

Work Health and Safety Policy

Section 1 - Purpose

(1) The Work Health and Safety Policy (previously called the Occupational Health and Safety Policy) outlines Charles Sturt University's commitment to providing and maintaining a safe and healthy workplace for its workers, students, visitors and others.

(2) This Policy defines the principles underpinning that commitment and the University's approach to the continual improvement of health and safety in the workplace.

Scope

(3) This Policy applies to all workers of Charles Sturt University (the University) as well as its students, visitors and others caused to be affected by the conduct of the University's business or undertakings.

(4) The University's commitment to health and safety extends to a place in which people work, study and in the case of resident students, reside.

Section 2 - Glossary

(5) Nil.

Section 3 - Policy

Policy Principles

(6) Charles Sturt University (the University) is committed to the following activities in fulfilling its commitment to provide a healthy and safe workplace:

- a. Develop, implement and maintain a health and safety management system which includes the requirements of this Policy.
- b. Comply with applicable health and safety legislation as well as other requirements such as Codes of Practice or Australian Standards.
- c. Implement a health and safety risk management process to ensure workplace hazards are identified, assessed, controlled and reviewed where they are not able to be eliminated.
- d. Allocate sufficient financial and physical resources to enable the effective implementation of the Work Health and Safety (WHS) Policy.
- e. Provide, handle and store equipment, structures, substances and systems of work without risk to health.
- f. Provide and disseminate health and safety training and information to workers, students and visitors.
- g. Implement arrangements for the consultation of health and safety matters with workers and students.
- h. Establish measureable objectives and targets for health and safety aimed at the elimination of work-related illness and injury.
- i. Report on WHS performance to the University's senior management and other management committees (e.g.

Council, Occupational Health and Safety Committees, Compliance Committees, etc.).

- j. Ensure the currency of WHS information and that relevant information is available to those whom this Policy applies.
- k. Providing and maintaining a safe and healthy place in which to work, study or visit and in the case of resident students, reside.
- l. Ensuring continual improvement of overall occupational health and safety (OHS) performance by monitoring OHS outcomes against performance indicators and integrating OHS into the University's normal management practices.

Responsibilities

(7) The success of the Work Health and Safety Policy rests on the commitment of management at all levels. Its successful implementation also requires the involvement and commitment of staff, students and others.

(8) Overall responsibility for work health and safety at the University rests with the Vice-Chancellor.

(9) The Executive Director, Human Resources has delegated responsibility for work health and safety across the University.

(10) Each level of management has specific responsibilities for the implementation of this Policy.

(11) Further, all staff and students have a general responsibility in terms of the Work Health and Safety legislation (WHS Act (NSW) 2011) to ensure a safe and healthy work environment for themselves and others.

(12) The broad parameters of these responsibilities are set out in the [Occupational Health, Safety and Welfare Objectives and Responsibilities Guidelines](#).

Monitoring and Review

(13) This Policy will be regularly reviewed following legislative or organisational changes, or as a minimum, every three years.

(14) To monitor and assist with the implementation of this Policy, Occupational Health and Safety Committees have been established at each Campus. Each Committee reports to the Executive Director, Human Resources. The Presiding Officers of each WHS Committee represent these committees on the University-wide Committee, referred to as the University Safety and Health Management Committee (USHMC), established to coordinate occupational health and safety matters across the University.

Section 4 - Procedures

(15) Nil.

Section 5 - Guidelines

(16) Nil.

Status and Details

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