

Health & Safety Policy

September 2025

The Town of Salisbury, including Council, Management, and Employees, is committed to a strong health & safety program that protects its staff, its property and the public from accidents, injury, or occupational disease.

Under the premise of, and adhering to, this Health & Safety Policy, Town Council provides the **Chief Administrative Officer** the authority to introduce procedures, processes, and forms as part of the Town's overall Health & Safety program to ensure compliance with health and safety requirements and best practices.

An accident-free workplace is our goal. The Town of Salisbury will make every effort to provide a safe and healthy work environment. **All Managers and Supervisors** must be dedicated to the continuing objective of reducing risk of injury, including acquainting the employees under their supervision with any hazard in connection with the use, handling, storage, disposal and transport of any tool, machine, device, or biological, chemical or physical agent.

The Town, as an **Employer**, is ultimately responsible for worker health and safety. We are committed and will comply with all duties and responsibilities under the Act, such as taking every reasonable precaution for the protection of workers in the workplace. The Town is responsible for creating, updating, and ensuring adherence to a cohesive health and safety program.

Managers and Supervisors will be held accountable for health and safety of workers under their supervision. Managers and supervisors are subject to various duties in the workplace, including the duty to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures, regardless of their place of work.

Employees, at every level, must protect their own health and safety by working in compliance with the law and with safe work practices and procedures established by the Employer. Workers will receive information, training, and competent supervision in their specific work tasks.

While a small workplace, limited resources cannot jeopardize employee safety, and safety cannot be compromised for convenience. Unsafe behaviour, from any Employee or Representative of the Town, will not be tolerated.

Austin Henderson
Chief Administrative Officer (CAO)

Robert Campbell
Mayor

