

Occupational Health and Safety Strategic Plan

2007 - 2010

Purpose-

The ANU aims to be an influential leader in the fields of occupational health, safety and injury management. The ANU's Strategic Plan: *ANU by 2010* commits the ANU to provide a work and study environment that is attractive, well maintained, accessible and safe.

The ANU promotes a proactive health and safety management system based on effective communication and consultation, the systematic identification, assessment and control of hazards and the encouragement of innovation.

The principal goal for this strategic document is to improve health and safety in the University community and continue the momentum towards eliminating workplace injuries and illnesses at ANU.

Current situation-

The ANU has managed to maintain a robust and effective occupational health and safety management system in recent years, in an environment of increasing regulatory interest and licensing requirements. ANU is committed to providing staff, students, contractors and visitors with a safe and healthy environment. The ANU strives, through a process of continuous improvement, to fully integrate health and safety into all aspects of its activities.

The major OHS risks categories within the ANU are chemical management, equipment, biological hazards, building alterations and infrastructure, confined spaces, electrical safety, hazardous wastes, noise, ionizing radiation, lasers, manual tasks, mental health and nanotechnology.

The ANU has a strong culture of reporting hazards, dangerous occurrences, injuries and exposures quickly [1], providing support to staff and/or implementing corrective action [2]. The staff at ANU value the assistance in 'return to work', no matter what the cause of injury, providing a positive performance outcome.

The University's OHS management system is continuing to be supported by a professional and technically competent OHS Branch, able to oversee external compliance, provide technical advice and support. The OHS system also strongly relies on the hard work of staff in OHS networks [4] and committees [5]. Managers and supervisors also have a role to address risks and encourage safe work practices and embedding a strong safety culture.

Given the University's array of hazards, a strong commitment is also provided in the training and awareness of OHS issues. The ANU runs a comprehensive array of specialised technical hazard courses [6].

ANU currently has an incident rate lower (better) than the National average [3], but the injury rate has stagnated and requires further effort to achieve improvement. The strategies outlined in this document should assist in providing the vigour required for improvement, approaching agreed National targets [3] and bettering the performance of similar organisations.

Responsibilities-

Ultimately the Vice Chancellor is accountable and responsible under the OHS Act 1991. To assist, there are also responsibilities for the Director Human Resources, Deans/Directors, Managers and supervisors. Additional information on roles and responsibilities can be found in the University's *Health and Safety Management Arrangements* [7].

2007 – 2010 OHS Objectives

By 2010 the ANU will aim to:

1. Have reduced the impact of workplace injuries and illnesses;
2. Have raised the awareness of the effective use of risk management;
3. Reduce incidents by active elimination of hazards;
4. Be compliant with the new OHS Act requirements for *Health and Safety Management Arrangements*;
5. Have enhanced the profile and practice of health, safety and wellbeing at all levels of ANU.

2007-2010 OHS Priorities

To achieve the above OHS strategic objectives, ANU management, in partnership with OHS staff and committees, will focus on delivering the following OHS strategic priorities:

1. Risk Management

- Enhancing leadership through improving OHS knowledge of managers;
- Improving the collection and management of OHS risk information;
- Improving risk assessments by supervisors;
- Actively identifying risks in emerging research activities using a structured, educated, consultative approach; and
- Active participation in the OHS aspects of new buildings and renovated workplaces by commencing consultation at the design/concept stage.

2. OHS Management

- Continuously improving ANU-wide OHS systems, policies and procedures, ensuring that they are integrated and accessible for the ANU community, complying with relevant legislation, and the University's Health and Safety Management Arrangements;
- Establishing clearly recognisable lines of OHS responsibility at both the individual and organisational level;
- Integrating OHS principles and practices into undergraduate and postgraduate studies;
- Enhancing the OHS content in the ANU Induction Program for staff and students;
- Improving the positive links between good OHS and good performance.

3. Hazard Elimination

- Facilitating the early reporting of hazards and incidents;
- Continuing to improve on delivering corrective actions in a timely manner;
- Reinforcing safety behaviours through staff training, involvement, and awareness;
- Encouraging managers to discuss safety openly with staff, students, visitors and contractors;
- Improving the identification and elimination of slip, trip and fall hazards around the ANU campus.

4. Injury Reduction

- Implementing preventative strategies and programs to reduce the number and impact of injuries, particularly sprains and strains;
- Implementing programs to ensure the early detection, reporting and management of workplace injuries and illnesses;
- Improving the reporting of psychological injuries/illnesses to ensure early case management assistance.

Performance monitoring-

The annual OHS statistical report [3] will provide a progressive scorecard for the strategies in this plan, including the key performance indicators of -

Measure	2010 Target	2006
Hazard and incident reports and actions		
Manual task incidents resulting in injury	< 80 per year	115
Slip, trip and fall injury incidents	< 40 per year	75
Number of lost time injuries	< 30 per year	35
Compensation claims (accepted) #	< 40 per year	69
Incident rate (work related)	<7.5 per 1000 FTE	10
Average lost time rate	< 15 days per WC claim	21
Staff (and student) training numbers	900 attendees per year 70% of all supervisors to have completed the OHS training for supervisors	849 NA
Number of new staff inducted	100 %	NA
Number of policies, procedures and guidelines reviewed and updated	5 per year	NA
Number of OHS Committees meeting 4 times per year	95%	NA

National Target is 20 claims per year by 2010, and < 17.5 claims per year in 2011/2012

NA Not currently assessed

References-

- [1] http://info.anu.edu.au/policies/_DHR/Procedures/Incident_Reporting.asp
- [2] http://info.anu.edu.au/hr/HR_Service_Charter/index.asp
- [3] http://info.anu.edu.au/hr/OHS/Performance_Appraisal/index.asp
- [4] http://info.anu.edu.au/hr/OHS/OHS_Networks/index.asp
- [5] http://info.anu.edu.au/hr/OHS/OHS_Networks/DWG_and_HSR_information.asp
- [6] http://info.anu.edu.au/hr/Training_and_Development/OHS_Training/index.asp
- [7] Under development, to be released in late 2007/early 2008.