
WORKPLACE HEALTH AND SAFETY POLICY

APPROVALS

POLICY NUMBER	CORP-POL-001	DOC.ID	3579291
CATEGORY	Operational		
POLICY OWNER	Chief Executive Officer		
APPROVAL DATE	9 June 2021	RESOLUTION NUMBER	ELT – 5.6

OBJECTIVE

The objective of this policy to outline Council's commitment to providing a safe and healthy workplace, ensuring identification of information to satisfy, ISO 45001:2018 and ISO 31000:2018 Risk Management standard, Workplace Health and Safety (WHS) requirements, and Local Government Workcare requirements.

SCOPE

The policy is applicable to all Council employees, contractors, volunteers and visitors to the workplace.

DEFINITIONS

TERM / ACRONYM	MEANING
Council	Isaac Regional Council
IMS	Integrated Management System
LGW	Local Government Workcare

POLICY STATEMENT

The Council has developed an Integrated Management System (IMS) framework, which will be structured around addressing necessary infrastructure, training, procedures, strategies and reporting systems are established to achieve the desired outcomes.

Prior to taking any action within the IMS framework, Council requires that employees conduct a risk assessment in accordance with Council's risk management approach, "Think ISAAC" to manage risks and, where reasonably practicable, seeks to control hazards by elimination or minimisation of risk.

The IMS will address ISO standards to meet the requirements of Council and the elements are mapped to the standards as below:

ELEMENT	IMS FRAMEWORK REFERENCE
Element 1	Leadership & Planning
Element 2	Support & Operations
Element 3	Performance Evaluation
Element 4	Action & Improvement

Isaac Regional Council is committed to providing a safe and healthy working environment for the prevention of work-related injuries and illnesses.

- Developing specific procedures within the IMS framework; and

- Enhances the skills of management and staff through review and actively pursuing an on-going training program, the objective of which is to ensure safe work practices.
- We identify and comply with our legal obligations to provide a safe work environment, by the effective application and compliance to the *Work Health and Safety Act 2011*, *Work Health and Safety Regulations 2011* and associated Codes of Practice.
- We apply the “Think ISAAC” methodology to manage our Work Health and Safety (WHS) risks and where reasonably practicable control by elimination or minimisation, WHS Hazards.
- We proactively promote the management of hazards in the workplace and acknowledge this is both an individual and shared responsibility.
- We actively engage with and consult with our workers in making decisions about WHS matters.
- We promote an environment psychology safety, empower our workers to speak up about WHS matters.
- Our integrated suite of policies, procedures, plans and resources form a comprehensive Corporate management framework which supports the management of WHS matters.
- By establishing this policy and a WHS Management Plan which defines our objectives, we fulfil our commitment to continually improve the WHS outcomes for all workers.
- We consult and communicate with our workers through a variety of avenues, including WHS Committee Meetings, team meetings, inductions, noticeboards, emails our intranet site.

Ensure that this Policy is communicated within the organisation, is published and available to the community and reviewed and amended every two (2) years or as required for continued suitability, compliance and relevance.

LEGISLATIONS AND RELATED GUIDELINES

- *Work Health and Safety Act 2011*
- *Work Health and Safety Regulations 2011*
- Code/s of Practice
- ISO 31000:2018 Risk Management -Guidelines
- ISO 45001:2018 Occupational Health and Safety Management Systems

REFERENCES

ID	NAME
CORP-POL-023	WHS Policy Statement
	Integrated Management System Framework