

# Commissioner's Orders



1 November 2013

2013/25

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**CURRENT NATIONAL SECURITY ALERT LEVEL: MEDIUM**

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## POLICY

### Mental Health Policy

The [Mental Health Policy](#) has been published on the Intranet.

#### Key points

- The mental health policy aims to:
  - Develop a positive culture around mental health
  - Encourage staff to openly discuss their concerns with co-workers and supervisors
  - Manage psychological risk in the workplace
  - Direct employees to a range of mental health support options
  
- The policy outlines four tiers of mental health programs:
  - Awareness,
  - Prevention,
  - Response, and
  - Support.

#### Who needs to read this policy?

All staff should be familiar with the mental health policy. Directors and the Senior Leadership Team should ensure the principles in the mental health policy inform relevant policy and procedures.

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## PROCEDURE

### Work Health and Safety Consultation

The [Work health and safety consultation and communication procedure](#) has been published on the Intranet.

#### Key points

The procedure:

- Details the key role of consultation between staff, their health and safety representatives and management in contributing to healthier and safer workplace
- Reinforces FRNSW's commitment to health and safety
- Details the structure of the consultation process
- Explains when and how consultation will occur within FRNSW

#### Who needs to read this policy?

All staff should be familiar with the consultation process as set out in the procedures. Directors and the Senior Leadership Team should be aware of when to consult and, the nature by which of consultation should be undertaken as set out in this procedures.

#### Rescindments

This policy rescinds:

- In Orders 2004/13, *OHS Consultation arrangements for firefighters*.
- In Orders 2005/22, *Occupational health and safety training*

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## GENERAL

### **Safety Strategy 2013-2017 & Annual Commissioner's Safety Awards Guidelines**

The [FRNSW Safety Strategy 2013-2017](#) and [Guidelines for the Annual Commissioner's Safety Awards](#) has been published on the Intranet.

Over the next four years, the five strategies outlined in the Safety Strategy will help all members of FRNSW to demonstrate their commitment to safety, and to achieve a safer workplace.

#### **Key points:**

Our five safety strategies are:

1. Embed the Be Safe program into all FRNSW operations, workplaces and training.
2. Enhance safety ownership capabilities throughout FRNSW.
3. Optimise the physical and mental health of each employee to improve individual safety and performance.
4. Ensure an evidence-based approach to the management of injured and ill employees.
5. Continually improve our safety performance.

In addition, the Awards recognise those whose innovations and behaviours contribute to a safer workplace.

Commissioner's Safety Award categories are as follows:


- Best solution to an identified workplace health and safety issue
- Best individual contribution to workplace health and safety
- Best group contribution to workplace health and safety
- Best management of a workplace injury

#### **Who needs to read the Strategy and Award Guidelines?**

All staff should be familiar with the Safety Strategy so as an organisation we can work together to achieve a safer workplace for all.

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