

Health and Safety Charter

Section 1 - Purpose / Objectives

(1) The VU goals for health and safety are:

- a. All staff, students, stakeholders, research partners and visitors associated with VU will be safe and healthy both physically and mentally during their association with VU;
- b. VU earns respect and reputation for high quality, systemic management of safety and health which includes physical, mental and emotional wellbeing;
- c. VU and staff take all possible care to avoid injury, and in the event of an injury, they experience minimal social and financial effects of workplace injury or illness through the provision of timely, safe and durable return to work programs.

Section 2 - Scope / Application

(2) All staff, students, stakeholders, research partners and visitors associated with VU.

Section 3 - Definitions

(3) Nil

Section 4 - Policy Statement

(4) At VU we are committed to:

- a. Creating an accessible health and safety management system which eliminates or minimizes risk of injury or illness to persons associated with any aspects of VU education and research;
- b. Engaging with all staff, students, visitors and partner organisations in creating safe places as well as safe working and learning activities;
- c. Providing a continually improving health and safety management system consisting of coherent policies and procedures to meet the standards of research and educational institutions as well as industry standards of partner organisations; and
- d. Establishing a health and safety management system to meet legislative obligations to the highest possible standard.

Section 5 - Procedures

(5) Everyone working at VU will:

- a. Protect their own health and safety and that of other employees, contractors or the public by:

- i. Learning and complying with VU health and safety procedures including the reporting of incidents and near misses; and
- ii. Participation in consultation on safety issues and active engagement in health and safety and rehabilitation programs.

(6) VU Executives and Leaders will:

- a. Lead and exemplify consultative, deliberate and measured health and safety performance of VU by:
 - i. Endorsing and establishing plans to realise the objectives of the VU Health and Safety Policy;
 - ii. Ensuring the availability and allocation of reasonable resources for policy implementation; and
 - iii. Monitoring and reporting on the organisational performance of safety, including current issues, remediation and systematic improvement measures.

(7) All contractors, visitors, volunteers and students are expected to:

- a. Plan and act in the best interest of their own health and safety and for other persons who may be affected by their actions or omissions; and
- b. Contractors, volunteers and students are required to be aware of and comply with applicable VU health and safety procedures and practices.

(8) Managers and Supervisors will:

- a. Develop, implement and continuously improve safe work systems through consultation with employees by:
 - i. Observing and enforcing through supervision, VU standards for legal compliance;
 - ii. Ensuring that safe workplaces, safe plant and welfare facilities are provided and monitored;
 - iii. Providing information, training and supervision to ensure employees, and contractors are able to carry out their work safely;
 - iv. Recording and investigating health and safety incidents and implementing corrective actions; and
 - v. Managing promptly and effectively any work-related injury or ill health through rehabilitation programs.

(9) Teachers, Academic Staff and Researchers will:

- a. Protect their own and their student's safety by:
 - i. Designing and delivering learning and research activities which directly model excellent health and safety practices;
 - ii. Providing information, training and supervision to ensure students are able to carry out classes and research activities with minimal risk; and
 - iii. Maintaining safe work practices in all work locations.

Section 6 - Guidelines

(10) Nil

Status and Details

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