

# Health & Safety

**Definition:** This pillar checks that the business has all the expected systems and processes to manage the health and safety of visitors, workers and others.

	Expected	Good	Best practice
<b>Leadership</b>	Business owner/s is aware of health and safety obligations and has systems to ensure they are met.	Is committed to developing a strong safety culture. Systems have been implemented to capture activity and enable continual improvement.	Leaders drive the businesses safety culture and ensure health and safety is visible across all areas of the operation.
<b>Risk identification &amp; mitigation</b>	Risks within the business are identified and recorded. Appropriate controls are in place to manage risks.	All areas of work are assessed, workers are engaged with reporting risks. Risk register is a living document. Risks are managed according to hierarchy of controls.	Workers are empowered to manage risk. Risk management is highly visible across all aspects of the business.
<b>Emergency management procedures</b>	Emergency plans include reasonably foreseeable events, effective responses, and evidence of training.	Regular training is undertaken. Workers are familiar with roles in emergency situations.	Emergency management training is on-going. Workers are able to take ownership of managing emergency situations.
<b>Investigating &amp; improving</b>	System is in place for recording events. Events are reviewed to find opportunities for improvement.	There is an active culture of reporting events. Events are investigated to identify causal factors.	Investigations conducted by appropriately trained person. Business seeks to learn from external events. Decisions impacting health and safety are researched.
<b>Worker Engagement, Participation &amp; Training</b>	Workers are inducted into the workplace and trained how to undertake work tasks safely. Workers are familiar with how to report events.	Workers are actively involved in the operations health and safety management. Ongoing training is provided and workers have a voice on health and safety matters.	Workers are highly skilled in managing health and safety and are empowered to take action. Workers are seen as health and safety experts in their role.
<b>Worker wellness &amp; Wellbeing</b>	Business is aware of requirements and benefits of supporting worker wellness and wellbeing. Evidence workers are supported.	Actions are in place to support wellness and wellbeing. Workers have input in developing appropriate programs.	Business has a clear strategy which facilitates the needs of individuals.