SECTION:	Board of Directors	**POLICY:**	Health and Safety Commitment
DATE ISSUED:	July 8, 2011	**NUMBER:**	BD-150
REVIEWED:	Jan/19, Oct/19, Jan/20, Jan/22		
REVISED:	Mar/21, Jan/23		

Policy

Community Care Northumberland (CCN) is committed in the health, safety and wellbeing of its employees, volunteers and clients. Protection and enhancement of employee and volunteer physical and psychological health, safety and quality of life are important continuing objectives.

CCN will be held accountable for the health and safety of employees and volunteers and makes every effort to provide a safe and healthy work environment. The employer, supervisors, employees and volunteers must be dedicated to the continuing objective of reducing risk of physical and/or psychological injury and disease.

CCN as the employer is ultimately responsible for employee and volunteer health and safety. The employer is committed to comply with the duties under the Occupational Health & Safety Act and supporting regulations. This includes taking every reasonable precaution for the protection of the employees and volunteers in the workplace.

Community Care Northumberland will make every reasonable effort to provide suitable return to work opportunities for every employee who is unable to perform his or her regular duties following a work-related injury or illness.

Supervisors are subject to various duties in the workplace, including the duty to ensure that machinery and equipment are safe and employees and volunteers work in compliance with established safe work practices and procedures. Supervisors will be held accountable for the health and safety of employees and volunteers under their supervision. Employees and volunteers must receive adequate training in their specific work tasks to protect their health and safety.

Every employee, volunteer, sub-contractor and employee of a sub-contractor must protect their own health and safety by working in compliance with the law and with safe work practices and established procedures. They must also report immediately to their employer or supervisor any unsafe or unhealthy working conditions, incidents, injuries, or property damage.

Health and safety must be considered in every activity, including program planning and policy development. Commitment to health and safety must form an integral part of this organization from the Board of Directors to the employees and volunteers.

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Jackie Gardner-Nix, Chair	Trish Baird, Chief Executive Officer
Community Care Northumberland	Community Care Northumberland