



Workplace Health and Safety Policy

POLICY STATEMENT

Centacare North Queensland (NQ) is committed to providing and maintaining, so far as reasonably practicable, a safe and healthy workplace for all employees, contractors, visitors, clients and representatives of Centacare NQ.

Centacare NQ will achieve this by:

- Implementing a systematic risk management approach to identify, assess and control hazards arising from our work activities, ensuring both physical and psychosocial risks are effectively managed.
- Providing appropriate support systems, including supervision, wellbeing initiatives and access to an Employee Assistance Program (EAP).
- Consulting with employees and relevant stakeholders on work health and safety matters and encouraging open communication regarding hazards, incidents and safety improvements.
- Providing appropriate information and training to enable employees to perform their roles safely and understand their work health and safety responsibilities.
- Maintaining systems to record and review hazards, incidents, near misses and injuries.

A safe and healthy workplace is a shared responsibility by all, and everyone is expected to:

- Take reasonable care for their own health and safety and the safety of others.
- Follow work health and safety policies, procedures and safe work practices.
- Promptly report hazards, injuries, near misses, incidents and unsafe conditions.

This policy operates in accordance with:

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)
- Work Health and Safety (Psychosocial Risks) Amendment Regulation 2022 (Qld)
- Managing the Risk of Psychosocial Hazards Work Code of Practice 2022 (Qld)

As a person conducting a Business or Undertaking (PCBU) under the Work Health and Safety Act 2011 (Qld), Centacare NQ will fulfil its duties by integrating Work Health and Safety into our Quality Management System, leadership practices and service delivery.

Paula Washington
Executive Director

Date 30-03-26