



Policy Name CODE OF ETHICS FOR THE HEALTH & SAFETY DEPARTMENT	Policy Number: 1106
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Classification: Occupational Health & Safety	Page No: Page 1 of 2

Code of Ethics for the Health and Safety Department

1. Preamble

The Salvation Army Agape Hospice is a small twenty-bed facility. Because of the size of the facility, there are no Occupational Health Nurses employed at the hospice. As a result, staff in the Health and Safety Department will commit to abide by all requirements of this Code of Ethics within the scope of their abilities as herewith established.

2. Competence

Health and Safety Department staff within Agape Hospice must maintain the highest level of competence and confidentiality in carrying out their responsibilities. They must ensure that activities engaged in are within the limits of their knowledge, experience and skill. At no time will services be offered or provided outside the level of their competence. Assistance will be sought through the appropriate professionals (ie. Great West Life consultants, Workers' Compensation Board officers, physician, or other professionals) to ensure that staff are provided with the support and information they require.

3. Duties

Staff must hold safety and health as one of the highest core values at Agape. Safety is a shared responsibility of everyone in our organization as it is a key indicator of organizational excellence.

Staff within the Health and Safety Department must communicate safety performance openly with staff to ensure they are given the knowledge and skills necessary to safely perform their jobs.

4. Legal Requirements

Staff within the Health and Safety Department must adhere to any legislation, statutory acts, regulations or by-laws which relate to health and safety procedures and regulations, as well as all civil and criminal laws, regulations and statutes that apply. They must not knowingly or otherwise engage in or condone any unlawful activity or attempt to circumvent the clear intention of the law.



Policy Name Code of Ethics for the Health & Safety Department	Policy Number: 1106
	Page No: Page 2 of 2

5. Dignity in the Workplace

Staff within the Health and Safety Department must support, promote and apply the principles of health and safety work procedures, prevention, awareness, equity, dignity and respect in the workplace, within Agape.

6. Balancing Interests

Staff within the Health and Safety Department must always strive to balance organizational and health and safety needs and interests in the performance of their duties.

7. Confidentiality

Staff within the Health and Safety Department must hold in strict confidence all confidential information acquired in the course of the performance of their duties and not divulge confidential information unless required by law and/or where serious harm is imminent.

8. Conflict of Interest

Staff within the Health and Safety Department must avoid any personal conflict of interest or must disclose any potential conflict of interest that might influence or be perceived to influence personal actions or judgments.

9. Professional Growth and Support of Other Professionals

Staff within the Health and Safety Department must maintain personal and professional growth in Human Resource/Employee Relations management by engaging in activities that enhance both the credibility and value of the staff in the department.

10. Enforcement and Violations

In the event that a violation of this Code of Ethics occurs, disciplinary action will be taken up to and including termination of employment.