CITY OF WELLAND

POLICY

Policy Title: Health & Safety

Date of Approval: June 16, 2009
Policy Number: HUM-001-0012

Lead Role: G.M. Human Resources
Support Role: OH & S Co-Ord.

Cross Reference:  
Next Review Date: 

Council File Number: 87-278
Revision Date: 

Policy Statement:
The City of Welland is committed to the protection of its employees against illness, injuries and accidental loss to its workers and property. The City of Welland will provide its employees with:

- A healthy and safe environment in which to work, as indicated by acceptable industry practices and compliance with legislative requirements, and

- Suitable training and appropriate tools and equipment to enable them to perform their work in a safe and efficient manner.

Each employee will maintain a positive attitude with respect to Health and Safety matters and promote/follow safe work practices at all times. Each employee will utilize the training, tools and equipment provided to them to complete tasks safely and efficiently. Each employee will perform his or her job in accordance with established procedures and internal responsibility system philosophy.

The City of Welland will strive to eliminate any foreseeable hazards which may result in fires, security losses, and damage to property, and personal injury/illnesses. The City of Welland will ensure that each department will continue to promote safe and effective work practices to further reduce the incidence of employee occupational injury and illness.

The health and wellbeing of every employee is of primary importance and our ultimate objective is to eliminate injuries and losses both at work and at home by:

GOALS

Taking preventative measures to eliminate or minimize risks to health and safety of the workers.

Promoting safety and well being for ALL WORKERS under its jurisdiction.

Responding effectively to incidents, accidents, illness and injury.
MESSAGE FROM THE CITY MANAGER
The City of Welland is committed to the health and safety of all its employees. Occupational health and safety is everyone's responsibility, the employer and employees alike. By working together, we can create a culture of healthy and safe. Strong leadership, individual commitment and an active Health and Safety Committee are crucial elements to a safe and productive workplace.
It is the responsibility of every worker to protect his or her own health & safety by working in compliance with the law, following the safe work practices and procedures established by the City and reporting all unsafe and unhealthy working conditions to the Supervisor.
It is in the best interest of all parties to consider occupational Health and Safety to be an integral part of our business.
The City of Welland will provide its employees with:

• A healthy and safe environment in which to work, as indicated by acceptable industry practices and compliance with legislative requirements, and
• Suitable training and appropriate tools and equipment to enable them to perform their work in a safe and efficient manner.

The health and well being of every employee is of primary importance and our ultimate goal is to eliminate injuries and losses at work by:

• Taking preventative measures to minimize risks to health and safety of the workers.
• Promoting a culture of safety and well-being for all workers under its jurisdiction.
• Responding effectively to incidents, accidents, illness and injury.

November 6, 2019
Gary Long, CAO
Date

INTERNAL RESPONSIBILITY SYSTEM PHILOSOPHY
Employers and workers have the primary responsibility for Occupational Health and Safety.

The establishment of an effective responsibility system is an essential first step to prevent injury or health deterioration.

As an internal responsibility system improves, the level of compliance will move from Enforced compliance to -
Self-compliance to -
Ethical compliance
The need for shared responsibility in the workplace between workers and management and openness on matters concerning the Health and Safety of the workers must be stressed in a good Internal Responsibility System.