

# Occupational Health and Safety Policy



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## **Policy Statement**

as an employer, recognizes its responsibility for the protection of the health and safety of all the staff in the clinic at every level.

is committed to providing a safe and healthy work environment for all staff and to continually improving health and safety practices. We will comply with all applicable legislation and occupational health and safety regulations, taking all reasonable steps to minimize workplace risks, prevent illnesses and injuries, and ensure the safety and health of everyone in our workplace.

Regular health and safety meetings will be held, encouraging and welcoming worker input. supports a joint (employer and worker representatives) occupational health and safety committee or worker representative to ensure that workers are involved and participate in health and safety matters.

will establish and maintain safe working practices through education, training, and proper procedures. All hazards will be identified and controlled, and workplace inspections will be conducted regularly. All incidents and dangerous occurrences will be reported and investigated.

## **Roles and Responsibilities**

### **1. Physician employer**

- Establish a valid occupational health and safety program.
- Train your employees to do their work safely and provide proper supervision.
- Provide supervisors with the necessary support and training to carry out health and safety responsibilities.
- Ensure adequate first aid equipment, supplies, and trained attendants are on site to handle injuries.
- Regularly inspect your workplace to make sure everything is working properly.
- Fix problems reported by workers.
- Transport injured workers to the nearest location for medical treatment.
- Report all injuries to WorkSafeBC that required medical attention.
- Investigate incidents where workers are injured, or equipment is damaged.
- Submit the necessary forms to WorkSafeBC.

## 2. Supervisor

Your responsibilities:

- Ensure the health and safety of all workers under your direct supervision.
- Know the WorkSafeBC requirements that apply to the work under your supervision and make sure those requirements are met.
- Ensure workers under your supervision are aware of all known hazards.
- Ensure workers, under your supervision, have the appropriate personal protective equipment, which is being used properly, regularly inspected, and maintained.

## 3. Worker

Your rights:

- The right to know about hazards in the workplace.
- The right to participate in health and safety activities in the workplace.
- The right to refuse unsafe work.

Your responsibilities:

- Be alert to hazards. Report them immediately to your supervisor or employer.
- Follow safe work procedures and act safely in the workplace at all times.
- Use the protective clothing, devices, and equipment provided. Be sure to wear them properly.
- Cooperate with joint occupational health and safety committees, worker health and safety representatives, WorkSafeBC prevention officers, and anybody with health and safety duties.
- Get treatment quickly should an injury happen on the job and tell the health care provider that the injury is work-related.
- Follow the treatment advice of health care providers.
- Return to work safely after an injury by modifying your duties and not immediately starting with your full, regular responsibilities.
- Never work under the influence of alcohol, drugs or any other substance, or if you are overly tired.

Approval:

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Date

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Administration signature (Physician employer)