
HEALTH & WELLBEING

APPROVALS

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| POLICY NUMBER | CORP-POL-107 | DOC.ID | 4947782 |
| CATEGORY | Operational | | |
| POLICY OWNER | Chief Executive Officer | | |
| APPROVAL DATE | 29 June 2022 | RESOLUTION NUMBER | 7909 |

OBJECTIVE

Isaac Regional Council has a moral and a duty of care obligation under the relevant Act(s) and/or Regulations to ensure that all persons entering onto IRC premises or workplaces are fit for work and are not placed in a position that may cause injury, illness or harm to anyone whilst on Council sites or undertaking activities on Council's behalf.

Isaac Regional Council recognises that our ability to achieve our objectives successfully depends on the wellbeing of our workers. We acknowledge that the key elements of work health and wellbeing include the culture and physical environment as well as the policies and procedures that guide our work.

SCOPE

This health and wellbeing policy outlines how IRC will support the health and wellbeing of all our workers. This policy applies to all IRC employees and contractors/consultants to the workplace and its operations. It further extends to functions and places that are work-related including conferences, meetings, client functions, training courses, etc. This policy also applies when employees go to other workplaces in connection with Council work, for example when visiting a customer, client or supplier.

DEFINITIONS

| TERM / ACRONYM | MEANING |
|----------------|------------------------|
| IRC | Isaac Regional Council |

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.

LEGISLATIONS AND RELATED GUIDELINES

- *Work Health and Safety Act (Qld) 2011*
- *Work Health and Safety Regulation 2011*
- Work Health and Safety (Codes of Practice) Notice 2011
- Isaac Regional Council Certified Agreement

REFERENCES

| ID | NAME |
|--------------|---|
| CORP-POL-001 | Workplace Health and Safety Policy |
| CORP-POL-079 | Code of Conduct |
| CORP-PRO-031 | Injury Management Procedure |
| CORP-PRO-064 | Health and Wellbeing Monitoring Procedure |
| CORP-PRO-063 | Fatigue Risk Management Procedure |