

AC Nursing and Health Services Inc. Policies and Procedures	
Human Resources Section 4 -Health & Safety	
Policy: Occupational Health & Safety	
Policy Number: HR-HS 1.00	Effective Date: January 2022
Revision Date:	Approved by: Board of Directors – Management

PURPOSE

The purpose of this policy is to outline AC Nursing and Health Services Inc. commitment to occupational health and safety as required by the Occupational Health and Safety Act of Ontario.

SCOPE

The policy applies to every AC Nursing and Health Services worker, as defined in the Occupational Health and Safety Act.

POLICY STATEMENT

AC Nursing and Health Services is vitally interested in the health and safety of its workers and committed to taking every reasonable precaution to protect them from occupational illness and injury through the provision and maintenance of healthy and safe working environments throughout facilities and activities.

AC Nursing and Health Services is committed to providing and maintaining a respectful work and learning environment that is free from violence and harassment as required by the Ontario Occupational Health and Safety Act.

Procedures

AC Nursing and Health Services strives to provide a hazard-free environment and minimize health and safety risks for all members of the campus community by adhering to all relevant legislation and, where appropriate, through the development, implementation and maintenance of internal health and safety work standards, programs, and procedures. Implementation of standards, programs and/or procedures will include a communication strategy and applicable training programs.

Cross References:
 Accreditation - Human Resources/Health and Safety Section 4/Occupational Safety
 Accreditation - Health and Safety section 6/Occupational Safety

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Responsibilities:

The management team at AC Nursing and Health Services are responsible to work safely and comply with the requirements of occupational health and safety legislation, including, among other things, ensuring that safe and healthy Occupational Health & Safety Policy and work conditions are maintained in their assigned work area and with the individuals they supervise.

The management team at AC Nursing and Health Services shall ensure that persons under their direction are made aware of, and comply with, all applicable health and safety work legislation, internal standards, programs, and procedures.

Professional Practice Leaders are to investigate all health and safety hazards of which they become aware and take timely and appropriate action to mitigate risk.

All workers are responsible to work safely and comply with the requirements of occupational health and safety legislation, established internal standards, programs, and procedures. In the interest of the health and safety of all members of the community, workers have a duty to report health and safety hazards or legislative contraventions immediately to their supervisor or someone in authority. AC Nursing and Health Services is committed to reviewing this policy at least annually.

COMPLIANCE AND REPORTING

The responsibility for applying, interpreting, and monitoring compliance with this policy rests with Human Resources. Unit supervisors are responsible for identifying and addressing violations of this policy.

The executive director is accountable to the board of directors to report on Health & Safety