

# HRM Safety Policy

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Halifax Regional Municipality ("HRM") values the health, safety and well-being of all its employees and is committed to providing and maintaining a safe and healthy work environment. HRM will take every reasonable precaution to eliminate any foreseeable hazards in HRM workplaces that may result in personal injury or illness to employees, contractors, suppliers, volunteers or the general public.

HRM recognizes and values the skills, knowledge and experience used by its employees while performing their work in a safe and healthy manner, and encourages employee involvement relating to safety initiatives and programs. HRM firmly believes that Occupational Health and Safety is the direct responsibility of all employees to the extent of each person's authority and ability to act. HRM therefore strongly supports the Internal Responsibility System ("IRS") process and is committed to working with employees, their representatives and Joint Occupational Health & Safety Committees to implement an effective Occupational Health and Safety Program ("OHS Program").

HRM holds all levels of Management responsible and accountable for implementation and enforcement of this Policy, the OHS Program, the development and implementation of job specific safe work procedures, and for ensuring compliance with the Nova Scotia Occupational Health and Safety Act ("OHSA") and applicable regulations.

All employees and volunteers under HRM oversight are responsible for complying with this Policy, the OHS Program, any job specific safe work procedures, the OHSA and applicable regulations. Employees shall cooperate with the Joint Occupational Health & Safety Committees and/or any safety representatives.

Outside contractors are to be informed of this Policy, sections of the OHS Program, any job specific safe work procedures that impact them, and will be held responsible for complying with those requirements along with any other requirements under the OHSA and applicable regulations.



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**Richard Butts**

Chief Administrative Officer

March 31, 2014  
Date