



Work Health and Safety

Director General Statement of Commitment

I am pleased to provide you with my and the Communities Leadership Team's (CLT) commitment to the provision of a safe and healthy workplace for our staff, clients, contractors, volunteers, visitors and all who may be affected by our work.

The CLT and I believe in making Communities a great and safe place to work where the safety, health and wellbeing of every person who carries out, or is influenced by our work, is paramount.

To achieve this, we as 'One Communities – One Team' will incorporate Communities' values of Integrity, Courage, Respect, Empathy, Accountability, Trust, and Empowerment (iCREATE) into the way we think and act when it comes to the health, safety and wellbeing of our people. This includes ensuring that staff feel confident about reporting health and safety matters, which builds trust, empowers our staff and managers to be accountable in taking the necessary steps to proactively minimise hazards and risks in our workplace.

We are committed to creating and maintaining a positive and consultative safety culture, that:

- demonstrates senior management leadership in safety governance and upholding the importance of our people to be mentally and physically healthy
- inspires our people to actively prioritise safety, health and wellbeing in all we do
- empowers everyone to maintain accountability in meeting our duty of care obligations
- encourages and supports our people to apply safe working procedures and processes
- fosters an enduring reporting culture where risks, hazards and incidents are proactively identified, reported and assessed, and actions are taken to eliminate or reduce the frequency and severity of WHS risks through effective hazard management
- adopts a no-blame system and encourages all to actively participate in safety matters
- enables our people to safely undertake the inherent requirements of their role unimpaired by injury or illness.

We will communicate the benefits and promote events relating to a mentally healthy and safe workplace, build a culture of awareness with appropriate education, training and information sharing.

We will operate in accordance with health and safety legislation, guidance notes, codes of practice and associated legislative instruments.

We will strive to continuously maintain high standards in our safety management system through regular planning, benchmark auditing, reporting, reviewing and implementing initiatives to continually improve our WHS performance.

We will provide and promote resources, supports and training so we can all carry out our work safely and reduce the risk of work-related injury or illness.



We will adopt a best practice approach to injury management and return-to-work programs, with a focus on early intervention, staff consultation and retention.

We will foster open, honest, and effective consultation and communication at all levels, including our Health and Safety Committees and elected Health and Safety Representatives, to achieve a common understanding of, and resolution on all, health, safety and wellbeing matters.

We will actively promote and encourage innovation and learning to develop the most effective and efficient ways to meet our safety, health and wellbeing obligations and responsibilities.

Mike Rowe
Director General
Department of Communities

27 June 2023