



Statement of Commitment to Health, Safety and Wellbeing

The National Health and Medical Research Council (NHMRC) and its senior executives are committed to providing a workplace that protects the physical and mental health, safety and wellbeing of our people, visitors and others who work for and with us.

NHMRC is committed to meeting the requirements under the *Work Health and Safety Act 2011* (WHS Act) and the *Safety, Rehabilitation and Compensation Act 1988*, aligning our work health safety and rehabilitation management systems with relevant legislation and Australian and international standards.

We each contribute to building and maintaining a physical and mentally healthy and inclusive work environment by caring for one another and always putting safety first. Each of us plays an important role in engaging in open, meaningful, and respectful consultation about health, safety and wellbeing matters to achieve our strategic outcomes and contribute to our mission – building a healthy Australia.

We acknowledge our shared duties under the WHS Act in promoting a safety culture that is inclusive, supportive, and free from bullying, harassment and discrimination.

We demonstrate our commitment by:

- providing and maintaining a safe and mentally healthy workplace culture where we take care of each other and providing a work environment where safety is prioritised
- enhancing an integrated work health and safety management system
- taking all reasonably practicable measures to eliminate or otherwise minimise risks to the physical and mental health, safety and wellbeing of our people and others
- maintaining a comprehensive Employee Assistance Program, including 24/7 free confidential, short-term support for a variety of work-related and personal challenges
- fostering a collaborative and cooperative relationship with our people and other stakeholders through effective consultation regarding health, safety and wellbeing activities at work, including engagement with our health and safety representatives
- encouraging effective early intervention practices to better identify risk and minimise the impact on the physical and mental health of our people
- supporting the rehabilitation of our people following an injury or illness, enabling a safe and productive return to work
- providing effective information, wellbeing programs and training for our people
- actively encouraging diversity and inclusive behaviours and activities.

Professor Steven Wesselingh
Chief Executive Officer