

Health and Safety Policy

1. COMPLIANCE OBLIGATION SUPPORTED

[Work Health and Safety Act 2020 \(WA\)](#)

2. PURPOSE

The purpose of this policy is to outline the approach to work health and safety at Curtin University including the governing principles and objectives that will guide the University to meet its legislative duties and obligations.

3. POLICY STATEMENT

- 3.1. Health and safety is the responsibility of everyone. All workers and other persons at the workplace (such as students and visitors) play an important role in contributing to a healthy and safe work environment.
- 3.2. The University will:
 - 3.2.1. Embed a safety culture where people are empowered to take action to prevent injuries and maintain a safe working environment;
 - 3.2.2. Ensure compliance with relevant legislation and the University's Health and Safety Management System;
 - 3.2.3. Promote an organisational culture that adopts health and safety as an integral component of its management philosophy;
 - 3.2.4. Maintain an effective process for identifying and resolving health and safety issues and managing health, safety and psychosocial risks;
 - 3.2.5. Ensure we uphold Curtin Values;
 - 3.2.6. Ensure we uphold a culture that promotes workplace respect and where we believe that health, safety and wellbeing are paramount and threats to safety will not be tolerated;
 - 3.2.7. Provide and maintain high standards of health and safety in the workplace;
 - 3.2.8. Seek to embed health and safety management in our business planning and decision-making processes and ensure that it is adequately resourced by all areas;
 - 3.2.9. Maintain an effective mechanism for consultation and communication of health and safety matters;
 - 3.2.10. Provide appropriate health and safety education and support;
 - 3.2.11. Regularly review health and safety performance to monitor the effectiveness of health and safety actions and ensure health and safety targets and objectives are met; and
 - 3.2.12. Continue to evolve its Health and Safety Management System through a process of continuous improvement, with a focus to identify and effectively control health and safety risks. This will be achieved in consultation with workers and Health and Safety Representatives with the objective of preventing workplace injury and maintaining a safe environment.

4. SCOPE OF POLICY

This policy applies to workers, students, adjuncts, University Associates, Council members, contractors and visitors in any location or campus within Australia.

The guiding principles of this policy will inform practices on the University's global campuses and locations.

5. DEFINITIONS

(Note 1: Commonly defined terms are located in the [Curtin Common Definitions](#). Any defined terms below are specific to this document)

Health and Safety Management System

An integrated system that provides a systematic management approach to managing Health and Safety at the workplace. It comprises health and safety policies, management standards, procedures, guidelines, forms and checklists, online systems and tools.

Psychosocial hazard*

A psychosocial hazard is a hazard that — (a) arises from, or relates to — (i) the design or management of work; or (ii) a work environment; or (iii) plant at a workplace; or (iv) workplace interactions or behaviours; and (b) may cause psychological harm (whether or not it may also cause physical harm)

Psychosocial risks*

A psychosocial risk is a risk to the health or safety of a worker or other person arising from a psychosocial hazard.

Health*

Physical and psychological health.

Worker*

A person is a worker if the person carries out work in any capacity for Curtin University including work as an employee; or a contractor or subcontractor; or an employee of a contractor or subcontractor; or an employee of a labour hire company who has been assigned to work in Curtin University's business or undertaking; or an outworker; or an apprentice or trainee; or a student gaining work experience; or a volunteer; or a person of a prescribed class under the relevant legislation.

Workplace*

A place where work is carried out for Curtin University and includes any place where a worker goes, or is likely to be, while at work.

(Note 2: The defined terms above marked with an asterisk () are defined in the Work Health Safety Act 2020 (including any subsidiary legislation made under that Act), which may be amended from time to time. These defined terms as set out above are consistent with the Work Health Safety Act 2020 and/or subsidiary legislation as at the date of the last review of this Policy.)*

6. SUPPORTING PROCEDURES

[Incident and Hazard Reporting and Investigation Procedures](#)

7. RELATED DOCUMENTS/LINKS

[Health and Safety website](#)

[Code of Conduct'](#)

[Curtin values and signature behaviours](#)

[Discrimination and Harassment Prevention Procedures](#)

[Sexual Assault and Sexual Harassment Prevention Policy](#)

[Statute No.10 – Student Discipline](#)

[Student Charter](#)

Policy Compliance Officer	Melinda Simpson , Director, Health and Safety
Policy Manager	Chief Operating Officer
Approval Authority	Senior Executive Team
Review Date	1 st April 2030

REVISION HISTORY (filled out by Risk, Compliance and Audit)

Version	Approved/ Amended/ Rescinded	Date	Committee / Board / Executive Manager	Approval / Resolution Number	Key Changes and Notes
New	Approved	29/05/2012	Planning and Management Committee	PMC 47/12	Attachment 1 to Document No 00537/12
	Administratively Updated	06/10/2015	Director, Legal and Compliance Services	EC 76/15	Executive Manager Title Changes
	Amended	27/10/2015	Planning and Management Committee	PMC 77/15	Attachment H to Item 11 (PMC noted formally reviewed and no changes required)
	Amended	22/11/2016	Planning and Management Committee	PMC 115/16	
	Noted	07/03/2019	Planning and Management Committee	PMC 08/19	Reviewed and no changes required
	Approved	6/06/2024	Senior Executive Team	SET 47/24	Attachment B to Item 7.7