



Work Health and Safety Statement

Policy Statement

The primary duty of care of the Work Health and Safety Act 2020 (WHS Act), means that the department will ensure the health and safety of its employees and other workers while they are at work, and others who may be affected by the carrying out of work, so far as is reasonably practicable.

The goal of the department's safety management system (SMS) is to meet and exceed the requirements of the WHS Act and its supporting laws.

The four key objectives of the SMS are to:

1. maintain high standards and continuously improve work health and safety (WHS) performance and wellbeing strategies through effective safety management and regular planning;
2. improve consultative and reporting mechanisms for WHS and injury management matters;
3. reduce the frequency and severity of WHS risks through effective hazard management; and
4. train, supervise, and support employees and other workers to reduce the risk of work related injury or illness.

As the regulator for WHS in Western Australia, the department is committed to setting an example as a safety leader within the field of WHS.

Policy principles

To meet its primary duty of care, the department will:

- Operate in accordance with the WHS Act and its supporting laws and guidance material.
- Provide and promote the necessary resources, support and training to employees and other workers to enable them to carry out their functions safely and to achieve safety outcomes.
- Create and maintain a positive safety culture that encourages and supports employees and other workers to apply relevant procedures and processes to protect themselves and others from harm. This includes zero tolerance for inappropriate behaviour in the workplace, including any form of intimidating, aggressive or violent behaviour from employees and other workers, customers or visitors.
- Build an enduring reporting culture where WHS risks, hazards, incidents and near misses are consistently reported, so that:
 - hazards are identified and the risk of injury or harm is assessed for each identified hazard;
 - as far as practicable, eliminate hazards and reduce WHS risks using the hierarchy of controls; and
 - investigations identify root causes and appropriate action is taken to prevent reoccurrences and a no-blame approach is adopted.
- Develop targets, measures and indicators that demonstrate performance above the minimum WHS legislative requirements.
- Achieve continuous improvement in health and safety through planning, monitoring, audit and review of measurable targets, objectives and initiatives.
- Encourage open, honest and effective consultation and communication between line managers, employees and other workers and Health and Safety Representatives (HSRs) with the view to achieving a common understanding and resolution of all WHS issues.
- Provide high level support to the Health and Safety Committee (HSC) and elected HSRs, such that:
 - support and time is given to undertake WHS related tasks; and
 - action is taken to resolve reported WHS issues in a timely, effective and practicable manner.
- Promote innovation and learning in developing the most effective and efficient ways to meet its WHS duties.

Richard Sellers, Director General

Date issued: 17 May 2022

Review Date: 17 May 2024

Peter Xanthis, Health and Safety Representative

Date issued: 17 May 2022

Review Date: 17 May 2024