

Purpose

Council recognises that a mentally healthy and safe workplace is a key driver for organisational success and sustainability. Council is committed to preventing ill health and injuries related to psychosocial risks and promoting well-being at work.

Council will help create an environment that is consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust. This policy confirms Council's commitments and expectations toward psychological health, safety and wellbeing at work.

Policy Statement

Psychological risk management is the responsibility of all who work at Council. All personnel, including contractors and visitors, are expected to comply with the spirit and letter of Work Health and Safety (WHS) legislation, this Policy, and procedures and standards for all matters relating to psychological health and safety. Safeguarding workers' psychological health and wellbeing is an important part of Council's safety management approach, and every effort will be made in the prevention, early identification, and management of psychosocial risks.

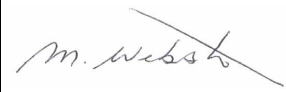
Officers of the Council will exercise due diligence in relation to psychological risk management to ensure Council's duties as the person conducting the business or undertaking (PCBU) are met by:

- Undertaking risk assessments of the work design, social factors and work environment to identify, eliminate and minimise risks to psychological health;
- Building and maintaining a positive environment that protects workers from psychological injury, discrimination and stigma;
- Providing information, training and supervision to increase workers' knowledge and competency to manage psychosocial hazards;
- Encouraging consultation and participation in a range of initiatives that contribute to a mentally healthy workplace;
- Providing adequate resources and support of psychological health and safety needs including the return to work program; and
- Ensuring effective emergency planning, incident reporting, management and investigation measures are in place for psychosocial risks.

All employees, including volunteers and contractors, are expected to fulfill their duties by:

- Understanding this policy and seek clarification where required;
- Working in a way that ensures the psychological health and safety of themselves and others;
- Follow all reasonable instructions given in the interests of protecting psychological wellbeing;
- Report any psychosocial hazards or adverse behaviours; and
- Participate and contribute to Council's aim of providing a mentally healthy workplace.

This Policy will be communicated across Council and available to interested parties. Employees are encouraged to provide feedback on this Policy.

DOCUMENT HISTORY AND STATUS							
Action	Name			Position	Signed	Date	
Approved by Council	Michelle Webster			Acting CEO		12/10/2023	
Policy Version	1	Initial Adopted	Version	12/10/2023	Current Version Adopted		12/10/2023
Maintained By	Human Resources Department			Next Review Date		10/2025	
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