

## HEALTH & SAFETY AT CHURCH



Anglican Diocese of  
Canberra & Goulburn

**All persons have a right to be able to enjoy church,  
and to be and feel safe at church.**

This includes clergy and church employees. While clergy are often described as Office Holders, they and all church employees are protected by the provisions of Workplace Health & Safety legislation afforded to all workers (found in Section 7 of the 2011 WHS Act).

As noted in the Governance of the Diocese Ordinance (Section 36.3 c&d) in the first instance the Parish Council has responsibility for WHS issues. Should these be unaddressed or unresolved, the Diocese (through the regional Archdeacon or the Safe Ministry Unit) may become involved to resolve issues. Ultimately Parish Council (including the Rector) together with the Diocese as Persons Conducting Business or Undertaking (PCBU) are responsible for the health and welfare of clergy and church employees.

As set out in the Governance of the Diocese Ordinance, Parish Councils are responsible for WHS issues which include the following:

### SECTION 17 MANAGEMENT OF RISKS

A duty imposed on a person to ensure health and safety requires the person: (a) to eliminate risks to health and safety, so far as is reasonably practicable; and (b) if it is not reasonably practicable to eliminate risks to health and safety, to minimise those risks so far as is reasonably practicable.

### SECTION 19 PRIMARY DUTY OF CARE

(2) A person conducting a business or undertaking must ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the business or undertaking.

### SECTION 29 DUTIES OF OTHER PERSONS AT THE WORKPLACE

A person at a workplace (whether or not the person has another duty under this Part) must:

- (a) take reasonable care for his or her own health and safety; and
- (b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and
- (c) comply, so far as the person is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person conducting the business or undertaking to comply with this Act.