

SAFETY

Civic will promote work health and safety, prevent workplace and work related illnesses and injuries for all staff, supported employees, contractors and visitors.

Civic recognises the legislative responsibilities under the Work Health and Safety Act and Regulations whereby staff, supported employees, contractors and visitors must be protected from hazards to their health, safety and welfare.

Civic's culture of safety is based on the premise of **'Thinking safety together - we're OK'**.

Safe workplace behaviours are required, encouraged and respected. Civic will strive to eliminate health and safety risks, so far as is reasonable practicable, and provide a work

environment where the health, safety and welfare of any individual is not compromised.

Civic understands that consultation is a two-way process between management, staff, other duty holders, contractors and agency staff.

Civic instructs that all staff, supported employees, contractors and volunteers must take reasonable care for their own health and safety (both as individuals and a collective body) and must take reasonable care not to adversely affect other people's health and safety in the workplace.

CIVIC WILL:

- Provide a safe and healthy work environment.
- Ensure work practices are safe and without risk to health.
- Consult with staff on WHS matters as per WHS Consultation Procedure.
- Provide support and assistance to injured workers as per the Return to Work and Workers Compensation Procedure.
- Ensure no worker is discriminated against as a result of a workplace illness/ injury or for raising a concern around WHS.
- Provide an Employee Assistance Program (refer to Employee Assistance Program Procedure).
- Provide initial and ongoing information and training to workers to ensure safety in the workplace.
- Provide safe plant, equipment and systems of work.
- Ensure that risks to health and safety are identified, assessed and eliminated or controlled.
- Comply with work, health and safety laws, regulations, codes of practice, statutory obligations and industry requirements.