

# Work Health, Safety & Injury Management



Hospitality  
Healing  
Stewardship  
Respect

## Policy Statement

Through our mission of being for others, at Calvary we recognise our duty of care to all people in the workplace and we are committed to:

- Effective implementation of this policy
- Establishing measurable objectives and targets to ensure continuous improvement aimed at elimination of work-related illness and injury
- Proactive hazard identification and risk management
- Consulting with our workers<sup>1</sup> and relevant external parties in a meaningful and effective manner
- Complying with relevant legislation and other requirements placed on the organisation or to which the organisation subscribes
- Improving safety culture and promoting the health and wellbeing of our workers<sup>1</sup>
- Providing effective rehabilitation and injury management assistance to employees with a work-related injury/illness

### We will demonstrate this commitment through:

- Implementing our work health and safety management system across all Calvary Services; this system includes Procedures that set the minimum standards to meet the required performance
- Fostering a culture that empowers everyone to be responsible and accountable for health, safety and injury management

- Defining and communicating health, safety and injury management roles and responsibilities<sup>2</sup>
- Applying risk management processes to identify, assess and control health and safety hazards
- Establishing effective consultation and communication processes with our workers and relevant stakeholders regarding health, safety and injury management matters that potentially impact them
- Providing health, safety and injury management training, information and guidance
- Using appropriate internal and external expertise and resources
- Encouraging workers<sup>1</sup> to report hazards, work related injuries, illness or near-miss incidents
- Providing injured employees with suitable duties in line with current medical advice; with the ultimate goal of returning to normal duties
- Developing and monitoring goal oriented Return to Work Plans in consultation with employees
- Ensuring fair and equitable claims management
- Ensuring confidentiality of our employee's personal information at all times
- Recognising the right of our employees to select their treating practitioner

1. The term 'worker' refers to employees, volunteers, labour hire staff, contractors, students, VMOs, or any other person performing work on behalf of Calvary.

2. Refer to WHS Responsibilities Procedure and Responsibilities, Accountabilities and Authorities Table on Calvary connect.

**Martin Bowles**  
National Chief Executive Officer

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