



FOR A SAFER STATE

Our Commitment to a Healthy and Safe Workplace

At DFES we are committed to providing and maintaining a healthy and safe work environment for all our staff, volunteers, contractors and visitors.

Workplace health and safety extends well beyond just a legal obligation. It is essential that we make sure our staff, volunteers, contractors and the community feel safe and supported when at work, when visiting us and during our operations.

The DFES Corporate Executive and Senior Leadership Team, commits to:

- championing healthy and safe workplaces
- creating and maintaining a positive health and safety culture that encourages and supports us all to apply relevant practices and behaviours to protect ourselves and others from harm
- operating in accordance with health and safety legislation and guidance material such as codes of practice and standards
- continuously improving our safety management system through monitoring, auditing and reviewing measurable targets, objectives and initiatives so we perform above minimum legislative requirements
- participating in, and contributing to, the inter-agency community of practice for the public sector and holding an annual workplace health and safety forum
- communicating the benefits of mentally healthy and safe workplaces
- encouraging open, honest and effective consultation, communication and collaboration between managers, staff and health and safety representatives to achieve a common understanding of, and resolution for, all health and safety related matters
- encouraging safety discussions at all DFES meetings (as a standing item)
- building an enduring reporting culture where risks, hazards, near misses and incidents are consistently reported, investigated and actioned for monitoring or elimination
- providing high level support and continuing to foster the development of effective health and safety committees, and encouraging employees to nominate as health and safety representatives
- training supervisors and managers in their workplace safety and health responsibilities
- promoting research, innovation and learning in developing the most effective and efficient ways to meet our health, safety and wellness responsibilities.

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

Darren Klemm AFSM
COMMISSIONER

08 November 2019