

Murray River Council
WORK HEALTH & SAFETY POLICY
POL506.V1

1. PURPOSE

- 1.1 Murray River Council ('Council') is committed to **providing a safe and healthy working environment** for all employees, and other persons, as far as reasonably practicable. This will be achieved by management and employees working together, following a program of health and safety activities and procedures that are monitored, reviewed and audited to achieve best practice.
- 1.2 Council undertakes to regularly review this Policy to take account of changes in legislation, activities, services and products. As a result of this review, changes may be made to this Policy from time to time and all Council employees and contractors are required to comply with those changes.

2. COMMENCEMENT OF THE POLICY

- 2.1 This Policy will commence from **16 May 2017**.
- 2.2 It replaces all other occupational health and safety/work health and safety policies of the Council (whether written or not).

3. APPLICATION OF THE POLICY

- 3.1 This Policy applies to all employees of the Council (whether full-time, part-time or casual) and all persons performing work at the direction of, or on behalf of Council (collectively referred to as "**workers**").
- 3.2 This Policy applies to all of Council's workplaces and to other places where workers may be working or representing Council, for example, when visiting a customer, client or supplier (collectively referred to as "**workplace**").

4. WORK HEALTH & SAFETY OBJECTIVES

- ▶ To provide a safe and healthy work environment for all of Council's workers;
- ▶ To provide safe and healthy methods of work;
- ▶ To provide programs of health and safety activities and procedures which are continually updated and effectively carried out;
- ▶ To identify and eliminate or reduce hazards and risks to health and safety;
- ▶ To continually monitor and improve work health and safety;
- ▶ To provide education and training resources; and
- ▶ To comply with all relevant laws, rules, standards and codes of practice.

5. POLICY

Management Responsibilities

- 5.1** The General Manager, Directors, Managers and Supervisors/Team Leaders are responsible and accountable for the safety of workers and company property under their control, so far as reasonably practicable.
- 5.2** The General Manager, Directors, Managers and Supervisors/Team Leaders are responsible for ensuring all policies, procedures, and safe work practices and procedures are followed at all times by the workers under their management.

Workers' Responsibilities

- 5.3** All workers are required to comply with Work Health and Safety (WHS) legislation (as amended from time to time) and Council policy and procedure by taking reasonable care that their acts or omissions do not adversely affect their health or safety and that of other persons.
- 5.4** Workers must report all hazards and incidents to the General Manager or Director or Manager or Supervisor/Team Leader as soon as practically possible to ensure their own health and safety and the health and safety of others in Council's workplace.

Contractors' Responsibilities

- 5.5** All contractors engaged to perform work for Council are required to comply with the WHS legislation (as amended from time to time); Council policy and procedure and other related documentation as they relate to work health and safety; and to observe all directions on health and safety given by management.
- 5.6** Failure to comply or observe a direction will be considered a breach of the contract and sufficient grounds for termination of the contract.

6. WORK HEALTH & SAFETY SYSTEM

- 6.1** The Work Health and Safety system relates to all aspects of work health and safety, including, but not limited to:
- ▶ Murray River Council Work Health and Safety Management Plan;
 - ▶ Exercising due diligence;
 - ▶ Work Health and Safety training and education;
 - ▶ Adopting a risk management approach to manage health and safety risks;
 - ▶ Consultation with workers on matters related to health and safety;
 - ▶ Emergency procedures and drills;
 - ▶ Workplace inspections;
 - ▶ Incident/accident reporting;
 - ▶ Management of injured workers.

7. ASSOCIATED DOCUMENTS

- ▶ Murray River Council Work Health and Safety Committee Constitution
- ▶ Murray River Council Safety Management Plan
- ▶ Murray River Council Work Health and Safety Procedure and associated Forms

DOCUMENT CONTROL

Version No.	Details	Date	Resolution No.
1	Initial Issue – <i>On 12 May 2016, the Premier of NSW, The Hon Mike Baird MP, made the Local Government (Council Amalgamations) Proclamation 2016 under the Local Government Act 1993, whereby Murray Shire Council and Wakool Shire Council were amalgamated to constitute the new area to be known as Murray River Council, effective immediately.</i>	16 May 2017	070517

*Council reserves the right to review, vary or revoke this policy at any time
This Policy is scheduled for review in May 2018*