



HEALTH AND SAFETY POLICY MANUAL

Subject: Principles of Operation	Approval Date: December 19, 2016	By-Law No. 93-2016
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5.3 PRINCIPLES OF OPERATION

The following Principles of Operation will guide the development and implementation of all health and safety policies, programs and procedures:

1. **Excellence:** Protecting the health and safety of all employees is a commitment of the highest priority and the Municipality will strive to achieve the highest standards at all times.
2. **Planning:** The Municipality will operate in a planned and strategic manner in ensuring that our due diligence is met in the implementation of health, safety and ergonomics standards.
3. **Teamwork:** The Municipality will work closely with Supervisors, Employees and the promotion of health and safety.
4. **Leadership:** Management will take an active leadership role in promoting a safe and healthy work environment.
5. **Accountability:** Supervisors will ensure that safe and healthy work conditions are maintained, in accordance with legislative requirements, in their assigned work areas.
6. **Communication:** Information about health and safety programs will be made accessible to employees. Employees will be advised of all known health, safety and ergonomic hazards in their work and of appropriate measures to address these hazards.
7. **Success:** The Municipality will recognize the individual and organization wide Health and Safety successes.
8. **Respect:** The Municipality will value, respect and trust all in a fair and compassionate manner.
9. **Partnerships:** Both internal and external to the organization the Municipality will seek to create strategic partnerships in the realm of Health and Safety.
10. **Safety:** The Municipality and its employees will maintain a safe and healthy working environment and will meet and or exceed the provincially legislated *Health and Safety Act*.