

40. WORK HEALTH AND SAFETY

Policy Objective

The City of Belmont will maintain an effective Safety Management System that incorporates a continual improvement philosophy and provides for maintenance of the highest occupational safety and health standards to protect the wellbeing of our people and the environment. The Safety Management System will continue to be integrated into the culture of our organisation and commitment will be demonstrated through effective leadership and consultation with all Workers and stakeholders.

Policy Statement

The City of Belmont will ensure all Workers have safe workplace conditions and systems of work that minimise risk of injury or illness to our people including, Workers (contractors, labour hire & volunteers) visitors, and customers and damage to Council property and the environment.

Policy Detail

The City of Belmont will:

1. Comply with the West Australian *Work Health and Safety Act 2020*, all relevant Regulations, Codes of Practice and Australian Standards.
2. Ensure stakeholders understand and comply with their obligations regarding Work Health and Safety Legislation and the City's policies, procedures and safe systems of work.
3. In consultation with stakeholders, manage all safety related matters to reduce risks in the workplace.
4. Control physical and procedural safety and environmental hazards through continuous hazard identification and control processes.
5. Provide induction and ongoing training, information and instructions to Workers and relevant stakeholders, regarding Work Health and Safety.
6. Ensure that relevant purchasing programs, contracts, tenders, leasing, hiring systems and assets comply with and are maintained in line with the City's policies and procedures and Australian Standards in relation to the *Work Health and Safety Act 2020 (WA)*.
7. Provide an effective system of accident/incident reporting, investigation, and recording.
8. Monitor the effectiveness of the City's Work Health and Safety performance.

Workers and Stakeholders will:

1. Comply with the *Work Health and Safety Act 2020 (WA)*, all relevant Regulations, Codes of Practice and Australian Standards.
2. Report workplace hazards and incidents to supervisors/manager.
3. Work in accordance with the policies, procedures, and safe systems of work of the City of Belmont.
4. Work in a safe manner that will not endanger the safety and health of themselves, their colleagues, the public or the environment.

5. Consult and cooperate with supervisors and management on matters relating to workplace safety and health.

Responsibilities

The development of the Safety Management System and this policy is the responsibility of the Executive Leadership Team. Its implementation is the responsibility of the Chief Executive Officer. The application of this policy is the responsibility of all City Workers and stakeholders.

Reference/Associated Documents

Work Health and Safety Act 2020, and related Regulations
Codes of Practice and Australian Standards

Reference to Internal Procedure

BelNet Related Work Instructions

Definitions

N/A

Monitoring, Evaluation and Review

This policy has been risk assessed as low.

The policy will be reviewed every two years.

THIS POLICY IS SUPPORTED BY:

REGISTER OF DELEGATIONS N/A
 SERVICE AREA: EXECUTIVE SERVICES
 POLICY OWNER: HUMAN RESOURCES MANAGER

AMENDMENT STATUS

DATE OF AMENDMENT	STATUS OF AMENDMENT	MINUTE ITEM REFERENCE
27/09/05		11.5.9
26/09/06		11.5.5
11/12/07		12.5.8
21/10/08		12.10
27/07/10		12.9
22/11/11		12.9
24/07/12		12.6
25/06/13		12.8
28/10/14	REVIEW - NONE	12.4
22/09/15	REVIEW – NONE	10.7
27/09/16	REVIEW – MINOR	12.9
22/08/17	REVIEW – NONE	12.2
25/09/18	REVIEW – NONE	12.5
10/12/19	REVIEW – MINOR	12.8
14/12/21	REVIEW – MINOR	12.7
24/05/22	REVIEW – UPDATED TO REFLECT LEGISLATIVE CHANGE TO WORK HEALTH AND SAFETY	12.7

NEXT REVIEW DATE 2023