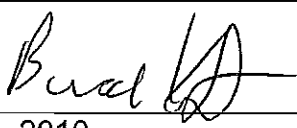


**PERSONAL ATTENDANT CARE INC.**

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 WHITBY, ON L1N 2K8  
 Telephone (905) 576-5603  
 Fax (905) 576-8020

PERSONAL ATTENDANT CARE *inc.*

		<b>Policy Number 2:06</b>
<b>DEPARTMENT</b>		Executive
<b>SUBJECT</b>		Occupational Health and Safety Act Policy
<b>APPROVED BY (Signature)</b>	<b>PRESIDENT, BOARD OF DIRECTORS</b>	
<b>APPROVED DATE</b>		March 29, 2010

**POLICY:**

The Corporation is committed to:

- a. promoting the health and safety of its employees and clients;
- b. taking every precaution to ensure that the working environment is safe and healthy for employees, clients and the general public;
- c. ensuring its employees receive initial Occupational Health and Safety Act (O.H.S.A.) training upon being hired and annually thereafter;
- d. ensuring its employees fully comply with the O.H.S.A. and it will not tolerate repeated contraventions of the legislation; and
- e. reviewing this policy annually.

The purpose of the O.H.S.A. is to protect workers from health and safety hazards in the workplace, and to establish procedures for dealing with hazards in the workplace. The basis of the O.H.S.A. is that the employer must take every reasonable precaution to protect workers, and workers are forbidden from disobeying safety regulations, and from knowingly working in an unsafe manner.

Fines and/or jail sentences have been issued by courts to employers and employees for violations of the O.H.S.A. For the purposes of the O.H.S.A., **all employees are considered as workers.**

Health and safety is a shared responsibility. Every employee is responsible and accountable to work safely at all times; to identify and report hazards; to take whatever measures, necessary and reasonable in the circumstances, to protect and promote health and safety.

All employees have a responsibility to take immediate action upon any report or suspicion of unsafe or hazardous conditions or situations. Employees are responsible for safe working practices so as to safeguard their own individual health and well-being as well as that of other employees, clients and the general public.

Active participation, involvement and full co-operation with those exercising responsibilities in health and safety are key ingredients in effective health and safety programs. This includes a duty to identify hazards, and to offer suggestions or ideas to further the goal of providing a safe and healthy environment. The Joint Occupational

Health and Safety Committee is a key mechanism for the collaborative, cooperative initiation, maintenance, and support of the Corporation's health and safety programs.

This policy shall apply to employees, students, visitors, volunteers and contractors while visiting or conducting business on Corporation premises and while participating in authorized activities outside of Corporation workplaces.

This Policy is reviewed at least annually.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
President, Personal Attendant Care Inc. Board of Directors (MM/DD/YY)