

Our safety commitment



The City of Subiaco is committed to providing a safe and healthy workplace for all workers, contractors, volunteers, and visitors.

This charter outlines our Work Health and Safety (WHS) commitments under the *WHS Act 2020*, framed through the guiding principles of 'CLEAR':

**Compliance | Leadership | Engagement | Accountability
Risk Management**

We at the City of Subiaco commit to:

We uphold the highest standards of legal and organisational compliance by:

- fulfilling the obligations of the *WHS Act 2020* and complying with all WHS legislation
- following and improving WHS systems, procedures, and protocols
- providing safe plant, equipment, structures, and facilities.

We demonstrate visible and proactive WHS leadership through:

- visible leadership and commitment to WHS at every level
- integrated WHS responsibilities in all roles and business decisions
- continuously improving our safety culture, behaviour, and performance.

We foster open and inclusive engagement by:

- consulting, cooperating, and coordinating with workers, Health and Safety Representatives, and other duty holders
- providing effective information, instruction, training, and supervision
- empowering workers to speak up and act to ensure everyone's safety.

We ensure everyone understands and fulfils their WHS responsibilities by:

- ensuring all workers understand and carry out their WHS responsibilities
- promoting timely reporting of incidents, near misses, and hazards
- making safety a shared responsibility – every person plays a role in keeping the workplace safe.

We proactively identify, assess, and manage WHS risks by:

- Identifying, assessing, and controlling workplace hazards as far as reasonably practicable
- maintaining safe systems of work, tools, equipment, and environments
- monitoring conditions, investigating incidents, and corrective actions.



Roles and Responsibilities

Officers (Directors, Senior Managers):

- exercise due diligence in ensuring the organisation complies with its duties
- keep up to date with WHS matters and ensure resources and processes are in place.

Workers:

- take reasonable care for their own health and safety
- follow reasonable instructions and WHS procedures
- report hazards, risks, and incidents promptly.

Person Conducting a Business or Undertaking (PCBU):

- ensure, so far as is reasonably practicable, the health and safety of workers
- consult with workers and other duty holders.

Work Health and Safety Management

To assist in meeting the health and safety commitments of the City and its workers, the City has developed comprehensive protocols, procedures, and plans.

The **Work Health and Safety Management System (WHSMS)** incorporates protocols and procedures that are the fundamental to achieving safety excellence.

The **Work Health and Safety Management Plan (WHSMP)** is a four year plan that delivers specific, measurable, achievable and time-based goals that ensures continuous improvement of our systems and safety performance.

Review and Governance

This Safety Charter will be reviewed at least annually and after any significant incident or legislative change. It will then be endorsed by the Executive Leadership Team and communicated to all staff.



Signed by the
Chief Executive Officer

Colin Cameron

Date: 06/11/2025

Signed by the Chair
of the Health and Safety Committee

Zoe Huggett

Date: 05/11/2025

Adoption Details

Responsible Directorate	Corporate services
Responsible Branch	Human Resources
Responsible Officer	Chief Executive Officer
ELT Adoption	Date: 15 October 2025
Review Date	Date:
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