

**WORK HEALTH AND SAFETY POLICY****Lake Baroon Catchment Care Group Inc**

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Policy Number	013	Responsible person	Chair
Version	2019	Approved by Committee on	
Drafted by	Manager	Scheduled review date	As required

Policy adapted from <https://www.communitydirectors.com.au/icda/policybank/>

Introduction

Lake Baroon Catchment Care Group and staff are committed to ensuring the health, safety and welfare of the working environment for its staff, volunteers, contractors and visitors. As a consequence of this, Lake Baroon Catchment Care Group encourages all of its staff members to regard accident prevention and working safely as a collective and individual responsibility.

Purpose

The purpose of this policy is to ensure staff members and volunteers are aware of their responsibilities as employees/volunteers of Lake Baroon Catchment Care Group and under associated legislation, and are committed to ensuring the health and well-being of staff, volunteers, contractors and visitors. In fulfilling this responsibility, all members of Lake Baroon Catchment Care Group have a duty to provide and maintain, so far as practicable, a working environment that is safe and without risks to health.

Policy

Lake Baroon Catchment Care Group recognises its moral and legal responsibilities to provide a safe and healthy work environment for its employees, volunteers, contractors and visitors. Lake Baroon Catchment Care Group further endeavors to ensure that their operations do not place the wider community at risk of injury or illness.

Lake Baroon Catchment Care Group is committed to:

- Undertaking risk management activities to adequately manage risks to persons in the work environment, including review of changes to work methods and practices
- Compliance with all relevant legislation standards, and other requirements to which the organisation subscribes
- Ensuring that all plant, equipment and substances are safe and without risk to health when used in accordance with standard operating procedures

- Maintaining safe systems of work, the work premises and the work environment, including systems to adequately manage emergency response
- Providing adequate facilities to protect the welfare of all employees
- Providing appropriate WH&S training to all employees and volunteer workers
- Providing information and supervision for all staff and students enabling them to work and study in a safe and healthy manner
- Consulting with all employees and contractors to enhance the effectiveness of the WH&S Management System
- Providing adequate resources to facilitate the fulfillment of the organisation's WH&S responsibilities
- Regularly reviewing and evaluating Safety Management systems, including audits and workplace inspections
- Establishing measurable objectives and targets to ensure continued improvement aimed at elimination of work-related injury and illness

Responsibilities

All Lake Baroon Catchment Care Group Project Managers are responsible and accountable for providing a healthy and safe workplace for other staff, volunteers and contractors and will ensure adequate resources are provided to meet the health and safety objectives and implement supporting strategies. In particular, the Lake Baroon Catchment Care Group will ensure:

- appropriate health and safety policies and procedures are developed and implemented to enable the effective management of health and safety and control of risks to health and safety
- mechanisms are provided which enable the identification, development, implementation and review of appropriate health, safety and welfare related policies and procedures
- mechanisms are provided to enable employees and their representatives to be consulted on any proposals for or changes to the workplace, work practices, policies or procedures which may affect the occupational health, safety and welfare of employees
- managers are provided with the necessary knowledge and skills to effectively enable them to carry out their health and safety responsibilities
- mechanisms are provided to enable the assessment of managers' and supervisors' health and safety performance
- work health and safety performance is an integral component of the Lake Baroon Catchment Care Group's business and financial plans
- mechanisms are provided to regularly monitor and report on health and safety performance

- annual health and safety strategic plans are developed and implemented to meet health and safety objectives
- Work Health and Safety Policy is reviewed annually to ensure it remains relevant and in line with legislative requirements.

Employees have a legal duty to take care to protect their own health and safety and to avoid adversely affecting the health and safety of any other person. **Employees and Volunteers** have a responsibility to:

- report any incident or hazards at work to their manager or supervisor
- carry out their roles and responsibilities as detailed in the relevant health and safety policies and procedures
- obey any reasonable instruction aimed at protecting their health and safety while at work
- use any equipment provided to protect their health and safety while at work
- assist in the identification of hazards, the assessment of risks and the implementation of risk control measures
- consider and provide feedback on any matters which may affect their health and safety
- ensure they are not affected by alcohol or another drug which may endanger their own or any other persons' health and safety

Contractors and visitors to Lake Baroon Catchment Care Group are required to:

- comply with the work health and safety policies, procedures and programs established by Lake Baroon Catchment Care Group
- observe directions on work health and safety from designated officers of Lake Baroon Catchment Care Group

Review of Policy

The Work Health and Safety policy and Safety Management System will be reviewed annually by the person nominated by the Management Committee in consultation with the Manager. The review will involve assessing the effectiveness of the policy and program by such means as:

- reviewing overall health and safety performance
- monitoring the effectiveness of policies and procedures

Dissemination of Policy

The Work Health and Safety Policy and related procedures shall be displayed in the workplace and all employees and volunteers will be provided with a copy through their supervisor. New employees will be provided with a copy of the policy as part of their induction.

The Policy will be reviewed on an annual basis to ensure it remains compliant with the relevant State legislation.

Useful Information

For further information regarding Work Health and Safety, please refer to:

Workcover Website: <http://www.workcover.qld.gov.au>

Federal Legislation: Workcover Health and Safety Act 1995