

WORK HEALTH AND SAFETY POLICY

1.0 SCOPE

The policy applies to:

- (a) workers including employees, contractors or subcontractors, employees of a labour hire company, self-employed persons, outworkers, volunteers, Councillors; and
- (b) other persons, including any person at the workplace who is not a worker including visitors and members of the public.

2.0 PURPOSE

To recognise the Council's commitment to its duty of care to provide a safe and healthy work environment.

3.0 POLICY STATEMENT

Council is committed to being proactive in providing a workplace in which risks to physiological and psychological health and safety are managed so far as is reasonably practicable, by implementing appropriate standards and controls including training and education programs to protect the health, safety and wellbeing of its workers and other persons in the workplace. The Council will achieve this by adhering to the following:

- (a) Workers and other persons at the workplace are required to meet their duty of care obligations and are to be accountable for their own health, safety and wellbeing and the health, safety and wellbeing of others at the workplace;
- (b) Workers and other persons at the workplace are required to adhere to lawful and reasonable directions, policies and procedures regarding compliance with this Policy and health and safety generally;
- (c) Managers, Coordinators and Supervisors are required to:
 - (i) Promote WHS policies and procedures within their area of responsibility; and
 - (ii) Take reasonable steps to ensure that any potential breaches of WHS policies and procedures are identified, taken seriously and acted upon appropriately; and
 - (iii) Where applicable, meet their due diligence obligations;
- (d) Council management are to establish and implement a process to review relevant data and determine appropriate actions;
- (e) Provide workers and other persons in the workplace with the necessary communication and consultation, information, training, supervision and/or resources to comply with WHS policies and procedures;
- (f) Ensure that there is a collaborative and inclusive approach to workplace health, safety and wellbeing throughout the workplace by maintaining and sufficiently resourcing the Occupational Safety, Health & Wellbeing Committee (OSHWELL);
- (g) Ensure that successful rehabilitation and return to work of injured workers and other persons in the workplace is a priority; and
- (h) Provide systems to enable all persons covered under section 1 to report incidents, hazards, near misses and breaches of infringing workplace behaviour.

LEGISLATIVE REQUIREMENTS:

- *Work Health and Safety Act 2012 (TAS)*
- *Work Health and Safety Regulations 2012 (TAS)*

RELATED DOCUMENTS:

- *Work Health and Safety Charter*
- *Work Health and Safety Management System*

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