

WHS00 WORK HEALTH & SAFETY POLICY

Canterbury-Bankstown Council recognises that the effective development, implementation and continuous improvement of the Work Health and Safety (WHS) system is necessary for the effective operation of our organisation.

The key to a successful WHS system involves, among other things, positive cultural attitudes of every worker which includes managers, employees, contractors, volunteers, trainees, work experience and labour hire staff, towards achieving best practice in the workplace.

Communication and distribution of this WHS Policy in the workplace will include all workers.

Canterbury-Bankstown Council is committed to the following:

- Complying with the NSW Work Health and Safety Act 2011, Work Health and Safety Regulation 2017, and all applicable Codes of Practice and Australian Standards and relevant WHS guidelines.
- The effective implementation of this WHS Policy and Council's WHS procedures and processes.
- Ensuring the health, safety and welfare of all workers and ensuring that WHS standards will not be compromised due to conflicts with operational demands.
- Providing and maintaining work environments and systems of work that are safe and without undue risks to health.
- Ensuring that workers do not carry out tasks that the worker reasonably considers to be unsafe.
- Developing and implementing policies and plans to promote WHS awareness and actions.
- Developing a comprehensive safety management system which incorporates document control, corrective actions and auditing processes.
- Adopting a consultative risk management approach that recognises the nature of workplace activities and scale of WHS risk by identifying, assessing and then eliminating or controlling all foreseeable workplace hazards which pose a risk of personal injury or illness, damage to property, fire or security breaches.
- Providing information, instruction, training and supervision to workers to increase personal awareness and understanding of all foreseeable workplace hazards and safe working practices.
- Providing effective emergency management information and training to manage workplace emergencies that may affect workers.
- Adopting a consultative, co-operative and co-ordinated approach to resolve workplace WHS matters.
- Allocating personnel and financial resources to meet WHS requirements.
- Ensuring that safety devices, guards and personal protective equipment is suitable to the needs of workers and that workers have access to health resources and an effective rehabilitation program.
- Ensuring all workers report all workplace incidents including near misses that occur before the end of their shift and that all such incidents are investigated to determine root causes so that effective corrective actions can be implemented in a timely manner.
- Collecting and recording data on work health, injuries and disease data to monitor trends and progress of preventable diseases and injuries.
- Ensuring that products that have an impact on the health, safety and welfare of workers are subject to a pre-purchase risk assessment process and conforms to predetermined Standards, Codes of Practice, legislative requirements, manufacturers specifications and/or inspection & testing schedules.
- Setting measurable objectives, targets and indicators that are aimed at the elimination of work related injury and illness that are regularly reviewed to ensure continuous improvement.
- Developing and implementing a WHS training program to ensure that all workers have received and completed relevant WHS training and induction.
- Assisting and encouraging contribution by all workers towards improvement in WHS performance.

While management provides this commitment, it must be recognised that a genuine team effort is needed so that WHS becomes everyone's responsibility, as described in documents relating to WHS responsibilities and authorities. Every one of us must accept and share this responsibility.

Your co-operation and active support is needed to establish and maintain a safe and healthy working environment. This policy was developed in full consultation with all Canterbury-Bankstown Council workers and will be reviewed every two years.



General Manager- Matthew Stewart