

Health and Safety Policy

Policy Statement

The Gisborne District Council is committed to protecting all workers and members of the public from harm while undertaking Council duties or while working on, or visiting Council buildings, facilities and worksites.

The Council Health and Safety Policy complies with the Health and Safety at Work Act 2015 its amendments and the regulations and standards under the Act. We will comply with approved codes of practice, industry publications, regulations, guidelines, best practice documents and safe operating procedures.

Council management will

Ensure that adequate resources are allocated to health and safety.

Ensure health and safety reps are elected which meet bi-monthly and are responsible for ensuring health and safety is effectively coordinated and communicated throughout Council.

Provide a safe working environment and ensure adequate training and supervision where required.

Ensure all workers are inducted and trained and perform their duties in accordance with standard operating procedures.

Promote a caring culture of responsibility and accountability at all levels in Council.

Require management at all levels of Council to be responsible and accountable for the implementation of safe work practices and safety programmes.

Set annual health and safety objectives and review our performance regularly.

Strive for continuous improvement.

Ensure there is accurate and timely reporting, recording and investigation of all accidents, incidents and near misses.

Identify and assess all workplace risks and hazards. Ensure that risks and hazards are managed, eliminated or minimised and effective hazard controls are in place.

Involve health and safety representatives and union representatives in Health and Safety consultation and communication.

Encourage employee participation and staff consultation on health and safety matters.

Manage contractors and volunteers by developing effective relationships with open communication and ensuring we are all working to a common goal.

Work closely with Accident Compensation Corporation (ACC) and staff to support rehabilitation programmes and return to work plans.

Report notifiable events to Work Safe New Zealand as soon as possible, within 24 hours and in writing within seven days.

All workers will

Follow all safe work practices, procedures, guidelines and controls.

Take all reasonably practicable steps to ensure their own safety at work and that they do not cause any harm or create a hazard to any other person. To encourage others to do the same. This also includes damage to property and equipment.

Actively contribute to hazard identification and hazard management.

Communicate health and safety issues or concerns either directly to their manager or to a health and safety representative.

Report all accidents, injuries, incidents, pain or discomfort and near misses immediately or as soon as possible, but within 24 hours.

Actively participate in health and safety initiatives and participate in meetings and training.

Take an active role in any personal treatment, rehabilitation plans or return to work programmes if applicable.

Wear Personal Protective Equipment (PPE) where required. Be personally responsible for the use, care and storage of PPE.

Employees are required to comply with the health and safety policy and associated documents, policies and procedures at all times. A failure to comply may be treated as serious misconduct and may result in dismissal. Our health and safety is paramount and everyone has a role to play.



Nedine Thatcher-Swain - Chief Executive