

ADNYAMATHANHA TRADITIONAL LANDS ASSOCIATION
(ABORIGINAL CORPORATION) RNTBC (ICN 3743)

WORK HEALTH AND SAFETY RESPONSIBILITIES

Introduction

It is important to understand and outline the Work Health and Safety (**WHS**) responsibilities within Adnyamathanha Traditional Lands Association (Aboriginal Corporation) RNTBC (**ATLA**) to ensure that everyone is aware and accountable for the WHS of all workers. As part of the ATLA's commitment to maintaining a safe working environment for all, these responsibilities will be clearly documented, understood and implemented.

Scope

These responsibilities support the organisational policy and procedures for ATLA inclusive of boards, committees, advisory groups and persons engaged to undertake heritage surveys.

For clarity, persons engaged to undertake heritage surveys fall under the definition of '**worker**' for the purpose of these responsibilities.

A Person Conducting a Business or Undertaking (PCBU) has a legal 'duty of care' to protect the health and safety of people in the workplace. This includes people who work for the organisation casually, part-time, full-time, permanently, as volunteers or as outworkers, and also members of the public whilst they are in a workplace.

A worker has a legal 'duty of care' to follow instructions that a PCBU establishes to protect their health and safety at work. For example – wear safety glasses provided

External Persons also have a legal 'duty of care' towards people in the workplace. This includes designers, manufacturers, importers, suppliers and installers of plant, substances or structures used in the workplace. Such external persons have a legal duty to ensure they carry out their work, as far as reasonably practicable, without risk or harm to persons within the workplace.

As a PCBU, ATLA will, as far as reasonably practicable:

- Provide a safe working environment.
- Provide safe systems of work, i.e. safe ways to perform specific tasks.
- Provide safe plant, such as machinery and electrical equipment.
- Provide substances in a safe condition, e.g. ensuring chemicals are stored safely.
- Provide information, training, instruction and supervision e.g. in regard to hazards, procedures and policies.
- Provide safe and healthy facilities for the safety and wellbeing of the workers.
- Monitor the health and environment of workers.

- Keep records of injury and illness to monitor overall health and safety in the workplace.
- Consult with workers on WHS issues and prepare WHS policies and procedures.
- Implement COVIDSafe work practices when so advised by a government health official.

Responsibilities of workers

Workers have a duty of care under WHS legislation to:

- Protect their own safety at work.
- Avoid adversely affecting the health or safety of any other person through any act or omission at work.
- Not be under the influence of alcohol or any illicit drug.
- Use any clothing or equipment provided for health and safety purposes.
- Obey any reasonable instruction in relation to WHS.
- Comply with any reasonable policy or procedure that applies in the workplace.
- When deployed on field operations including heritage surveys, workers are required to:
 - Follow all reasonable WHS directions given by the specialist survey team member.
 - Observe all safety rules and regulations relating to current mining, pastoral or other commercial operations taking place within the survey area.
 - Use protective clothing and safety equipment where provided
 - Abstain from the consumption of alcohol and the use of illicit drugs for the duration of the deployment.
 - Practice COVIDSafe work procedures including; social distancing, wearing face masks, hand sanitisation, and venue registration (where required).

Work health and safety legislation

The legal roles and responsibilities in relation to work health and safety in all South Australian workplaces are specified in:

- *Work Health and Safety Act 2012 (SA)*
- *Work Health and Safety Regulations 2012 (SA)*
- Approved Codes of Practice and Australian Standards