

IRCA MEMBERSHIP HEALTH AND SAFETY POLICY



1. Purpose

The purpose of the IRCA Membership Health and Safety Policy is to provide for, as far as reasonably practicable, the health, safety and welfare of the membership environment in their dealings with IRCA.

2. Application

The Membership Health and Safety Policy applies to membership:

- Participation in governance actions and provisions.
- Participation in meetings, workshops, Festivals, seminars, conferences, delegations, committees.
- Visits to IRCA premises.
- Use of IRCA provided membership benefits and resources.
- Engagement with IRCA staff and contractors, and
- Any other activities and communications where a Member has direct dealings with IRCA or formally represents IRCA.

3. Responsibilities

3.1 Members

In dealing with IRCA as set out under *Application* above, members will:

- Follow reasonable health and safety instructions from IRCA staff or contractors.
- Report any serious incidents, accidents, injuries or accidents to an IRCA staff member or contractor.
- Advise any potential hazards to to an IRCA staff member or contractor.
- Aim to work in a way that does not endanger the health or safety of themselves or others.
- Conduct themselves without discrimination, bullying or harassment of other IRCA members, IRCA staff or IRCA contractors.

3.2 IRCA

In carrying out the actions as set out under Applications above, IRCA will in relation to members:

- Be committed to the provision and maintenance of healthy and safe environments.

- Use risk identification, assessment and control principles to maintain safe and healthy environments.
- Appropriately respond to health and safety incidents.
- Keep a record of:
 - incidents and injuries.
 - hazard identification, risk assessment and control processes.
 - maintenance of equipment.

4. Relevant legislation

4.1 Federal

- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Fair Work Act 2009
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Workplace Gender Equality Act 2012

4.2 Northern Territory

- Work Health and Safety (National Uniform Legislation) Act 2011 (NT)

5. Other relevant Membership policies

- IRCA Membership Code of Conduct.
- IRCA Membership Diversity Policy.