3. The OH&S Committees shall provide information and address safety concerns and issues of all employees. This OH&S policy will be reviewed on an annual basis and revised as necessary.

5.0 Approvals



Dana Spurrell
Chief Administrative Officer

Signed: December 16, 2021
Date