

# Health, Safety & Wellbeing



## POLICY

Southland District Council cares for the health, safety and wellbeing of our people and those who interact with us. Our goal is to deliver safe and effective services to our community and ensure everyone gets safely home every day.

### This will be achieved through:

#### Building culture

Ensuring health safety and wellbeing is a core value in our organisation by building a strong health and safety culture in line with our organisational values.

#### Communicating

Keeping our workers informed and ensuring health and safety documentation and initiatives are clearly communicated. Consulting in an honest and considerate manner with workers.

#### Leading

Demonstrating commitment to health safety and wellbeing leadership by consistently championing exemplary behaviours and challenging unsafe work practices.

#### Working together

Encourage, consult, inspire and share learning to achieve health safety and wellbeing goals and support zero harm.

#### Inductions and training

Induct workers so as they understand their health safety and wellbeing responsibilities and obligations. Provide appropriate training and resources to achieve and maintain a healthy and safe environment.

#### Managing risk

Ensuring we understand our risk profile and identify and implement controls to manage workplace hazards.

#### Investigating and learning

Accurately report, record, investigate and take the initiative to improve work practices and learn from all workplace incidents, injuries, near misses and critical events. Encourage employees to report discomfort as early as possible.

#### Rehabilitation support

Actively and respectfully manage the early rehabilitation and return to work of any employee who has suffered an injury or illness.

#### Measuring and verification

Establishing, implementing and reviewing measurable health safety and wellbeing objectives and targets to ensure continual best practice by improvement of practices, procedures and performance.

#### Developing knowledge

Ensure our workers are aware of and comply with relevant health and safety legislation, regulations, codes of practice and safe operating procedures.

#### Caring for the work environment

Working in a sustainable and responsible manner. No task is so important that risk of injury to people or damage to the environment is justified.

#### Working collaboratively

Developing and maintaining open communication and effective relationships and processes with contractors and other stakeholders. Continually assess contractor health safety and wellbeing performance.

#### Encouraging participation

Encouraging active participation and personal responsibility in matters relating to health safety and wellbeing, including risk management and prompt reporting of health and safety events.

**Cameron McIntosh**  
Chief Executive

3/5/2022

Date