

POLICIES, GUIDELINES AND PROCEDURES

SUBJECT	N.E.P.N. CODE
BOARD COMMITMENT TO WORKPLACE SAFETY AND HEALTH	GBG

I. POLICY

Consistent with the Manitoba Workplace Safety and Health Act and Regulations, the Louis Riel School Board is committed to honouring its responsibilities as an employer to take all reasonable measures to maintain the safety and health of the workplaces in which its employees perform their assigned duties and responsibilities.

The Board's commitment to safety applies to all activity undertaken to serve the Division as an employer, irrespective of whether it occurs on divisional property, consistent with the Act's expectation that an employer will "ensure, so far as is reasonably practicable, the safety, health and welfare at work of all its workers".

Also consistent with provincial legislation that accords shared responsibility for safe workplaces to school boards and employees the Board expects that:

- every employee of the Louis Riel School Division will take all reasonable measures to support the safety of other employees, protect the public and environment, and prevent loss of assets and/or damage to property
- all service providers will be held to the same safety and health standards as the Division's employees

Finally, the School Board recognizes that all employees in the Division have four basic rights with respect to safety and health:

- the right know about safety and health hazards in the workplace
- the right to participate in safety and health activities in the workplace, such as the Workplace Safety and Health committee
- the right to refuse dangerous work as outlined in Section 43 of the [Workplace Safety and Health Act \(Manitoba\)](#)
- the right to work without being subject to a reprisal

Accordingly, this policy and its **GUIDELINES** and **PROCEDURES** constitute the Board's statement of policy with respect to the protection of the safety and health of workers at the workplace as required by the [Workplace Safety and Health Act \(Manitoba\)](#).

II. GUIDELINES

Adopted:	March 2, 2010	Legal References: Workplace Safety and Health Act (Manitoba) Workplace Safety and Health Regulation (Manitoba)
Revised:	April 16, 2019; June 1, 2021; February 7, 2023	



- A. The [Manitoba Workplace Safety and Health Act](#) and associated [Regulation](#) provide the legislative context for this policy.

The purpose of the [Act](#) is to ensure the safety and health of workers in Manitoba. Under the [Act](#), all employers and employees have defined responsibilities to create and maintain safe and healthy workplaces.

The [Act](#) and [Regulation](#) outline specific duties of employers, supervisors and workers, notably including but not limited to the following:

From the [Act](#):

- a) Section 4, General Duties of Employers and Supervisors
- b) Section 5, Duties of Workers
- c) Section 7, Duties of Prime Contractors and Contractors

From the [Regulation](#):

- d) Part 2, General Duties
- e) Part 6, Personal Protective Equipment
- f) Part 8, Musculoskeletal Injuries
- g) Part 9, Working Alone or in Isolation
- h) Part 10, Harassment
- i) Part 11, Violence in the Workplace
- j) Part 12, Hearing Conservation and Noise Control
- k) Part 14, Fall Protection
- l) Part 15, Confined Spaces
- m) Part 16, Machines, Tools and Robots
- n) Part 35, Workplace Hazardous Products Information Systems
- o) Part 36, Chemical and Biological Substances

- B. The legislative context shall guide the development and implementation of specific administrative procedures to support the provisions of the Act as identified in **GUIDELINE A.**

III. PROCEDURES

Arising from its commitment to providing safe work facilities, and consistent with this policy, the Louis Riel School Board is committed to the following:

- i. Integration of the management commitment to safety: All Division activities related to planning, operation, and maintenance of facilities will hold safety as paramount
- ii. Statement of responsibilities: Recognition that responsibility for safety and health is a shared, common goal of the Division and its employees
- iii. Hazard identification and control
 - 1. Job Hazard Analysis
 - 2. Safe Work Procedures
- iv. Emergency procedures
- v. Scheduled inspections
- vi. Chemical and biological hazard control
 - 1. WHMIS Program
- vii. Safety plan for contractors and other service providers

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- viii. Training plans for workers and supervisors
- ix. Procedures to investigate accidents, dangerous occurrences and refusals to work
- x. Involvement of workers in safety- and health- related planning and practices
- xi. Regular evaluation and revision of safety and health program
- xii. Establishment of, and ongoing consultation with, the divisional Workplace Safety and Health Committee

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