MUSEUM OF AUSTRALIAN DEMOCRACY
AT OLD PARLIAMENT HOUSE

Work Health and Safety Policy

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Director
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Work Health and Safety Policy

Version Control

Version	Date	Reviewer	Summary of Changes	Approved by SMG
V1.0	December 2020	Facilities	Updated Policy	April 2021
V2.0	January 2024	Facilities	Bi-annual Review	April 2024
V2.0	August 2025	Facilities	Update to new template	August 2025
V3.0	March 2026	Facilities	Bi-annual Review	17 April 2026

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Contents

1. **Introduction** 3
2. **Objectives** 3
3. **Legislative Obligations** 4
4. **Discriminatory, Coercive and Misleading Conduct** 4
5. **Right to Cease Work** 4
6. **Implementation** 4

1. Introduction

The Museum of Australian Democracy at Old Parliament House (the Agency) is committed to providing and maintaining a safe and healthy workplace for all its employees, contractors, volunteers, and visitors.

The Agency aims to achieve high standards of health, safety, and rehabilitation in all its workplaces and operations by providing safe systems of work to prevent injuries and illnesses.

To achieve this, the Agency will ensure:

- compliance with relevant laws, including the Work Health and Safety (WHS) Act 2011 (WHS Act)
- maintenance with a focus on prevention of workplace injury and disease
- compliance with fitness for duty standards of all 'workers' (as defined in the WHS Act 2011)
- an active, engaged and committed senior management team
- understanding of and compliance with obligations from each individual in the workplace
- communication and consultation between all relevant parties including contract providers
- it undertakes hazard identification, risk assessment and risk control
- prompt resolution of issues including identified risks
- provision of information, education, and training including contractor induction and staff training
- promotion of health and wellbeing for all 'workers' and
- continuous improvement of work health and safety performance.

2. Objectives

The Work Health and Safety Policy aims to:

- develop a best practice health and safety culture by providing the framework for a safe and healthy workplace
- improve health and wellness of workers through the Agency's health and wellbeing program
- lower the rate of potential incidents of injury, illness, and death through effective injury prevention practices and
- reduce impact of workplace injury and illness by application of early intervention strategies.

Meeting the above will satisfy legislative obligations and assist the Agency to meet Safe Work Australia's National WHS Policy targets.

3. Legislative Obligations

Health and safety in the Commonwealth is governed by the Work Health and Safety (WHS) Act 2011, WHS Regulations 2011and other legislative instruments, for example WHS Codes of Practice , as determined by Comcare.

Under the WHS Act, the Agency is a Person Conducting a Business or Undertaking (PCBU) and has the primary duty of care for the health and safety of all employees, contractors, volunteers, and visitors.

4. Discriminatory, Coercive and Misleading Conduct

Under the provisions of Part 6 of the WHS Act, workers are protected from being subject to discriminatory, coercive, or misleading conduct in relation to exercising their rights under the WHS Act to protect themselves in the workplace.

Under these provisions, the Agency undertakes not to take discriminatory action against any worker who exercises their rights under the WHS Act to cease or refuse work on reasonable safety grounds. Similarly, the Agency will not try to coerce any worker who has exercised such rights into changing their position without addressing the underlying issue that has been raised and will not provide any misleading information in order to influence the worker's position.

5. Right to Cease Work

Every worker, under the provision outlined in Part 6 of the WHS Act has the right to cease work, or refuse to carry out work, if the worker had a reasonable concern that the work would expose them to a serious risk to their health, safety and wellbeing.

The Agency will respect this right under all circumstances and will take whatever action that it reasonably and practicably can to address the issue of concern as soon as it is raised and will not order workers to place themselves at risk in the workplace.

6. Implementation

To facilitate the implementation of the WHS Policy, a supporting set of guidelines have been developed and are published for all workers of the Agency under the title 'Work Health and Safety Procedures.'