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| your logo here | FACILITY NAME |

## Health and Safety Policy

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| Origination Date: |  | Effective Date: |  |
| Review Date(s): |  | Section: |  |
| Revision Date(s): |  | Policy No: |  |

### Approvals

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| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  [Name of Current Chair]  Board Chair / President | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  [Name of one Current JHSC Chair]  JHSC Chair | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  [Name of Current Administrator]  Administrator |

### Details

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| PURPOSE: |
| \_\_\_\_\_\_*XYZ Nursing Home*\_\_\_\_\_ is a care giving organization committed to achieving and maintaining excellence in health, safety, and the environment in all of its operations.  The Board, Administration and Employees in this organization are responsible and accountable for its health and safety performance. Active participation by everyone, every day, in every job is necessary for the safety excellence this organization expects. |
| ROLES AND RESPONSIBILITIES: |
| In order to accomplish this, \_\_\_\_\_\_*XYZ Nursing Home*\_\_\_\_\_will:   1. Promote a safe and healthy workplace for employees, contractors, volunteers, residents, and clients by providing the training and support necessary to integrate safe work behaviors into their practices. 2. Offer programs and services to support health, safety, regular work attendance, and sound environmental practices. Support initiatives for early and safe return to work and to assist in the timely return of workers to regular duties after injury or illness, and to reasonably accommodate employees with disabilities. 3. Make every reasonable effort to provide an environment that minimizes the risk of personal injury, illness, damage to property, or the environment operating in accordance with applicable legislation, regulations, codes and guidelines. 4. Record the results of our efforts and review our performance, manage this information responsibly, and apply it to our participation in the development of policy, processes, best practices, and industry standards.   It shall be the responsibility of **Management** to establish and maintain acceptable standards for the work sites, premises, operations and equipment to ensure that physical and health hazards are guarded against or eliminated, and to develop work procedures that will achieve optimum efficiencies without accidents/illnesses. Management is responsible to monitor employee performance.  It shall be the responsibility of every **Supervisor** to ensure that employees are trained in proper work procedures to obtain optimum efficiencies without accidents/illnesses, and to ensure the observation by employees of proper work procedures and all pertinent rules and regulations.  It shall be the responsibility of every **Employee** to follow proper work procedures, to perform duties in a safe manner, to observe all rules and regulations, and to cooperate in creating a safe, healthy and efficient working environment.  Everyone employed by this organization (employees, contractors, sub-contractors) is responsible for maintaining the safety program by understanding their assigned responsibilities. It is the responsibility of all employees to ensure a visitor to their work site is aware of the hazards and assisting them in following all safety rules and regulations. All workers have the right and responsibility to refuse unsafe work. |
| GOALS: |
| Every employee of the organization shall be aware of and understand the legislative requirements, industry standards and organization policies and procedures that apply to their work site.  Our goal is a healthy, injury free workplace. Through personal commitment and active participation we can achieve this goal. NONCOMPLIANCE An employee found breaching any Health and Safety policy or practice of \_\_\_\_\_\_XYZ Nursing Home\_\_\_\_\_ will result in discipline up to and including dismissal.  Any employee knowingly allows another employee or volunteer to carry out their job duties in violation of the \_\_\_\_\_\_XYZ Nursing Home\_\_\_\_\_ Health and Safety policy will also be disciplined up to and including dismissal.  In addition, any employee who demonstrates repeated violations of any Health and Safety policy of \_\_\_\_\_\_XYZ Nursing Home\_\_\_\_\_ may be terminated. REVIEW: This policy will be reviewed biennially |