

## Workplace Safety and Health Program

- 1.0 The Workplace Safety and Health Program must include but is not limited to:
  - 1.1 Policies and/or Operational Procedures/Guidelines
  - 1.2 Safe Work Procedures
  - 1.3 Training
  
- 2.0 The Workplace Safety and Health Program must meet the requirements of guiding documents which include but are not limited to
  - 2.1 Workplace Safety and Health Act and Regulation
    - 2.1.1 Canadian Standards Association (CSA) or American National Standards Institute (ANSI) Standards where referenced in legislation
    - 2.1.2 Any other regulatory bodies referenced in legislation
  - 2.2 Workers Compensation Act and Regulations
  - 2.3 Personal Health Information Act (PHIA) where applicable
  - 2.4 Personal Care Home Standards where applicable
  - 2.5 Accreditation Canada Required Organizational Practices
  - 2.6 Manitoba Health, Seniors and Active Living Policies
  - 2.7 Collective Agreements where applicable
  
- 3.0 The Workplace Safety and Health Program must be designed in consultation with Workplace Safety and Health Committees. (*WSH Act 7.4 (6)*)
  
- 4.0 The facility/site/program Workplace Safety and Health Program must consist of:
  - 4.1 statement of the employer's policy with respect to the protection of the safety and health of workers at the workplace;
  - 4.2 the identification of existing and potential dangers to workers at the workplace and the measures that will be taken to reduce, eliminate or control those dangers, including procedures to be followed in an emergency;
  - 4.3 the identification of internal and external resources, including personnel and equipment, that may be required to respond to an emergency at the workplace;
  - 4.4 a statement of the responsibilities of the employer, supervisors and workers at the workplace;
  - 4.5 schedule for the regular inspection of the workplace and of work processes and procedures at the workplace;
  - 4.6 a plan for the control of any biological or chemical substance used, produced, stored or disposed of at the workplace;

- 4.7 a statement of the procedures to be followed to protect safety and health in the workplace when another employer or self-employed person is involved in work at the workplace that includes
- 4.8 criteria for evaluating and selecting employers and self-employed persons to be involved in work at the workplace, and
- 4.9 procedures for regularly monitoring employers and self-employed persons involved in work at the workplace;
- 4.10 a plan for training workers and supervisors in safe work practices and procedures;
- 4.11 a procedure for investigating accidents, dangerous occurrences and refusals to work under section 43;
- 4.12 a procedure for worker participation in workplace safety and health activities, including inspections and the investigation of accidents, dangerous occurrences and refusals to work under section 43;
- 4.13 a procedure for reviewing and revising the Workplace Safety and Health Program at intervals not less than every three years or sooner if circumstances at a workplace change in a way that poses a risk to the safety or health of workers at the workplace; and
- 4.14 any other requirement prescribed by regulation including;

Eliminating or control of risks	Safe work procedures
Inspections of workplace	Serious incidents at workplace
Retention and transfer of records	Safety and Health Committees
General Workplace Requirements (air quality, lighting, thermal conditions, etc.)	First Aid
Personal Protective Equipment	Storage of Materials, Equipment, Machines and Tools
Musculoskeletal Injuries	Working Alone or in Isolation
Harassment	Violence
Hearing Conservation	Entrances, Exits, Stairways and Ladders
Fall Protection	Confined Space
Machines and Tools (guarding, lockout, etc.)	Welding and Allied Processes
Radiation	Fire and Explosive Hazards
Vehicular and Pedestrian Traffic	Emergency Washing Facilities
Powered Mobile Equipment	Cranes and Hoists
Pile Driving	Work In The Vicinity Of Overhead Electrical Lines
Excavations And Tunnels	Work In A Compressed Air Environment
Scaffolds And Other Elevated Work Platforms	Falsework And Flyforms
Temporary Structures	Roof Work

Precast Concrete	Demolition Work
Workplace Hazardous Materials Information System (WHMIS)	Chemical and Biological Substances
Asbestos	Electrical Safety
Infectious Materials	Sharps
Contaminated Laundry	Patient Movement
Laser Equipment	Waste Handling

*Note: Not all of the parts of the regulation will be applicable to all workplaces.*

- 4.15 The Workplace Safety and Health Program must be specific to the facility/site, the resources available, and the hazards present.
- 4.16 The Workplace Safety and Health Program Manual must be available to all employees at all times. Methods of access include, but are not limited to, printed materials/binders, the intranet/internet, SharePoint, and shared drives.
- 4.17 Training programs specific to each section of the program must be developed, delivered and recorded as specified in each Policy / Operational Procedure / Guideline.