



DRUMHELLER

COUNCIL POLICY



COUNCIL POLICY # C-06-07

STAFF SAFETY AWARDS

THE PURPOSE OF THIS POLICY IS TO:

Ensure employees who remain accident-free for an extended period of time are recognized in an appropriate, fair and consistent manner.

POLICY:

The Town of Drumheller shall annually recognize those employees who have been accident-free for an extended period of time. The safety program began in 1998; therefore the employee accident-free years will be calculated from then. There will be two types of awards given:

Individual Safety Award

This award will be given individually to employees for being accident-free for an extended period of time. Accident free shall mean free from any accident that results in injury (whether a lost time accident or not) to a Town employee or a third party and also includes any accident resulting in damage to property owned by the Town or a third party.

Accident free awards shall be presented on an annual basis to all employees having been employed on a permanent basis or seasonal basis for at least six months.

Organizational Safety Award

This annual award shall be presented on an annual basis to all employees having been employed on a permanent basis or seasonal basis for at least six months during the year in question. The organizational safety award shall be presented to employees if the following conditions are met:

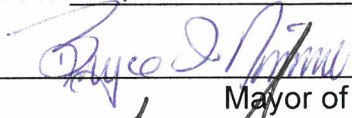
- The Town is successful in passing the Partners in Injury Reduction audit (external or internal) for the year in question. Passing is defined as 80% or better.
- The Town incurs no lost time accidents for the year in question. Lost time means time away from work following the day in which the accident occurred (as defined by Workers' Compensation Board).

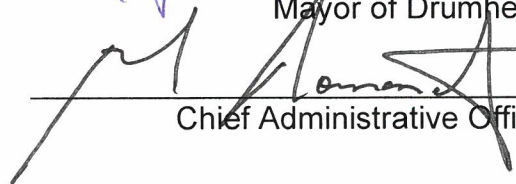
In recognition for both individual and organizational awards, the Town shall provide each eligible employee with a certificate and a small token of appreciation.

Awards shall be presented to staff at the annual general safety meeting which is to be held no later than March 31st of the following year.

Adopted by Council

Date: March 5, 2007


Mayor of Drumheller


Chief Administrative Officer