

WORKPLACE HEALTH AND SAFETY POLICY

1. PURPOSE

Tamworth Regional Council (Council) is committed to providing a workplace that protects both the physical and psychological safety and wellbeing of all people involved in our operations. Council strives to provide an environment where every individual takes personal responsibility for their safety and the safety of those around them.

We aim to prevent injuries, illnesses and incidents before they occur through open communication, hazard identification and proactive risk management practices that empower our workforce to actively maintain a safe and healthy workplace. Health and safety are not just a priority but an integral Council value that guides our actions and decisions every day.

2. COMMENCEMENT OF POLICY

This policy commenced in 2012 and is revised annually.

3. APPLICATION OF THE POLICY

All Council workers, contractors and volunteers have a responsibility for implementing and complying with this Policy.

4. COMMITMENT

In meeting our commitment, Council will:

- Comply with all relevant and current legislative and regulatory requirements, standards and codes of practice relating to workplace health and safety;
- Implement and maintain WHS initiatives that protect and or promote health, safety and wellbeing;
- Demonstrate commitment, cooperation, leadership and management of WHS through the implementation, continuous improvement and maintenance of the Integrated Management System and the associated ISO 45001 OHS Management accreditation;
- Clearly define health and safety responsibilities for Executive, Managers, Supervisors, workers, contractors and volunteers;
- Proactively identify, assess, manage and control WHS hazards and risks that could cause incidents, injuries and illnesses;
- Set SMART* WHS Objectives and Key Performance Indicators that promote continuous improvement and the reduction of work-related illness and injury and performance monitored and reviewed;
- Provide training, education and awareness programs to develop the capability and competency of our people, uplifting their skills and knowledge to work safely and contributions to ongoing improvements in safety performance;
- Facilitate timely consultation processes with all workers and other relevant Council stakeholders in all matters relating to WHS;
- Monitor and audit WHS business activities for compliance with the Integrated Management System.

This signed statement of Policy confirms our personal commitment to making Tamworth Regional Council workplaces safe and healthy for all its workers.

*SMART – Specific, Measurable, Achievable, Relevant, Timely.

POLICY VERSION AND REVISION INFORMATION

Policy Authorised by:

Title: General Manager



Next Scheduled Review: August 2025

Current version: 11