

THE CORPORATION OF THE TOWNSHIP OF SOUTHGATE

BY-LAW NUMBER 2022-152

being a By-law to adopt a "Health and Safety Policy"
known as Policy Number 33 A

Whereas the Municipal Act, S.O. 2001, Chapter 25, as amended, Section 5 (3), states that municipal power, including a municipality's capacity, rights, powers and privileges, shall be exercised by by-law unless the municipality is specifically authorized to do otherwise; and

Whereas the Municipal Act, S.O. 2001, Chapter 25, as amended, Section 9, provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act; and

Whereas the Council of The Township of Southgate has deemed it desirable to adopt a policy with respect to Health and Safety,

Now therefore be it resolved that the Corporation of the Township of Southgate hereby enacts as follows:

1. **That** the "Health and Safety Policy" known as Policy No. 33 A, attached hereto as Schedule A is hereby adopted; and
2. **That** this by-law shall come into force and effect on the date of its passing.

Read a first, second and third time and finally passed this 7th day of December, 2022.

Brian Milne – Mayor

Lindsey Green – Clerk

TOWNSHIP OF SOUTHGATE

Policy # 33A

Health & Safety Policy

Approved by Council on: December 7, 2022



1. Purpose

The purpose of this policy is to establish a Health and Safety Policy Statement that will articulate the Township of Southgate's commitment to a healthy and safe work environment.

2. Scope

This policy applies to all Township of Southgate (Southgate) employees, members of Council, volunteers, members of the public and contractors.

3. Definitions

- a. **"Employer"** – for the purpose of this Policy is the Township of Southgate.
- b. **"The Act"** – Occupational Health and Safety Act as amended.

4. Policy

- a. The Township shall develop and maintain a Health and Safety Policy and Policy Statement and have the statement signed annually by the Mayor (Schedule A).
- b. The Health and Safety Policy Statement shall be posted in a conspicuous place at all Township workplaces.
- c. In addition to the Health and Safety Policy, the Township shall have a Health and Safety Manual that outlines specific Health and Safety programs and procedures.

5. Related Policies and Legislation

- a. Occupational Health and Safety Act, R.S.O. 1990, c. O.1
- b. Township of Southgate Policy #33B: Violence & Harassment Policy



Township of Southgate

Policy # 33A

Occupational Health & Safety Policy

Schedule A

Southgate Health & Safety Annual Policy Statement

The Township of Southgate is committed to providing protection of all employees from injury or occupational disease. The Township of Southgate will make every effort to provide a safe, healthy work environment. All management, supervisors and workers must be dedicated to the continuing objective of eliminating hazards that may result in personal injury and illness.

It is the responsibility of the Township to provide safe equipment, safe working conditions, safety training and create a culture of health and safety. All employees are expected to help us create a positive safety culture and help minimize hazards and risks within our workplace. Safe work practices and procedures will be clearly outlined in the Township's Health and Safety Manual for all employees to follow.

Employees are expected to be familiar with the Occupational Health and Safety Act and to abide by all safety regulations and policies and to work safely at all times, so as not to endanger themselves or other workers. It is also the responsibility of every employee to report all unsafe or unhealthy conditions and to ensure that safe and healthy work conditions are maintained.

The objective of our Occupational Health & Safety Policy is to provide and maintain a safe and healthy workplace and to eliminate hazards that result in injuries or illness in the workplace.

Mayor

Date