

Work Health Safety Policy

The Western City Parkland Authority (WPCA) is committed to maintaining a positive, healthy, and safe environment for all - both now and for our future generations.

Workplace health and safety is one of our highest priorities.

We strive to prevent harm and injury, and support physical and psychological health, through effective workplace policies, systems and processes.

WPCA is committed to:

- Creating safe and healthy workplaces within the Western Parkland City
- Valuing our people as our most important assets
- Going beyond compliance to ensure the health and safety of our team members and others affected by WPCA activities.

WPCA will do this by:

- Setting best practice for the design and management of healthy and safe workplaces
- Identifying and mitigating factors in the design or management of work that increase the risk of work-related stress
- Regularly surveying staff wellbeing and always offering a confidential Employee Assistance Program
- Providing appropriate and targeted WHS training for all staff
- Providing safe and healthy working conditions to prevent work-related injury or ill health, supported by a timely and durable return to work program
- Establishing a framework and measurable objectives for planning, monitoring and reviewing our WHS performance. We shall use all data to assess and implement areas of improvement
- Establishing WHS risk management and due diligence processes that are proportionate, where focus and resources are determined by regular risk assessments
- Integrating compliance requirements under applicable legislation into our engagement, management and monitoring of third-party providers
- Ensuring fair and transparent consultation with our staff, third part providers and stakeholders on any workplace changes or other matters that may affect their health, safety & wellbeing.

Our Leaders & Managers will:

- Understand their duties, continuously improve WHS practices, and lead by example in demonstrating commitment to a safe and healthy workplace
- Ensure all team members are aware of their obligations to comply with health and safety policies, procedures, and legislation
- Establish a positive workplace culture and nurture an environment of trust, respect and fairness that allows people to feel valued and be recognised for good WHS performance
- Commit to upholding a Plan – Do - Check - Act approach to continual improvement and verifying safety compliance and best practice
- Ensure all team members under their care have had adequate training and support to do their job effectively and safely
- Provide leadership and direction for the ongoing development and implementation of our WHS systems
- Clearly communicate WHS performance expectations and demonstrate to all that WHS is part of the top priorities in all WPCA decisions, actions and communications
- Facilitate WHS reporting, incident management and corrective and preventative actions in a timely and accurate manner
- Support and manage early intervention and return to work programs to promote and facilitate recovery.

Our Team Members will:

- Take reasonable care for their own health and safety and that of others
- Comply with any reasonable instructions, policies, and procedures
- Be proactive in reporting any WHS issues and hazards, which could lead to harm of themselves or others
- Report and take reasonable action on unsafe acts, conditions, equipment, or behaviours
- Always treat everyone equitably, including our third part providers and the public and with fairness and respect
- Participate in wellness programs and return to work programs designed to promote recovery.

Dr Sarah Hill,
Chief Executive Officer, WPCA

Signed: _____

 Date: 22 / 12 / 2021