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WORK HEALTH and SAFETY SITE SPECIFIC SAFETY MANAGEMENT PLAN (SSSMP) & STAFF INDUCTION

Work Health and Safety Risk Management Plan including Safe Work Method Statements

Work Health and Safety Act 2011 – Relevant to: NSW, QLD, NT and ACT

Work Health and Safety Act 2012 – Relevant to: SA, TAS

Occupational Health and Safety Act 2004 – Relevant to: VIC only

Occupational Safety and Health Act 1984 – Relevant to: WA only

Health & Safety Representative(s):

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File Name: Induction, Consultation, Communications & Reporting
File Number: RM1104
Commencement Date: 1st January 2013
Review Date: 1st January 2014
Department: Organisational Development
Category: Work Health and Safety

Index

	Page Nos.
Introduction	4
Offences and Penalties	5
1. Purpose	6
2. Scope	6
3. References	6
4. Definitions	6
5. Actions and Responsibilities	7
6. Forms	8
7. Review	9
8. Work Health and Safety (WHS) Policy	10
9. Communication and Consultation Policy	11
10. Alcohol and Other Drugs Policy	12
11. Bullying, Grievance and Work Violence Policy	13
12. Equality in Employment Policy	14
13. No Smoking Policy	15
14. No Gambling Policy	15
15. Substance Abuse Policy	16
16. Drugs & Alcohol Procedures	18
17. Rehabilitation / Return to Work Policy	19
18. Medical Policy	20
19. Privacy Policy	22
20. Environmental Health & Safety Policy	23
21. Our Environmental Management Plan	24
22. WHS – E.H.S. Structure (Monthly)	26

File Name: Induction, Consultation, Communications & Reporting
File Number: RM1104
Commencement Date: 1st January 2013
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Index (Continued)

	Page No.
23. WHS – E.H.S. Representative Statement	27
24. WHS – E.H.S. Duty Statement (PCBU/Manager(s)/Director(s))	29
25. WHS – E.H.S. Duty Statement (Supervisor(s)/Middle Management)	30
26. WHS – E.H.S. Duty Statement (Employee(s))	32
27. Hot Work Policy	33
28. Noise Policy	35
29. Mobile Plant / Equipment Policy	37
30. Lockout, Tag-out, Try Policy	39
31. Tool Box Talks Policy & Procedure (TBTP&P)	41
32. Record of Tool Box Meetings	42
33. Conflict Resolution / Grievance Procedure & Record	43
34. Monthly Risk Management Agenda (WHS – E.H.S.)	47
35. WHS – E.H.S. Incident Report Form & Worker's Compensation Form	48
36. WHS – E.H.S., Induction & Risk Management Staff Management Staff Training Record	51
37. Manual Handling Guidelines	52
38. Manual Handling Training Register	54
39. WHS Consultative Register	55
40. Safe Work Method Statements Register	56
Annexure	
A. Hazard Inspection (Audit) Checklist	A
B. Safe Work Method Statement Training & Assessment Record	B

End of Index

File Name: Induction, Consultation, Communications & Reporting
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Introduction

“A ZERO Tolerance of Grievance, Discrimination, Drugs and Alcohol Company”

Work Health and Safety (WHS) Site Specific Safety Management Plan (WHS SSSMP)

This Work Health and Safety Site Specific Safety Management Plan (WHS SSSMP) was developed to deal with the changes to workers safety in NSW. The changes identified are substantial and can result in 3million dollar fines for your organisation and or 5 years jail.

Policies and Procedures

By signing the attached policies and displaying the said policies in the workplace and additionally involving your staff in the development and changes to these policies you are well advanced to providing a safe working environment for all.

Safe Work Method Statement (SWMS)

The attached Safe Work Method statements (SWMS) will further assist in your WHS compliance obligations, please read carefully and involve your staff/contractors in the confirmation of understanding in each Safe Work Method Statement.

Sexual Harassment

It is a criminal offence to sexually harass employees in the workplace – no sexual jokes – innuendoes or any other form of sexual approach.

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Offence and Penalties

Compliance Requirements Commenced: 1st January 2012 for NSW, QLD, ACT and NT. Commenced 1st January 2013 for SA, TAS. VIC and WA are still pending, current OH&S/OS&H Applies.

Category of Offences and its Penalties

There are three categories of offences for failing to comply with a health and safety duty under the Work Health and Safety Act 2011 which commenced on 1st January 2012 for NSW, QLD, ACT and NT. The Work Health and Safety Act 2012 which commenced on 1st January 2013 for SA and TAS only, depending on the degree of seriousness or culpability involved.

The highest penalty under the Work Health & Safety Act 2011/2012 is for category 1 offence. The maximum penalty is \$3 million for a corporation. The highest penalties for individual PCBU (Person Conducting a Business Undertaking) and officers are \$600,000 or 5 years jail.

Category 1

Most serious breaches, for a duty holder who recklessly endangers a person to risk of death or serious injury

A corporation up to **\$3 million**

Individual as a PCBU or an officer up to **\$600,000 / 5 Years Jail**

Individual e.g.: worker up to **\$300,000 / 5 years Jail**

Category 2

Failure to comply with a health and safety duty that exposes a person to risk of death, serious injury or illness

A corporation up to **\$1.5 million**

Individual as a PCBU or an officer up to **\$300,000**

Individual e.g.: worker up to **\$150,000**

Category 3

Failure to comply with a health and safety duty

A corporation up to **\$500,000**

Individual as a PCBU or an officer up to **\$100,000**

Individual e.g.: worker up to **\$50,000**

Reference: Work Health and Safety Act 2011 – Clause 30, Part 2, Division 5 Offences and Penalties

End of Section.