



100R02 OHS Policy

Group	110 Do	Asset Groups	
Performed By	All Employees	Date	22/12/2016

Water Industry Solutions (WIS) is committed to providing a safe, healthy and sustainable work environment for our employee's, contractors, clients and extends to the local community at risk.

WIS believes that the health and safety of our team contributes in a significant way to the quality of our work and the success of our business.

1 Purpose

This purpose of this Policy is to provide a high level framework that supports WIS to achieve a safe and healthy work environment, building a safety culture where health and safety is foremost in what we do and how we operate.

All employees and subcontractors of Water Industry Solutions have a collective and individual responsibility with regard to the prevention of workplace injuries and illness. Everyone has an important contribution to make by working safely

2 Scope

This policy applies to all employees and contractors of WIS and visitors to WIS sites.

3 Accountability

Role	Responsible for:
Director	Approve the Company's policies and procedures. Ensure overall implementation and operation of this policy. Responsible for the primary duty to ensure, so far as is reasonably practicable, workers and other persons are not exposed to health and safety risks arising from the business. Supports the commitment to a sustainable and strategic health and safety culture.
Manager, Safety People & Performance	Ensure that the Policy, Procedure and Guidelines are developed, maintained, implemented and communicated as part of the Safety Management System Ensure all processes are in accordance with Australian statutory laws and standards.
Manager / Site Supervisors	Actively acquire knowledge of work health and safety matters and ensure appropriate processes and resources are available to minimise risks to health and safety Ensure employees and contractors are not adversely affected by health or wellbeing concerns in the workplace, and for taking action within the confines of this policy. Supports the commitment to a sustainable health and safety culture, embracing the concept of <i>fit for work : fit for life</i> . Ensure established safety practices are managed proactively and appropriately on a day to day basis.
Employees and Subcontractors	Employees and the employer have a shared responsibility to ensure that all employees are safe and fit for work. Demonstrate a safety oriented culture and approach to work that includes being fit for work. Comply with the requirements of this policy and its procedures.
Administration	Administration, maintain registers and records

4 Principles – WIS Responsibilities

To maintain a safe and healthy workplace for all those associated with the company, WIS will:

- Develop a planned and systematic approach to the management of work health and safety and injury prevention
- Develop, implement and maintain procedures for hazard identification, risk assessment and control covering all of our activities, and of those who we may influence
- Exercise due diligence to ensure compliance with all legislative instruments, codes and standards while pursuing the highest reasonably practicable standards of health safety and wellbeing across our workplaces
- Maintain and communicate written procedures and instructions to ensure safe systems of work
- Establish and pursue health and safety objectives and targets that focus on continually improving management performance by eliminating or minimising risks of work illness or injury
- Provide resources to ensure the successful implementation of the *Work Health and Safety Management System* with information, training and supervision
- Actively consult and engage with our workers and key stakeholders to support the continual improvement of our OHS systems
- Ensure ongoing communication and engagement with employees and stakeholders that encourages a culture and freedom to raise concerns that enable health and safety to be a normal component of WIS work practices

- i) Provide resources, equipment and materials in view of proper risk management, fitness for purpose, user safety, and appropriate to our operations
- j) Provide occupational rehabilitation for injured/ill employees without prejudice or disadvantage, ensuring that effective return to work plans are developed and implemented
- k) Identify competencies required for the establishment and management of a safe and healthy workplace, and ensure such competencies are always retained
- l) Maintain a certified Safety Management System in accordance with the requirements of ISO45001.

5 Principles – Worker Responsibilities

Our employees, contractors and visitors have a duty to:

- a) Take reasonable care of their own health and safety and that they do not adversely affect the health and safety of other persons
- b) Maintain the work environment in a safe condition and encourage others to undertake safe work practices
- c) Comply with any health and safety policy, procedure or practice, and cooperate with any reasonable instruction
- d) Report all hazards and incidents as soon as practicable
- e) Ensure facilities and equipment provided for protection are maintained and used in a safe manner
- f) Actively participate, consult and cooperate in supporting the infusion of a culture based on a safe and healthy workplace

6 Supporting Documentation & Legislation

- *Work Health and Safety Act 2012, Tasmania*
- *Work Health and Safety Regulations 2012, Tasmania*
- *Workers Rehabilitation and Compensation Act 1988 Tasmania*
- *Workers Rehabilitation and Compensation Regulations 2011 Tasmania*
- Codes of Practice, SafeWork Australia and WorkSafe Tasmania
- Fair Work Act 2009
- ISO 45001 OHS Management System
- ISO 9001 Quality Management System
- ISO14001 Environment Management System
- 100R06 OHS Site Safety Rules
- 100R04 OHS Employee Rules

Signature

PETER BARWICK (05/04/2017 13:36)

