



Work health, safety and wellbeing

Objective

The purpose of this policy is to outline the commitment of the Crime and Corruption Commission (CCC) to maintaining the highest possible standards of work health and safety and to actively promoting wellbeing activities.

Application

This policy applies to all commission officers, contractors, students, volunteers and visitors.

Relevant legislation

Anti-Discrimination Act 1991

Disability Discrimination Act 1992 (Cth)

Work Health and Safety Act 2011

Work Health and Safety Regulations 2011

Definitions

For the purposes of this procedure the following definitions apply:

Term	Definition
Disability	Has the same meaning as defined in the <i>Disability Discrimination Act 1992 (Cth)</i>
Reasonable adjustment	Providing a commission officer with a permanent or temporary disability with services and/or facilities to assist them to carry out the inherent requirements of their employment, where this does not impose unjustifiable hardship on the CCC
Unjustifiable hardship	Has the same meaning as defined in the <i>Anti-Discrimination Act 1991 (Qld)</i> , and the <i>Disability Discrimination Act 1992 (Cth)</i> .

Policy statement

The CCC values and supports its people and is committed to ensuring healthy and safe working environments. The CCC recognises that the health, safety and wellbeing of all commission officers is integral to achieving excellent outcomes. This commitment is also extended to include:

- visitors, students, volunteers, contractors and members of the public who may be affected by our work, and
- sites where commission officers are located and work.

In order to meet the requirement of the CCC's *Work health, safety and wellbeing policy*, the CCC will, so far as reasonably practicable

- maintain a comprehensive health, safety and wellbeing improvement program through education and enforcement;
- provide a management and communication system that identifies and assigns appropriate responsibility and accountability at all levels within the CCC, in order that the health, safety and wellbeing program can operate effectively;
- Consult, collaborate and communicate with commission officers including health and safety representatives on identified hazards and proposed decisions and changes that may affect a person's health and safety.
- respect and encourage contribution by all commission officers towards the improvement of work health, safety and wellbeing;
- provide safe working conditions and safe operating procedures for all CCC activities;;
- provide adequate information, instruction, training and supervision to enable every commission officer to perform their duties effectively and safely;
- ensure that commission officers, contractors, students, volunteers and visitors have an understanding of health and safety requirements, and that appropriate corrective action is taken whenever breaches occur;
- ensure that every task is within commission officers' capabilities and that commission officers are not expected to perform work which they reasonably consider to be unsafe;
- develop emergency procedures and maintain equipment and facilities to protect commission officers in the case of an emergency;
- provide high quality injury management, rehabilitation and wellbeing programs;
- provide reasonable adjustments for commission officers with a permanent or temporary disability, where this does not impose unjustifiable hardship on the CCC;
- ensure that appropriate systems and procedures are maintained to protect the health and safety of visitors and contractors to the CCC, and that no adverse effects arise from the activities of visitors or contractors;
- facilitate a range of wellbeing initiatives across the CCC via the CCC Wellbeing Program; and
- make available approved safety devices and personal protective equipment whenever needed.



Related documents

Work Health and Safety Codes of Practice

CCC Work Health and Safety Manual

Organisational Safety and Wellbeing Committee Charter

CCC Wellbeing Program

Review triggers

This policy will be reviewed every two (2) years and will remain in effect until updated, superseded or declared obsolete.

