



AUSTRALIAN CATHOLIC BISHOPS CONFERENCE

WORK HEALTH AND SAFETY POLICY

This policy applies to workers at Australian Catholic Bishops Conference (ACBC) Agencies. The Australian Catholic Bishops Conference and its Agencies aim to provide and maintain, so far as is reasonably practicable, the health and safety of workers including a working environment that is safe and without risks to health.

In order to achieve this, the ACBC Agencies aim to:

- Comply with relevant Work Health and Safety legislation
- Provide safe systems of work developed in consultation with workers taking into account the hazards identified, risks assessed, and the effective control of those risks
- Provide appropriate information, instruction, training and supervision on systems of work for all workers
- Develop programs and procedures to continuously improve the Work Health and Safety Management System
- Consult with workers and encourage initiatives that contribute to a safer working environment
- Report and investigate injuries, illnesses and incidents in a consultative manner and take corrective action to prevent recurrence
- Develop a gradual return to work program for injured workers in consultation with all relevant parties
- Establish measurable objectives and targets for continued improvement in the reduction, and where possible elimination, of work-related injury and illness
- Measure and evaluate Work Health and Safety performance by monitoring audits and inspections of compliance with ACBC policies and legal requirements
- Review its Work Health and Safety Management System

The ACBC expects that workers will:

- Take reasonable care of their own health and safety
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons
- Comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the ACBC to allow the person to comply with Health and Safety legislation
- Comply with ACBC Health and Safety procedures

Workers are expected to comply with this policy. However, this policy is not intended to create contractual rights or entitlements outside of an employee's contract of employment, and is not intended to apply as terms of an employee's contract of employment. The ACBC may amend, substitute or remove this policy at any time.

Most Reverend Mark B Coleridge DD BA DSS
Chairman, Permanent Committee
Australian Catholic Bishops Conference
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