



Policy 51 – Work Health & Safety

CM9 Ref: DOC/21/9363[v2]

Adopted: 24 April 2017
Minute 75/17

Version: 3

Reviewed Date: 16 December 2024

Council Minute No: 273/24

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Statutory Authority: Work Health and Safety Act 2012

OBJECTIVE

This Policy recognises Council's obligations as a PCBU under the *Work Health and Safety Act 2012* and defines Council's commitment to being proactive in providing a workplace in which risks to physiological and psychological health and safety are managed so far as is Reasonably Practicable. Council achieves this by implementing appropriate standards and controls that protect the health, safety and wellbeing of its Workers and Other Persons.

DEFINITIONS

Applicable Laws means all laws in connection with the carrying out of work or the Workplace including:

- *Age Discrimination Act 2004* (Cth)
- *Anti-Discrimination Act 1998* (TAS)
- *Australian Human Rights Commission Act 1986* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Fair Work Act 2009* (Cth)
- *Local Government Act 1993* (TAS)
- *Racial Discrimination Act 1975* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- *Work Health and Safety Act 2012* (TAS)
- *Workers Rehabilitation and Compensation Act 1988* (TAS)

Council means Dorset Council.

Councillor means an elected member of Council known as a Councillor or otherwise meeting the definition of 'Councillor' as defined under Section 3 of the *Local Government Act 1993* (TAS).

Direct Report means a person at the Workplace who is appointed to a position that has management/supervisory responsibilities for others or their appropriately nominated or authorised delegate.

Employee means a person who carries out work for Council as an employee of Council.

General Manager means the general manager of Council as appointed under Section 61 of the *Local Government Act 1993* (TAS).

Infringing Workplace Behaviour means any act or omission, which amounts to a breach of any Council policy, contractual obligation or misconduct at common law.

Management Team means the General Manager and any members of Council's executive management team.

Officer means:

- (a) an officer within the meaning of Section 9 of the Corporations Act 2001 of the Commonwealth other than a partner in partnership; or
- (b) An officer of the Crown within the meaning of 247 of the *Work Health and Safety Act 2012* (TAS); or
- (c) An officer of a public authority within the meaning of Section 152 of the *Work Health and Safety Act 2012* (TAS) –
Other than an elected member of a local authority acting in that capacity (which includes a Councillor).

Other Persons means any person at the Workplace who is not a Worker including visitors and ratepayers.

PCBU means a Person Conducting a Business or Undertaking as defined in Section 5 of the Act.

Policy means this Work Health and Safety Policy.

Reasonably Practicable means (in relation to a duty to ensure health and safety) means that which is, or was at a particular time, reasonably able to be done in relation to ensuring health and safety, taking into account and weighing up all relevant matters including:

- (a) The likelihood of the hazard or the risk occurring; and
- (b) The degree of harm that might result from the hazard or risk; and
- (c) What the person concerned knows, or ought reasonably to know, about-
 - i. The hazard or the risk; and
 - ii. Ways of eliminating or minimising the risk; and
- (d) The availability and suitability of ways to eliminate or minimise the risk; and
- (e) After assessing the extent of the risk and the available ways of eliminating or minimising the risk, the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk.

Worker means a person who carries out work in any capacity for Council, including work as an Employee, a contractor or subcontractor, an employee of a contractor or subcontractor, an employee of a labour hire company who has been assigned to work at Council, an outworker, an apprentice or trainee, a student gaining work experience, a volunteer or a Councillor.

Workplace means a place where work is carried out for Council.

SCOPE

This Policy covers and applies to Council, Officers, Workers and Other Persons in relation to all work, health and safety matters.

DUTIES

Work health and safety is both an individual and a shared responsibility. Every person is responsible for ensuring that work and activities are undertaken in a safe manner and in accordance with current safety procedures, standards and legislative requirements.

This section sets out the classes of duty holders and their associated duties in accordance with the Act. Duties and associated accountability are not transferrable to any other person.

A person may have more than one duty by virtue of being in more than one class of duty holder and more than one person can concurrently have the same duty if they are in the same class of duty holder. In the case of the latter, each person retains responsibility for their duty in relation to the matter and must discharge their duty to the extent that their capacity to influence and control the matter allows.

Duties of Council as a PCBU

So far as is Reasonably Practicable, Council as a PCBU must:

- Ensure the safety of Workers and Other Persons;
- Promote, provide and maintain a safe work environment;
- Provide and maintain safe plant and structures;
- Provide and maintain safe systems at work;
- Ensure the safe use, handling and storage of plant, structures and substances;
- Provide adequate facilities for the welfare of Workers while carrying out work for Council;
- Provide any information, training, instruction or supervision that is necessary to protect Workers from risks to their health and safety arising from work carried out for Council;
- Ensure that the health of Workers and the conditions of the Workplace are monitored for the purpose of preventing illness or injury of Workers arising from the conduct of Council operations; and
- Ensure that the Workplace, the means of entering and exiting the Workplace and anything arising from the Workplace are without risks to the health and safety of any person.

Duties of Officers

For the purposes of this Policy, the Management Team are recognised as Officers. Councillors are specifically excluded from the definition of Officers in the Act.

So far as is Reasonably Practicable, Officers must exercise due diligence to ensure Council's compliance with its obligations and duties as a PCBU pursuant to the Act.

Due diligence includes taking reasonable steps to:

- (a) Acquire and maintain knowledge of work health and safety matters;
- (b) Gain an understanding of the nature of the operations of Council and generally of the hazards and risks associated with those operations;
- (c) Ensure the availability and use of appropriate resources and processes to eliminate or minimise risks to health and safety;

- (d) Ensure that appropriate processes are in place for receiving and considering information regarding incidents, hazards and risks and responding in a timely manner to information received.
- (e) Ensure that appropriate processes are implemented to ensure Council's compliance with its duties and obligations under the Act; and
- (f) To verify the provision and use of the resources and processes referred to in points (c) to (e).

For the purposes of point (e), the duties or obligations of a PCBU under the Act may include the following:

- (a) Reporting notifiable incidents;
- (b) Consulting with Workers;
- (c) Ensuring compliance with notices issued under the Act;
- (d) Ensuring the provision of training and instruction to Workers about work health and safety; and
- (e) Ensuring that health and safety representatives receive their entitlements to training.

Responsibilities of Workers

While at the Workplace, Workers must:

- Take reasonable care for their own health and safety;
- Take reasonable care that what they do, or what they do not do, does not adversely affect the health and safety of other people;
- Comply with any reasonable instruction given by their Direct Report;
- Cooperate with any reasonable policy or procedure for work health and safety that has been communicated to them;
- Not misuse or interfere with anything that has been provided for work health and safety;
- Wear personal protective equipment and clothing when necessary;
- Report all known or observed hazards, incidents, accidents, near misses, injuries and illness to their Direct Report in a timely manner;
- Engage in consultation as required to identify, assess and control hazards and the effectiveness of such controls; and
- Participate in rehabilitation and return to work on suitable duties when applicable.

Responsibilities of Other Persons

While at the Workplace, Other Persons (whether or not the person has another duty) must:

- Take reasonable care for their own health and safety;
- Take reasonable care that what they do, or what they do not do, does not adversely affect the health and safety of other people; and
- Comply with any reasonable instruction given by Council to ensure Council complies with the Act.

BREACH OF POLICY

Persons covered by the Scope of this Policy that engage in Infringing Workplace Behaviour may (as is appropriate and applicable) be subject to appropriate disciplinary action in accordance with Council's Disciplinary Policy and Procedure (Employees), Councillor's Code of Conduct complaint process (Councillors), or removal from the workplace or termination of services (Workers [other than Employees or Councillors] and Other Persons).

REPORTING A BREACH OF POLICY

Persons covered by the Scope of this Policy must reasonably report Infringing Workplace Behaviour as follows:

For breaches by

- a) *A Worker or Other Person* the report must go to the reporting person's Direct Report;
- b) *The General Manager or a Councillor* the report must go to the Mayor (or if unavailable, to the next appropriately delegated Councillor);
- c) *The Mayor* the report must go to the Deputy Mayor (or if unavailable to the next appropriately delegated Councillor); and

as otherwise required or permitted by the Applicable Laws.

All breaches and proposed corrective actions must also be reported to the Management Team.

TRAINING

Council is committed to ensuring that all Workers are aware of and understand their obligations in relation to this policy. All Workers will receive training and/or information in relation to this policy upon induction and periodically thereafter, including upon any review of the policy.

AMENDMENT, MONITORING AND REVIEW

Council retains the sole discretion to vary, terminate or replace this Policy from time to time. Unless required sooner, this Policy will be reviewed every five (5) years.

RELATED COUNCIL DOCUMENTS

This Policy should be considered in the context of the following Council documents:

- Code of Conduct
- Communications
- Disciplinary
- Fitness for Work
- Issue Resolution
- Performance Management
- Workplace Behaviour
- Council's Work Health and Safety Framework comprising of operational policies, procedures, Safe Work Method Statements (SWMS) and Standard Operating Procedures (SOPs).

DOCUMENT INFORMATION

Version	Description	Doc Ref	Date Reviewed
1		16/105	24 April 2017
2		DOC/21/9363	29 November 2021
3		DOC/21/9363[v2]	16 December 2024