

SECTION 9

OCCUPATIONAL HEALTH & SAFETY

9.01 OCCUPATIONAL HEALTH & SAFETY POLICY

AUTHORITY: PEI OCCUPATIONAL HEALTH AND SAFETY ACT AND REGULATIONS

ADMINISTRATION: PUBLIC SERVICE COMMISSION
GOVERNMENT DEPARTMENTS/AGENCIES

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1. PURPOSE

1.01 The purpose of this policy is to ensure that every reasonable precaution is taken to protect the safety, health and physical or psychological well-being of employees while they work; and to keep health and safety paramount in all activities associated with that work.

2. APPLICATION

2.01 This policy applies to all employees of the civil service.

3. POLICY

3.01 Government, as an employer, values the safety, health and well-being of employees. It is, therefore, the policy of the Government of Prince Edward Island to take every precaution that is reasonable in the circumstances, to protect employee safety, health and physical or psychological well-being; and ensure that workplaces are safe and healthy for employees. The *Occupational Health and Safety Act* and accompanying regulations of the Province, along with acceptable occupational health and safety practices, shall describe the minimum standard expected for health and safety in government workplaces.

Government recognizes and values the knowledge and skills of employees with regard to performing their jobs safely and will promote a workplace culture where employees are supported and encouraged to contribute to health and safety programs and initiatives. Government commits to working in partnership with employees and their representatives, through the *internal responsibility system*, to develop and implement measures in order to minimize the risk of occupational injury and illness in the workplace.

The *Internal Responsibility System* is the underlying philosophy of the occupational health and safety legislation in all Canadian jurisdictions. Its foundation is that everyone in the workplace – both employees and employers – is responsible for their own safety and for the safety of co-workers.

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Deputy Heads are responsible for implementing this policy, establishing and monitoring an occupational health and safety program specific to their department, and for ensuring that the department is in compliance with the *Occupational Health and Safety Act* and its regulations. All departmental employees are responsible, to follow the departmental health and safety program and to cooperate with the Joint Occupational Health and Safety Committees and Representatives.

This policy applies to all employees of the Government of Prince Edward Island whose work is regulated by the P.E.I. *Civil Service Act*. It must be part of orientation activities for new employees and any changes are to be reviewed with all employees as soon as the changes come into effect. It shall be reviewed on an annual basis in consultation with departmental Occupational Health and Safety Committees and Representatives.

This Policy Statement is supported jointly by the Employer and the Union of Public Sector Employees. Approved May 16, 2003.