

Commitment to a Safe and Healthy Environment

1. Introduction

1.1. Purpose

This policy articulates Providence Health Care's (PHC) commitment to providing a safe and healthy work environment.

1.2. Scope

This policy applies to all [Staff](#) at PHC.

1.3. Exceptions

There are no exceptions to this policy.

2. Policy

PHC is committed to providing a safe and healthy work environment for all staff working within PHC facilities.

All staff of PHC share the responsibility for the achievement of a safe and healthy environment.

3. Responsibilities

3.1. Senior Leadership

The Chief Executive Officer has overall accountability for the implementation of policies and programs that support a safe and healthy working environment. The responsibility for implementation within Acute Care operations rests with the Chief Operating Officer, and within Long-Term Care Operations rests with the Vice President, Seniors Care.

Vice Presidents and all other Leaders or Supervisors providing oversight or direction to the work of others are responsible for:

- Complying with WorkSafeBC regulations and any applicable orders;
- Ensuring the ongoing health and safety of all staff under their supervision;
- Ensuring that staff comply with the regulations and any applicable orders;
- Conducting risk assessments and informing staff of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed;
- Providing staff with information, instruction, training, and supervision necessary to ensure their health and safety;
- Informing staff of their rights and duties under the regulations;
- Conducting workplace inspections and remedying hazardous workplace conditions;
- Providing and maintaining in good condition protective equipment, devices, and clothing as required by regulation and ensuring that these are used by the staff;

- Investigating workplace accidents and incidents to determine their root causes and preventing reoccurrence of similar incidents; and
- Consulting and cooperating with the Joint Occupational Health and Safety Committee and worker health and safety representatives.

3.2. PHC Occupational Health and Safety Department

The Occupational Health and Safety Department is responsible for:

- Providing oversight and expertise in the prevention, reduction, control and elimination of sources of occupational injury, disease and promotion of staff wellness;
- Assisting management, staff and unions achieve and exceed compliance with regulatory and occupational standards; and
- Establishing and coordinating occupational health and safety policies, programs, and activities

3.3. Joint Occupational Health and Safety Committees

The Joint Occupational Health & Safety Committees are responsible for:

- Promoting safe work practices and conditions and assisting in the creation of a safe place of work by recommending actions that will improve the effectiveness of the PHC's Health and Safety program
- Fulfilling the duties and functions of the committee as specified in the Workers' Compensation Act (Part 3, Division 3 section 130)

3.4 All Staff

All Staff are responsible for:

- Working in a manner that protects their own health and safety;
- Following safe work procedures and practices in which they have been trained;
- Participating in safety training and activities;
- Promptly reporting hazards to supervisors;
- Protecting the health and safety of any other person who may be affected by their activities; and
- Assisting to achieve and maintain a safe and healthy work environment.

All persons using PHC facilities are responsible for reporting unsafe conditions to persons in authority.

Working together we will create and sustain a safe and healthy environment at PHC.

4. Compliance

All staff members are responsible for adhering to this policy and monitoring their activities in accordance with the policy. Staff members may warn others if they observe a violation of this policy. Failure by staff to comply with this policy may result in disciplinary action up to and including termination of employment, services or privileges.

5. Supporting Documents

5.1. Related Policies

[Staff Mental Health and Mental Wellness](#)

5.2. Guidelines/Procedures/Forms

There are no Guidelines/Procedures/Forms to list for this policy.

6. Definitions

“Employer” includes every person having in their service under a contract of hiring or apprenticeship, written or oral, express or implied, a person engaged in work in or about an industry.

“Hazard” means a thing or condition that may expose a person to a risk of injury or occupational disease.

“Incident” includes an accident or other occurrence which resulted in or had the potential for causing an injury or occupational disease.

“Joint Occupational Health and Safety Committee (JOHSC)” supports the employer's duty to ensure a healthy and safe workplace. The JOHSC brings together representatives of the employer and the workers, to identify and help resolve health and safety issues in the workplace. The JOHSC includes representation from unions, management and front-line workers and are responsible for reviewing all safety concerns within an organization as defined under WorkSafeBC regulations. At PHC there are site-specific JOHSC.

“Staff” means all employees (including management and leadership), medical staff (including physicians, midwives, dentists, and nurses), residents, fellows and trainees, health care professionals, students, volunteers, contractors, researchers and other service providers engaged by PHC.

“Supervisor” means a person who instructs, directs and controls Staff in the performance of their duties.

“Regulation” means rules and regulations made WorkSafeBC.

“Workplace: means any place where a worker is or is likely to be engaged in any work and includes any vessel, vehicle or mobile equipment used by a worker in work.

7. References

Workers Compensation Act (Part 3, Division 3 – General Duties of Employers, Staff and Others)

8. Appendices

There are no appendices to include with this policy.

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