

Health, Safety and Wellbeing

Policy Statement



We are committed to a vision as stated in the *Health, Safety and Wellbeing Management Framework 2011–2015* and *Health, Safety and Wellbeing Strategic Plan 2011–2015* of ‘healthy people achieving quality educational and training outcomes in safe and supportive working and learning environments’.

We are pursuing this vision because we believe that:

- the health, safety and wellbeing of our people is integral to the achievement of our strategic goals, and a core value of the department
- a strong health, safety and wellbeing culture in our schools, TAFE institutes and other workplaces is a vital precursor to reducing our injuries and improving our general wellbeing
- safety is everyone’s responsibility and an integral part of what we do.

We will strive to achieve this vision by:

- promoting and nurturing an organisational culture that has the health, safety and wellbeing of our staff, students, visitors, volunteers, partners and contractors as a core value and an integral component of our management philosophy
- implementing and resourcing an effective health, safety and wellbeing management system which is integrated into the overarching departmental management system and our core activities
- complying with health, safety and wellbeing legislation, codes of practice and relevant standards, the department’s health, safety and wellbeing management system and safe work practices
- stating clearly the health, safety and wellbeing roles and responsibilities of all employees and ensuring strong health, safety and wellbeing leadership at all levels
- fostering individual ownership of health, safety and wellbeing by every person in the department and promoting teamwork and consultation within and between work groups
- adopting robust systems that will ensure a well planned and executed, performance-focused, regularly reviewed and continuous improvement approach to the health, safety and wellbeing of our people
- incorporating a risk management approach for the health, safety and wellbeing of our people into all departmental planning and activities
- identifying all health, safety and wellbeing hazards, assessing related risks and implementing control measures to eliminate or minimise the risks
- providing first aid, employee assistance programs, early and effective rehabilitation or return to work programs and other necessary support to our people who sustain an injury or contract an illness
- developing, encouraging, supporting and participating in workplace consultative arrangements and in programs that focus on improving the health, safety, wellbeing and fitness of our people
- providing or receiving information, instruction, training or supervision relating to health, safety and wellbeing legislation, procedures, hazard identification, risk management and other relevant matters.

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