

Occupational Health and Policy

Adopted date: Nov 16, 2022	Amended date:	Next Review: 2027
----------------------------	---------------	-------------------

OBJECTIVE

The objective of this policy is to demonstrate Van Anda Improvement District (VAID)'s commitment to providing a safe and healthy work environment, preventing injuries, and continually improving occupational health and safety management.

DEFINITIONS

"District" Van Anda Improvement District

"Employee" includes employees, volunteers, trustees and contractors

"OHS" Occupational Health & Safety

SCOPE

This policy applies to VAID employees, volunteers, trustees, and contractors who perform work or provide services to or on behalf of VAID. All parties have a shared responsibility concerning occupational health and safety.

POLICY

The District will meet these commitments by:

- Complying with occupational health and safety legislative requirements, including promotion and advancement of physical, psychological and social well-being of employees;
- Continually seeking innovative ways to improve occupational health and safety performance;
- Supporting early and safe return-to-work initiatives;
- Proactively managing risks to prevent workplace injury, illness or loss to District employees
- Providing education, training and competency evaluations to ensure employees understand and meet their health and safety responsibilities;
- Assessing compliance with health and safety requirements and acting to address issues.

EMPLOYEE RESPONSIBILITIES

Employees must comply with the OHS legislative requirements.

POLICY

The District will provide a safe work environment for employees, contractors, and volunteers. Safety is a shared responsibility that requires active leadership and participation from all employees. All employees are responsible for:

- Protecting the health and safety of themselves, their co-workers, contractors, and volunteers.
- Understanding and meeting their health and safety roles, responsibilities, and requirements. Worksafe BC's OHS Guidelines & Policies provide further information.
- Complying with occupational health and safety legislative requirements and the District's health and safety standards and guidelines.
- Incident Reporting

CONSEQUENCES OF NON-COMPLIANCE

Failure to adhere to Policies, and items contained within, may result in disciplinary action, up to and including dismissal.

RELATED DOCUMENTS

- Worksafe BC OHS Guideline
- Worksafe BC OHS Policy

- Code of Conduct Policy
- Conflict Resolution Policy
- Incident Reporting Policy
- Safe Driving Policy
- Water Operator Tailgate Safety Meeting Policy
- Working Alone or in Isolation Policy
- Workplace Bullying & Harassment Policy