

## Occupational Health and Safety Policy

- Who** All staff
- Responsibility** Southern Health believes that a well managed health, safety and welfare program is integral to good management practice and, accordingly, all managers are required to ensure that employees, resources under their control and systems of work under their control are organised in a manner which is safe and without risks to health.
- Southern Health requires all employees to contribute to workplace health and safety according to statutory requirements and encourages them to participate through Health and Safety Representatives, Health and Safety Committees and other appropriate workplace health and safety forums.
- Expected Outcomes** Southern Health is committed to meeting its responsibilities under the *Occupational Health and Safety Act 2004* to provide for the health and safety of employees, contractors and other persons using Southern Health premises, facilities and equipment. In fulfilling this responsibility, Southern Health will provide and maintain so far as is practicable, workplaces and work environments that are safe and without risks to health.
- Policy** In recognising its responsibility to provide a working environment that is safe and without risks to health Southern Health will:
- ensure compliance with all health and safety legislation. This will include carrying out risk assessments and implementing a control hierarchy and develop specialist policies and procedures to facilitate health and safety
  - implement and maintain, through a staged improvement plan and safety audit processes, an Occupational Health and Safety Management System that complies with AS 4801 - 2001 Occupational Health and Safety Management Systems
  - maintain and review consultative arrangements with employees, contractors and other stakeholders and health and safety committee structures to facilitate employee participation in workplace health and safety
  - provide a clearly documented agreed issue resolution process to assist with the effective and timely resolution of health and safety issue
  - ensure that all workplace illnesses, accidents, injuries and near misses with the potential for serious injury are reported, investigated and appropriate control measures implemented
  - provide, maintain and analyse an incident/accident register, comprehensive data base and reporting systems, accessible at Site and Program level, to assist in identification of trends and implementation of appropriate controls
  - provide the necessary resources, information, instruction, training and supervision to enable managers and employees to work together to address workplace health, safety and welfare issues
  - set objectives and targets in occupational health and safety performance to ensure continued improvement aimed at elimination of work related injury and illness.

Chief Executive's signature 

<b>Reviewer</b>	Director - Workplace Health OH&S and Environment Steering Committee	<b>Last review date</b>	February 2007
<b>Authoriser</b>	The Board	<b>Next review date</b>	February 2009

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