Our commitment to a safe and healthy workplace

The Corporate Executive team is committed to providing a safe and healthy work environment and maintaining the safety and health of all our staff, contractors, and visitors.

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. Together we strive for a workplace where workers are supported, are confident to report risks and use their initiative to proactively identify and minimise risks.

In return, 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 work health and safety legislation and guidance material such as codes of practice and standards;

- undertaking a department-wide risk assessment and apply organisation specific procedures;

- continuously improving our safety management system through monitoring, auditing, and reviewing measurable targets, objectives and initiatives, so we perform above minimum legislative requirements;

- championing healthy and safe workplaces at the senior leadership level;

- providing and promoting resources, support, and manager training so we can carry out our functions safely and achieve our safety and health outcomes;

- 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 WHS representatives to achieve a common understanding of and resolution for all WHS matters;

- encouraging safety discussions at branch meetings (as a standing item);

- building an enduring reporting culture where risks, hazards and incidents are consistently reported so that:

  o risks to health, safety and wellness are identified and assessed;

Postal address: Locked Bag 2506 Perth WA 6001 Street address: 140 William Street Perth WA 600
Tel: (08) 6551 8002   info@dplh.wa.gov.au   www.dplh.wa.gov.au
ABN 68 565 723 484
wa.gov.au

- 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; and

- those who provide services to our organisation adhere to our safety procedures;

- providing high level support to the Safety, Health and Wellness Committee and elected safety and health representatives such that:

  - support and time are given to complete safety and health related tasks; and

  - action is taken to resolve reported safety and health matters in a timely and practicable manner;

- fostering the development of effective safety, health, and wellness committees and encouraging employees to nominate as work, health, and safety representatives; and

- promoting innovation and learning in developing the most effective and efficient ways to meet our safety, health, and wellness responsibilities.

Anthony Kannis PSM
Director General

25 May 2023

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