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Work Health and Safety Policy	1.0.4	October 2027
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20 November 2024	6740	Revised

Purpose

The purpose of this policy is to document and communicate Greater Hume Council's (GHC) commitment to ensure a physically and psychologically safe and healthy work environment, as far as reasonably practicable, for all our workers, visitors and persons that may be affected by works undertaken by Council, through the elimination or minimisation of risks.

Scope

This policy applies to all workers, visitors, contractors and others of Greater Hume Council and all workplaces, worksites or other places where workers may be undertaking work or representing Council

Definitions

Nil

Policy Content

Greater Hume Council considers health and safety an essential part of the success of our business and are committed to providing so far as reasonably practicable a physically and psychologically safe work environment for all our workers, visitors, contractors and others who may be impacted by our work.

To achieve our commitment we will:

- As far as reasonably practicable, eliminate or where this is not reasonably practicable, manage work health and safety hazards to prevent injury, illness and dangerous incidents from occurring
- Be committed to creating a workplace culture that supports and encourages injury prevention and healthy lifestyles
- Commit to continuously improving work health and safety by addressing hazards and reviewing outcomes
- Consider worker wellbeing, safety and incident prevention to be vital to the ultimate success of our operations and productivity and is a vital part of management's responsibilities.

Links to Policy

Nil

Links to Procedure

Nil

Links to Forms

Nil

References

Nil

Responsibility

Management shall:

- Ensure GHC complies with all legislation relating to work health and safety
- Provide and maintain, so far as reasonably practicable:
 - a safe work environment
 - safe plant and structures
 - safe systems of work
 - safe use, handling and storage of plant, structures and substances,
- Provide and maintain adequate facilities for the welfare of workers and ensure workers have access to those facilities,
- Provide appropriate information, instruction training and supervision necessary to protect all persons from risks to their health and safety
- Monitor the health of workers and conditions at the workplace
- Consult with workers who are, or are likely to be directly affected by a health or safety matter
- Consult, co-operate and co-ordinate activities with all other persons who have a duty in relation to the same health and safety matter
- Provide appropriate safety and personal protective equipment (PPE) as required

All workers

All workers have responsibility for:

- Taking reasonable care for their own health and safety.
- Taking reasonable care that their acts or omissions do not adversely affect the health and safety or other persons.
- Following all WHS legislation, Council safety requirements and relevant codes of practice.
- Co-operating with management in the support of promotion of Health and Safety in the workplace.
- Not undertaking any task without the relevant induction, training or competency.
- Promptly reporting all hazards, injuries and safety incidents.
- Presenting for work in a fit state that does not prevent them carrying out their duties in a safe and responsible manner.

Compliance with health and safety requirements

Council employees must observe Council's health and safety policies, protocols, procedures and instructions. If a breach occurs, it may be necessary for disciplinary action in accordance with disciplinary procedures under the Local Government (State) Award and the GHC Performance and Misconduct Policy.

Document Author

Manager Risk & Governance

Relevant Legislation

Local Government (State) Award NSW Work
Health & Safety Act 2011
NSW Work Health & Safety Regulation 2017

Associated Records

Nil