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## Otonabee – South Monaghan Public Library

Policy Type: Human Resources  
Policy Title: Employee Health and Safety

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Chair Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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The Otonabee – South Monaghan Public Library Board and CEO are committed to the establishment of a healthy and safe workplace and to the integration of health and safety practices in all areas of the workplace. The underlying principle of the policy is the responsibility of all personnel in maintaining a safe workplace, which is best achieved through consultation and co-operation between management and employees.

### Section 1: Legislative Requirements

1. The **Occupational Health and Safety Act (OHS)** requires those who have any degree of control over the workplace to ensure a safe and healthy work environment.
2. The requirements of the **OHS** apply to every worker who is being paid, regardless of the location where the work is performed. If workers work at home and are being paid or are driving and being paid en route, they are covered under the Act.
3. If a paid worker suffers a critical injury, the **OHS** requires that the employer must immediately notify the Ministry of Labour Health & Safety Contact Centre and the workplace Health and Safety representative. The employer and the Employee Health and Safety Representative (see Section 4) must prepare a report in writing and forward it within 48 hours to a director of the Ministry of Labour. See Appendix A.
4. The Library complies with the **OHS**, which sets out duties with respect to workplace safety, and materials and equipment in the workplace. [Section 25\(2\)](#) of the [Occupational Health and Safety Act](#) requires employers to prepare and review at least annually a written occupational health and safety policy and develop and maintain a program to implement that policy.
5. **Ontario Regulation 297/13 Occupational Health and Safety Awareness and Training** requires a worker to complete a basic occupational health and safety awareness training program.

### Section 2: Rights of the Worker

1. A worker has the following rights:
  - a) to participate in the process of identifying and resolving workplace health and safety concerns
  - b) to know about potential hazards to which he or she may be exposed

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- c) to refuse work that he or she believes is hazardous to either his/her own health and safety or that of another worker
- d) all other rights indicated in the *Occupational Health and Safety Act*

### Section 3: Responsibilities

1. The Ontario *Occupational Health and Safety Act* (OHSA) and its regulations impose a legal duty on employers and on supervisors for ensuring the well-being of workers under their supervision and to take reasonable measures to protect their safety.
2. The Otonabee – South Monaghan Public Library Board is responsible for complying with the OHSA and Regulations and for funding a Health and Safety program for staff.
3. The Library Board delegates authority to administer and direct Health and Safety to the Library CEO.
4. The Library CEO is responsible for:
  - a) ensuring adherence to the principles of this policy
  - b) ensuring compliance with all applicable Health and Safety legislation
  - c) ensuring training and procedures for effective Health and Safety program management, including adequate allocation of funds and resources
  - d) investigating all accidents involving personal injury and reporting incidents to proper authorities when required
  - e) addressing employee safety concerns promptly
  - f) ensuring that health and safety infractions are addressed
5. The Library CEO/ Library Assistant I is responsible for:
  - a) making sure that work is done safely
  - b) ensuring employees are aware of hazards and how to protect themselves
  - c) maintaining an orderly and uncluttered work area
  - d) providing adequate training to employees in order to protect their Health and Safety
  - e) investigating refusals to work. The employee Health and Safety representative should be present. If this person is unavailable, they can be replaced by a fellow employee.
6. Employees are responsible for:
  - a) knowing procedures to follow in the case of accidents or sudden illnesses
  - b) reporting any known hazards to their supervisor
  - c) reporting any accidents or injuries to their supervisor
  - d) understanding the hazards associated with any materials used by the staff and all relevant safety information regarding their use
  - e) reporting any missing or defective equipment
  - f) maintaining an orderly and uncluttered work area
  - g) operating any equipment in a way that will not endanger any staff member
  - h) knowing the location of the first aid kit
  - i) knowing the locations and use of the fire extinguishers as well as the location of emergency exits
  - j) if employee duties require driving, a basic driver's abstract is required (at the Board's expense)

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- k) participating in fire drills and other emergency evacuation procedure

### Section 4: Health and Safety Representative

1. The OHSA requires that a workplace with fewer than 20, but more than five employees, have a Health and Safety Representative. In accordance with [Section 8](#) of the Occupational Health and Safety Act.
  - a) staff will appoint one Health and Safety Representative from among the workers who does not exercise managerial functions and has powers as set out in Section 8(11) of the **OHSA**
  - b) the Library will pay the representative while carrying out his or her duties
2. The Health and Safety Representative will, in accordance with, [Section 8](#) of the OHSA:
  - a) identify workplace hazards [\[section 8\(10\)\]](#)
  - b) inspect the workplace at least once a month [\[section 8\(6\)\]](#)
  - c) be consulted about workplace testing [\[section 8\(11\)\]](#)
  - d) make recommendations to the CEO [\[section 8\(10\)\]](#);
  - e) investigate work refusals [\[section 43\(4\)\]](#) and serious accidents [\[section 8\(14\)\]](#)
  - f) maintain a Health and Safety bulletin board which will include, but not be limited to:
    - i. the most recent version of the Minister of Labour's poster, "**What You Should Know About The Ontario Employment Standards Act**",
    - ii. a copy of the **Occupational Health and Safety Act**
    - iii. **HR-09 Health and Safety Policy**, and **HR-08 Prevention of Workplace Violence Policy**
    - iv. The Workplace Safety and Insurance Board's poster entitled "**In Case of Injury--1234**"
  - g) be trained in basic first aid by an accredited agency
  - h) maintain the first aid box which meets the requirements of the **Workplace Safety and Insurance Act Regulation 1101** See (Appendix B)

### Section 5: Emergency Response Information for Employees with Disabilities

1. In accordance with **Ontario Regulation 165/16 Integrated Accessibility Standards**, the Library will provide individualized workplace emergency response information for an employee who has a disability, if the disability is such that the information is necessary, and the library is aware of the need for accommodation.
2. With the employee's consent, the workplace emergency response information shall be provided to the person designated to provide assistance.
3. The individualized workplace emergency response information shall be reviewed when:
  - a) the employee moves to a different work location,
  - b) the employee's overall accommodation needs are reviewed, and
  - c) the overall emergency response procedures are reviewed

### Section 6: Working Alone

1. Working alone describes a situation where a person is the only employee in the Library, or where the employee does not have a direct contact with a co-worker.

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2. The Library Board directs the CEO to develop a plan for working alone. The plan identifies the occupation hazards, risks, procedures for personal safety, special training, and emergency assistance in the event of an incident when working alone. In addition:
- a) all employees will be made aware of potential risks and will be trained on procedures when working alone
  - b) employees will not work alone in the library without the prior consent of the CEO (outside of their scheduled shift) See Working Alone Policy
  - c) where provided, employees shall have their personal protective call button available at all times
  - d) volunteers and students will not work alone

**Related Documents:**

Otonabee – South Monaghan Public Library - ***Workplace Violence Policy HR-08***  
Otonabee – South Monaghan Public Library – ***Workplace Harassment, Discrimination Policy HR-13***  
Otonabee – South Monaghan Public Library – ***Safety, Security and Emergencies in the Library Policy OP-09***  
Otonabee – South Monaghan Public Library – ***Working Alone Policy***  
***Occupational Health and Safety Act***, R.S.O. 1990, chapter O.1  
***Ontario Regulation 165/16 Integrated Accessibilities Standards s. 27***  
***Ontario Regulation 297/13 Occupational Health and Safety Awareness and Training***