

Corporate Policy

Name: Occupational Health, Safety & Wellbeing Policy

Number: POL-004.B

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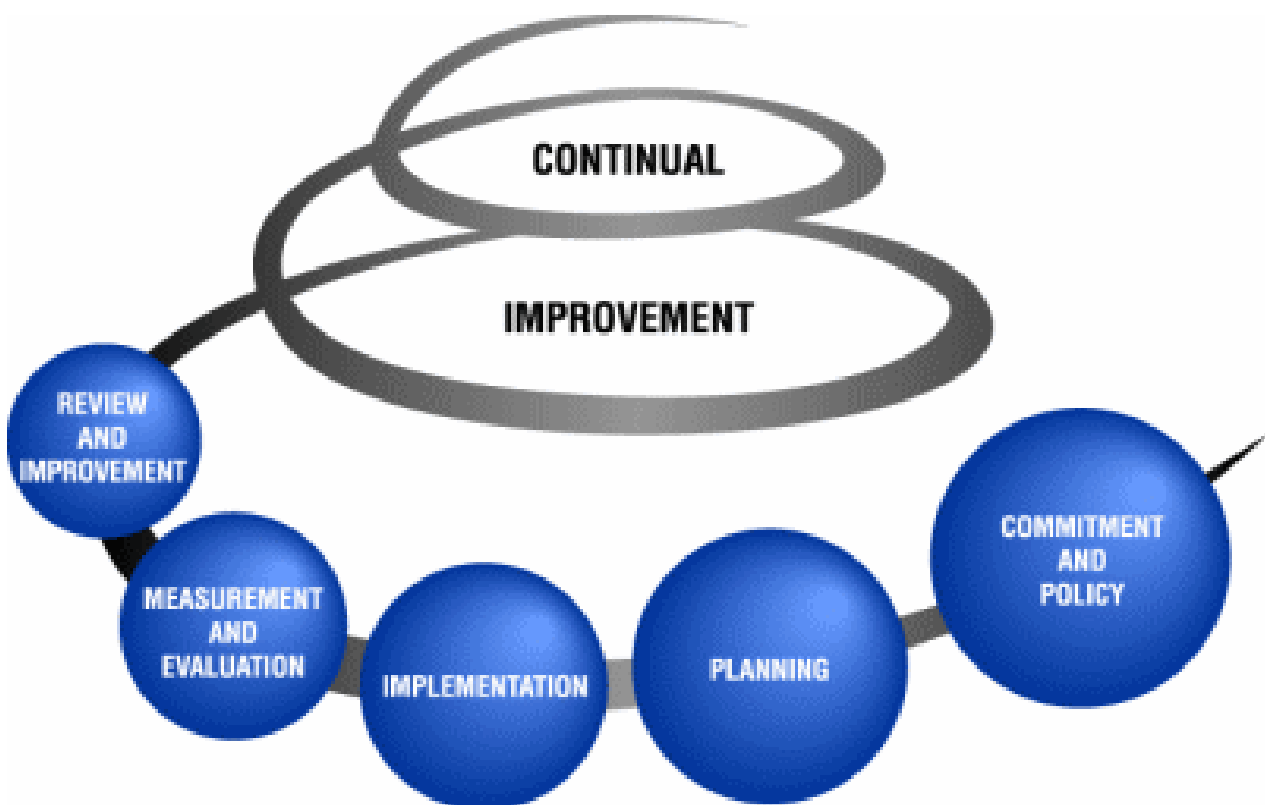
Aim

Lifeguarding Services Australia aims to create and engender a culture that values health, safety and wellbeing as fundamental components of the work environment, supported by safe systems of work, appropriate governance, training, management structures and operational strategies.

Scope and Application

This policy applies to all persons that work for Lifeguarding Services Australia or are affiliated with Lifeguarding Services Australia's operations or training in any capacity. This includes but is not limited to employees, students, visitors or third parties engaged by Lifeguarding Services Australia under a contract of service or contract for service (e.g. contractors) and/or a staff member.

Model for Continuous Improvement



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For the purpose of this Policy:

- a. OHSW/HSW/OHS are all recognised abbreviations and mean the same. Variances occur due to the introduction of the Work Health and Safety Act 2011.
- b. Injury management (i.e. workers compensation and rehabilitation) is incorporated under the wellbeing component of the health, safety and wellbeing framework and systems, see Return to Work Policy.

Policy Principles

Lifeguarding Services Australia aims to integrate health, safety and wellbeing into our Integrated Management System and align our HSW activities with our overall mission, vision, values and strategic objectives.

LSA aims to minimise the risk of injury and illness to employees and other persons by adopting a planned and systematic approach to the management of health, safety and wellbeing including the identification, assessment and control of hazards. Management will monitor, measure, and evaluate OHS activities to maintain currency and foster continuous improvement. Important and relevant documents are to be communicated to employees and made available on request to interested parties.

LSA aims to have in place an Occupational Health and Safety Management framework consistent with Australian and New Zealand standards, and health, safety and wellbeing systems in accordance with Commonwealth, State and any other relevant legislation.

The employees of LSA are the most valuable resource and LSA will ensure that should a work-related injury occur, equitable claims management practices and effective rehabilitation services will be provided, with the aim of full recovery and a safe and sustainable return to work as per the Return to Work Policy.

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