

GOVERNANCE

G1.22 Work Health & Safety Policy

<i>Responsible Department</i>	CEO Office
<i>Resolution Number</i>	C.4806
<i>Resolution Date</i>	19 July 2023
<i>Next Scheduled Review</i>	June 2024
<i>Related Shire Documents</i>	
<i>Related Legislation</i>	WHS Act 2020 WHS Regulations 2021

OBJECTIVE

To articulate the Shire of Northam's full commitment to work health and safety in ensuring a safe working environment.

SCOPE

The Work Health and Safety (WHS) Policy applies to all Shire of Northam employees including contracted staff and volunteers. This Policy applies to all Shire of Northam controlled premises and any other areas in which employees may work. Visitors to the Shire of Northam are also required to comply with this policy.

POLICY

This policy determines how the Shire of Northam will implement its commitment to Work Health and Safety

The Shire of Northam is committed to establishing and maintaining the highest standards of work health and safety possible for all employees, and will:

- Ensure that all Guidelines and procedures are compliant with the WHS Act 2020 and the WHS Regulations 2021.
- Identify, manage, and maintain any foreseeable risks associated with physical and psychosocial hazards as far as reasonably practicable.
- Maintain active and effective injury prevention programs aimed at protecting employees from work related injury and disease, as far as reasonably practicable. This will be achieved by ensuring that the appropriate resources will be available and effective. The resources will be applied through a consultative process involving employees, Work, Health, and Safety Representatives, including the Person Conduction Business Undertaking (PCBU).

- Ensure that WHS is both an individual and shared responsibility. Every employee has an important role in injury prevention and hazard identification, as part of their due diligence and duty of care. Employees are encouraged to participate in continuously improving the work, health, and safety standards in the workplace.
- Engage work, health, and safety representatives and recognise their legitimate role regarding safety and health in the workplace.

Review the Health and Safety Management System to ensure it remains effective and current for a safe and healthy work environment, The Shire of Northam WHS Policy and Guidelines will be reviewed periodically. This review will focus on the effectiveness of individual elements of the system and any relevant changes to Commonwealth and State WHS Legislation.