Policy A7 – Work Health and Safety

Policy Intent

To outline the overarching principles for the organisation to effectively support Work Health and Safety (WHS).

Policy Statement

The Shire of Murray (Shire) will actively work towards eliminating the risk of work-related injury and illness by:

- developing and promoting a safety culture where best practice initiatives are entrenched in daily business activities and safety is considered a shared responsibility;
- complying with all legislative obligations such as the *Work Health and Safety Act 2020* and associated Regulations, all applicable standards relating to Shire activities, and all other regulatory requirements to which the organisation subscribes;
- the provision and maintenance of a safe workplace and associated systems of work;
- proactive identification and control of workplace hazards;
- including WHS responsibilities and duty of care into all activities and roles within the organisation, including Position Descriptions;
- providing all employees, volunteers, contractors, work experience students and site visitors with adequate resources, information, education, training and supervision to meet WHS responsibilities;
- reporting key WHS performance measures and establishing measurable objectives to ensure effectiveness and suitability;
- consulting and communicating with employees and other appropriate parties in order to enhance the effectiveness of the WHS management system;
- encouraging suppliers and service providers to the Shire to make similar commitments;
- reviewing the WHS policies and supporting systems; and
- striving for excellence in safety by progressing the Shire's safety management systems in accordance with the relevant Australian Standards.

1. Responsibilities

To support the principles of WHS –

- managers and supervisors are to ensure people under their direction, including employees, contractors, volunteers and visitors are made aware of, and comply with, all relevant requirements of the applicable legislation, appropriate standards, policies, procedures and programs and they shall ensure all incidents, exposures, hazards and WHS concerns within the workplace are reported and addressed in a timely manner;
- all employees, contractors, work experience students and volunteers are also required to take reasonable care to ensure their own safety at work and not adversely affect the health and safety of any person.

2. Policy Support

This Policy should be read in conjunction with Section 2.0 of the Work, Health and Safety

Responsibilities Procedure.

Legislation

Work Health and Safety 2020

Policy Detail		
Responsible Directorate	Office of the CEO	
Responsible Department	People Development	
Responsible Officer	Manager People Development	
Next Policy Review / Schedule	2028 (3-yearly)	
Council Adoption	**Date / Resolution**	27 November 2014 (OCM14/150)
Amendment Record	**Date / Resolution**	22 February 2018 (OCM18/008)
		23 June 2022 (OCM22/070)
		18 December 2025 (OCM25/159)