



# **Corporate** NO: R081

# **Report** COUNCIL DATE: April 10, 2000\_

## **REGULAR COUNCIL**

**TO: Mayor & Council**    **DATE: April 4, 2000**

**FROM: General Manager,**    **FILE: 0402-000**  
**Finance, Technology & HR**

**SUBJECT: Occupational Health & Safety Policy**

## **RECOMMENDATION**

That the attached policy be adopted.

## **BACKGROUND**

In 1996, City Council approved the establishment of an Occupational Health & Safety program. A Safety Advisor began addressing critical safety issues in 1997. That same year, an Occupational Health Advisor began assisting the City with attendance and disability management. The purpose was to improve employee health and safety, comply with the Workers' Compensation Act and Regulations, and reduce associated costs. While the City has a better than average safety record and receives a merit discount in its assessment from the Workers' Compensation Board, there is still room for improvement.

## **DISCUSSION**

In 2000, the City began a proactive approach to managing employee health and safety and developed five-year plans designed to achieve regulatory compliance. The plans focus on employee training and providing a safe workplace. In addition to keeping our employees healthy and safe, this program will also result in safe public facilities, to support Council's Safe City initiatives. For example, pool facilities, which are safe for employees, will be safe for the public.

One important step in our plans is to have a corporate occupational health and safety policy adopted by City Council. The policy formally states the City's objective of providing a safe and healthy work environment for its employees, volunteers and contractors. Part 3, Section 3.3 of the WCB Occupational Health & Safety Regulation requires that the City formally adopt a statement of the aims and responsibilities of the employer, supervisors and workers.

## **CONCLUSION**

In order to meet the requirements of the Workers' Compensation Act and Regulation, and provide a safe and healthy workplace for our employees, we recommend that the attached Occupational Health & Safety Policy be adopted.

Gary D. Guthrie, CA  
General Manager  
Finance, Technology & HR

c.c. City Manager

City Clerk

Attach.

c:\temp\safety~1.doc