



Policy Title	Work Health and Safety (WHS)
Related Documentation	Authorised Statement - Work Health and Safety Management System (DocSet805711) Form - Work Health and Safety (WHS) Definitions Master List (DocSet3254002)
Relevant Legislation/ Corporate Plan	Legislation, Standards and Codes of Practices - Reference Table
Responsible Officer	General Manager

Policy details may change prior to review date due to legislative changes, therefore this document is uncontrolled when printed.

Objectives

To document Council's commitment to providing and maintaining a safe and healthy work environment for its workers, Councillors and members of the public, through the effective implementation of the Work Health and Safety (WHS) Policy and Work Health and Safety Management System (WHSMS). The objectives of this policy are:

1. To protect workers and other persons against harm to their health, safety and welfare through the elimination or minimisation of risks arising from work or from specified types of substances or plant as is reasonably practicable.
2. To provide for fair and effective workplace, representation, consultation, co-operation and issue resolution in relation to work health and safety.
3. To encourage unions and employer organisations to take a constructive role in promoting improvements in work health and safety practices, and assisting Council and workers to achieve a healthier and safer working environment.
4. To promote the provision of advice, information, education and training in relation to work health and safety.
5. To ensure compliance with the *Work Health and Safety Act 2011* and *Work Health and Safety Regulations 2017* through effective and appropriate compliance and enforcement measures.
6. To provide a framework for continuous improvement and progressively higher standards of work health and safety.

DATA AND DOCUMENT CONTROL

Division: City Governance Section: Governance and Risk Record No: CDO-22/439	Adopted Date: 25/03/1986 Revised Date: 13/09/2022 Minute Number: 198 Review Date: 30/12/2025	Page: 1 of 3
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Policy Statement

1. Campbelltown City Council is committed to providing and maintaining a safe and healthy work environment for its workers, Councillors and members of the public, through the effective implementation of the Work Health and Safety (WHS) Policy and Work Health and Safety Management System (WHSMS).
2. Campbelltown City Council will achieve this commitment through the implementation of the following:
 - a. A risk management approach to identifying, assessing, eliminating and controlling hazards which have the potential to harm persons in the workplace and ensure consistency with the nature of workplace activities and scale of WHS risks.
 - b. Complying with relevant WHS legislation and other requirements placed upon the organisation and to which the organisation subscribes.
 - c. Establishing Key Performance Indicators (KPIs) and targets for WHS to ensure continuous improvement aimed at elimination of work related illness and injury.
 - d. The provision of appropriate WHS training to all workers.
 - e. A consultative process to ensure all workers including where relevant contractors and labour hire workers are included in the decision making where there is an impact on workplace health and safety.
 - f. The dissemination of WHS information to all workers and where relevant contractors, labour hire workers, suppliers, regulatory authorities, visitors and volunteers to the workplace.
 - g. The effective implementation of the Work Health and Safety policy.
 - h. Injury Management and timely return of workers to duties in accordance with the *Workplace Injury Management and Workers' Compensation Act 1998*.
3. Campbelltown City Council will develop, implement and keep under review a WHS Management System for managing health, safety and welfare. This system will be supported by appropriate policies, authorised statements, procedures and forms that are implemented and reviewed on a regular basis.

Scope

The WHS Policy provisions will be implemented consistently in all areas of business activity and on all sites where business activities are undertaken.

Principles

Documentation including Authorised Statements, Procedures, Form, Risk Identifications, Work Method Statements (WMS) and Safe Operating Procedures (SOP) and site specific procedures, to support this policy, are maintained by Council.

Responsibility

Work health and safety responsibilities have been detailed in job descriptions and the relevant Work Health and Safety Responsibilities, Accountabilities and Authority Statements for ensuring the WHSMS, including ensuring that all elements of the Australian Standard AS 4801 Occupational Health and Safety Management Systems are implemented.

Effectiveness of this Policy

Key Performance Indicators(KPIs) will be identified and targets set to monitor and improve overall WHS performance. Results for KPIs will be reported regularly to Executive. The KPIs will be reviewed regularly to assess WHS performance and evaluate the effectiveness of the overall WHS Management System.

END OF POLICY STATEMENT