



## BY-LAW

NO. 2025 –

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**Being a By-law to Adopt a Health & Safety Policy Statement for  
The Corporation of the Municipality of Kincardine**

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**Whereas** pursuant to the said Municipal Act, Sections 8 and 9 provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act; and

**Whereas** Section 270 (1) of the Municipal Act 2001, S.O. 2001, c. 25, as amended, requires a municipality to adopt and maintain a policy with respect to the manner in which the municipality will try to ensure that it is accountable to the public for its actions, and the manner in which the municipality will try to ensure that its actions are transparent to the public; and

**Whereas** the purpose of a Health & Safety Policy Statement is to express the commitment of the Municipality of Kincardine to creating a safe work environment while ensuring compliance with the Occupational Health & Safety Act, 1990 and its regulations; and

**Whereas** the Council of the Corporation of the Municipality of Kincardine desires to adopt a new Health & Safety Policy Statement; now therefore be it

**Resolved** that the Council of The Corporation of the Municipality of Kincardine **Enacts** as follows:

1. That the Health & Safety Policy Statement for The Municipality of Kincardine, attached hereto as Schedule 'A' and forming part of this By-law be adopted.
2. That this By-law shall come into full force and effect upon its final passing.
3. That all other Policy Statements passed by By-law and Resolution inconsistent with this By-law, be repealed.
4. That By-law may be cited as the "Health & Safety Policy Statement By-law".

**Read a First, Second and Third Time and Finally passed** this 8<sup>th</sup> day of January, 2025.

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Mayor

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Clerk

## **Schedule 'A'**

**Policy No.:** HR.04

**Section:** Your Government & People

**Policy Title:** Health & Safety Policy Statement

**Reviewed:** January 8, 2025

**By-law No.:** 2024 -

**Revision Date:**

### **1. Policy Statement**

The Municipality of Kincardine values the health and safety of every individual, and is committed to building, and maintaining, a safe and healthy work environment. The organization will take all reasonable precautions to prevent occupational illness or injury in the workplace and will strive to continually improve health and safety practices.

The Municipality of Kincardine, as an employer, is ultimately responsible for the health and safety of workers while they are at work. We believe that all tasks can be accomplished in a safe manner and in compliance with relevant health and safety legislation. Effective safety policies and procedures will be developed and implemented. The Management Team and Supervisors are accountable for the health and safety of workers under their supervision and are responsible to ensure that machinery and equipment are safe, workers are properly trained and work in compliance with established safe work practices and procedures.

Workers must protect their own health and safety and the health and safety of others by working in compliance with safe work practices and procedures established by the Municipality of Kincardine. Workers will receive information, adequate training, and competent supervision in their specific work tasks to protect their health and safety. Workers will report unsafe working conditions as soon as they become aware.

Contractors hired to perform work on behalf of the Municipality of Kincardine will protect their safety and that of their workers by working in compliance with all relevant workplace health and safety legislation, safe work practices, and organization policies and procedures

It is in the best interest of all parties to consider health and safety in every activity, every day.