



We Nurture We Challenge We Care

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## Work Health and Safety Policy

### PURPOSE

The purpose of this *Policy* is to establish a framework for the College, its employees, students, volunteers and contractors, and for other persons with a legal right to be on premises controlled or managed by the College, to comply with the requirements of the *Work Health and Safety Act 2012* and the *Work Health and Safety Regulations 2012*.

### POLICY FRAMEWORK

Mount Carmel College acknowledges that the dignity, safety and well-being of people are central to the values of the College. The College also recognises that it is responsible and accountable for ensuring, so far as is reasonably practicable, the health and safety of workers and other persons who either enjoy or use the services and facilities of the College, or provide services to the College.

To meet these social, moral, and legal obligations the College is committed to:

- The provision and maintenance of a work environment which minimises risks to health and safety;
- The provision and maintenance of safe plant and structures;
- The provision and maintenance of safe systems of work;
- The safe handling and storage of plant, structures and substances; and
- The provision of adequate facilities for the welfare at work of workers carrying out work for the College including ensuring access to those facilities.

### POLICY CONTENT

The College is committed to ensuring, so far as is reasonably practicable, the health and safety of all workers, students, and other persons who are legally present on College premises.

To support this *Policy*, the College shall implement and maintain an appropriate work health and safety management system for workplaces we control or manage. The College will:

1. Develop appropriate planning strategies to ensure that the design and function of facilities at our workplace, and plant hired, purchased, or leased for use at our workplace, meets or exceeds the best work health and safety standards.
2. Review or develop purchasing procedures in relation to other goods, materials, and services purchased for, or provided to the College workplace that may affect the health and safety of workers and/or other persons.
3. Provide the resources, training, information, instruction, and levels of supervision required for all workers, students, and other persons covered by this *Policy* to achieve the *Policy's* objectives.

In order to achieve these aims, and the objectives envisaged by the *Policy*, the College shall:

- Identify, and assess all existing or foreseeable **workplace hazards**, then eliminate the hazard, or develop strategies to control risks arising from a hazard that cannot, for practical reasons, be eliminated.
- Develop and maintain an appropriate **workplace incident/injury reporting system** that provides the College with information to help prevent future incidents and work related injury or illnesses
- Conduct an **investigation** of all incidents, and circumstances, that may either expose any person to the risk of injury or illness, or result in injury or illness.
- Employ, and contract when necessary, the services of **competent and skilled persons** who are sufficiently trained, instructed, and informed to meet their obligations under the *Policy*.
- Encourage workers to **report**, at the earliest opportunity and without prejudice to any worker, any suspected workplace **hazard, risk**, and/or work related **incident, injury** or **illness** that may affect or has affected themselves or others.
- Provide for the welfare of all injured employees prior to their return to work, in the development of their **return to work plans**, and in the rehabilitation process following their return to work.

To achieve these objectives, the College shall consult openly with our workers and other stakeholders, and provide them with sufficient information to assist in the decision making process. The College shall value and acknowledge the outcomes of this consultation.

The College shall establish appropriate levels of responsibility and accountability for our workers, consistent with their position within the organisation to meet the policy objectives. These levels of responsibility and accountability will be developed in consultation with the respective workers.

The College shall require all contractors, visitors, and volunteers to comply with any direction, procedure, or specific policy, applying to such persons that meet the objects and requirements of the Act.

All workers while at work, and irrespective of their position, shall:

- Take reasonable care for their own safety.
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.
- Co-operate with any reasonable policy or procedure in relation to health or safety at the workplace that has been notified to workers.
- Report all incidents, or hazards, that may cause injury or illness, and any damage or maintenance requirements affecting the safety of the workplace or plant used at work.
- Attend and participate in any training or in-service seminars arranged by the College to support the objectives of this *Policy*.
- Engage openly with College personnel in any consultation on WHS issues, or information, brought to their attention, to assist the College to meet its obligations under the *Act*.

Other persons at the workplace shall:

- Take reasonable care for their own health and safety;
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons, and;
- Comply, so far as is reasonably able with any reasonable instructions given to enable the College to comply with the Act.

## RELATED POLICIES AND PROCEDURES

Allergy Awareness Policy and Procedure  
Anti-Discrimination, Harassment and Bullying Policy  
Behaviour Co-Management Policy  
Canteen Policy and Procedures  
Code of Conduct Policy  
Critical Incident and Emergency Policy  
Cyberbullying Policy  
Drug-Related Incidents: Guidelines for Management in Tasmanian Schools  
Excursions Policy and Procedures  
First Aid Policy  
Health & Physical Education Policy  
Interstate & International Travel Policy & Procedures  
Rehabilitation & Injury Management Policy  
School Vehicle Policy & Procedures  
Smoking on College Site Policy  
Sun Protection Policy  
Taking Care Policy  
Volunteers (in Catholic Education) Policy

## POLICY REVIEW

The *Policy* shall be reviewed every three years, or in the event of any information, incident, injury, or illness that would demonstrate the need for a review, or resulting from any legislative or organisational change that would warrant a review.

POLICY DATES			
<b><i>Implemented</i></b>	19/11/2013	<b><i>Reviewed</i></b>	AUGUST 2013
<b><i>Next Review Due</i></b>	19/11/2016		
POLICY AUTHORISATION			
<b><i>Principal</i></b>		<b><i>Signature</i></b>	