

 Central Highlands Regional Council	CENTRAL HIGHLANDS REGIONAL COUNCIL POLICY	
	TITLE: Work Health and Safety	POLICY REF NO: CHRCP: 0029

1.0 Policy Purpose

- 1.1 This policy recognises council's commitment to supporting Work Health and Safety across the entire organisation.

2.0 Policy Statement

- 2.1 Council believes all incidents are preventable and is committed to providing and maintaining safe and healthy work conditions for the prevention of work-related injury and ill health for our staff, contractors/consultants, community members and visitors. All levels of management within Council will ensure the health and safety outcomes are managed in a proactive manner. All council staff will ensure the continuous improvement aimed at eliminating work-related injury and illness across the entire organisation.

- 2.2 Council has established an overarching Work Health and Safety Management System to ensure that a planned, structured and effective approach to legislative obligations related to Health and Safety are implemented. Additionally, we have a dedicated Safety and Wellness Team focused on the health and safety of staff, including mental wellbeing that is supported by the Employee Assistance Program (EAP).

- 2.3 Council's Health and Safety Values are:

- 2.3.1 all incidents are preventable.
- 2.3.2 everyone has a right to come to work and do their jobs effectively and go home safely.
- 2.3.3 every person has the authority to stop a job if it is not safe.
- 2.3.4 no job is more important than the top 4.
- 2.3.5 every council officer is responsible for their safety and the safety of others.
- 2.3.6 no council employee will walk past an unsafe act or condition.

- 2.4 In fulfilling Council's legislative and moral obligations Council is committed to:

- 2.4.1 Placing the health, safety and wellness of workers and persons ahead of all other considerations.

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- 2.4.2 Ensuring a safe system of work.
- 2.4.3 Maintaining and continually improving the Work Health and Safety Management System through the development, monitoring and management of measurable WHS objectives and targets.
- 2.4.4 Use risk management approaches to develop sustainable, structured and consistent systems for health and safety management.
- 2.4.5 Ensuring consultation with and participation of workers and or their representatives, and relevant stakeholders are regarding workplace health and safety.
- 2.4.6 Ensuring that each worker received information, instruction and training regarding their workplace health and safety responsibilities.
- 2.4.7 Implementing an effective hazard and incident management system to eliminate hazards and reduce risks.
- 2.4.8 Health and safety resources will be made available to provide the strategic and operational capability to comply with legislative obligations and proactively contribute to continuous improvement activities.

2.5 To achieve Council's legislative and moral obligations, the commitment and cooperation of every employee, individually as well as working together as a team is required, sharing a fundamental duty of care to ourselves and others. All employees have the authority to take actions necessary to provide for their own safety and the safety of other persons.

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Strategic Link	<i>Work Health and Safety Act 2011 (Qld)</i> Work Health and Safety Regulation 2011 (Qld)
Category	Safety and Wellness
Lead Business Unit	Safety and Wellness
Public Consultation	No
Adoption Date	15 June 2022
New Review Date	15 June 2023
Document Number	812491
Record Keeping	ECM, Vine and Council Website
Related Documents	Safety and Wellness Safety Management Plan 2018-2022 Safety & Wellness Standard Operating Procedures Safety and Wellness Procedures Electrical Safety Policy CHRCPP0024 Fire Safety Policy CHRCPP0025 Fitness for Work Policy CHRCPP0026 Workplace Rehabilitation Policy CHRCPP0028

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