

# HEALTH SAFETY & WELLBEING OBJECTIVES 2024-2026



Endorsed by MUOHSC Q4 2023 Meeting



# Health Safety & Wellbeing Objectives

## Vision

In our pursuit of education and research excellence, Monash is committed to providing staff, students, contractors and visitors, with a healthy, safe and supportive environment.

We take an integrated and systematic approach to identify, assess and control risks; to help us build a thriving Monash community.

## Strategic Priorities for 2024-2026

**EMPOWER** our people to lead Health Safety & Wellbeing



Elevate the **QUALITY** of risk identification and control



**OPTIMISE** our OHS Management System



**INNOVATE** our ways of working to improve Health Safety & Wellbeing



Provide our people with opportunities and environment to **THRIVE**



## Health Safety & Wellbeing Objectives

### Strategic Priority 1



# EMPOWER our people to lead Health Safety & Wellbeing

## Intent

Have an active Health Safety & Wellbeing (HSW) network across all areas of Monash

Increase opportunities for participation of Monash community in HSW matters

## Measures

100% compliance with new 'HSW for Leaders' training

Achieve greater than 80% of HSW roles filled

Quarterly and minuted OHS Committee meetings



## Health Safety & Wellbeing Objectives

### Strategic Priority 2



Elevate the **QUALITY** of risk identification and control

#### Intent

Drive enhancement of existing risk management

#### Measures

All Faculties/Divisions to have a current HSW Risk Register in place

Achieve greater than 80% currency rate of risk assessments

Increase hazard reporting by 10% on previous year

Reduce incident rate by at least 10% compared to previous year



## Health Safety & Wellbeing Objectives

### Strategic Priority 3



# OPTIMISE our OHS Management System

## Intent

OHSMS should reflect the way we do HSW in our business. It includes our documented processes, Policy, procedures, guidance notes, tools, software, programs, initiatives and activities

## Measures

Broaden the scope of our ISO45001 certification to include Monash Group operations

All HSW interactions, including audits to include celebration of positive HSW activities within the areas



## Health Safety & Wellbeing Objectives

### Strategic Priority 4



## **INNOVATE** our ways of working to improve HSW

### Intent

We will invest in HSW innovation to drive best practice approaches to the emerging risks aligned with our research and teaching objectives

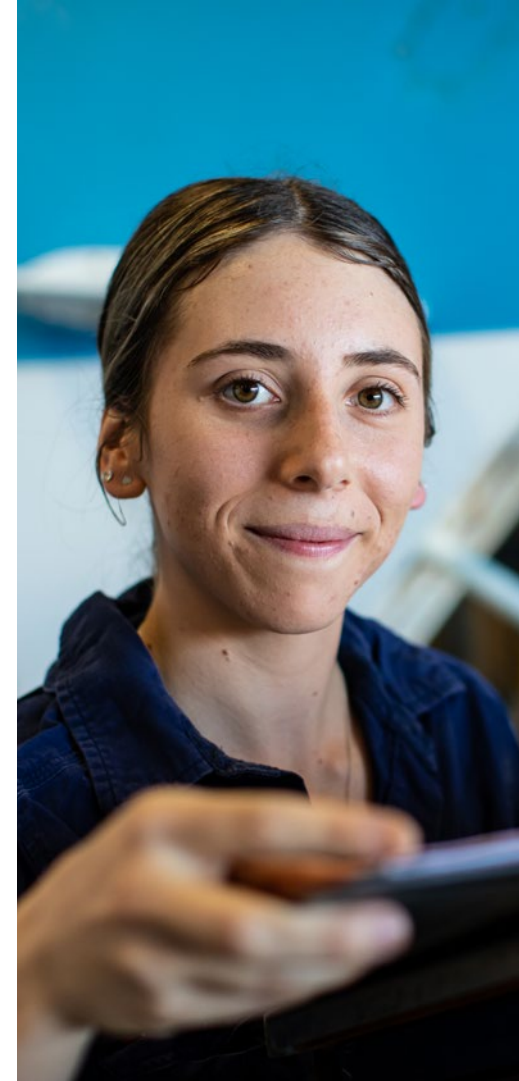
Drive an innovative approach to problem solving that enhances HSW and enables our world-leading research

### Measures

Establish initiatives that drive innovation in HSW e.g. HSW innovation awards

Establish a Monash definition and methodology for HSW innovation

Offer innovation training to our HSW network



## Health Safety & Wellbeing Objectives

### Strategic Priority 5



Provide our people with the opportunities and environment to **THRIVE**

#### Intent

Have a best practice approach to wellbeing of our Monash community. This should be data-led, evidence-based, include our Monash wellbeing pillars, and be co-designed with our community

#### Measures

Establish an annual Wellbeing plan/calendar of events

Establish a suitable governance structure for monitoring and to review progress, this could be via existing OHS Committees



## Health Safety & Wellbeing Objectives

