

Psychological Health, Safety and Wellbeing Policy Statement

Carpentaria Shire Council recognises that a mentally healthy and safe workplace is a key driver for organisational success and sustainability. Carpentaria Shire Council is committed to preventing ill health and injuries related to psychosocial risks and promoting well-being at work. Carpentaria Shire Council will help create an environment that is consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust. This policy confirms Carpentaria Shire Council's commitments and expectations toward psychological health, safety and wellbeing at work.

Psychological risk management is the responsibility of all who work for Carpentaria Shire Council. All personnel, including contractors and visitors, are expected to comply with the spirit and letter of WHS legislation, this Policy, and procedures and standards for all matters relating to psychological health and safety. Safeguarding workers' psychological health and wellbeing is an important part of Carpentaria 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 Carpentaria Shire Council will exercise due diligence in relation to psychological risk management to ensure Carpentaria 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, workers, including contractors and volunteers are expected to fulfil their WHS duties by:

- Understanding this policy and seek clarification where required.
- Working in a way that ensures the psychological health and safety of themselves and others.
- Follow all reasonable instructions given in the interests of protecting psychological wellbeing.
- Report any psychosocial hazards or adverse behaviours; and
- Participate and contribute to Carpentaria Shire Council's aim of providing a mentally healthy workplace.

This Policy will be communicated across Carpentaria Shire Council and available to interested parties. All workers are encouraged to provide feedback on this Policy and will not be disadvantaged. Any feedback or questions should be addressed to the Manager of Human Resources.

The Policy will be reviewed yearly to ensure it remains relevant, appropriate and aligned with Carpentaria Shire Council's values, commitments and goals.



Mark Crawley, CEO, Carpentaria Shire Council

Issued: 8/12/2023 Review: 8/12/2024.