

HEALTH AND WELLBEING POLICY STATEMENT



Council is committed to the health and wellbeing of their workers through the establishment of objectives:

- To manage injuries and illnesses, both work and non-work related.
- To establish and monitor initiatives to support and appropriately monitor workers.
- To address the mental wellbeing of our workers.
- To promote and maintain a positive and supportive environment, reducing stigma and discrimination.
- To ensure that safe systems of work are implemented to mitigate risks.

The objectives of the policy are to:

- Identify, eliminate and/or minimise risks to health, psychological health and wellbeing at Council by establishing integrated systems, policies and processes that are monitored regularly.
- Intervene early to identify any risks which may be affecting the health and wellbeing of workers through wellness chats and worker support programs.
- Ensure effective, fair and constructive procedures are implemented for health and wellbeing monitoring and injury management.
- Support workers' knowledge, skills, and capabilities to be resilient and to flourish at work and to support in their recovery.
- Provide appropriate assistance and support to overcome problems that could impair an individual's capacity for work, regardless of how this assistance is identified.
- Ensure that rehabilitation commences as soon as practicable and that it's in accordance with recommendations from the treating medical practitioner.
- Provide an appropriate level of support to the worker during their recovery from injury to enable the worker to return to full, meaningful and productive employment.
- Assist, where possible, a worker who sustains a non-work-related injury during their recovery.
- Ensure employees are fit for work by means of medical assessments as required.
- Provide access to vaccinations for the prevention of illness from workplace exposure.

A handwritten signature in blue ink, appearing to read 'Jeff Stewart-Harris'.

JEFF STEWART-HARRIS PSM
Chief Executive Officer

Date Effective: July 2022

FOR MORE INFORMATION:
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HELPING TO ENERGISE THE WORLD

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