



# Work Health, Safety and Wellbeing Commitment

## Our Commitment

The Director General and Corporate Executive are committed to the health, safety and wellbeing of our workforce, those who operate within the Department of Justice workplaces, and all others who may be affected by the work carried out by the Department of Justice to provide a fair, just and safe community.

The Department acknowledges its duty of care and obligations under the *Work Health and Safety Act 2020* (WHS Act) and other relevant legislation to ensure the physical and psychological health, safety and wellbeing of workers and others in the workplace, so far as is reasonably practicable.

Our approach is underpinned by the principles of shared responsibility, continuous learning, and evidence and risk-based decision-making.

The Department ensures consideration of the full continuum of workforce health, safety and wellbeing by:

- Promoting healthy and safe workplaces;
- Preventing harm at work; and
- Protecting those who have been harmed in the workplace by supporting their recovery and facilitating their return to work.

In order to promote healthy and safe workplaces, prevent harm at work and protect those who have been harmed in the workplace, the Department focuses on:

- **Leadership Commitment:** Encouraging leaders to visibly promote a positive safety culture, and continuously improve the health, safety and wellbeing of all in the workplace.
- **Workforce Capability:** Educating all employees about work health and safety accountabilities and the value of working together to develop a positive safety culture.
- **Partnership and Collaboration:** Building and maintaining workplace relationships and opportunities to collaborate to improve employee health, safety, and wellbeing at work.
- **Systems and Tools:** Providing resources and practical guidance that promote health, safety and wellbeing in our workplaces.
- **Services and Support:** Providing initiatives, services and programs aligned with the health, safety and wellbeing needs of our workforce.

## Our Expectations

We share responsibility for workplace health, safety and wellbeing. Every employee:

- Is encouraged to participate in, and access, initiatives, programs and services that improve their wellbeing;
- Has a duty under the WHS Act to take reasonable care of their own health and safety, and to ensure that their acts, or omissions, do not adversely impact others in the workplace;
- Is expected to undertake their work in a safe manner and comply with the relevant health and safety policies, procedures, instructions and practices; and
- Is encouraged to participate in consultation in an open and constructive manner to inform decisions about health, safety and wellbeing matters.

Kylie Maj  
Director General

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