



WHS WORKER WELFARE POLICY

Version No	1.0
Issued	8 th August 2013
Next Review	August 2016
GDS	12.63.1.1

1. POLICY OBJECTIVE

Council agrees that its workers' welfare and a safe workplace is of utmost importance. Council, through its implementation of the Local Government Association Workers Compensation Scheme WHS 'One System', endeavours to meet compliance with WorkCover's Self Insurer's Standards. Council has also identified further best practice initiatives in addition to the 'One System' requirements and therefore its additional WHS policies / procedures include:

- Asbestos
- Drug & Alcohol
- Keyboard Operations
- PPE & Noise Control
- Communicable Diseases Prevention
- Smoking in the Workplace
- Volunteer Management
- Fair Treatment
- Working from Home
- Use of Council Vehicles

2. SCOPE

This policy and related procedures apply to all employees, or relevant groups of workers, as specified in the procedures as well as to contractors and non employment persons working at Council.

3. RISK MANAGEMENT

Risk Management is an important obligation The Flinders Ranges Council takes very seriously and pro-actively manages.

In the employment of its personnel including contractors and non-employment relationship persons, Council is aware that there may be risks to which its personnel are exposed which could cause detriment to their health such as consumption of drugs and alcohol, family, personal or workplace stressors, exposure to communicable diseases and cigarette smoke and its attendant impact on a person's health.

Council has a Risk Management Policy and a number of current procedures as well as a Risk Management Framework all of which are available for viewing via Council's internet site, www.frc.sa.gov.au.

Prior to undertaking work for Council, relevant personnel are encouraged to consider applicable perceived risks to health and, if necessary, communicate these to management, if in doubt prior to the commencement of work.

4. POLICY STATEMENT

- 4.1 Being impaired due to alcohol or drugs on the job presents serious safety risks, not only for the user, but also for others. An aim of this policy is to ensure the welfare of its personnel in the workplace by establishing procedures to monitor and manage in a proactive manner, the impact on safety due to drug and alcohol consumption, as well as their possible detriment to a person's health and well-being.

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- 4.2 Council is committed to education and other assistance, such as counseling, to assist employees to lead a safe and healthy lifestyle. In these endeavours, Council also seeks to implement a smoke free workplace and offers a paid work day for employees entering the QuitSA Program. Worker monitoring in regard to health lifestyles, vision and hearing awareness training and support are also offered by Council.
- 4.3 The risks posed by communicable diseases in the workplace have also been addressed with appropriate vaccination and other mitigation procedures implemented.

Through this Workers Welfare Policy commitment and with relevant procedures in place, The Flinders Ranges Council seeks to enhance the well-being of all its workers.

5. REVIEW

The Flinders Ranges Council WHS Worker Welfare Policy shall be reviewed by The Flinders Ranges Council WHS Committee within three (three) years of Issued Date (or significant change to legislation or aspects included in this policy that could affect the health and safety of workers).

SIGNED
Chief Executive Officer

Date: 8 / 8 / 2013

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Chairperson, WHS Committee

Date: 8 / 8 / 2013

6. HISTORY

Document History:

Version No:	Issue Date:	Description of Change:
1.0	8 th August 2013	New document