

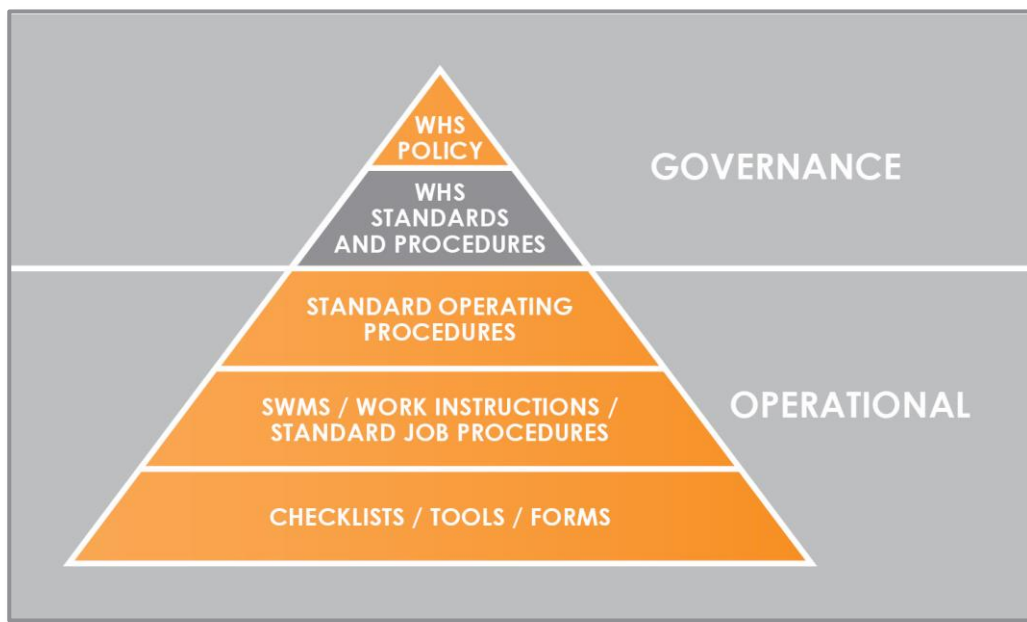
WHS STANDARDS

SAFETY Everyone. Everywhere. Every day.

WHS RESOURCES, RESPONSIBILITIES AND ACCOUNTABILITY

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WHS STANDARD 2.1



1. WHSMS DOCUMENT HIERARCHY

2. GOAL

Queensland Urban Utilities (QUU) management, staff, contractors and suppliers understand, meet and where practicable exceed their work health and safety (WHS) responsibilities and accountabilities and demonstrate that WHS is their number one priority.

Leadership and commitment to WHS is demonstrated by embracing these responsibilities and accountabilities and actively ensuring the ongoing development of QUU's constructive culture and WHS management system (WHSMS).

3. PERFORMANCE REQUIREMENTS

1. QUU provides sufficient resources (human, financial and technological) to support effective WHS management; the provision of specialist WHS advice; and the implementation, maintenance and continual improvement of the WHSMS throughout the business.

2. QUU has defined, documented and communicated WHS responsibilities and accountabilities for all levels within the organisation (including contractors, suppliers and visitors).
3. Systems are in place to ensure that all QUU staff, contactors, suppliers and visitors are aware of and comply with our expected WHS standards and behaviours. Staff and contractors must also have a clear understanding of QUU's Code of Conduct and the consequences of inappropriate conduct.
4. Systems are in place that recognises, reinforces and rewards WHS innovation, initiatives and desired behaviours, outcomes and performance.
5. Managers are accountable for WHS performance in all business areas under their control. This includes implementing and meeting the performance requirements of QUU's WHSMS and any related standards which are designed to measure and drive continual improvement in WHS.
6. All QUU Executive, Managers and Supervisors, demonstrate visible leadership and proactive commitment to WHS excellence through personal example, by promoting initiatives and encouraging strong teamwork at all levels and by conducting frequent site inspections, reviews and behavioural observations.
7. All staff and contractors demonstrate understanding, compliance and commitment to their responsibilities and accountabilities for WHS.
8. Effective WHS leadership is a prerequisite for advancement and progression within QUU. Further specific and measurable WHS activities, objectives and targets are included in QUU's employee performance appraisal system and related activities for all staff.
9. WHS is integrated into business decision making activities at all levels of QUU.
10. QUU staff and contractors understand that they have the right and responsibility to stop or refuse to work in situations that they reasonably consider to be unsafe or may cause harm, and to immediately bring these situations to the attention of those at imminent risk and to QUU management.

4. WHS BENEFITS

- Establishment of a foundation on which a constructive QUU WHS culture can evolve.
- Demonstrated commitment to WHS where health, safety and welfare are the number one priorities at all levels of QUU.
- Proactive approach to WHS where health, safety and wellbeing is integrated into all decision making activities.
- Accountability, authority and commitment to managing risk and ensuring the implementation of effective and adequate controls that prevent work related injuries and illnesses and promote health and wellbeing at work.
- Availability of adequate resources to achieve and continuously improve QUU's WHS outcomes and performance.
- Delivery, achievement and realisation of QUU's strategic 'Zero Harm' vision.

5. RESPONSIBILITIES AND ACCOUNTABILITIES

Officers, Managers and Workers have clear responsibilities and accountabilities for WHS outlined in QUU's **WHS Resources, Responsibility and Accountability Procedure (PRO359)**. These responsibilities and accountabilities are non-transferrable and critical to achieving QUU's WHSMS goals, objectives and targets.

In accordance with the above procedure, responsibilities and requirements will be established, integrated into business management and monitored for the purposes of:

- meeting legal and other obligations

- preventing workplace injury or illness
- promoting staff health and wellbeing
- enabling business capability
- ensuring continual improvement and high standards of WHS throughout QUU.

6. RELATED INTERNAL DOCUMENTS

- QUU Work Health and Safety Policy (POL33)
- WHS Resources, Responsibility and Accountability Procedure (PRO359)
- QUU Golden Rules
- QUU Code of Conduct (REF135)
- QUU Legal Register (REG38)

7. REFERENCES

- QLD Work Health and Safety Act 2011
- QLD Work Health and Safety Regulation 2011
- AS/NZS 4801:2001 Occupational Health and Safety Management Systems – Specification with guidance for use.
- OHSAS 18001:2007 *Occupational Health and Safety Management Systems*