

Principle Three: Risk Management

OBJECTIVE

We will engage with Workers (Employees, Contractors and Volunteers) to Identify, Assess, Control and Review Risk; with focus on continuous improvement of health, safety and wellbeing. This includes ensuring a mentally and physically safe and healthy workplace; and to promote a positive health, safety and wellbeing culture.

REQUIREMENTS

Risk Management requires engagement in the process from both Workers and Management to:

- Identify the hazards/risks;
- Assess the Risk;
- Develop controls;
- Implement the control solutions;
- Monitor and evaluate the control solutions;
- Promote awareness and provide training;
- Dynamic Risk Assessment and health and safety discussions are encouraged where Workers are concerned their own and when others safety may be at risk. Preferably prior to carrying out the work or when the risk is noted; and
- Where Dynamic Risk Assessment and health and safety discussions are completed, the relevant information must be communicated to the appropriate Manager to enable a review and further action if required.

COMPETENCY / SKILL REQUIREMENTS

- Everyone needs to understand this Principle; the business's risk management processes; and
- Everyone needs to have knowledge of the Hazards, Risk and Controls for the work they undertake. This includes the training, skill and knowledge required to work safely, preventing injury to themselves and others.

RESPONSIBILITIES

- Our business will engage with our Workers to Identify, Assess, Control and Review Risk and evaluate the effectiveness of Controls;
- People Managers will proactively engage with Workers to:
 - Identify, Assess and Manage Risk;
 - Promote the 'Right' way of working;
 - Ask the right questions; and
 - Listen to the answers, and act on the information provided.

- Workers will:
 - Actively engage in the Risk Identification, Assessment and Management Process;
 - Follow agreed controls to manage risk; and
 - Undertake Dynamic Risk Assessments when required.

SCOPE

This Principle relates to the following types of Risk:

- Chemical (e.g. hazardous substances exposure);
- Physical (e.g. slip/trip hazards, lack of guarding);
- Biological (e.g. bodily waste, animal products);
- Psychological (e.g. work pressures/stress/fatigue);
- Electrical (e.g. live electricity); and
- Ergonomic (e.g. work station set-up or lifting heavy weights by hand).