

Council Policy

Work Health and Safety

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Portfolio	People and Strategy	Next Review Date	30/04/2028
Business Unit	Work Health and Safety	Document ID	11459497

1. Purpose/Objective

This Work Health and Safety Policy reflects the commitment that Council places on health, safety and wellbeing. The objective of this Policy is to ensure the health and safety of workers and other persons in line with the *Work Health and Safety Act 2011* and associated legislation.

2. Scope

This Policy relates to all workers (including contractors and volunteers) as well as customers, visitors and members of the public who come into contact with operations of Council.

3. Responsibility

It is the responsibility of the Chief Executive Officer (CEO) and Directors to ensure adherence to this Policy.

All Workers are to understand this Policy and seek clarification from management where required.

4. Policy

4.1. POLICY STATEMENT

Council is committed to achieving a high standard of health and safety performance across all areas. We will drive continuous improvement in work health and safety management, ensuring the ongoing safety and wellbeing of our workers (including contractors and volunteers) as well as customers, visitors and members of the public who come into contact with operations of Council. We regard safety primarily as an ethical responsibility.

Council will deliver on these commitments by:

- Complying with relevant legislation and other requirements specific to the context of Council's operations and regularly evaluating and reporting on compliance obligations;
- Ensuring all employees carry out their health and safety responsibilities and demonstrate a visible commitment to health and safety;
- Displaying leadership, passion, and commitment at all levels;
- Eliminating or reducing risks, as far as is reasonably practicable, by developing proactive strategies and adopting a risk management approach to work health and safety;
- Ensuring all employees and contractors receive the appropriate work health and safety training to enable them to conduct their work safely;
- Establishing participative, consultative arrangements to support and enhance decision-making processes;
- Effectively communicating work health and safety information in a timely and appropriate manner;
- Maintaining a strategic Health and Safety Management Plan outlining clear objectives, measurable targets and reporting processes aimed at preventing work-related illness and injury; and
- Ensuring sufficient work health and safety resources have been identified, allocated and are periodically reviewed.

These commitments will be monitored by:

- Ensuring all significant incidents and near misses are thoroughly investigated and corrective measures are taken, as far as is reasonably practical, to learn and continually improve;
- Addressing all management actions and corrective actions in a timely manner;
- Monitoring performance against work health and safety strategic objectives and targets through timely and comprehensive reporting together with regularly and systematically auditing the effectiveness of the organisation's work health and safety management plan.

5. Definitions

Nil.

6. Related Legislations/Documents

1. *Work Health and Safety Act 2011;*
2. *Work Health and Safety Regulation 2011;*
3. *Electrical Safety Act 2002;*
4. *Electrical Safety Regulations 2013;*
5. *Workers' Compensation and Rehabilitation Act 2003;*
6. *Workers' Compensation and Rehabilitation Regulation 2014;*
7. *Human Rights Act 2019;*
8. *Industrial Relations Act 2016;*
9. *Local Government Act 2009;* and
10. *Local Government Regulation 2012.*

This Policy supports the Scenic Rim Regional Council Corporate Plan 2026, in particular theme - Open and Responsive Government

7. Version Information

Version No	Date	Key Changes
1	24/02/2009	Corporate and Community Services Committee Meeting - 17/02/2009 Item 1.3 Ordinary Meeting - 24/02/2009 Item 5;
2	21/06/2011	Corporate and Community Services Committee Meeting - 14/06/2011 Item 1.2 Ordinary Meeting - 21/06/2011 Item 5;
3	26/06/2012	Corporate and Community Services Committee Meeting - 19/06/2012 Item 2.3 Ordinary Meeting - 26/06/2012 Item 5;
4	22/08/2016	Corporate and Community Services Committee Meeting - 15/08/2016 Item 1.1 Ordinary Meeting - 22/08/2016 Item 5;
5	24/05/2022	Ordinary Meeting Item 10.3

Version No	Adoption Date	Key Changes	Approved by
6	30/04/2025	Reviewed and minor changes to wording in document. Endorsed as flying minute by the Corporate Work Health and Safety Committee - 28/02/2025. Ordinary Meeting Item 11.1 - endorsed at Ordinary Meeting 30/04/2025.	Scenic Rim Regional Council