

1. Objective

This policy supports delivery of the Goulburn-Murray Water (GMW) People and Culture Strategy and our Strategic Outcome of safe, skilled, engaged people: “We have a safe, inspiring and diverse workplace where learning is encouraged and people are supported”.

2. Scope

This policy applies to GMW Board, GMW Executive and all GMW employees. Where labour services are outsourced, this policy is given effect through the inclusion of contractual clauses.

3. Policy

GMW provides a workplace that is safe, enables our people to learn and be engaged. Our workplace enables us to attract and retain the capability we need. Our workplace:

- is safe and free from risk as far as reasonably practicable
- proactively supports physical and mental health and wellbeing,
- is free from all forms of discrimination
- actively promotes diversity of all kinds
- is inclusive, ensures belonging and a great employee experience
- is fair and equitable in all matters
- does not tolerate bullying, harassment or any kind including sexual harassment
- does not tolerate poor performance
- develops the capability of our people so that they can reach their full potential
- complies with all relevant regulatory and legislative, requirements
- applies the GMW Enterprise Agreement consistently and fairly

4. Responsibilities

Responsibility	Who
Approval of this Policy	Board
People, Culture and Safety Strategy and Procedures	General Manager People, Culture and Safety
Ensure their teams understand and comply with People and Culture Policies and Procedures	People Leaders
Practical application and support in implementing Policies, Procedures and programs of work	People and Culture team
Ensuring they understand and comply with People and Culture Policies and Procedures	All GMW employees



5. Document history

Doc #	Date approved	Approved by	Approval #
	tbc		
A3042242v5	27 Feb 2019	Board	A3450976
A3042242v4	24 Jun 2016	Board	A2958351
A4007729	26 May 2021	Board	A4028462

6. Associated documents

Appendix A – Relevant Legislation

The following legislation provides the Regulatory framework for this Policy:

- GMW Enterprise Agreement
- Fair Work Act 2009
- Gender Equality Act 2020
- Sex Discrimination Act 1984
- Age Discrimination Act 2004
- Disability Act 1992
- Racial Discrimination Act 1975
- National Employment Standards
- Australian Human Rights Commission Act 1986
- Work Health and Safety Act 2011
- Water Act 1989
- Victorian Public Administration Act 2004
- Public Sector Industrial relations Policies
- Long Service leave Regulations (Water) 2011
- Water Industry Award 2020

This policy is consistent with Victorian Public Sector Standards and Codes as appropriate.

