



WHS Law

Directors, Officers, and Senior Managers

Course Outline

COURTENELL PTY LTD.

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AIMS

WHS management is only effective if senior management do their part by supporting and promoting safety initiatives. The Work Health and Safety (WHS) Act is quite explicit in making those who control a corporation's management personally liable in the event of a breach.

Recent changes in the WHS Act and prosecutions have highlighted the accountability of senior executives by requiring that Directors and Officers must acquire and keep their WHS knowledge up to date. Failing to do so exposes both the individual and the organisation to substantial legal risks such as prosecution with possible penalties including fines for companies, and fines and potential imprisonment for individuals.

Courtenell's 3-hour WHS Law course has been designed to equip Directors, Board Members, Officers, and Senior Executives with a comprehensive understanding of the WHS Legislation and provide practical tools and strategies for effective WHS governance at the executive level.

LEARNING OUTCOMES

Learning outcomes of this course include:

- An overview of the current OHS/WHS legislative framework in Australia. Enable participants to interpret and apply WHS laws effectively within their organisations.
- Core Duty Holders and their responsibilities, including the distinction between the duties of an "officer" and a "manager".
- Demonstrated understanding the meaning of WHS Due Diligence and Duty of Care. Practical guidance on how to discharge – and more importantly, demonstrate the discharge – of this duty.
- Clarify legal obligations and ensure participants are well-versed in current WHS legislation, including WHS Risk management, Psychosocial Hazards and Risks, Consultation, and Incident notification.
- Awareness of the result of failure to comply with obligations, Offences and Penalties, and what indemnities and insurance are and are not available.
- Recognise the important role that safety management systems play in the due diligence process.
- Management of continuous improvement and evaluation approaches in order to achieve statutory compliance.

BUSINESS BENEFITS

- **Improved Safety Culture:** Investing in legislative compliance training fosters a culture of safety within the organisation from the top down.
- **Enhanced Governance:** WHS Law training strengthens corporate governance by emphasizing the importance of health and safety in decision-making. This contributes to a culture of responsibility, accountability, and ethical business practices.
- **Risk Reduction:** Enhanced knowledge gained from the course enables participants to identify, assess, and mitigate potential workplace hazards, including psychosocial hazards; thereby contributing to a safer work environment.
- **Protecting Reputation:** Clients, customers, and the society increasingly value safety-conscious businesses, and adherence to best practices can enhance the organisation's professional image and social responsibility.
- **Legal Compliance:** Update participants on legal obligations and responsibilities related to workplace safety. Achieving compliance with relevant WHS laws reduces the risk of legal penalties, fines, and regulatory actions, safeguarding the organisation's reputation.



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PARTICIPANT BENEFITS

- **Understanding Legal Compliance:** Participants gain a comprehensive understanding of WHS laws and regulations, ensuring they are well-versed in legal requirements. This knowledge empowers them to make informed decisions and helps in maintaining compliance with workplace safety standards.
- **Effective Legal Communication:** Participants learn how to communicate effectively regarding WHS legal matters within their organisation. This includes conveying legal requirements to colleagues, fostering a culture of compliance, and facilitating clear communication with regulatory bodies if necessary.
- **Compliance Assurance:** With a comprehensive knowledge of WHS laws, participants are better equipped to ensure their organisation complies with legal requirements. This includes understanding reporting obligations, maintaining proper documentation, and implementing necessary safety measures.
- **Risk Mitigation Skills:** The course equips participants with an understanding in identifying, assessing, and mitigating workplace hazards, aligning their practices with legal obligations.
- **Improved Incident Response Skills:** Enhanced awareness in effective and prompt reporting of workplace incidents or emergencies, minimising the impact on individuals and the organisation.

MODE OF DELIVERY

- On-site workplace based.
- Virtual – Instructor led.

DURATION

3 Hours

TIME

Courtenell's on-site courses run between 9:00am – 4:00pm but can be delivered according to the clients' preferences. Courtenell is flexible in providing on-site training during afternoon and night shifts, as well as on weekends (additional fees may apply).

TRAINER

All of our trainers are experienced consultants with qualifications and extensive experience across diverse industry sectors. Possessing Training and Education qualifications, our trainers are adept at tailoring their approach to meet the specific needs of the audience.

TRAINING EVALUATION AND CERTIFICATE

Through group and general discussions and case studies, participants will engage in activities to get an in-depth knowledge to proactively demonstrate due diligence responsibilities in WHS and effective WHS governance at the executive level. Participants will receive a Certificate of Attendance upon completion of this course.