

# Health, Safety and Wellbeing Policy

Policy Identifier:	HSW-001-P
Approved by:	General Meeting
Date of Approval:	12 February 2025
Effective Date:	12 February 2025
Review Date:	12 February 2028
Version:	10

## Head of Power

This policy is consistent with Redland City Council's Corporate Plan – *Our Future Redlands – A Corporate Plan to 2026 and Beyond* as it speaks to our Safety at heart value where *Our team's safety and wellbeing are the responsibility of all of us. So is making Council an inclusive place where everyone belongs.*

Council is committed to comply with the *Work Health and Safety Act 2011*, the *Work Health and Safety Regulation 2011*, and relevant codes of practice.

## Policy Objective

This policy details Council's health, safety and wellbeing commitments to support and promote our safety at heart value.

## Policy Statement

Redland City Council, through its Corporate Plan, is committed to providing services that deliver our community's shared vision and collective aspirations; *Naturally wonderful lifestyle. Connected community. Embracing opportunities.* We are a values led organisation and our organisational values encapsulate what we care about, influence how we operate and support our mission: Make a difference, make it count.

Council is committed to:

- Promoting a shared accountability where everyone feels safe, respected and included.
- Prioritising wellbeing, physical and mental health for ourselves and our colleagues.
- Establishing and monitoring progress towards measurable objectives and targets aimed at reducing work-related illness and injury.
- Participating in the proactive identification of hazards and risks associated with our own work and make decisions about ways to eliminate or minimise risks.
- Improving and building the resilience of the Health, Safety and Wellbeing Management System through consultation, assurance activities and performance monitoring and review.
- Consulting with workers and others about health, safety, and wellbeing matters and to provide the opportunity to be included in the decision-making process regarding risks to health, safety, and wellbeing.
- Providing access to information, training and resources that increase worker knowledge and awareness around key health, safety, and wellbeing areas.
- Complying with relevant health and safety legislation and other requirements placed upon Council, or to which Council subscribes.
- Implementing this policy through active support, engagement and contribution by everyone.

# Health, Safety and Wellbeing Policy

## Definitions

Nil

## Associated Documents

The Health Safety and Wellbeing Management System is designed to support the commitments of this policy for our workers to demonstrate support and enact this policy.

## Document Control

Only Council can approve amendments to this document by resolution of a Council Meeting, with the exception of administrative amendments, which can be approved by the relevant ELT member. Refer to *Policy Instrument Development Manual* for an explanation on administrative amendments ([A4063988](#)).

Any requests to change the content of this document must be forwarded to relevant Group Manager, Safety and Psychosocial Health.

Approved documents must be submitted to the Corporate Meetings and Registers Team for registration.

## Version Information

Version number	Date	Key Changes
3	August 2012	<ul style="list-style-type: none"> <li>Amendment from Workers to Employees</li> <li>Inclusion of Safety First Values</li> <li>Insertion of additional dot points in section relating to Senior Managers/Managers <ul style="list-style-type: none"> <li>Consulting with employees and their health and safety representatives at each step of the risk management process;</li> <li>Supervisors and team leaders are the designated Persons conducting a business or undertaking, who are under the Work Health and Safety Act responsible for the employees under their direct control.</li> </ul> </li> </ul>
4	August 2015	Reviewed with no changes. Endorsed by the Executive Leadership Team on 3 August 2015
5	July 2017	Inclusion of compliance and awareness of safety in Policy Objective section; The order of dot points in the Council's commitment section has changed and expanded. Policy was endorsed by the Executive Leadership Team on 27 July 2017
6	November 2019	<ul style="list-style-type: none"> <li>Reviewed and updated to reflect ISO 45001 legislative requirement.</li> <li>Updated in line with RCC FY18/19 Audit Plan on the Policy Management Framework Review</li> </ul>
7	February 2022	<ul style="list-style-type: none"> <li>Name Change</li> <li>Internal Audit Findings</li> <li>Add Diversity and Inclusion statement</li> <li>Add health and wellbeing statement</li> <li>Style changes, no intent changes to policy</li> </ul>
8	March 2022	<ul style="list-style-type: none"> <li>Administrative update to include reference to the new Corporate Plan</li> </ul>
9	January 2023	<ul style="list-style-type: none"> <li>Administrative update to change classification code from WHS to HSW</li> </ul>
10	February 2025	<ul style="list-style-type: none"> <li>Reviewed with minor administrative changes.</li> </ul>