

Workplace Safety and Wellbeing Management System

# Workers, Competency, Training and Behaviour

Standard 6

Our Values:



Collaboration



Communication



Integrity



Efficiency



Leadership

**TOGETHER WE PROUDLY ENHANCE THE QUALITY OF LIFE FOR OUR COMMUNITY**

## Intent

Workers fitness for work, competence and appropriate behaviours are critical for the safe control of operations and general council success. Workers are carefully selected, trained and supported. Fitness for work, competency and behaviours are regularly assessed and monitored. Contractors are to provide competent workers and regularly assess and monitor their fitness for work, competence and behaviours.

## Performance Requirements

- Recruitment, selection and placement processes ensure that personnel are competent, and physically and mentally fit for their assigned tasks. The recruitment process will assess mental capacity for safety critical roles either by a medical professional and or a behavioural based questioning technique.
- Where appropriate, workers undergo assessment to ensure their fitness for work. Contractors assess the fitness for work of their own workers and provide appropriate evidence to council as required.
- Council and its Contractors have systems in place to provide inductions for workers, contractors and visitors new to the site or activity. Inductions will cover relevant Workplace Safety and Wellbeing (WSW) risks, hazards, controls, behaviours, objectives, policy, systems and procedures. Records are maintained as evidence and provided as requested.
- Compliance with WSW requirements covered by the induction will constitute a condition of entering or remaining on council property.
- Personnel have the required skills and training to competently perform their tasks in a healthy, safe and environmentally sound manner.
- Council and its contractors have systems in place to ensure competency assessments and training records are maintained and ongoing, periodic refresher training is provided.
- Each safety critical role or task is assessed for necessary competencies and skills, utilising formal competency based assessment.
- Council and its contractors shall train and assess their respective workers in the control and elimination of at-risk behaviours, including the consequences of departure from specified company procedures.
- Systems that reinforce positive WSW behaviours are in place and draw attention to "at-risk" behaviours.
- WSW responsibilities are documented in position descriptions.

For more information, visit the  
Workplace Health and Safety Management Plan  
via The Wire Employee Centre

