# Policy

## Work Health, Safety and Wellbeing

### Policy Type

Council

### Policy Purpose

The purpose of the Work Health, Safety and Wellbeing Policy is to outline the City of Cockburn's (the City) commitment to work health, safety and wellbeing for everyone in our workplaces so everybody can be safe, every day. The Policy details our guiding principles and the specific expectations we have for People Leaders and Workers.

### Policy Statement

The City of Cockburn is dedicated to safeguarding the health, safety and wellbeing of everyone in our workplaces - including employees, elected members, contractors, volunteers and visitors - by providing supportive environments that are both physically and psychologically safe.

We recognise that safety is a shared responsibility and affirm that every individual has the right to return home safely each day. The City values wellbeing and fosters a culture defined by safety, respect and inclusion.

Our goal is for **Everybody to Be Safe, Every Day**.

### Principles

To uphold our commitment, the City will:

- Comply with relevant legislation
- Provide safe workplaces and fit-for-purpose systems of work
- Deliver effective supervision, training, instruction and support so all workers are prepared to perform their duties safely and with confidence
- Consult and communicate openly with workers on health, safety and wellbeing matters
- Encourage all workers to demonstrate behaviours aligned to the City's Values
- Allocate sufficient resources for achieving safety outcomes
- Manage risks proactively and strive for continuous improvement in safety systems and practices.



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All workers at the City of Cockburn are empowered to:

- **Stop work** at any time to prevent harm to themselves or others
- **Intervene** if they see something unsafe or which impacts the wellbeing of others
- **Report** concerns, hazards, near misses, injuries, illness and incidents without hesitation.

People Leaders must:

- Ensure the City's compliance responsibilities are met
- Understand and implement the safety and health management system, including utilising BeSafe to complete reporting, risk assessment and investigation requirements
- Continuously strive to improve health, safety and wellbeing across the organisation
- Actively support and engage with Health and Safety Representatives
- Actively contribute to a positive workplace culture
- Respond with genuine care and curiosity to appropriately resolve any reported hazards or safety concerns.

Workers must:

- Take reasonable care of their own health and safety and that of others
- Engage in health, safety and wellbeing programs
- Follow all health and safety instructions, policies and procedures
- Promptly report workplace hazards, near misses, injuries, illness and incidents
- Engage in consultation on work health, safety and wellbeing.

## Policy Information

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