

**TOWN OF MIDDLETON
CODE E - OCCUPATIONAL HEALTH & SAFETY**

Subject: Health & Safety

Number: E.1.0

Coverage: Staff, OH&S, Council, & Contractors

Approved by: OH&S, Council, & CAO

Effective Date : June 2, 2014

Revision Date: September 18, 2017; April 15, 2019,
June 15, 2020, November 15, 2021

Policy Statement

The personal safety and health of each employee of the Town of Middleton is of primary importance. The prevention of occupationally induced injuries, illnesses and loss is of such consequence that it will be given priority over operating productivity where necessary. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal health and safety in keeping with the highest standards and their strong commitment toward occupational health and safety.

The Town of Middleton will maintain a health and safety program conforming to the best practices of organizations of this type. To be successful, such a program must start with proper attitudes toward injury and illness prevention on the part of both Council and employees. It also requires co-operation in all health and safety matters, not only between supervisor and employee, but also between each employee and his or her co-workers. Only through such a co-operative effort can a safety program be established and preserved in the best interest of the Town of Middleton. Council commits to working in a spirit of consultation and cooperation with all employees concerning matters relating to occupational health and safety.

Our objective is a health and safety program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations similar to ours.

Objectives

1.0) General

Our safety and health program will involve:

1. Providing mechanical and physical safeguards to the maximum extent possible.
2. Conducting a program of health and safety inspections to find and eliminate unsafe working conditions and practices, to control health hazards, and to comply fully with the health and safety standards for every job.
3. Training all employees in good health and safety practices.
4. Providing necessary personal protective equipment and adequate instruction for its use, inspection and maintenance.

5. Developing and enforcing health and safety rules and requiring that employees cooperate with these rules as a condition of employment.
6. Investigating every incident, promptly and thoroughly; to find out what caused it and to correct the problem so that it won't happen again.

2.0) Responsibilities

The employer accepts the responsibility for leadership of the health and safety program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe conditions.

Council is responsible for developing the proper attitudes toward safety and health in themselves and in our employees, and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved.

Employees are responsible for wholehearted, genuine co-operation with all aspects of the safety and health program, including compliance with all rules and regulations, and for continually practising safety while performing their duties.

*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.

References

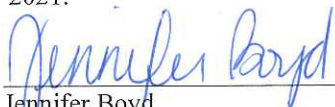
Province of Nova Scotia - *Occupational Health and Safety Act*.

Previous Policies

Certification

THIS IS TO CERTIFY that this policy was duly passed by a majority vote of the whole Council at a duly called Council meeting held on the 15th day of November 2021.

GIVEN under the hand of the CAO and under the seal of the Town of Middleton this 15th day of November 2021.



Jennifer Boyd
Chief Administrative Officer