

# **NEW Workplace Health and Safety Policy**

## **Section 1 - Purpose and Scope**

### **Purpose**

(1) This Policy articulates Southern Cross University's commitment to workplace health and safety.

### **Scope**

(2) This Policy applies to:

- a. employees;
- b. students;
- c. consultants;
- d. visitors (including workers as defined in the relevant work health and safety legislation); and
- e. the University's controlled entities.

## **Section 2 - Definitions**

(3) At Southern Cross University, safety is defined as the presence of capacity, not merely the absence of incidents. We are deeply committed to fostering a safe and healthy workplace for our people and the community we serve.

## **Section 3 - Policy Statement**

(4) As leaders, we take our responsibilities toward Workplace Health & Safety (WHS) seriously, understanding the importance of the safety and well-being of our people and community. Our WHS aspiration is to conduct our business in a manner that causes no harm to the health and safety of our people and community. We don't just talk about it; we own it. Living and communicating this policy is our commitment to honoring our word, and building trust through action.

(5) Our leaders actively engage with our workforce, immersing themselves in everyday activities, asking curious questions, and seeking continuous improvement opportunities.

### **Hazard and Risk Appraisal**

(6) Acknowledging the inherent H&S risks in our work, we are committed to being risk-aware, intelligent, and vigilant. We treat H&S risk assessment as a pivotal aspect of our planning process. We unequivocally state: that we don't want to see anyone killed or seriously hurt. Hazard identification and risk control are integral to our operations. We systematically identify hazards, assess potential impacts, and implement controls to eliminate or minimize risks. Empowering our workforce with the right tools and knowledge, we engineer out risk where possible and implement effective controls.

## **Consultation, Communication & Participation**

(7) The safety of everyone, whether internal or external stakeholders, is paramount. We foster a culture of open communication and collaboration. Every voice counts, and we commit to listening and participating in meaningful conversations actively. We encourage everyone to speak up, take accountability, and actively engage in learning and sharing.

## **Performance Evaluation**

(8) At SCU, we embrace continuous learning and transparency. Through internal H&S audits and performance data reviews, we identify opportunities for improvement. Learning from experiences is ingrained in our culture. We believe that what's good today can be great tomorrow with continuous improvement.

## **Bold and Contemporary Approach**

(9) Taking a bold, contemporary, and evidence-based approach to H&S, we link our practices back to our H&S strategy, creating a culture of empowerment. We care about our people both inside and outside our University. Together, we are all on this journey towards creating a smart, healthy, and safe workplace.

## **Focus on Well-being**

(10) Our commitment extends beyond physical safety. We focus on individual and team well-being, recognizing and managing work-related stress and other psychosocial risks. We foster a culture where it's safe to be bold because we believe in the courage and conviction of our people to shape a workplace that is smart, healthy, and safe. Our culture is supportive, innovative, and fun, built on honesty, openness, and mutual respect.

## **Top Management Commitment**

(11) Top Management at SCU is personally committed to:

- a. Taking overall accountability and responsibility for the prevention of work-related injuries.
- b. Ensuring that this policy and the objectives are established and compatible with the strategic direction of the University.
- c. Integrating the WHS Management System into operational decision-making. Allocating appropriate resources for system establishment, implementation, maintenance, and continual improvement.
- d. Protecting employees from reprisal when reporting hazards, risks, and opportunities. Ensuring there are processes for consultation and participation of employees.

(12) This policy is to be read in conjunction with the policies and procedures comprising the WHS Management system. It shall be communicated to all workers via noticeboards and the intranet to ensure awareness of commitments, rights, and responsibilities. The policy has undergone consultation through the health and safety committees.

## Status and Details

<b>Status</b>	Not Yet Approved
<b>Effective Date</b>	To Be Advised
<b>Review Date</b>	To Be Advised
<b>Approval Authority</b>	
<b>Approval Date</b>	To Be Advised
<b>Expiry Date</b>	Not Applicable
<b>Responsible Executive</b>	Kim Franks Vice President (People and Culture)
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