



FINANCE AND GOVERNANCE

Operational Policy 9.13

WORK HEALTH
AND SAFETY

Version 4

9. Finance and Governance

9.13 WORK HEALTH AND SAFETY

OBJECTIVE: Lithgow City Council, as a Person Conducting a Business or Undertaking (PCBU), is committed to ensuring, so far as is reasonably practicable, the health and safety of workers, volunteers, contractors, visitors and members of the public.

Council will achieve this by providing and maintaining safe systems of work, safe plant and structures, safe working environments and by managing risks to eliminate hazards or minimise risks to health and safety, including both physical and psychological health.

POLICY: Lithgow City Council led by the General Manager and Directors, will demonstrate this commitment, by:

- Complying with all applicable work health and safety legislation, regulations and codes of practice and other requirements.
- Establishing measurable health and safety objectives as part of Council's strategic and operational planning and regularly reviewing performance against these objectives.
- Fulfilling obligations under the Work Health and Safety Act 2011 (NSW), the Work Health and Safety Regulation 2025 and applicable Codes of Practice, while aligning with AS/NZS ISO 45001 Occupational Health and Safety Management Systems to support a systematic and continuous improvement approach to health and safety.
- Identifying hazards, assessing risks and eliminating risks so far as is reasonably practicable, or where elimination is not possible, minimising risks using the hierarchy of controls to prevent work-related injury and ill health, including impacts to physical and psychological health.
- Ensuring all departments across Council implement and maintain effective systems, resources and processes to manage work health and safety risks.
- Consulting, so far as is reasonably practicable, with workers and their representatives, including Health and Safety Representatives (HSRs) and committees where applicable, when making decisions about health and safety.
- Promoting well-being at work and creating a working environment aligned with the values of Communication, Accountability and Respect.
- Continually improving the Work Health and Safety Management System through monitoring, review, audit and performance evaluation.
- Ensuring effective processes are in place for the reporting, recording, investigation and management of incidents, hazards and near misses and for implementing corrective actions to prevent recurrence, including compliance with statutory notification requirements to SafeWork NSW.

- Ensuring workers understand their general responsibilities for WHS and the specific WHS responsibilities of their role.

Signed



Lithgow City Council, General Manager Ross Gurney

Date: 21 June 2026

Maintained by Department:	Governance and Finance	Approved by:	General Manager		
Reference:	Policy Register	Council Policy No:	9.13	Effective Date:	
Min No:	N/A	Version No:	V3 – 1/04/2022 V4 – 21/06/2026	Review Date:	4 years or when required
Attachments:					