



Commissioner for Children and Young People
Western Australia

On 29 April 2019 the WA State Government outlined its vision for occupational safety and health via a communique to the public sector, acknowledging **World Day for Safety and Health at Work** and **Workers' Memorial Day**

The State Government's vision is for a Western Australian public sector where:

- workplaces are mentally and physically healthy environments with positive and consultative safety cultures
- workplace safety, health and injury management follows leading practice principles
- national targets for health and safety performance and injury management are achieved for the sector.

Key actions for agencies include:

- making a commitment to workplace safety and health
- participating in the sector-wide community of practice for key workplace safety and health staff.

As your leader I am making a public commitment to you outlining a number of actions your leadership team will take to promote and support workplace safety and health at CCYP.

CCYP's commitment to a safe and healthy workplace

CCYP is committed to providing a safe and healthy work environment and maintaining the safety and health of all our staff, contractors and visitors. Workplace safety and health are beyond just a legal obligation – they are about making sure CCYP staff, contractors and community feel safe and supported when at work and when visiting us.

Safety and health are everybody's responsibility, and practices can only be improved when we all work together. Everyone should feel confident to report matters and take steps to proactively minimise risks in our workplace.

In return we, the leadership team, commits to:

- creating and maintaining a positive safety culture that encourages and supports us all to apply relevant procedures and processes to protect ourselves and others from harm
- operating in accordance with occupational safety and health legislation and guidance material such as codes of practice and standards
- undertaking an organisation-wide risk assessment annual or whenever there are changes that warrant this and apply organisation specific procedures
- continuously improving our safety management system through monitoring, auditing and reviewing our targets, objectives and initiatives
- championing healthy and safe workplaces at the senior leadership level
- participating in and contributing to the inter-agency community of practice for the public sector where applicable
- providing and promoting resources, support and manager training so we can carry out our functions safely and achieve our safety and health outcomes

Workplace Safety and Health

- adopting a best practice approach to return-to-work programs, with a focus on staff retention
- communicating with the workforce about the benefits of mentally healthy and safe workplaces, and encouraging a culture of hazard reporting with appropriate education and training
- promoting National Safety Month in October each year
- encouraging open, honest and effective consultation and communication between managers, staff and OSH representatives to achieve a common understanding of and resolution for all OSH matters
- encouraging O S & H discussions at Corporate Executive meetings (as a standing item)
- building an enduring reporting culture where risks, hazards and incidents are consistently reported so that:
 - risks to health, safety and wellness are identified and assessed
 - hazards are eliminated or risk to safety is reduced to as low as reasonably practicable
 - investigations identify root causes and appropriate action is taken to prevent recurrences
 - a 'no blame' approach is adopted during investigations
 - those who provide services to our organisation adhere to our safety procedures.
- providing high level support to the Safety and Health Committee and elected safety and health representatives such that:
 - support and time are given to complete safety and health related tasks
 - action is taken to resolve reported safety and health matters in a timely and practicable manner
- fostering the development of effective safety and health committees, and encouraging employees to nominate as safety and health representatives
- promoting innovation and learning in developing the most effective and efficient ways to meet our safety, health and wellness responsibilities.



COLIN PETTIT

Commissioner for Children and Young People

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