

OCCUPATIONAL HEALTH, SAFETY & WELLBEING POLICY

SCOPE

This Policy applies to all staff, students, visitors and contractors who are participating in, or are affected by, Monash University (the University) related activities, in all University locations.

POLICY STATEMENT

The University is committed to providing staff, students, contractors and visitors with a healthy, safe and supportive environment.

The University communicates and consults to promote the safety, health and wellbeing of staff, students, contractors and visitors. Innovation is encouraged, and a systematic approach is taken by the University to identify, assess and control hazards.

1. General Principles

- 1.1 The University's approach to the health, safety and wellbeing of staff, students, contractors and visitors engaged in University activities is guided by the following general principles.
 - 1.1.1 The University acknowledges that the health, safety, and wellbeing of its people is paramount;
 - 1.1.2 The University provides and supports an environment for work and study where our people can thrive and flourish;
 - 1.1.3 The University aims to demonstrate leadership in occupational health, safety and wellbeing and the need for global consistency across all sites using best practice frameworks in OHS and wellbeing;
 - 1.1.4 The University provides and supports services, programs and initiatives to empower staff and students to meet their responsibilities and contribute to fostering an inclusive and consultative culture of safety, good health, and wellbeing;
 - 1.1.5 The University communicates and consults with staff and students on University activities impacting their physical and mental health, safety and wellbeing; and
 - 1.1.6 The University monitors and reviews its performance at all levels to continuously improve the management of health, safety and wellbeing.

2. Occupational Health and Safety Management System

- 2.1 The University's [Occupational Health and Safety Management System](#) (OHSMS) is certified to an internationally-recognised standard and provides a framework for:
 - Eliminating or reducing the risk of injuries, diseases, and ill health resulting from University activities;
 - Identifying and implementing measurable objectives: and
 - Responding when the need for further improvements to the OHSMS are identified.
- 2.2 The OHSMS comprises an organisational structure, planning activities, responsibilities, practices, procedures, processes and resources for developing, implementing, achieving, reviewing and maintaining this Policy.

3. Occupational Health and Wellbeing

- 3.1 The University's framework for health and wellbeing is aligned with World Health Organisation principles that address mental health, physical health, food for health, environmental, community and work health.
- 3.2 Direction and strategy for health and wellbeing programs and services is evidence based derived from Thrive@ Monash and international sources.

- 3.3 The University's health and wellbeing programs and initiatives are culturally diverse and inclusive, and encourage healthy lifestyle choices and active participation.

4. Role and Responsibilities

- 4.1 Responsibility for fostering a healthy and safe environment is shared between University management, staff, students, visitors and contractors.
- 4.2 All staff and students must participate in making the University a safe and healthy place for work and study, and the University will support and facilitate active participation in these matters.
- 4.3 The University's [Occupational Health and Safety Committee](#) advises the University on OHS matters, ensuring a coordinated approach to the management of health, safety and wellbeing at the University.

DEFINITIONS

MUOHSC	Monash University OHS Committee
OHSMS	OHS Management System

GOVERNANCE

Supporting procedures	Health and Safety All OHS Procedures on the Policy Bank. Wellbeing <ul style="list-style-type: none"> • Health and Wellbeing Procedure • Mental Health Procedure
Supporting schedules	N/A
Associated policies	Mental Health Policy
Policy owner	Manager, OH&S
Legislation mandating compliance	Higher Education Standards Framework (Threshold Standards) 2015 Occupational Health and Safety Act 2004 (Vic)
Category	Operational
Approval	Vice-Chancellor's Executive Committee 7 April 2021 MEETING NUMBER 4
Endorsement	Chief Operating Officer (COO) 30 March 2021
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Review date	14 May 2024
Version	3.1
Content enquiries	ohshelpline@monash.edu

DOCUMENT HISTORY

Version	Date Approved	Changes made to document
V 3.0	May 2021	New format to comply with Policy Bank requirements. Revised policy to incorporate wellbeing in title and content.
V 3.1	July 2021	Updated certification logo in footer to ISO 45001