

POLICY 1.46 WORK HEALTH AND SAFETY

OBJECTIVE

For Council to state its commitment towards providing and maintaining a safe work environment and to assist the Chief Executive Officer (CEO) in meeting obligations under the Work Health and Safety Act 2020 (WA).

DEFINITIONS

Worker – includes employees, workers, volunteers, contractors and visitors.

Council – Refers to the elected body of a local government established under the Local Government Act 1995 (WA), responsible for providing leadership, governance, and strategic direction for the local government area.

SCOPE

This policy applies to all workers engaged with the Shire of Gingin.

STATEMENT

The Shire of Gingin Council asserts its support for the provision of a safe work environment for all workers as required under the *Work Health and Safety Act 2020 (WA)*. Pursuant to section 2.7 (5) of the *Local Government Act 1995 (WA)*, Council acknowledges and supports an organisational culture of respect, fairness and safety.

Council supports the CEO in the provision and maintenance of a safe and healthy work environment in its workplaces in accordance with legislative obligations. Council supports the CEO with the implementation of the below Work Health and Safety principles:

- Safe systems of work are implemented, risk management is integrated into daily operations, and a physically and psychologically safe working environments are maintained.
- Adequate resources are provided to address Work Health Safety (WHS) issues in a timely manner.
- Compliance with WHS legislation, regulations, codes of practice, guidance notes, and relevant industry standards is maintained.
- A respectful and inclusive culture is promoted, where workers are treated with dignity and professionalism.
- Workplace risks, including bullying, harassment, discrimination, and unsafe work practices, are prevented and addressed.
- Open communication, mental health awareness, and access to appropriate support systems are encouraged.



COUNCIL POLICY

Workers must cooperate with work health and safety actions taken to maintain a safe and healthy work environment. In addition, Workers must take reasonable care of their own work health and safety and not adversely affect others in the workplace by their actions or inactions.

Leadership sets an example by upholding these principles and driving a safe work culture across all levels of governance and management.

This commitment is fundamental to the effectiveness of the Shire of Gingin Work Health and Safety Framework and reflects the broader organisational values of wellbeing, inclusion, and accountability.

Legislation

- Work Health and Safety Act 2020 (WA)*
- Work Health and Safety (General) Regulations 2022 (WA)*
- Workers' Compensation and Injury Management Act 1981 (WA)*
- Local Government Act 1995 (WA)*

Other relevant Procedures / Key Documents

Shire of Gingin Work Health and Safety Framework

POLICY ADMINISTRATION

Review Cycle	Yearly	Next Review	2026
Department	Department of the CEO		

Version	Decision Reference	Synopsis
1.	OCM 18/11/2025 Item 13.1	Policy adopted by Council