Work Health & Safety Policy		Tier: 2	
		Revision: 1.2	Date Approved / Effective: 19/05/2026
Prepared by: Manager Business Performance	Reviewed by: Executive General Manager	Approved by: Executive Management Team	Review Date: 19/05/2029

1. Purpose

The purpose of this policy is to demonstrate St Joseph Affordable Homes' commitment to the safety of its workers and others (visitors etc.) affected by our work. St Joseph Affordable Homes recognises the significance of the responsibility of keeping people safe at work and is committed to complying with its obligations under the Workplace Health and Safety Act 2012.
This policy is in addition to the Archdiocese of Hobart, Work Health and Safety Policy

2. Scope

All workers of St Joseph Affordable Homes are responsible for complying with this Policy.

3. Definitions

Worker	Any person undertaking work activities for St Joseph Affordable Homes inclusive of Employees, Board Members, Contractors and Volunteers.

4. Policy

The objectives of this Work Health and Safety Policy are to ensure that the business, at all levels, so far as is reasonably practicable:

- Is committed to a safer workplace both physically and psychologically;
- continually strives to achieve a safer workplace;
- considers health and safety in project planning and work activities;
- involves all workers in the decision-making processes through regular communication, consultation and training;
- encourages workers to undertake a continuous program of education and learning to identify and control hazards in the workplace through a continuous risk management program;
- takes action to eliminate or control potential accidents / incidents;
- provides effective injury management and rehabilitation for all injured employees; and
- promotes and rewards positive WHS activity.

The success of our health and safety management depends on:

- appropriate planning of work activities with due consideration given to implementing control measures that are suitable to each given situation;
- all persons involved in the business or affected by the carrying out of our business understanding the total work process and associated WHS risks;
- continual encouragement of all workers to be committed to achieving our objectives; and
- open and honest communication between all parties involved in our business, or that will be affected by the carrying out of our business.

5. Communicating this Policy

- This policy (and related procedures) shall be displayed in the workplace/s.
- All workers, contractors and others (visitors etc.) affected by our business or undertakings will be provided with a copy of this policy upon request.
- New workers will be provided with a copy as part of their induction.

6. Review

- This policy will be reviewed and updated as required, in consultation with workers.
- Management will monitor and access:
    - the effectiveness of this policy in consultation with workers
    - the overall health and safety performance.

7. Related Resources

- AOH Work Health and Safety Policy
- AOH Workplace Behaviour Policy