



WORKPLACE HEALTH AND SAFETY POLICY		Document # AOH-HR015	Print Date N/A
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The Archdiocese of Hobart (AoH) acknowledges that Workplace Health and Safety is a critical and integral component of its activities. AoH is committed to providing a safe and healthy workplace for all workers. The Archdiocese recognises that the health and safety of all workers under the direction of the AoH and its Agencies is the joint responsibility of management and workers. Management, in fulfilling their role, acknowledge the duty to provide and maintain, insofar as is reasonably practicable, a working environment that is safe and without risks to health.

Workers are expected to fulfill their obligations with respect to health and safety legislation by taking reasonable care for their own health and safety and for the health and safety of other persons, by complying with any direction given to the worker by the employer with respect to any matter relating to health and safety, by fully participating in safety programs, reporting injuries and incidents and by following all safety directions, regulations and procedures.

In pursuit of these objectives, AoH and its Agencies, in consultation with their workers, will endeavour to:

- Comply with relevant WHS legislation.
- Provide safe systems of work and maintenance of plant and equipment developed in consultation with workers, taking into account the hazards identified, risks assessed, and the effective control of those risks.
- Provide appropriate information, instruction, training and supervision on systems of work for all workers relevant to the health and safety systems and procedures.
- Develop enhanced programs and procedures to continuously improve the WHS Management System.
- Consult with workers and encourage initiatives that contribute to a safer working environment.
- Ensure the reporting and investigation of injuries, illnesses and incidents is conducted in a consultative manner and to ensure that appropriate corrective action is taken to prevent recurrence.
- Develop a gradual return to work program for injured workers in consultation with all relevant parties.
- Establish measurable objectives and targets for continued improvement in the reduction, and where possible, elimination of work-related injury and illness.
- Measure and evaluate WHS performance by regular monitoring audits and inspections of compliance with AoH policies and legal requirements.
- Regularly review the WHS Management System at its Agencies to ensure its appropriateness and effectiveness in managing systems of work and WHS responsibilities.

For the purposes of this policy the term “worker” is inclusive of anyone who is acting in support of the Mission of the Archdiocese and is in line with the definition of the term in the *Work Health and Safety Act 2012*.