



PO Box 161 Rydalmere BC 1701
p. 02 9890 9999 f. 02 9890 9100
e. info@avidelectrical.com.au
w. www.avidelectrical.com.au
ABN 52 099 750 722

OCCUPATIONAL HEALTH & SAFETY POLICY

Company Policy in the area of occupational health, safety and welfare is to provide a safe and healthy workplace for all staff, contractors and members of the public.

The Company is committed to improving every aspect of health and safety by involving all staff and sub-contractors in reducing or eliminating any risks and hazards in the workplace. This includes providing sufficient resources to comply with the OH&S Act and Regulations as well as Industry Codes of Practice.

The promotion and maintenance of occupational health and safety is mainly the responsibility of management. Management at all levels is required to contribute to the health and safety of all persons in the workplace.

Occupational Health and Safety Program

In order to implement the General provisions of this policy, the Company will establish and monitor a program of procedures and activities relating to OH&S.

These include:

- OH&S training and education to all staff
- Induction training for new staff
- Safe workplace design and safe work procedures
- Documentation of Safety rules and penalties
- Documentation of grievance and disciplinary procedures
- Investigation of changes to work methods to increase safety
- Provision of personal protective equipment in the workplace
- Hazard identification & workplace inspections
- Risk assessment
- Emergency procedures
- Consultation with staff on OH&S issues
- Reporting and recording of incidents, injuries and illnesses
- Provision of OH&S information to employees, contractors, and sub-contractors
- Safety and OH&S audits

The company will establish a consultation process with staff on safety matters. This process will be undertaken by staff elected safety committee members or a safety representative.



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OCCUPATIONAL HEALTH & SAFETY POLICY (page 2)

OH&S Policy Specific Responsibilities
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MANAGEMENT

All levels of management are required to ensure that this policy and the OH&S program are effectively implemented in their area of control. Each manager is to support supervisors and hold them accountable for their specific responsibilities.

SUPERVISORS

Supervisors are responsible, and will be held accountable, for taking all practical measures to ensure that the workplace they control is safe and without risk to health. The supervisors shall ensure persons working at that workplace are behaving in a safe manner without risking health. If the supervisors do not have the necessary authority to fix the problem, they will be held accountable for reporting the matter promptly along with a proposed solution to their manager or a manager who has the necessary authority to remedy the problem.

Managers or Supervisors, who have the necessary authority, will be held accountable for taking prompt action, so that unsafe, unhealthy conditions and unsatisfactory behavior is eliminated.

EMPLOYEES

Employees are required to cooperate and comply with the management OH&S policy and program to ensure their own health and safety and that of their fellow workers and the general public. All employees are required to report any unsafe condition or act.

CONTRACTORS

Contractors & Sub-contractors engaged to work for the Company are required as part of their contract, to comply with the OH&S policy and programs, in accordance with the Occupational Health and Safety Act and Regulations, observing directions on health and safety matters from supervisors, employees or officers. Failure to comply with these directions will be considered a breach of the contract and sufficient grounds to terminate the contract.

VISITORS

Visitors to Company sites are required as part of their visiting rights to comply with the Occupational Health and Safety policy and program, observing directions on health and safety matters from employees or designated officers. Failure to comply or observe these directions could result in visitors being required to leave the site.

This policy is approved for use by:

NAME		POSITION	
SIGNATURE		DATE	
PHONE		REVIEW DATE	