

Psychological Health, Safety and Wellbeing Policy Statement

Livingstone Shire Council recognises that a mentally healthy and safe workplace is a key driver for organisational success and sustainability. Livingstone Shire Council is committed to preventing ill health and injuries related to psychosocial risks and promoting well-being at work.

Psychological risk management is the responsibility of all who work for Livingstone Shire Council. All personnel, including contractors and visitors, are expected to comply with the WHS legislation, this Policy Statement, procedures and standards for all matters relating to psychological health and safety. Safeguarding workers' psychological health and well-being is an important part of Livingstone Shire Council's WHS management approach, and every effort will be made in the prevention, early identification and management of psychosocial risks.

Officers of the Livingstone Shire Council will exercise due diligence in relation to psychological risk management to ensure Livingstone Shire Council's duties as the person conducting the business or undertaking (PCBU) are met by:

- Undertaking risk assessments of the work design, social factors and work environment to identify, eliminate and minimise risks to psychological health;
- Building and maintaining a positive environment that protects workers from psychological injury, discrimination and stigma;
- Providing information, training and supervision to increase workers' knowledge and competency to manage psychosocial hazards;
- Encouraging workers' consultation and participation in a range of initiatives that contribute to a mentally healthy workplace;
- Providing adequate resources and support of psychological health and safety needs including the return to work program; and
- Ensuring effective emergency planning, incident reporting, management and investigation measures are in place for psychosocial risks.

Managers, supervisors and workers, including contractors, are expected to fulfil their duties by:

- Understanding this Policy Statement and seeking clarification where required;
- Identify and report hazards and factors that may impact workers' psychological health and safety.
- Working in a way that ensures the psychological health and safety of themselves and others;
- Support fellow workers in their awareness of this policy, and
- Support and contribute to Council's aim of providing a mentally healthy and safe workplace for all workers.

This Policy Statement confirms Livingstone Shire Council's commitments and expectations toward psychological health, safety and well-being at work and will be communicated across Livingstone Shire Council and made available to interested parties.

This Policy Statement will be reviewed to ensure it remains relevant, appropriate and aligned with Council's values, commitments and goals.

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CHIEF EXECUTIVE OFFICER
Livingstone Shire Council
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