

1. Purpose of the policy

Transport for NSW is committed to preventing work-related injuries and illnesses by ensuring work environments and conditions promote good physical and psychologically safe outcomes.

This policy sets out the principles and requirements that help us to support and protect our people and deliver safe and sustainable transport services for our customers in line with our moral and legal obligations.

2. Who does it apply to?

This policy applies to permanent, temporary, and casual staff, staff seconded from another organisation, and contingent workers including labour hire, professional services contractors and consultants performing work for any of the following agencies:

Department of Transport* except for staff working in the Department of Transport who follow Department of Planning and Environment policies.	YES
Transport for NSW	YES
NSW Trains	NO
Sydney Trains	NO
Sydney Metro	NO
Sydney Ferries	NO
The Point to Point Transport Commissioner	YES

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3. Principles and requirements

3.1 Principles

- **Safety as a core value** – safety is integral to everything we do. Our vision is to create Transport workplaces and networks where everyone goes home safe and healthy every day.
- **Industry leader** - we strive to be a genuine leader in safety by capitalising on best practice and continuous improvement.
- **Enhancing our safety culture** – we value a culture that upholds physical and psychological safety, supports our workers and demonstrates care for each other to ensure we do things safely as well as delivering great outcomes.
- **Building capability** – empowering our people to participate in and contribute to the creation of safe and healthy workplaces.
- **Effective partnerships and engagement** - collaborating and innovating with industry and our delivery partners to drive better safety practice and outcomes, as well as engaging with our customers and communities to share good practice in delivering safer journeys and places.

3.2 Requirements

To give effect to the principles in this policy, we must:

- implement a safety management system fit for our strategic and operational risk environments that facilitates and promotes continuous system improvement
- focus on eliminating physical and psychosocial risks, before minimising throughout the safety lifecycle, aligned with our commitment to complying with legal and other requirements
- implement appropriate processes for monitoring safety performance, systems and learning through investigation to evaluate and improve risk controls
- promote and provide programs and initiatives, educational resources, tools and training for managers and workers, including Employee Assistance Programs
- record and report all physical and psychosocial hazards and incidents and have processes for the fair and equitable management of safety breaches
- measure performance in achieving our objectives, benchmarked against continuous improvement outcomes, and deliver timely and accurate performance reports
- engage with our workers and their representatives, delivery partners and stakeholders to achieve our health, safety and wellbeing goals together.

4. Compliance and breach

You are required to comply with this policy and its related procedures and standards. If you do not do so, this may result in disciplinary action up to and including termination of your employment or contract.

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Appendix A:

5. Accountabilities and responsibilities

Who	
Deputy Secretary, SER	Accountable for setting the strategic direction of the Safety & Wellbeing policy in line with our organisational objectives and compliance obligations
Executive Director, Health & Safety	Accountable for ensuring this policy continues to align with Transport's strategic direction, and that guidance and controls are in place to help business areas measure and monitor compliance with this policy and any related documents.
All staff	All staff are responsible for building and contributing to a culture of safety and preventing physical and psychological harm. This includes complying with the principles and requirements in this policy and any related procedures or standards.

6. Related/supporting material

1. WHS Act 2011- Division 11 Psychosocial Risk
2. Psychosocial Hazard Management Procedure
3. [Psychosocial Hazards SharePoint site](#)
4. [TfNSW Risk Management Procedure](#)

7. Document control

7.1 Superseded documents

This Policy replaces the following document:

- CP20007.1 Safety and Wellbeing Policy

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Safety and Wellbeing Policy

CP20007.2



7.2 Document history

Date & Policy No	Document owner	Approved by	Amendment notes
24 September 2020 CP20007	ED, Safety Branch - Safety, Environment and Regulation	Secretary	New document
30 June 2021 CP20007.1	ED, Health and Safety	Secretary	Policy updated to be included into new template
22 November 2023 CP20007.2	ED, Health and Safety	Chief People Officer	Policy updated to be included into new template & include management of psychosocial hazards

7.3 Feedback and help

For advice on interpreting or applying this document, please contact:
IMET@transport.nsw.gov.au.

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