

Aligned City Value/s	Innovative	Responsive	Transparent	Approachable
Responsible Directorate	Corporate Services			
Responsible Business Unit/s	Human Resources			
Responsible Officer	Chief Executive Officer			
Affected Business Unit/s	All			

Objective

The Work Health and Safety (WHS) Policy is the key document in the City of Stirling's (City) WHS Management System, outlining an ongoing commitment in all areas of work to ensure the health and safety of its workers, contractors, volunteers and visitors. The positive involvement of all workers and Council members to these commitments ensures that the City continues to achieve excellence in health and safety.

The Workplace Health and Safety Strategy 2024-2027 demonstrates the City's leadership in how these commitments are implemented, managed and measured across the City.

Scope

This Policy applies to all City workers, volunteers and contractors at all workplaces and sites within the City.

Policy

The City of Stirling is committed to:

- Providing demonstrated safety leadership to drive continuous improvement through key safety objectives, as outlined by the CEO and Directors.
- Providing a well maintained working environment and systems of work that minimise exposure to risk and promote effective reporting by our workforce.
- Ensuring our workforce is provided with relevant information, instruction, training and supervision befitting their scope of work.
- Consulting and collaborating with workers, contractors and stakeholders to improve and promote positive safety development culture.
- Endeavouring to minimise harm through the early reporting and response to workplace incidents, their effective and timely investigation and the ongoing monitoring of risk controls.
- Minimising our workforce's exposure to hazards, risks and incidents through innovation, collaboration and active leadership.
- Embedding a workplace culture that empowers the proactive identification of health, safety and wellbeing risks and management of such risks through elimination or mitigation strategies.
- Prioritising a return to work for all injured workers and ensuring appropriate support is provided for all physical, mental and social wellness needs.
- Complying with current work health and safety legislation and regulations.

Everyone at the City is expected to take reasonable steps to ensure their own health and safety and the safety of others. Through a culture of continuous improvement, the City will strive to be a leader within the sector for health and safety and provide an innovative, supportive and safe workplace for all.

The City of Stirling is committed to this Work Health and Safety Policy and shall review its content on an annual basis in accordance with the review date set.

Definitions

PCBU: A person conducting a business or undertaking alone or with others, whether for not for profit or gain.

Worker: Any person who carries out work for a PCBU, including work as an employee, contractor, subcontractor, self-employed person, outworker, apprentice or trainee, work experience student, employee of a labour hire company placed with a 'host employer' and volunteers.

WHS: Work Health and Safety.

Relevant management practices/documents

City of Stirling Workforce Plan 2023 – 2026

City of Stirling Workplace Health and Safety Strategy 2024-2027

Legislation/local law requirements

Work Health and Safety Act 2020 (WA)

Work Health and Safety (General) Regulations 2022 (WA)

Office use only			
Relevant delegations	Not applicable		
Initial Council adoption	Date 4 July 2017	Resolution #	0717/014
Last reviewed	Date 1 July 2025	Resolution #	0725/005
Next review due	Date 2026		