
 ANGASTON 	<b>Angaston Agricultural Bureau          Work Health Safety and Return to          Work Policy</b>	<b>Version No:</b>	1.0
		<b>Issued:</b>	15/10/2017
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## Overview

Angaston Agricultural Bureau (AAB) as a Person Conduction a Business or Undertaking (PCBU) its Executive and Subsidiary, Barossa Improved Grazing Group (BIGG), recognise their moral and legal obligations to provide a safe and healthy working environment for Workers and others so far as reasonably practical. AAB is also committed to providing a safe and healthy environment for its customers/clients and visitors, so far as is reasonably practical.

The organisation will also ensure that our Workers are provided with healthy and safe systems of work, through a management systems approach to Work Health Safety & Return to Work (“WHS & RTW”) across the organisation.

This will be achieved through:

- Providing a WHS & RTW Management System in accordance with legislative requirements;
- Supervisory commitment to WHS & RTW in accordance with legislative requirements;
- Reviewing our management systems to identify scope for continuous improvement.

This Policy applies to all the Organisations Workers, including sub-contractors, volunteers, and work experience placements.

## 1. Purpose

To ensure, so far as is reasonably practicable, the health and safety of workers and others via a Management Systems approach to Work Health and Safety (WHS) and Return to Work (RTW). This will be established by:

- Development of a WHS and RTW Management System which support identified policy objectives and procedural requirements.
- Implementation of individual elements as outlined in the WHS and RTW Management System.
- Reviewing the WHS and RTW Management System and any Actions developed to identify scope for continuous improvement.

## 2. Scope

The Organisation is committed to implementing and maintaining a Work Health and Safety Management System that has the support of the organisation.

So far as is reasonably practical our organisation will:

- Provide a safe and healthy workplace for all workers
- Provide safe plant and systems of work
- Provide written procedures and instructions that ensure safe systems of work
- Ensure compliance with WHS legislation and current industry standards

- Provide relevant training, information, instruction, and supervision to employees, contractors, visitors and /or customers to ensure their health and safety
- Provide assistance and ongoing support to employees regarding WHS issues

### 3. References

- South Australia Work Health and Safety Act 2012
- South Australia Work Health and Safety Regulations 2012
- South Australia Return to Work Act 2014
- Return to Work Regulations 2015
- AS/NZS 4801:2001: Occupational Health and Safety Management Systems

### 4. Definitions

Work Health and Safety Management System (WHSMS)	Part of the overall management system which includes organisational structure, planning activities, responsibilities, practices, procedures, processes and resources for developing, implementing, achieving, reviewing and maintaining the WHS policy, and so managing the WHS risks associated with the running of the organisation.
Worker <i>(for the purposes of the WHS Act 2012 - Section 7)</i>	A person is a <i>worker</i> if the person carries out work in any capacity for a person conducting a organisation or undertaking, including work as— (a) an employee; or (b) a contractor or subcontractor; or (c) an employee of a contractor or subcontractor; or (d) an employee of a labour hire company who has been assigned to work in the person's organisation or undertaking; or (e) an outworker; or (f) an apprentice or trainee; or (g) a student gaining work experience; or (h) a volunteer*; or (i) a person of a prescribed class.
Worker <i>(for the purposes of the RTW Act 2014 - Section 4)</i>	A <i>worker</i> means— (a) a person by whom work is done under a contract of service (whether or not as an employee); (b) a person who is a worker by virtue of Schedule 1; (c) a self-employed worker, and includes a former worker and the legal personal representative of a deceased worker.
Return to Work (RTW)	For the purposes of this policy RTW includes both Claims Management activities and Return to Work activities.

