



## **Health and Safety**

### **Policy**

**2013 v2.1**

#### **Background**

As people forgiven by God for the sake of Christ and living in the world, God's people have ongoing opportunities to interact with the world in ways that glorify our Lord in all we do (1 Cor 10:31). This opportunity includes being obedient to the governing authorities (Rom 13:1-5) as the will of the government is expressed through laws of the land, and as we exercise our God-given responsibilities to care for those who join us in work, worship, or other activities (4<sup>th</sup> & 5<sup>th</sup> Commandments).

#### **Purpose**

The purpose of this Policy is to confirm the Lutheran Church of Australia, SA/NT District's (the District) commitment to managing the Health and Safety of those with whom the District interacts in accordance with the foundational documents of the District and the Work Health and Safety laws of Australia, and for monitoring the overall performance of the District in respect to the implementation of health and safety initiatives that are undertaken.

#### **Objectives**

The District is committed to:

- providing a safe and healthy environment for our people and all who come under our care
- responding to all unsafe and dangerous situations, and managing activities in a manner that does not present a risk to us or others
- identifying dangerous situations where there is potential to cause injury, illness or harm to people, or to adversely impact our community or environment; and reducing risks to as low as reasonably practicable
- complying with relevant Work Health and Safety legal requirements and understanding the consequences of non-compliance with these obligations
- systematically reviewing and reporting on the Health and Safety performance to appropriate authorities

#### **Policy Statement**

The District values the wellbeing of all employees, congregational members, volunteer workers, visitors; as well as the communities in which we reside and the environment. The District also recognises the individual's rights for safety and its moral and legal responsibilities in providing a safe workplace and environment.

The District strives to operate in a manner which encourages personal responsibility for healthy and safe behaviour and works towards establishing a Health and Safety Management System for related activities that endeavour to build a culture of continuous improvement, openness and ownership.

## Principles

In effecting this Policy the District will engage, consult and seek contributions from the relevant stakeholders on issues that have the potential to affect their health, safety and welfare; and communicate the District's expectations to all working with or on behalf of the District.

## Relevant to

This Policy applies to the Lutheran Church of Australia, SA/NT District; congregations, pastors, teachers, lay workers, workers (including employees and volunteers, both members and non-members of the District).

## Responsibilities

This Policy takes effect immediately upon adoption by the District Church Council (DCC) of the District. DCC is responsible for the implementation of the procedures that support this Policy to ensure the commitments made in this Policy are being met.

It is everyone's responsibility to follow all health and safety procedures including reporting all incidents, potential hazards and/or risks that may impact wellbeing of others.

## Compliance Reporting

For the purposes of good governance, and to demonstrate to internal agencies and external bodies that the District takes this policy seriously, it is necessary to report and demonstrate compliance with this policy on a periodic basis to District Church Council.

To this end:

- Departments and Congregations that already have a Work Health and Safety Policy that complies with this policy are to submit a copy of their policy to the LCA SA/NT Professional Standards Officer. The Professional Standards Officer will review the policy to ensure compliance.
- Departments and Congregations without a policy may develop a policy within the framework of this policy and submit it to the LCA SA/NT Professional Standards Officer for review or may adopt this policy as their policy.

All Congregations and Departments are to submit to the Professional Standards Officer a report certifying compliance with the requirements of this policy, on an annual basis. These reports will form the basis of an annual submission to DCC.

## Supporting Documents

Health & Safety Management System Implementation Handbook, Version 2.0

(This is a revision of the Health & Safety Implementation Handbook, Version 1.0 Final)

### Version Control

Document ID:	LCA SA-NT Policy Health & Safety 2013 v2.1(Final)
Draft publication:	16/09/2013
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Reviewed by:	Bruce Zagel, Dave Biar, Professional Standards Unit
Next Review Due:	01/01/2016
Policy Ownership:	LCA SA/NT District
Comments made by:	