

# Commitment to health, safety and wellbeing

The Department of Biodiversity, Conservation and Attractions (the department) is committed to ensuring the health, safety and wellbeing of its workforce.

The department's commitment to health, safety and wellbeing is underpinned by a duty that is shared by managers, leaders, supervisors and employees to establish and implement appropriate management systems and practices. Health, safety and wellbeing management is integrated into the department's core values and corporate planning processes.

The department is committed to:

- Working collaboratively to establish and maintain standardised health, safety, wellbeing and injury management systems in accordance with the legislative requirements, *Code of Practice: Occupational Safety and Health in the Western Australian Public Sector* and the WorkSafe Plan.
- Monitoring, auditing and reviewing health, safety, wellbeing and injury management systems and identifying strategies to improve performance.
- Maintaining and promoting a strong culture of workplace health, safety and wellbeing.
- Providing and maintaining a working environment where the risk of exposure to hazards is reduced to as low as is reasonably practicable.
- Providing consistent support and advice to managers and employees.
- Maintaining advisory and corporate committees that provide strategic direction and guidance on health, safety and wellbeing.
- Supporting employee elected Health and Safety Representatives, management appointed Safety Officers, Health and Safety Committees, Peer Supporters and Critical Incident Peer Responders.
- Consulting and communicating with employee elected Health and Safety Representatives, management appointed Safety Officers, Health and Safety Committees, managers and employees regarding health, safety and wellbeing matters.
- Providing information, instruction, training to and supervision of employees as is necessary to enable them to perform their work safely.
- Providing employees with appropriate personal protective clothing and equipment where it is not practicable to avoid the presence of hazards.
- Providing employees with appropriate and transparent systems to report, track and remediate hazards, near-misses and incidents.
- Investigating reports of hazards, near-misses and incidents and communicate the outcomes, including to the employee who made the report.
- Encouraging employees to attain and maintain appropriate physical and mental health.
- Supporting injured employees to return to work, wherever medically appropriate.



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