



## Occupational Health and Safety

**Rationale:**

The College values and supports its legal and moral obligations to ensuring a healthy and safe working and learning environment. This policy applies to all employees, students, visitors, volunteer workers and contractors in Department of Education and Training (DET) workplaces and activities and instances when performing work offsite.

**Implementation:**

The College (aligned to DET legislative requirements) recognises that employee health, safety and wellbeing is integral to achieving excellent educational and work performance outcomes and commits to the below areas to support such:

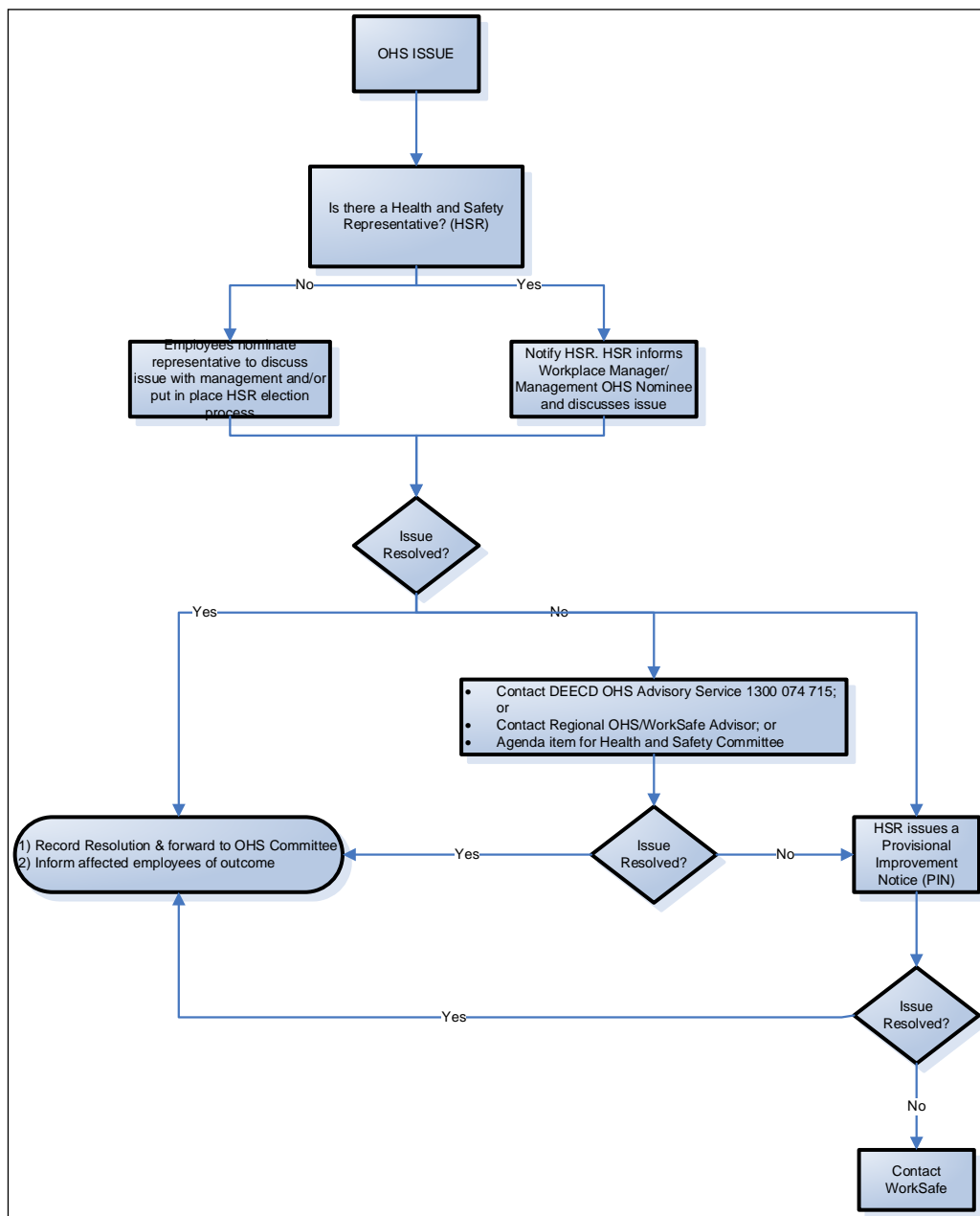
<p><b>Prevent workplace injuries and illnesses:</b></p> <ul style="list-style-type: none"> <li>• by identifying, assessing, controlling, monitoring and reviewing hazards and associated risks under the control of, or as a result of undertakings conducted by DET</li> <li>• by promoting the reporting of incidents and hazards and investigating where appropriate, to prevent re-occurrence</li> <li>• by providing and maintaining workplaces that are safe and healthy without risks to mental health</li> </ul>	<p><b>Enhance workplace culture:</b></p> <ul style="list-style-type: none"> <li>• by actively demonstrating and promoting a positive, inclusive and supportive working environment</li> <li>• promoting an HSW reporting and learning culture</li> <li>• by recognising the importance of flexible work arrangements and family friendly work practices in maintaining a diverse, adaptive and high performing workforce</li> </ul>	<p><b>Consult, collaborate and communicate with employees including health and safety representatives and other groups within DET :</b></p> <ul style="list-style-type: none"> <li>• on identified hazards and proposed decisions and changes that may affect the health and safety of persons, including: job role, systems of work, plant and substances and workplace facilities</li> <li>• on issue resolution processes</li> <li>• on provision of information, instruction, supervision and training</li> <li>• by providing employees with a reasonable opportunity to express their views and concerns and taking account views expressed during consultation</li> </ul>
<p><b>Allocate adequate resources:</b></p> <ul style="list-style-type: none"> <li>• by providing an Occupational Health and Safety Management System that is sustainable and consistent with the risk profile of DET operations</li> <li>• by promoting access to support services, information and training</li> <li>• by providing and maintaining physically safe and healthy workplaces</li> </ul>	<p><b>Provide transparent and robust information, training, instruction and documentation:</b></p> <ul style="list-style-type: none"> <li>• on individual health and safety accountabilities for all employees across DET</li> <li>• on legislative and DET HSW requirements</li> </ul>	<p><b>Drive continuous HSW improvement:</b></p> <ul style="list-style-type: none"> <li>• by using evidenced based data to inform DET strategic direction and measureable objectives</li> <li>• by monitoring and reporting on HSW performance outcomes</li> <li>• by strengthening leadership capability</li> <li>• by maintaining, monitoring and reviewing the OHS Management System</li> </ul>

**Personal requirements**

DET employees, visitors, students, volunteer workers and contractors are required to take reasonable care for their own and others’ health and safety and will co-operate with DET in adhering to health and safety requirements including following DET policies, procedures or instructions and participating in consultation and training.

## Occupational Health and Safety (OH&S) issue

In the instance that an OH&S issue arises, all DET employees, visitors, students, volunteer workers and contractors are required to following actions, as per the flowchart below:



### Evaluation:

This policy will be reviewed as part of the school's three-year review cycle.

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<b>Approved by Kambrya College School Council</b>	May 2018
<b>Responsible for Review</b>	Paul Looker- Assistant Principal
<b>Next Review Date</b>	May 2021