

## HR 010: OCCUPATIONAL SAFETY & HEALTH

<b>Document Status:</b>	Current	<b>CM Ref:</b>	D17/1045[v3]
<b>Responsible Officer:</b>	Manager Human Resources	<b>Version No:</b>	4
<b>Date Adopted:</b>	January 1996	<b>Resolution #:</b>	O0196-130
<b>Date Reviewed:</b>	November 2021	<b>Resolution #:</b>	O1121-202

### Objective

Aim: To provide and maintain a safe and healthy workplace for, and in consultation with, all Esperance Shire Council employees, contractors, volunteers and visitors.

### VISION

The Shire of Esperance is committed to achieving the highest standard of Occupational Safety and Health performance by developing a culture which emphasises active involvement in Safety and Health initiatives as part of daily work and business practice.

### OBJECTIVES

The Shire of Esperance strives to ensure an ongoing commitment to continual improvement aimed at the elimination of work related injury and illness is maintained. Work shall be conducted in accordance with the Occupational Safety and Health Act 1984, respective Regulations, Codes of Practice, Statutory Requirements, Shire of Esperance Safety Procedures and Local Laws relevant to the nature of work being undertaken.

To achieve this aim Council will:

1. Ensure there are systems, resources and clear responsibilities to implement and review the Safety and Health Policy and continuously improve its application;
2. Ensure measurable Health and Safety objectives and targets are established and planning is undertaken to achieve objectives and monitor results
3. Implement risk management systems that identify existing and potential hazards, assess the associated risk and implement effective control strategies to lower the risk to as low as reasonably practicable.
4. Ensure that all employees and contractors are fully informed, instructed, trained, supervised and verified as competent in the tasks they are required to perform so as to ensure they are able to execute their duties in a safe and efficient manner.
5. Communicate and consult with Safety Representatives, employees and contractors in regard to safety and health related matters, to ensure feedback and involvement is sought from all personnel.
6. Ensure there are systems in place for the identification of legal and other requirements relevant to the Shire's operations and processes established to monitor compliance.
7. Ensure all employees and contractors are fully aware of their responsibility to take reasonable care to safeguard their own health and safety at work and avoid adversely affecting the health and safety of others through any act or omission at work.


8. Achieve the best level of recovery and return to the workplace for injured employees by implementing rehabilitation and injury management initiatives.

The Council will provide the time and resources necessary to implement this policy.

This policy will be kept under review by the Shire's Senior Management and its employees. It will be formally reviewed annually.

Signed copies of this policy shall be displayed in the workplace.

  
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Chief Executive Officer

  
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Employee Representative

Dated this 30 day of NOVEMBER 2021

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