

OCCUPATIONAL HEALTH AND SAFETY

Policy Type – Board

Effective date:	August 2018
Responsible officer:	General Manager People and Culture
Next revision date:	June 2020

Purpose

To ensure Central Highlands Water (CHW) provides a safe physical and emotional working environment for all staff, contractors engaged by CHW and visitors to minimise and / or eliminate risk of physical or psychological injury.

Policy statement

Our people are the essence of Central Highlands Water. People's safety is paramount and at the forefront of our commitment, and through effective leadership, we continuously strive to improve our OH&S performance.

We believe that "Tomorrow is our reward for working safely today", therefore CHW has a commitment to zero injuries both physical & psychological, zero tolerance for unsafe work practices and zero compromise as it relates to safety. We see safety at work as everyone's business.

CHW embraces a safety first culture which is underpinned by the following principles:

- an aspiration of zero harm
- a belief that all injuries are preventable and that prevention is better than cure
- making sure no one is harmed while they are at work
- providing an environment that is supportive of encouraging consultation and cooperation between management, employees, contractors and OH&S representatives
- managers are role models in safe work practices
- Everyone is a safety leader
- encouraging the reporting of hazards, near misses and incidents
- living and working by CHW's standards of safety conduct
- compliance with OH&S legislative requirements, AS 4801/:2001 OH&S Management Systems, is a minimum
- all direct employees and contractors are accountable and responsible for working safely and maintaining a safe work place and following Central Highlands Water's safety procedures
- Everyone is able to stop work at any time if they believe that the workplace is unsafe

Responsible policy officer(s) will continue:

- to seek expertise outside CHW for 'better practices' guidance
- to hold ourselves accountable for improving safety with articulating accountabilities, clear

measures, targets, strategies and having robust reporting systems, processes and practices

- manage medical information appropriately in strict accordance with the *Privacy and Data Protection Act 2014 (Vic)* and *Health Records Act (2001) (Vic)*.

Responsible for implementation

- Executive Management Team
- OH&S Committee
- OH&S representatives
- Managers
- Team Leaders

Related policies

- Code of Conduct
- Our People

Related and referenced documents

- *Occupational Health & Safety Act 2004 (Vic)*
- *Occupational Health and Safety Regulations 2017 (Vic)*

(END POLICY)