



WORK HEALTH AND SAFETY POLICY

The South Australian Native Title Services (SANTS) is committed to fulfilling its obligations under the WH&S Act 2012 and protecting workers and other persons against harm from its activities, products and services.

SANTS will demonstrate this commitment through the provision, resourcing and implementation of Work Health and Safety (WH&S) Policies, Procedures and processes that incorporate the principles of continuous improvement and ensures health and safety is an integral and sustainable feature of our business operations and culture.

SANTS Officers, Directors, Employees, Workers and Clients are required to comply with this Policy and the WH&S Policies and Procedures.

Our WHS objectives are to:

- Demonstrate the identification and control of all reasonably foreseeable hazards, when elimination is not practicable
- Achieve a zero lost time incident rate
- Achieve 100% return to work when injuries do occur
- Implement preventative health and wellbeing programs targeting key health risk factors.

The WH&S Management System requires SANTS to:

- Set measurable objectives and targets to promote continuous improvement and achieve the highest standards of WH&S performance.
- Develop and maintain policies and procedures which detail the activities and processes to meet legal requirements and achieve objectives and targets.
- Facilitate the identification, assessment and control of workplace hazards and risks to health and safety.
- Engage appropriate internal and external WH&S advice and expertise where required.
- Communicate and share information with workers on matters which may affect their health and safety while at work.
- Provide fair and effective representation, consultation and issue resolution in relation to WH&S.
- Ensure workers are provided with the appropriate information, instruction, training and supervision necessary for workers to competently and safely perform their work.
- Monitor established safe systems of work, the health of workers, the conditions and facilities at the workplace and effectiveness of risk control measures.
- Ensure employees who suffer work related injuries are provided with timely and efficient claims management and appropriate rehabilitation and return to work opportunities.

Roles and Responsibilities

Officers

(Senior Management) of SANTS have the overall responsibility to demonstrate WHS Due Diligence to ensure SANTS complies with its legal WH&S obligations and meets WH&S objectives and targets. In particular, Officers are responsible for making sure the WH&S Management System is implemented, WH&S performance is regularly reviewed and adequate resources are provided to manage WH&S and improve performance.

Managers and Supervisors

Have the day to day responsibility (duty of care) for providing and maintaining a safe workplace, ensuring WH&S policies and procedures are implemented and conforming, hazards and risks to WH&S are controlled and employees are adequately informed, instructed, trained and adequately supervised to safely perform their work.

Workers

Have a legal duty of care to protect their own health and safety while at work and not adversely affect the health and safety of others through any act or omission by adhering to SANTS policies and procedures and the use of any facility provided towards maintaining their a safe and healthy work environment.



Keith Thomas
Chief Executive Officer
SA Native Title Services