

Purpose and Scope

Murdoch University is committed to the health, safety and wellbeing of all staff, students, contractors, volunteers, visitors and/or workers.

The Health and Safety Policy applies to all Murdoch University campuses and all staff, students, contractors, volunteers, visitors and/or workers. The policy also applies to staff and students who engage in university activities outside the location of Murdoch University campuses and facilities.

Policy

Key principles confirming Murdoch University commitment to Health and Safety include:

1. Comply with all relevant Work Health and Safety (WHS) legislation.
2. Provide all workers with adequate safety management systems (SMS) which include procedures, plans, resources and an online system to ensure work is conducted in the safest possible manner.
3. Provide all workers and students with a safe and healthy place in which to work or study.
4. Proactive prevention of work related injuries and illnesses combined with a positive culture of health and safety.
5. Provide effective and meaningful communication and consultation with workers regarding issues that affect their health, safety and wellbeing.
6. Manage WHS risks in the workplace through the implementation of a WHS hazard management approach which includes reducing the risk to as low as reasonably practicable to control risks from hazards including psychological.
7. Provide appropriate WHS training and information to workers.
8. Establish measurable objectives and targets to facilitate continuous improvement of health and safety in the workplace with the aim of reducing work related illness and injury.
9. Allocate appropriate resources to management SMS.

10. Periodically review the SMS to ensure effectiveness and appropriateness.

Roles and Responsibilities

Roles	Responsibilities
Senate and Senior Leadership	<ul style="list-style-type: none">• Maintain an organisation culture that adopts WHS as an integral component of business.• Support all elements of the safety management system.
Managers	<ul style="list-style-type: none">• Implement the SMS within their areas of responsibility and control.• Support all workers to achieve their specific WHS and injury management responsibilities.
Health and Safety Representatives	<ul style="list-style-type: none">• Consult with workers on issues that affect their health, safety and wellbeing at work.• Represent workers on issues that affect their health, safety and wellbeing.• Actively participate in the WHS risk assessment process and implementation of the SMS.
Workers and Students	<ul style="list-style-type: none">• Comply with the intent of the WHS Policy and SMS to ensure the health and safety of themselves and others.• Take reasonable care for their own health and safety and take ensure that the worker's acts or omissions do not adversely affect the health and safety of other persons.

Governance

Approval Authority	Senior Leadership Team
Owner	Chief People Officer
Legislation mandating compliance	Work Health and Safety Act 2020 Work Health and Safety (General) Regulations 2022
Category	Primarily a function of management
Related University Legislation and Policy Documents	Alcohol and Substance Misuse Policy Asbestos Management Procedure Chemical Management Procedure Document Control Guideline First Aid Guidelines, South St Campus First Aid Procedure Health Safety and Wellbeing and Injury Management Issue Resolution Procedure Health, Safety and Wellbeing Consultation and Communication Procedure Health, Safety and Wellbeing Induction and Training Procedure Incident Investigation Procedure Injury Management Policy Work, Health and Safety Risk Management Procedure
Date effective	11/03/2024
Review date	11/03/2027

Revision History

Approved/Amended	Date Approved	Resolution No. (if applicable)
Administrative amendment	17/04/2024	
Approved	11/03/2024	
Approved	21/02/2018	
Amended	23/06/2017	

Approved	06/02/2017
Amended	04/12/2012
Approved	01/08/2011

Please refer to the electronic copy in the Policy and Procedure Manager to ensure you are referring to the latest version.