

**WELLBEING, HEALTH & SAFETY POLICY**

**Intent** To establish and describe Council's commitment to wellbeing, health and safety in support of our core principle: 'home safe and well today, and everyday'.

**Scope** This policy applies to all workers, including employees, Councillors, contractors, labour hire employees, apprentices or trainees, work experience students, volunteers, and visitors.

**PROVISIONS**

Council is committed to ensuring the wellbeing, health and safety of our workers by providing safe and healthy working conditions for the prevention of work-related physical and psychological injuries and ill health.

Council understands and acknowledges that the wellbeing, health and safety of our workers is our number one priority, and that our workers are valued and empowered to contribute to a safety culture where they can speak up and intervene if they observe unsafe acts, situations, plant or equipment within our workplaces.

To achieve our goal of 'home safe and well today, and everyday' for our workers, Council commits to:

- Comply with all relevant health and safety legislation and other requirements.
- Apply a thorough risk management process designed to eliminate, or significantly minimise, identified physical and psychological hazards and implement control measures, as per the hierarchy of controls, to reduce the risk of injury or illness.
- Demonstrate safety leadership through individual accountability and responsibility for hazard identification and active participation and engagement in safety conversations to build and sustain a robust safety culture.
- Provide relevant and appropriate health and safety training and development to all workers.
- Set performance targets and objectives to measure, assess, review and continuously improve our safety management systems and performance to make the workplace as safe as possible.
- Consult and communicate with workers, health and safety representatives and other relevant stakeholders to ensure their views and input relating to health and safety are considered.
- Disseminate health and safety information to all workers and visitors to the workplace.

Safety is the responsibility of every person and requires the cooperation and participation of everyone in maintaining the highest standards to ensure that wellbeing, health and safety forms an integral part of our daily operations.



**This policy is to remain in force until otherwise determined by Council.**

**Director Responsible for Review: People & Organisational Performance**

**ORIGINALLY ADOPTED: 24/10/2002  
CURRENT ADOPTION: 29/01/2025  
DUE FOR REVISION: 29/01/2029  
REVOKED/SUPERSEDED:**

A handwritten signature in black ink that reads "Ken Gouldthorp".

**Ken Gouldthorp  
Chief Executive Officer**