



1.0 SCOPE

The policy applies to:

- (a) workers including employees, contractors or subcontractors, employees of a labour hire company, self-employed persons, outworkers, apprentices, trainees, 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 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 and safety 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 safety and the safety 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 and supervisors are required to:
 - (i) Promote the Policy within their area of responsibility; and
 - (ii) Take reasonable steps to ensure that any potential breaches of this policy are identified, taken seriously and acted upon appropriately; and
 - (iii) Where applicable, meet their due diligence obligations;
- (d) Suitable Work Health and Safety performance indicators are to be developed and monitored by Council management;
- (e) Provide workers and other persons in the workplace with the necessary information, training, supervision and/or resources to comply with the Policy;
- (f) Ensure that there is a collaborative and inclusive approach to workplace health and safety 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) Persons covered under Section 1.1 must reasonably report 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*

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