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Report 2025-015

Report Title: Corporate Occupational Health and Safety Policy 2025

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Approved by: Jennifer Moore, CAO

Council Meeting Date: January 22, 2025

**Report Not Considered by
Standing Committee Because:**

- Time-sensitive Issue
(information received too late for Committee consideration)
- Urgent Matter
(issue arose after this month's Committee meeting)
- Other

Strategic Plan Priorities: Innovate for Service Excellence
 Ignite Economic Opportunity
 Foster a Thriving Community
 Propel Sustainable Growth
 Champion a Vibrant Future

Recommendation

“That County Council having considered Report 2025-015 ‘Corporate Occupational Health and Safety Policy 2025’, recommend that a by-law is enacted at the January 22, 2025 County Council Meeting to Formulate the Corporate Occupational Health and Safety Policy 2025 and to Repeal By-law 02-2024.”

Purpose

To obtain Council approval for the 2025 Corporate Occupational Health and Safety Policy.

Background

The Occupational Health and Safety Act instructs the employer to prepare, annually review and post a written occupational health and safety policy. The employer is responsible to illustrate due diligence in taking every precaution reasonable in the circumstance to protect workers. This protection is accomplished using the workplace internal responsibility system with all levels of workers eliminating workplace hazards causing injury, harassment and violence for all employees, contractors, volunteers and visitors.

The content of the 2025 Northumberland County Occupational Health and Safety Policy remains unchanged from the 2024 version, with the exception of the date change.

Consultations

There have been no consultations as there has been no change to the intent of the policy.

Legislative Authority / Risk Considerations

In accordance with the Occupational Health and Safety Act, the Corporation of the County of Northumberland must annually post a current approved copy of the workplace occupational health and safety policy. The Act does not dictate the exact words of the policy.

Discussion / Options

The proposed revisions are aligned with the 2025 year.

Financial Impact

N/A

Member Municipality Impacts

This policy is internal to the operation of the Corporation of the County of Northumberland. There is no impact to Member Municipalities.

Conclusion / Outcomes

Staff recommend that County Council rescind By-law 02-2024 and adopt by by-law the 'Corporate Occupational Health and Safety Policy 2025'.

Attachments

- 1) Report 2024-015 ATTACH 1 'Northumberland County Occupational Health and Safety Policy HS 1.2.'
- 2) Report 2024-015 ATTACH 2 'A By-law to Formulate the Corporate Occupational Health and Safety Policy 2025 and to Rescind By-law 02-2024'