



Health and Safety Policy

Please note: The policy description, purpose and definitions are harmonized across the Huron Perth & Area Ontario Health Team Accreditation Collaborative.

We are committed to building and maintaining safe and healthy workplaces. In pursuit of this goal, our organizations will take every reasonable and normal precaution to provide a safe and healthy workplace. Our organizations will continue to meet all rules and regulations as set out in the Occupational Health and Safety Act (OHSA), Workplace Safety Insurance Act, Health Care and Residential Facilities Regulation and other related legislated standards and guidelines.

Purpose

The purpose of this policy is to provide employees, contractors, volunteers, students and any other occupants with guidance and tools to help address and eliminate the risk of workplace injuries and illness. Each organization will take all measures to investigate accidents, determine root causes, and take preventive approach to accident reduction based on their own policy and procedures.

Definitions

Occupational Health and Safety Act (OHSA): is Ontario's legislation for workplace health and safety and provides legal framework to achieve a goal of protecting workers from health and safety hazards on the job.

The Internal Responsibility System (IRS): Helps support a safe and health workplace. The IRS means that everyone in the workplace has a role to play to keep workplace safe and healthy. Under the IRS, employers, supervisors and workers all have key roles to play in taking responsibility for health and safety in the workplace.

Worker Responsibility: Workers in the workplace who see a health and safety problem, such as a hazard or contravention of the OHSA in the workplace, have a statutory duty to report the situation to the employer or a supervisor.

Employer Responsibility: Employers and supervisors are required to address those situations and acquaint workers with any hazard in the work that they do. The employer, typically represented by senior management, has the greatest responsibilities with respect to health and safety in the workplace.



Joint Health and Safety Committee (JHSC): A committee composed of Workers and management required at any workplace that employs 20 or more Workers, to identify situations that may be a hazard and to make recommendations for improvements in health and safety.

Health and Safety Representative: A non-management individual chosen by Workers in a workplace that has less than 20 but greater than 5 employees, who is responsible for inspecting the workplace at least once per month to identify situations that may be a source of danger or hazard to Workers.

Hazard: An occupational hazard is a thing or situation with the potential to harm a Worker. A safety hazard causes accidents that physically injure Workers. A health hazard results in the development of disease.

Incident: an occurrence, condition, or situation arising in the course of work that resulted in or could have resulted in injuries, illnesses, and damage to health, or fatalities.

Critical Injury: For the purpose of the Act and Regulations, “critically injured” means an injury of serious nature that, (R.R.O. 1990, Reg. 834, s 1.)

- a) Places life in jeopardy,
- b) Produces unconsciousness,
- c) Results in substantial loss of blood,
- d) Involves the fracture of a leg or arm but not a finger or toe,
- e) Involves the amputation of a leg, arm, hand, or foot but not a finger or toe,
- f) Consists of burns to major portion of the body, or
- g) Causes the loss of sight in an eye

Occupational Illness: A condition that results from exposure to a physical, chemical or biological agent to the extent that the health of the Worker is impaired, including occupational disease recognized under the Workplace Safety and Insurance Act.

Occupational Injury: An injury that arises out of, and in the course of, employment.

Procedure

1. Implement and maintain safe work practices to safeguard all employees.



2. All employees, volunteers, contractors/subcontractors and contract workers have a responsibility to observe all rules and procedures as well as all applicable legislated standards and guidelines.
3. Health and Safety is an important element of all job descriptions and is enforceable through the performance review process.
4. The Leadership team is accountable for the health and safety of employees and responsible for providing and maintaining safe operating equipment.
5. Believe that all accidents and illnesses can be controlled, reduced or eliminated. To such efforts we will take all measures to investigate accidents to determine root causes and take a preventative approach to accident reduction.
6. Health and safety training and education will play a key role in informing all workplace parties of their health and safety rights and responsibilities so they may be empowered to participate in our health and safety program.

HPA-OHT Accreditation organizations will include an organization-specific addendum to the harmonized policy to address their respective processes.