

Workplace Safety and Wellbeing Management System

Organisation, Accountability, Responsibility and Authority

Standard 3

Our Values:



Collaboration



Communication



Integrity



Efficiency



Leadership

TOGETHER WE PROUDLY ENHANCE THE QUALITY OF LIFE FOR OUR COMMUNITY

Intent

For Executive Leadership Team (ELT), Managers, Supervisors, Team Leaders and workers at all levels, their accountabilities, roles, responsibilities and authority relating to Workplace Safety and Wellbeing Management System (WSW MS) are clearly defined, documented, communicated and understood throughout the council. This standard also makes each worker aware of what is expected of them.

Performance Requirements

- Health and Safety roles, responsibilities, authorities and accountabilities will be documented, known, exercised and adhered to. The allocation of responsibilities and accountabilities and the delegation of authorities are communicated and documented. Health and Safety goals and targets are clearly defined for each role and performance managed.
- The CEO has responsibility for the WSW performance of the council, including the WSW policy and supporting standards.
- Managers will maintain sufficient level of resources to maintain legal compliance and to support effective WSW management.
- Commitment to WSW and sound WSW governance is demonstrated by the inclusion of safety accountabilities in the position description of CEO, ELT and other safety leaders.
- Regular review of the safety performance and safety information by the ELT to obtain assurance of the effectiveness of risk controls and drive continuous improvement.
- Executive level oversight to ensure safety is integrated into business strategies, planning and operations.
- Safety KPI will be established for all workers and are part of worker performance review.
- At every level of the organisation, leaders will engage safety resources for business strategies, planning and operations.
- All workers are responsible for the WSW implications of their own actions and have a duty to carry out their work in a manner which does not present a risk to themselves, others around them and or harm to the environment.
- Council will adopt a just culture meaning that systems are in place to clearly communicate to workers that they have both the right and the responsibility to stop work or refuse to work in situations that may cause harm to health, safety and environment and to immediately bring these situations to the attention of those in areas of oversight.

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