



Wellbeing, Health and Safety Policy

The wellbeing, health and safety of our people, contractors and our community is our most important responsibility and our highest priority.

Our Commitment

- To be relentless in our quest to prevent injury and illness.
- To give our people a voice, encouraging and supporting them to challenge decisions.
- To make wellbeing, health and safety a mindset – we live and breathe it as part of our every day.
- To provide a supportive environment where learnings are opportunities for continuous improvement.
- To engage with and empower our people, demonstrating kindness, care, transparency and consistency in all our actions.

Our Approach

- Four principles form the foundation of, and guide, our approach to workplace wellbeing, health and safety.

Empowered and Trusted



We empower our people and gain trust through action by:

- Making it easy for our people to be involved in wellbeing, health and safety
- Making incident reporting easy
- Ensuring everyone is accountable and responsible for their own and others' wellbeing, health and safety
- Balancing resourcing against work expectations and managing this in a safe, sustainable, and fair manner

Respectful and Caring



We care deeply for each other, understanding how it affects people's wellbeing, health and safety by:

- Involving, consulting and seeking participation of all, respecting their knowledge and experience
- Involving everyone so together we identify, assess and control workplace hazards, design work and review safety performance.
- Promoting early intervention and return to work for employees who are injured or unwell

Everyone does their bit



We adopt a #OneTeam approach by:

- Remaining mindful of others' wellbeing, health and safety in our everyday interactions
- Empowering our people to speak up and challenge the status quo, speak openly, and collaborate with each other
- Reinforcing that wellbeing, health and safety is critical to all roles and at all our workplaces
- Supporting our own and others' work and life balance

Continuous improvement



We strive for operational excellence and global best practice by:

- Providing clear expectations, training and support to ensure our people have the necessary skills, the right tools and the knowledge to work safely and contribute to improving safety performance
- Considering our natural environment when managing our wellbeing, health and safety.
- Using indicators and strategies to drive continual improvement of safety performance and the safety management system
- Responding when things don't go well, seeking to understand the context and taking a learning, continuously improving, fair and just approach

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COUNCIL

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