

WORKPLACE SAFETY AND HEALTH

Section 7.4(5)(a) of The Workplace Safety and Health Act says that a workplace safety and health program must have “. . . a statement of the employer’s policy with respect to the protection of the safety and health of workers at the workplace.”

(1) **Safety and Health Philosophy and Commitment**

- The River East Transcona School Division provides an environment for staff, students and visitors that is safe and free from hazards that are likely to cause accidental injury.
- The division shall comply with the requirements of all relevant statutes, regulations and standards of government agencies and other regulatory authorities representing occupational safety and health.
- The division shall give priority to safe working conditions and job practices in the planning, budgeting, direction and implementation of division activities.
- The division shall develop and implement safety programs appropriate to the division’s operations.
- The division shall maintain a Workplace Safety and Health Committee comprised of representatives of administration and representatives of employee groups. A variance to maintain one committee shall be submitted to the Department of Labour as per Section 7.4(3) and (4), and Section 40(6) of the Workplace Safety and Health Act.

(2) **Objectives**

The specific objectives of the division and its Workplace Safety and Health Committee include the following:

- assisting workers and the employer to identify, record, examine, evaluate and resolve safety and health concerns in the workplace;
- developing practical procedures and conditions to help achieve the highest possible degree of safety and health in the workplace;
- promoting education and training programs to develop detailed knowledge of safety and health concerns and responsibilities in each individual in the workplace.

(3) **Responsibility and Communication**

It is the responsibility of the superintendent to administer this policy and appoint a designate to:

- distribute the Workplace Safety and Health Policy to all assistant superintendents, directors, school administrators, building managers, Workplace Safety and Health Committee members, Workplace Safety and Health site representatives and employee groups and that such policy will be posted on the school/building Workplace Safety and Health bulletin board;
- provide support and training to assistant superintendents, directors, school administrators, building managers, Workplace Safety and Health Committee members and Workplace Safety and Health site representatives in the implementation of this policy;
- ensure building inspections are undertaken and that any unsafe conditions are eliminated;
- manage and administer a formal accident investigation and injury management program;
- receive employee concerns and maintain records in connection with concerns and complaints and their resolution.

Assistant superintendents, directors, school administrators and building managers shall be responsible for the implementation and ongoing administration of this policy in their department, school or building.

It is the responsibility of all employees and students to make health and safety part of every activity. They are required to follow the policies and regulations of the school division, which were established in conjunction with provincial and local health and safety regulations.

Effective Date: January 4, 2005
Amended Date: June 16, 2009
Board Motion(s): 19/05;206/09
Legal/Cross Reference:

Review Date: March 13, 2018