



Responsibilities & Accountabilities

Health & Safety Rules

Approved by: Public Service Commission

GAM 3.48 Corporate Health and Safety

Departments to add as required

The following core Health and Safety Rules are to be followed by all Yukon government employees. Departments and Crown Corporations may add additional operational rules.

1. Supervisors must ensure all employees participate in orientation on their employer's health and safety management system, the emergency procedures of the workplace and any workplace hazards.
2. Employees must participate in health and safety orientation events, and be sure to know the health and safety management system, procedures and hazards of their workplace.
3. Employees must not consume or possess alcohol, cannabis or illegal drugs while in the workplace or on duty.*
4. While in the workplace, or while on duty or paid standby, employees must not be impaired by the use of medication or other substance, or by any emergent physical or mental condition, such as fatigue.**
5. Employees must inform their supervisor of any known physical or mental impairments or limitations that may pose a hazard or safety risk to themselves or others in the workplace.
6. Employees must promptly inform their supervisor of any unsafe or hazardous situation which they cannot correct.
7. Employees must promptly inform their supervisor of any unsafe action (including an omission), injury, incident or "near miss" that occurs in the workplace or during duty. Such events must also be documented.
8. Employees are responsible for keeping their work area clean, orderly and free of hazards.
9. Employees must refrain from any conduct, whether disrespectful or playful, that may cause psychological or physical harm to others.

Definitions

Impairment is an adverse change in (or condition affecting) a person's physical or mental capacities that is likely to reduce their ability to perform work duties safely and competently.

Workplace includes all Yukon government work premises, parking lots and work vehicles, and any location where an employee is at work or on duty.

Exceptions

** Consumption of alcohol at work-related events may be allowed as outlined in corporate (GAM) policy on substance use and impairment. Conditional exceptions for the use of medical cannabis may be allowed as part of a formal accommodation plan. Terms of any allowed use of medical cannabis are determined on case by case basis.*

*** Exceptions may be allowed for use of an impairing medication or therapeutic substance, or for an employee to work while impaired by an emergent physical or mental condition, when the employee and employer have jointly agreed in writing on accommodation measures to address the associated safety and performance concerns, or when a supervisor implements a short-term measures, such as restricted duties, to promptly address the safety risks of uncertain situations.*