



Healesville Community Renewable Energy Inc

Person02 – Health, Safety and Wellbeing

Policy Id	Person02	Version	02
Policy Type	Person	Subject	Health, Safety and Wellbeing
Approved	August 2025	Scheduled review	August 2028

1 Introduction

Healesville CoRE regards the safety of all people as a core value of the organisation. Healesville CoRE believes that all people should be able to work in an environment where health, safety and wellbeing are highly considered aspects of activity performed for and on behalf of the organisation.

2 Purpose

The purpose of this document is to outline Healesville CoRE's position on Health, Safety and Wellbeing for volunteers of the organisation.

3 Policy

Our volunteers do the majority of work from their own choice of workplace. Even though Healesville CoRE cannot mandate and control the health and safety in those environments, we encourage strongly that all volunteers heed the safety guidance of the organisation.

Volunteers must avoid fatigue from excessive work. Healesville CoRE does not wish to have activity completed sooner at the expense of volunteer health. This was identified in the Strategy Preparation document as an organisation threat where overwork could potentially lead to health issues.

A proportion of volunteer work is done in a group meeting of two or more people at a venue arranged by Healesville CoRE. Healesville CoRE recognises the safety and wellbeing of volunteers in a third-party venue. When working from home or in a Healesville CoRE organised site, volunteers must ensure adequate attention is given to issues such as:

- temperature and humidity;
- ventilation;
- ergonomics and physical arrangement of work area & equipment;
- space, lighting and cleanliness of the work area;
- security;
- entry and exit lighting and safety.

Any perception of harassment or bullying is an adverse effect on a person's wellbeing. Healesville CoRE will address this concern as soon as it is made aware of the situation, as described in Healesville CoRE Bullying Policy.

Any person who believes that there is a safety, health or wellbeing threat to themselves or any other person must communicate this information to a Central Committee member as soon as is practical. The Central Committee member will communicate this to the rest of the committee and the Central Committee will make a collective decision on how to address this concern without delay, or wait until the next Central Committee meeting for resolution.

The Governance Officer will work with the President so that all Healesville CoRE volunteers are made aware that this Health, Safety and Wellbeing policy has been approved by the Central Committee.

4 Related Documents

Management01 - Central Committee

Person03 - Bullying

Person04 - Sexual Harassment