

WORK HEALTH AND SAFETY POLICY

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<p>This document is to be reviewed every two years. Next review date: April 2019</p>			
RESPONSIBLE OFFICER		General Manager	

GOAL

Riverina Water County Council is committed to achieving a consistently high standard of workplace and community health and safety. Riverina Water will strive to acquire, sustain and continuously improve on a level of workplace health & safety which it considers the best practice for this organisation.

PLAN

Riverina Water has implemented a Health, Safety & Rehabilitation Management System to assist in the management of safety performance to achieve this goal, and to promote continuous improvement in workplace safety. In addition, it will serve to ensure Riverina Water meets, as a minimum, the obligations of this policy and the NSW Work Health and Safety (WHS) Legislation. Management will make every practicable effort in the areas of accident prevention, hazard identification, elimination or control of risks, health preservation, and provision of regular WHS training. All physical working environments are to be established & maintained in a healthy and safe condition. In addition Riverina Water will develop and implement a program for injury management and rehabilitation of injured employees.

Managers and supervisors will coordinate and communicate workplace health and safety policies and procedures to workers and the community. Management will consult with all workers to enable them to contribute to the making of decisions affecting their work health and safety. Riverina Water, through its officers (as per the legislative definition) will give high priority to safe work in organisational plans, procedures, programs and job instructions.

All workers will include safety as priority in all activities, will be committed to work health & safety, have a duty to act responsibly, and make every effort to prevent injury to themselves and others at the workplace. Riverina Water does not expect workers to conduct work, which they reasonably consider to be unsafe.

ACTIONS –

Riverina Water will:

- Provide regular and appropriate education and training;
- Provide the systems and framework for the management of workplace safety & rehabilitation of injured workers;
- Communicate/Consult and promote on work health and safety;
- Plan for WHS in Strategic and Operational Plans;
- Develop and communicate instructions and procedures;
- Monitor and review;
- Take corrective action;
- Provide adequate resources.

Managers and Supervisors will:

- Analyse and eliminate or control risks;
- Monitor safety in the workplace;
- Share information and consult with employees;
- Develop and review procedures;
- Consider health and safety during purchase, procurement and design;
- Ensure public safety during our work activities;
- Ensure all workers are aware of and comply with relevant safety procedures;
- Participate and assist in workplace rehabilitation programs.

All workers shall:

- Include safety as a design criterion;
- Include safety in standing instructions;
- Give first priority to safety in all activities;
- Follow procedures and other safety instructions;
- Participate in the development and review of safety procedures;
- Report any hazards/accidents/incidents/near misses;
- Participate in the development of corrective actions & risk elimination or control;
- Participate in raising the safety culture within the organisation;
- Actively participate in the ongoing development of the WHS program,
- Participate and assist in workplace rehabilitation programs.

Health & Safety Representatives (HSR's) / Committees (HSC) will:

- Provide an avenue for consultation with employees on WHS issues and risk elimination;
- Continually provide opportunities for staff to provide suggestions and feedback about health and safety;
- Be an advocate for greater safety awareness and staff participation in safety in the workplace.