

POLICY II-130	Occupational Health, Safety & Wellness	DOMAIN People and Teams
SLT Sponsor: Chief Human Resources Officer		Date Approved: March 23, 2023
Policy Lead(s): Manager, Occupational Health, Safety & Wellness		Date Effective: March 24, 2023
		Date of Next Review: March 2026

For further information please contact covenantpolicy@covenanthealth.ca

NOTE: The first appearance of terms in bold in the body of this document (except titles) are defined terms – please refer to the Definition section

Policy Statement:

Covenant Health is committed to maintaining the health, safety, and psychological well-being of our employees, physicians, volunteers, students, contractors and all others present at or in the vicinity of Covenant Health worksites. Covenant Health is dedicated to providing a safe place to work and a safe environment for visitors and patients/residents. We will deliver appropriate health and safety education, training and guidelines in support of continuous improvement.

We expect our employees, physicians, volunteers, students and contractors, or other persons acting on behalf of Covenant Health (herein referred to as personnel) to perform according to their responsibilities and legislative requirements in support of the overall goal of a safe workplace. Behavior that may jeopardize anyone’s personal safety or the reputation of the organization is subject to discipline.

Purpose Statement:

The Covenant Health Occupational Health, Safety and Wellness (OHS&W) Policy provides the framework for a culture which promotes and encourages health, safety and wellness, aims to mitigate and eliminate workplace hazards, and has ZERO harm as its goal.

In combination with the Covenant Health OHS&W Program, this policy will guide strategies to meet requirements of the Alberta Occupational Health and Safety Act, Regulation and Code.

Applicability:

This policy applies to all Covenant Health facilities, employees, physicians, volunteers, students, contractors and any other persons acting on behalf of Covenant Health.

Responsibility:

Covenant Health’s administrative and medical leaders will demonstrate commitment to meeting the requirements of the Alberta Occupational Health and Safety Act, Regulation and Code and other initiatives which support the Covenant Health OHS&W Program elements.

Covenant Health personnel will demonstrate commitment to making their workplace safe for themselves, their co-workers, and the public by adhering to the requirements of this policy. This includes refraining from causing or participating in harassment or violence.

Refer to Occupational Health, Safety and Wellness Program Element 1 – Management, Leadership & Commitment <https://www.compassionnet.ca/HR/OHSPROGRAMELEMENT1.pdf>

Principles:

Covenant Health shall enable a safe and healthy work environment by providing a range of occupational health, safety and wellness programs and services that includes, but is not limited to, the following elements:

1. Management, Leadership and Commitment
2. Hazard Management
3. Workplace Inspections
4. Qualifications, Orientation and Training
5. Emergency Disaster Management Response
6. Incident Management
7. Program Evaluation

Relevant Covenant Health Policy and Policy Support Documents:

A.	Policies: II-135 Reporting of Work-Related Incidents, Injury, Illness II-145 Workplace Abuse and Harassment II-180 Duty to Accommodate
B.	Procedures: II-130.PROC.1 bE LITE Injury Prevention System II-130.PROC.2 Asbestos – Emergency Procedure for Major Fibre Release
C.	Guidelines: Occupational Health and Safety Element 1 – Management, Leadership & Commitment
D.	Job aids:
E.	Standards: II-130.STND.1 Restricted and Confined Space (Code of Practice) II-130.STND.2 Asbestos (Code of Practice)
Keywords: Occupational Health, Safety and Wellness, OHS, OHS&W, Safety, Workplace Health and Safety	
References: Alberta Occupational Health and Safety Act, Regulation and Code	

Past Revisions:

March 2, 2020

September 16, 2014

May 25, 2011