



Policy: Work health and safety

Purpose

This policy is intended to provide a safe workplace as well as deliver the best health, safety and wellbeing outcomes for everyone that Australian National University is responsible for.

Overview

The University is committed to the health, safety and wellbeing of its workers, students and visitors through the implementation of a documented work health and safety management system. This policy defines the principles of this commitment and University's approach to the continuous improvement of health and safety in the workplace.

Scope

This policy applies to all workers, students and visitors across the University.

Policy statement

1. The University is committed to the following:
 - implementing and maintaining an effective work health and safety management system with evaluation and management review for continuous improvement;
 - implementing a standardised health and safety risk management process, that is consistent with the nature, activities and scale of its operation, to ensure workplace hazards are eliminated or where elimination is not possible, identified, assessed, controlled and reviewed;
 - complying with all applicable health and safety legislation, approved Codes of Practice, Australian Standards, the National Self Insurer WHS Audit Tool and other requirements;
 - establishing measurable objectives and targets for health and safety aimed at the elimination of work-related illness, and injury and at continuous system improvements;
 - providing and disseminating appropriate health and safety information, instruction, training and supervision to workers, students and visitors;
 - allocating sufficient financial and physical resources to enable the effective implementation of this policy; and

- implementing and maintaining a process to engage all workers, so far as reasonably practicable, for consultation and where there is an impact on their health and safety while at work, for decision making.

Leadership and culture

2. The University promotes excellence in health and safety leadership and a positive culture of health and safety through:

- ensuring the University's work health and safety management system is appropriate to the University's operation and is implemented consistently across all campuses, parts and functions of the University;
- integrating health, safety and wellbeing risk management into all aspects of its business
- encouraging and supporting innovative, healthy and safe work practices and systems of work;
- determining, in consultation with workers, health, safety and wellbeing outcomes;
- improving the University's health, safety and wellbeing performance; and
- ensuring workers have the necessary skills and knowledge to achieve appropriate health, safety and wellbeing outcomes.

Responsibility and authority

3. Responsibility and authority under this policy operates at three levels:

- **Executive** (e.g. Chief Operating Officer): provides leadership to ensure communication of this policy and effective implementation of the University's work health and safety management system;
- **Senior Managers** (e.g. College Deans, School and Division Directors): implement the University's work health and safety management system and support managers and supervisors in fulfilling their responsibilities and accountabilities; and
- **Workers** (staff, volunteers and contractors), **students and visitors**: take reasonable care for their own safety and the safety of others as well as comply with any reasonable instruction, policy or procedure of the University in relation to health and safety.

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