FAMILY VISIONS INCORPORATED
POLICY AND PROCEDURE MANUAL

POLICY: **WORKPLACE SAFETY & HEALTH**		POLICY NO: HR-042
	DATE Issued: September 28, 2011	PREVIOUS POLICY NO/NAME: WORKPLACE SAFETY & HEALTH HR03-550
	DATE Reviewed: March 16, 2022	RELATED DOCUMENTS:
APPROVED BY: Board of Directors	DISTRIBUTION: Human Resources APPLICATION: Family Visions Employees	

POLICY:
Family Visions Inc. is concerned for the safety and health of all the staff and residents working and/or living in the facilities owned and/or operated by the agency.
The agency Manitoba Government and General Employee's Union recognize the importance of establishing a Workplace Health and Safety Committee to enhance the ability of employees and management to resolve health and safety concerns. It is recognized that the initiative in requesting the establishment of a Workplace Health and Safety Committee may come from management and/or the employees at Family Visions Inc. or the Union. Committee representatives will identify safety programs that comply with all relevant statues, regulations and standards of government agencies and other regulatory authorities' regulations representing occupational safety and health.

PROCEDURE:
1. Everyone employed by Family Visions Inc. is responsible for maintaining the safety and health program.
2. Employees who knowingly violate safety and health rules may face disciplinary action, dismissal or legal action.
3. Employees who do not fulfil their safety and health responsibilities will become accountable for any problems their negligence creates, and may be liable under the law.
4. The Workplace Health and Safety Committee shall consist of two worker representatives and two Employer representatives. Each party shall elect or appoint its representatives to the Committee freely and without interference.
5. The Committee, operating within the guidelines of the Workplace Safety and Health Act shall
    a) Conduct regular inspections of all work areas that assist in the identification of unhealthy, dangerous, or hazardous situations that may affect workers and recommend actions to eliminate unsafe conditions (Appendix).
    b) Develop procedures to review accident reports and safety and health concerns.
    c) Recommend the implementation of programs to address concerns.

d) Co-ordinate the implementation of Workplace Safety and Health Awareness training programs.