

## WORK HEALTH AND SAFETY POLICY STATEMENT

Bundaberg Regional Council is committed to providing a safe, healthy, and supportive working environment for our employees, contractors, volunteers, and visitors. In alignment with our organisational model.

The BRC Way We Work, we recognise that safety is not just a requirement. It is part of how we build a community of trust and live out our values of Service, Purpose, Integrity, Respect, Initiative and Trust (SPIRIT).

We aim to create the right environment for our people and partners by integrating safety into how we lead, plan and serve, supporting our commitment to be the best we can.

Our behaviours and attitudes set the tone in everything we do, maintaining a positive outlook and applying proactive thought towards each and every activity and action will maintain our focus upon doing the right thing.

This policy applies to all employees, contractors, visitors, suppliers, volunteers, members of the public and others who engage with our workplaces.

**The objectives of this Policy are to be proactive in the:**

- Development and promotion of strategies to eliminate or reduce work health and safety (WHS) risks, including physical and psychosocial risks, across all workplaces and activities, demonstrating our commitment to improving ourselves and doing the right thing.
- Integration of WHS considerations into everyday systems and planning to create safe, reliable environments that reflect our commitment to service and purpose.
- Consistent application of hazard identification, risk management and injury prevention processes that encourage initiative and continuous improvement.
- Promotion of the *Work Health and Safety Act 2011* and its associated Regulations, Codes of Practice and Standards, reflecting credibility and trust in how we operate.
- Establishment of measurable WHS objectives and targets to drive continuous improvement in a way that builds confidence in our people and systems.
- Provision of adequate resources, support and health and safety training to ensure our workforce is both competent and confident in carrying out their duties safely.
- Effective and inclusive communication of WHS information to all employees, contractors, labour hire staff, volunteers and visitors, supporting a culture where everyone has a voice and a role to play in workplace safety.

Council understands that creating and maintaining a safe and healthy workplace is the result of deliberate action, strong leadership and shared ownership.

This reflects the core of The BRC Way We Work, knowing who we are, acting with positive values and supporting each other to be the best we can.

All workers, whether Elected Members, the Chief Executive Officer, Executive Leadership Team members, Managers, Supervisors, Officers or others, are accountable for WHS outcomes in their areas.

Every person in our organisation is expected to lead by example, apply the knowledge and tools available and approach safety with initiative, respect and integrity.

We expect, and require, all employees, contractors and visitors to follow safe work practices as outlined in legislation, policies and procedures, and to make every effort to reduce risk to themselves and others.

If a worker experiences a workplace injury or illness, Council will support them through timely and compassionate rehabilitation and return to work processes, recognising that our people and culture are central to our success.

We will continue to provide the necessary resources and training to enable our people to contribute meaningfully to WHS outcomes. We encourage collaboration, reflection and continuous improvement as essential elements of a positive safety culture.

By aligning our safety approach with The BRC Way We Work, we build trust, strengthen our culture and support our people and community.



Cr Helen Blackburn  
Mayor - Bundaberg Regional Council



Rob Williams  
Chief Executive Officer