

This Health & Safety Policy outlines Splice Construction Ltd's commitment to the continual improvement of our Health & Safety System by setting & reviewing objectives, policies and documents to ensure they are suitable for the activities being undertaken, size and direction of the business.

To achieve this, we support and encourage worker engagement and consultation, risk analysis and hazard management, accident, incident and near-miss analysis, emergency/crisis management and contractor/subcontractor management to ensure we provide a safe & healthy workplace for all workers, subcontractors, visitors and public that could be impacted by our company premises or works.

The PCBU, Officer(s) and Workers Will Achieve This By:

- Complying with the company's health & safety management system and understand and manage health & safety responsibilities relevant to their position & role(s) within the company
- Comply with the Health & Safety at Work Act 2015 and Regulations 2016, including all other relevant legislation, regulations, safe operating procedures, standards, codes of practice and customer requirements.
- Demonstrate leadership and commitment to the health & safety programme.
- Take reasonable care that what they do or don't do, doesn't adversely affect the health & safety of themselves or others while carrying out work in the workplace.
- Analysing and managing potential risk(s) of exposure to significant hazards in the workplace by using the risk rating chart & implementing hierarchy of control methods to either eliminate or minimise the impact
- Being familiar with emergency/crisis procedures, designated roles & responsibilities in an emergency
- Ensuring suitable PPC / PPE is available, training provided where applicable and used in the workplace.
- Ensure commitment to promptly and accurately investigate where required, reported accidents, incidents and near-miss events, ensure all contributing factors are identified, recorded and where appropriate, formulate plans to take corrective action, opportunities for improvement or preventative measures.
- Committed to supporting employee participation and consultation from union and / or other employee representatives regarding health & safety management for the workplace, ensuring appropriate & effective for works being undertaken.
- Management and employees are committed in supporting and participating in suitable treatment and rehabilitation plans for safe & early return to work of injured employees.
- Annually review the H&S System to ensure its suitability and effectiveness for the business, update as necessary.
- Provide adequate induction, meetings and training so all employees can participate and achieve the required skills to undertake their daily tasks efficiently while maintaining a safe workplace.

In Addition to The Above the PCBU & Officer(s) Have the Responsibility To;

- The PCBU has a duty to ensure so far as reasonably practicable, that the health & safety of workers and other people are not put at risk by its work activities being undertaken.
- Consult, co-operate & co-ordinate with PCBUs to meet shared responsibilities in regard to H&S of all their workers.
- Officer(s) must exercise due diligence to ensure the PCBU complies with its H&S duties.
- Leading and encouraging a proactive culture to support health & safety within the company.
- Understand and manage health & safety relevant to their specific role(s) / job description within the company – including PCBU definitions and responsibilities.
- Providing adequate information, resources & training to effectively implement, manage and improve the health & safety management system to protect workers & others from risk to their Health & Safety.
- Ensuring adequate health monitoring for tasks to prevent risks &/or illness symptoms from deteriorating.
- Providing & maintaining adequate facilities, plant and work environments to achieve a safe workplace to prevent illness or injury to all workers, visitors and public.



Graeme Rush
Managing Director (Owner)



Mervyn Gyde
Chairman