

## Safety, Health and Wellbeing Policy

*Printed copies are for reference only. Please refer to the electronic copy in the Policy and Procedure Manager (PPM), the electronic policy management system (EPMS), to ensure you are referring to the latest version.*

### **Purpose:**

This policy is intended to provide a safe workplace and deliver health, safety, and wellbeing outcomes for everyone that Murdoch University is responsible for.

Murdoch University will meet its legislative requirements by empowering our staff and students to demonstrate leadership in all matters pertaining to safety, health, environment and wellbeing whilst preserving academic freedom in teaching and research.

### **Audience:**

Staff, Students, Authorised Contractors and other personnel at workplaces under the management or control of Murdoch University

### **Objectives:**

- To define the University's commitment to providing a safe and healthy working and learning environment.

### **Definitions:**

*Any defined terms below are specific to this document. The definition of common terms appears in the Murdoch University Dictionary of Terms.*

- "As Low As Reasonably Practicable" (ALARP)

In this context, reasonably practicable means that which is, or was at a particular time, reasonably able to be done to ensure health and safety, taking into account and weighing up all relevant matters including:

- The likelihood of the hazard or the risk concerned occurring.
- The degree of harm that might result from the hazard or the risk.
- What the person concerned knows, or ought reasonably to know, about the hazard or risk, and ways of eliminating or minimising the risk.
- The availability and suitability of ways to eliminate or minimise the risk.
- After assessing the extent of the risk and the available ways of eliminating or minimising the risk, the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk.

**Policy Statement:**

Murdoch University will provide programs and services for the University community that minimise risks to safety, health and wellbeing, and will manage regulatory risks in a manner consistent with responsible risk management and fiscal stewardship through:

1. Providing sufficient resources to secure minimum compliance with applicable health, safety, environmental and injury management legislation, codes and standards and maintaining an integrated safety management system in light of this legislation.
2. Actively identifying and managing health and safety risks through the systematic identification of hazards, evaluation of risks, and implementation of effective risk controls. All safety, health, environmental and wellbeing impacts associated within teaching, research, operation and maintenance shall be reduced to levels which are As Low As Reasonably Practicable (ALARP).
3. Providing for wellbeing concerns in the psychological and social work environment to improve the health of workers and their families, through employee assistance and return to work programs that will support a timely and sustainable return to work for injured staff members.
4. Meeting established safety, health, environmental and wellbeing objectives and targets, through documented systems to achieve these. Continually measuring and monitoring the University's activities and progress against the committed objectives.
5. Endeavouring to lead, empower, engage and train staff and students to achieve a safety culture and encouraging prevention principles.
6. Committing to continually improve the University's safety, health, environmental and wellbeing performance and consulting and communicating results with all relevant stakeholders in order to maintain a relationship based on honesty, openness and mutual trust.

**Performance Indicators:**

There are no performance indicators.

**Related Documents:**

AS/NZS 4801: Occupational health and safety management systems

[Occupational Safety and Health Act 1984 \(WA\)](#)

[Occupational Safety and Health Regulations 1996 \(WA\)](#)

[Incident Investigation Procedure](#)

[Incident Reporting Procedure](#)

[Risk Assessment and Hazard Identification Procedure](#)

[Safety, Health and Wellbeing Committee Guidelines](#)

[Safety, Health and Wellbeing Induction Procedure](#)

[Safety, Health and Wellbeing Roles and Responsibilities Procedure](#)

[Safety, Health and Wellbeing Training and Competency Procedure](#)

[Safety, Health and Wellbeing Audit and Compliance Procedure](#)

[Safety, Health and Wellbeing Third Party Contractor Management Procedure](#)

[Safety, Health and Wellbeing Management and Monitoring Review Procedure](#)

[Safety, Health and Wellbeing Objectives and Programs Procedure](#)

[Student Sexual Harassment and Sexual Assault Response and Reporting Procedure](#)

### **References:**

There are no references.

### **Approval and Implementation:**

<b>Approval Authority:</b>	Director People and Culture
<b>Responsible Officer(s):</b>	Manager Safety Health and Wellbeing
<b>Approval Authority for supporting procedures:</b>	Director People and Culture Deputy Vice Chancellor Education
<b>Approval Authority for supporting guidelines:</b>	Director People and Culture
<b>Contact Officer:</b>	Manager Safety Health and Wellbeing

### **Revision History:**

<b>Approved/ Amended/ Rescinded</b>	<b>Date Approved</b>	<b>Effective Date</b>	<b>Next Review Date</b>	<b>Resolution No. (if applicable)</b>
Approved	21/02/2018	21/02/2018	21/02/2021	
Administrative amendments by University Secretary	23/06/2017	23/06/2017	06/02/2019	
Approved	06/02/2017	06/02/2017	06/02/2019	
Amended	04/12/2012	04/12/2012	04/12/2013	
Approved	01/08/2011	01/08/2011	01/08/2013	