



## GREATER SUDBURY POLICE SERVICE BOARD POLICY

<b>SUBJECT:</b> OCCUPATIONAL HEALTH AND SAFETY	<b>NUMBER:</b> PSB008
<b>ORIGINATING DATE:</b> June 11, 2009	<b>REVISED DATE:</b> December 13, 2023 December 17, 2025
<b>REPORTING REQUIREMENTS:</b> Annual	

### 1.0 **DEFINITION**

#### **WORKER**

In accordance with the *Occupational Health and Safety Act* and for the purpose of this policy, “worker” means a person who performs work or supplies services to the Greater Sudbury Police Service Board or the Greater Sudbury Police Service for monetary compensation.

### 2.0 **POLICY STATEMENT**

- 2.1 It is the policy of the Greater Sudbury Police Service Board and the Greater Sudbury Police Service to conduct all operations in a safe and healthy manner in order to prevent injury or illness to workers.
- 2.2 The elimination of hazards to workers and property shall be a prime consideration when planning any work activity.
- 2.3 All practical steps shall be taken to ensure that the work environment and work procedures comply with Federal and Provincial legislation and Municipal by-laws pertaining to the health and safety of workers.

### 3.0 **GUIDING PRINCIPLES**

- 3.1 Every worker has a right to work in a healthy and safe environment.

- 3.2 Workers are encouraged to be actively involved in maintaining a healthy and safe environment.
- 3.3 Cooperation between the employer and workers is desirable in developing and maintaining healthy and safe workplaces.
- 3.4 The prevention of accidents, injury and occupational illness should be an integral part of every job activity.
- 3.5 An internal responsibility system, recognizing the roles of everyone in the workplace including workers, supervisors, employers, and owners, is the key to an effective health and safety program.

#### **4.0 MANDATORY REQUIREMENTS**

- 4.1 This policy shall be posted in a conspicuous location in all Greater Sudbury Police Service facilities.
- 4.2 All reasonable precautions for the prevention of accidents, and the promotion of safety and health of all workers, shall be made in compliance with the *Occupational Health and Safety Act* and other relevant legislation that sets out minimum requirements for ensuring workers' health and safety. The need to supplement these minimum requirements must be determined in light of specific workplace situations.
- 4.3 Occupational health and safety programs specific to the Greater Sudbury Police Services' operational needs shall be developed, implemented, and communicated to all workers.
- 4.4 Managers, supervisors, and workers shall receive information and training on safe work practices and their duties and responsibilities under applicable legislation.

#### **5.0 CHIEF OF POLICE**

- 5.1 The Chief of Police shall:
  - a. Provide as safe and healthy a work environment as can reasonably be expected given the nature of police work and the resources and technology available;
  - b. Establish an effective internal responsibility system, whereby everyone clearly understands their responsibilities regarding the occupational health and safety of workers;
  - c. Provide ongoing training to heighten worker awareness of known safety hazards and maintain job skills and knowledge;

- d. Develop and maintain open communication between all levels in the Police Service to encourage member participation in the Police Service's Safety Program;
- e. Involve all members in safety through an effective Joint Health and Safety Committee accessible to all Service members;
- f. Ensure compliance with applicable Federal and Provincial legislations including sections 25 and 26 of the *Occupational Health and Safety Act*, and Municipal by-laws;
- g. Periodically review the Police Service's health and safety policy, program and operating procedures to maintain safety performance and ensure that the workplace health and safety policy is posted in a conspicuous place in the workplace; and
- h. Establish procedures that are consistent with this policy and comply with Sections 25, 26, 27, and 28 of the *Occupational Health and Safety Act* which outline the duties of employers, supervisors and workers under the Act.