



# TAKLA NATION

HEALTH ■ PROSPERITY ■ TRADITION

## TAKLA NATION

### Occupational Health & Safety Policy

#### Policy Statement

Takla Nation is committed to a safe and healthy work environment for employees, contractors, membership, and the general public. As safety is a shared responsibility, all employees and elected officials will support and adhere to established Occupational Health & Safety standards and procedures. Takla Nation will abide by federal legislation regarding policy health and safety committees and workplace health and safety committees.

#### Purpose/Rationale

Chief and Council are the official government of the Takla Nation, responsible for the overall safety standards related to the work of the government, in alignment with the relevant federal and provincial legislation, and Takla Nation laws, bylaws and/or policies. This policy establishes the framework commitment of the Nation to develop, resource, and maintain appropriate standards, systems, reporting mechanisms, and response mechanisms to support safe work experiences and a safe and healthy work environment.

#### Principles

Takla Nation is committed to:

1. Adherence to legislation
2. Establishing and making available the frameworks and resources to support safety program implementation and maintenance throughout the Nation

#### Scope/Limitations

This policy applies to all Takla Nation employees, elected officials, contractors and, as appropriate, membership and members of the public using Takla Nation facilities or services.

Chief and Council are responsible for:

- Establishing and supporting the on-going work of an OH&S Committee comprised of managers and staff;
- Supporting the establishment and maintenance of a Health and Safety program;
- Reviewing and acting on the recommendations of the Occupational Health and Safety Committee;
- Providing a safe and healthy work environment through management and the use of policies, procedures, audits, and appropriate situational responses.

Takla Nation managers and supervisors, supported by Human Resources, are directly responsible for ensuring the health and safety of employees under their supervision and for ensuring:

- Employees perform their work in compliance with accepted safe work practices and procedures;
- Adequate training is provided to employees so that tasks assigned to employees can be

performed safely, including specific health and safety orientation and training to young workers and new workers; and

- Employees are notified of any potential hazards that may exist in and around the employee's work location.

Individual employees and contractors are responsible for:

- Taking all reasonable and necessary precautions to ensure their own safety and health and that of anyone affected by their work;
- Complying with Takla Nation instructions concerning safety and health;
  - Contractors must ensure they and their employees adhere to any restrictions identified by Chief and Council regarding limitations for intoxicants and/or visits by employees to Takla Landing and specific, identified locations throughout the Takla traditional territory;
- Reporting any hazards and accidents in the workplace to their immediate supervisor;
- Using safety materials, equipment, devices and/or clothing as required.

**POLICY APPROVAL SUMMARY**

Approved by: Takla Nation Council  
Original approval date: May 30, 2019  
Latest approval date: