

Occupational Health & Safety Policy

George Robotham Occupational Health & Safety & Learning Change Pty. Ltd.

George Robotham Occupational Health & Safety & Learning Change Pty. Ltd. Is an organisation in which-

The safety and health of our people is a value that is not compromised

Safety and health excellence is recognised as good business

Leaders at all levels are safety and health role models

Effective safety and health leadership is a pre-requisite for promotion

People are aware of the hazards and risks of their workplace and act accordingly

Compliance with safety and health standards, legislation and procedures is absolute

“At risk” behaviours are not acceptable and addressed when observed

Effective skills to lead and work safely and healthy are developed through ongoing mentoring and training

Repeat personal damage occurrences / incidents are evidence of an out of control operation

O.H.S. / W.H.S. legislation

Qld. safety and health legislation (Acts, Regulations, Codes of Practice etc.) will be complied with at all times as a minimum. As a general rule we will attempt to exceed the requirements of safety and health legislation and adopt safety and health best practice. All accidents will be reported on the prescribed forms.

Common Law

There are four basic duties under common law :

- A) To provide and maintain competent staff.
- B) To provide and maintain a safe place of work.
- C) To provide and maintain safe plant and appliances.
- D) To provide and maintain a safe system of work * (a system means generally the way things are done)

The above duties contain few words but the meaning is quite significant. The employer really has to do everything reasonably and practically that he can do. Common law duties will be adhered to.

General

Employees of George Robotham Occupational Health & Safety & Learning Change Pty. Ltd. shall abide by safety and health legislation and common law duties as well as abide by all safety and health rules and practices of organisations they are interacting with. Should a conflict over safety or health occur it is expected employees will attempt to resolve it, at the end of the day if a resolution

can not be obtained you are expected to walk away from the organisation. The safety and health of our employees and clients employees is too important for us to be associated with organisations that do not accept and act upon their safety and health responsibilities.

Safety Management System

Safety Management Systems will be guided by the papers- What Makes a Safety Management System Fly and The Good, the Bad &the Ugly of George's 37 Year Safety Career which will be found on ohschange.com.au