



Work Health Safety Policy

The Safety Return to Work and Support Division (SRWSD) cares about the health, safety and wellbeing of all our employees. We have a duty to provide a safe workplace to all, including those who visit our premises and engage or partner in our services.

We reflect this commitment through our consultation framework, policies and processes, facilities, the allocation of resources and training, key result areas and key performance indicators as defined by the SRWSD Corporate Plan and the Health Safety and Wellbeing Strategic Plan.

We commit to:

- Management leadership and accountability to all aspects of health and safety within our workplaces and proactively promote a healthy workplace culture and support individual wellbeing;
- Effective workplace consultation regarding all aspects of health and safety;
- Meeting the health and safety needs of our workplaces by actively supporting our Health and Safety Representatives, Health and Safety Committees, working parties and People Leaders; and
- Utilising the knowledge and expertise of our employees to reflect health and safety in all we do.

Everyone has health and safety responsibilities. People Leaders and other employees who perform specific health and safety roles (for example, first aid officers, health and safety representatives, health and safety committees, employee safety and wellbeing team) have additional responsibilities. To comply with the appropriate legislation as a business we have a primary duty of care. We must meet our health and safety responsibilities and so must you.

So far as reasonably practicable, we will involve you, through agreed consultation arrangements, in the decisions we make that affect your health and safety. We will also consult our contractors and others who engage in our business as required. If you do not feel represented through these arrangements, you can contact Employee Safety and Wellbeing.

Through our health and safety system, we will make our workplaces safe by responding to and effectively managing reported hazards to prevent incidents and injuries. The health and safety system is made up of the various health and safety policies, processes and procedures used by our employees as well as forms, tools and training we develop for you. Our health and safety systems are regularly reviewed and monitored for effectiveness and compliance. The effectiveness of these systems will be measured against agreed corporate objectives developed from the SRWSD Corporate Plan.

We will comply with the health and safety laws, regulations codes and standards.