


<p style="text-align: center;">North Bay Regional Health Centre  Centre régional de santé de North Bay</p>	<b>Policy/Procedure</b>	
<p><b>Title</b> Policy Statement for Physical and Psychological Health &amp; Safety in the Workplace</p>	<p><b>Policy Number</b> OH&amp;S 1-001</p>	
<p><b>Developer</b> Chair, Joint Health and Safety Committee</p>	<p><b>Category</b></p>	Administration
	<p><b>Issue Date</b></p>	June 18, 2008
	<p><b>Revision Date</b></p>	August 2024
	<p><b>Next Review Date</b></p>	August 2025

Management of the North Bay Regional Health Centre (NBRHC) is vitally interested in the physical and psychological health and safety of its staff, employees, volunteers and the public and will therefore make every effort to provide a safe and healthy work environment. NBRHC is committed to having a well functioning Internal Responsibility System (IRS) whereby responsibility for health and safety is shared by all parties in the workplace. Protection of employees from injury or occupational disease is a major continuing objective and, as such, injury/illness reduction targets and objectives will be set and reviewed annually and shared with the Joint Occupational Health and Safety Committee.

The North Bay Regional Health Centre, as an employer is ultimately responsible for worker health and safety. As President/Chief Executive Officer of the North Bay Regional Health Centre, I give you my personal commitment that in the minimum, every reasonable precaution will be taken for the protection of workers physical and psychological wellbeing. The North Bay Regional Health Centre management and staff are expected to work in compliance with all applicable Health and Safety policies, procedures, Acts, and Regulations.

Supervisors will be held accountable for the health and safety of staff under their supervision. Supervisors are responsible to ensure that all processes, machinery and equipment that are used in our facility are safe and that our staff works in compliance with the established safe work practices and procedures. Staff must receive adequate training in their specific tasks to protect their health and safety.

Every employee must protect his or her own physical and psychological health and safety by working in compliance with the appropriate legislation as it pertains to our industry and within the safe work practices and procedures established by the North Bay Regional Health Centre. All levels of NBRHC management will work in collaboration with the JOHSC to foster a healthy and safety work environment for all employees.

Contractors, volunteers, students, subcontractors and their employees must comply with the requirements of all applicable Acts, Regulations, and Codes and in accordance with the provisions of the North Bay Regional Health Centre’s Health and Safety Management System and use only competent persons to perform work on North Bay Regional Health Centre property.

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It is in the interest of all parties to consider health and safety a priority in every activity. Commitment to health and safety forms an integral part of this organization.

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Paul Heinrich  
President and Chief Executive Officer  
North Bay Regional Health Centre

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Eileen Benedictus  
Co-Chair, Joint Health & Safety Committee

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Cynthia Jackson  
Co-Chair, Joint Health & Safety Committee

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