

1. Purpose

Melbourne Water, owned by the Victorian Government, manages and protects our city's water supply catchments, treats and supplies drinking and recycled water, removes and treats most of Melbourne's sewage, and manages waterways and major drainage systems in the Port Phillip and Westernport region.

This Policy supports Melbourne Water's vision to enhance life and liveability across greater Melbourne and the surrounding region through the commitment to: Healthy People, Healthy Places and a Healthy Environment.

2. Scope

This Policy applies to all Melbourne Water people, including: staff, contractors, customers, community and other stakeholders, its activities and its assets: sites, facilities, plants, equipment and vehicles.

3. Objectives

This Policy sets a framework for developing and reviewing health and safety objectives in order to provide and maintain, so far as is reasonably practicable, a working environment safe and without risks to health.

Melbourne Water is committed to protect the health, safety and wellbeing of its people while supplying affordable, high-quality water, providing reliable sewerage treatment and resource recovery, managing healthy waterways, providing integrated drainage management and flood resiliency, and maintaining outstanding natural community spaces. We will strive to:

- Provide safe and healthy working conditions in order to prevent work-related injury and ill health
- Engage our people and their representatives through a consultative and participative approach through established communication channels
- Design work, facilities and assets, and apply risk management principles to ensure health, safety and wellbeing is inherent in all we do
- Maintain collaborative relationships with our workers, customers, community and other stakeholders to eliminate hazards, reduce OH&S risks and identify OH&S opportunities
- Comply with applicable occupational health and safety legal and other requirements
- Promote the importance of health, safety and wellbeing issues by appropriate training, information and communication
- Create a culture of reporting incidents, near misses or hazards, investigating events, taking appropriate actions, developing and communicating learnings from the events
- Implement, maintain and continually improve an independently certified integrated management system based on: ISO 45001, ISO 14001, ISO 9001 and ISO 22000 management system standards.

4. Principles

The management of health, safety and wellbeing at Melbourne Water is based on the Plan – Do - Check - Act methodology and is aligned to the principles of ISO 45001:2018 occupational health and safety management system standard.

5. Reporting and Monitoring

Board governance and oversight of this Policy occurs through the People, Engagement, Customers, Community and Safety Committee (PECCS).

Implementation will be monitored and reported to PECCS through a collection of reports and programs, including:

- Integrated Melbourne Water Management Review Report
- Board reporting
- WorkSafe (self-insurance) reporting
- Internal IMS Assurance program (2nd line of defence)
- External Assurance program (3rd line of defence)

6. Attestation

The appropriateness of the Policy will be tested through our certification process, which includes annual surveillance and certification audits against ISO 45001.

7. Accountability

This Policy is managed by HSE and governed by the People, Engagement, Customers, Community and Safety Committee.

8. Review

The content of this Policy will be reviewed every three years or earlier if significant changes to compliance obligations occur.

9. Authorising Environment

The key legal and other requirements driving the need for this Policy are listed below.

Act, Regulations and Guidance Documents
Occupational Health and Safety Act 2004
Occupational Health and Safety Regulations 2017
Public Health and Wellbeing Act 2008

Act, Regulations and Guidance Documents

ISO 45001:2018 Occupational Health and Safety Management Systems – Requirements with guidance for use

Equal Opportunity Act 2010

10. Key Related Documents

Document title (to view key related documents please contact your Melbourne Water host)

Melbourne Water Strategic Direction

Public Health Policy

Environmental Policy

Quality Policy

Risk Management Policy

Drinking Water Quality Strategy

Melbourne Water Sewerage Strategy

Healthy Waterways Strategy

GOV MAN Integrated Management System (IMS)

11. Document History

Date	Reviewed/ Actioned By	Version	Action
December 2025	Senior Manager Risk, Wellbeing & Systems	25	Updated PSCC to PECCS, SHEQ to HSE. Updated frequency to 3-yearly. Removed obsolete NAT reference. Referenced the framework to review HSE objectives.
January 2024	Information Management	23, 24	IM changes only
December 2023	Senior Manager SHEQ Systems & Specialist Services	22	Simplified and aligned policy to the requirements of ISO 45001, including wording around prevention of injury and ill health, and commitment to eliminate hazards.

Date	Reviewed/ Actioned By	Version	Action
November 2020	Manager SHEQ Service Delivery	21	Added to new template Review and update of Policy