



Policy – Work Health and Safety

1.0 Policy Statement

1. People are the focus of the Mental Health Review Tribunal (Tribunal), and our commitment to ensuring, so far as reasonably practicable, the safety, health and wellbeing of all workers, including our staff, members, students, volunteers, contractors and other persons, is a key underpinning factor supporting the provision of Tribunal functions.

2.0 Scope

1. This policy applies to all workers, including staff and members, students, volunteers, contractors and other persons within the Tribunal.

3.0 Legislation

1. *Anti-Discrimination Act 1991*
2. *Building Act 1975*
3. *Building Fire Safety Regulation 2008*
4. *Disability Safety Act 2006*
5. *Electrical Safety Act 2002*
6. *Electrical Safety Regulation 2013*
7. *Fire and Rescue Service Act 1990*
8. *Human Rights Act 2019*
9. *Industrial Relations Act 2016*
10. *Mental Health Act 2016*
11. *Public Health Act 2005*
12. *Public Service Act 2008*
13. *Work Health and Safety Act 2011*
14. *Work Health and Safety Regulation 2011*
15. *Workers' Compensation and Rehabilitation Act 2003*
16. *Workers' Compensation and Rehabilitation Regulation 2003*

4.0 Associated Documents

1. Work Health and Safety Operational Procedure
2. Work Health and Safety Incident Management Operational Procedure
3. Work Health and Safety Incident Notification Form

5.0 Principles

1. **Leadership** – Executives and Senior Managers must:
 - a) have ownership of key work health and safety issues.
 - b) advocate a positive safety culture through effective work health and safety leadership, consultation and upholding core safety values and standards.
 - c) implement a risk management approach to work health and safety which is systematically incorporated as part of day to day operations.



- d) develop and review work health and safety outcomes, and formulate and approve response strategies to emerging issues.
- e) recognise and celebrate work health and safety accomplishments.

2. A consultative and safety-aware culture:

- a) An inclusive and integrated safety culture shall be developed through the core values of respect, transparency and shared decision making.
- b) Resolution of health and safety issues will be enabled through inclusive consultation and communication with workers.
- c) Every worker, including managers, must recognise their work health and safety responsibilities, and is required to strive to integrate these into all aspects of their work.

3. Reliable and responsive systems:

- a) Work health and safety skills are integrated into training and education programs of every worker.
- b) Quality systems shall be applied for monitoring work health and safety records and information, and for evaluation work health and safety performance.

4. Supportive and confidential workplaces:

- a) Workplace rehabilitation and return to work programs for all workers in the event of injury or illness, including non-work conditions, shall, where reasonably practicable, be provided in a manner that is consistent with the worker's capabilities.
- b) The Tribunal shall comply with legislative obligations associated with work health and safety and workers' compensation rehabilitation.

6.0 Custodian of Procedure

President, Mental Health Review Tribunal

7.0 Review Date

Date of Policy: January 2020
Review Date: January 2022