

# WORK HEALTH AND SAFETY POLICY STATEMENT

## SCOPE

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This policy is to be applied by all employees of the Banana Shire Council and includes contractors, volunteers, work experience students, trainees, and visitors.

## LEGISLATION

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*Work Health and Safety Act 2011*

*Work Health and Safety Regulation 2011*

## OBJECTIVE

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The objective of this policy is to outline Council's commitment, responsibility, and accountability for implementing the above legislation towards delivering a healthy and safe workplace.

## DEFINITIONS

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Council                      Banana Shire Council

WHS                         Work Health Safety

## POLICY

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### Mission Statement

At Banana Shire Council 'we are committed to promoting and striving for continuous growth and improvement in all that we do, for the benefit and growth of the whole of the Shire'.

### Work Health and Safety Commitment

Banana Shire Council is committed to the continual improvement of its Work Health and Safety performance in all operations. Council has implemented a Safety Management System aligned with our current legislation.

We continuously strive to deliver a healthy and safe workplace for all employees, contractors, volunteers, work experience students, trainees, and visitors. We attempt to deliver this through the following commitments:

- Create and maintain a safe and healthy working environment that protects workers from physical, psychological injuries, discrimination and stigma through the development, monitoring and reviewing of relevant and appropriate policies, procedures and practices

- Consistently and regularly meet with Council's elected WHS representatives to identify and respond to emerging matters.
- Develop proactive health and safety strategies through continuous engagement and collaboration of all our stakeholders.
- Adopt a risk management approach to work design, social factors, work environment and operations to eliminate or minimise the risk of physical and psychological health work related injury and illness.
- Communicate openly and honestly with our employees, contractors, suppliers, other business partners and interested third parties to encourage a health and safety culture that reflects the intent of this policy.
- Maintain Banana Shire Council's Work Health and Safety Management System to remain compliant to all relevant legislation. This requires the allocation of appropriate resources and the provision of training, education, consultation and auditing to ensure compliance.
- Ensuring the Executive Management Team and employees, contractors, volunteers and visitors carry out their health and safety responsibilities. This is achieved through regular and documented meeting.
- Periodically review corporate documents (e.g. policies, procedures, plans and forms) to ensure an accurate reflection of legislation and best work practices.
- Providing adequate resources and support of psychological health and safety needs including the return-to-work program.

The Executive Management Team takes overall responsibility for the governance of Work Health and Safety at Banana Shire Council.

The adoption and promotion of this policy is mandatory for all employees of Banana Shire Council and for contractors and suppliers acting on our behalf.

## PROCEDURE

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This Policy is approved and issued by the Chief Executive Officer, and subject to further revision, amendment and issue under the authority of the Chief Executive Officer.

## CERTIFICATION

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 CHIEF EXECUTIVE OFFICER  
 BANANA SHIRE COUNCIL

31/5/2023  
 DATE

Title: Work Health and Safety Policy Statement  
 Function/Activity: Work Health and Safety

Adopted: 14/12/07 Ordinary Meeting # 32241  
 Reviewed/Amended: EMT 02/06/08; EMT 09/07/12; 12/12/12  
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 OM003835; 27/06/18 OM004117; 24/05/23 OM005633

Responsible Department: Executive Services