

Health, Safety and Wellbeing Policy

Section 1 - Purpose

(1) To provide a healthy and safe working, research and learning environment across the RMIT Group community.

Section 2 - Overview

(2) RMIT is committed to developing a values-based health, safety and wellbeing culture and seeks to enhance the health, safety and wellbeing of its people so they can thrive in work and life. We care about everyone's mental and physical health, safety and wellbeing, and believe that no task or activity is so important that it cannot be done safely.

(3) RMIT has a Global Safety Model which will help us achieve our objectives. This Policy outlines the principles of the Global Safety Model Framework and is supported through the establishment of global health, safety and wellbeing processes, guidance material and proactive programs.

Section 3 - Scope

(4) This policy applies to all RMIT staff, researchers, students, contractors, visitors and volunteers globally.

Section 4 - Policy

(5) RMIT will:

- a. promote and provide a safe environment for all, including children, with a zero tolerance for abuse and harm
- b. acknowledge that it conducts its business on Eastern Kulin Nations and will respect and acknowledge the laws of the ancestors and Elders past and present
- c. integrate health, safety and wellbeing into management responsibilities and accountabilities, structures systems and strategies
- d. consult with staff and students in an open and respectful manner in all matters that affect their mental and physical health, safety and wellbeing
- e. identify hazards, assess foreseeable risks and implement appropriate controls or remedial action towards preventing University related incidents, including near misses
- f. implement measures of health, safety and wellbeing performance
- g. provide a workplace-based Return to Work process for all staff following a work related illness or injury and, where practicable, non-work related illness or injury
- h. provide a Return to Study process for all students following a study related illness or injury and, where practicable, non-study related illness or injury
- i. provide and disseminate Health, Safety and Wellbeing information, training and supervision for staff, students, contractors and visitors
- j. provide staff and students with intervention and assistance wellbeing programs

Responsibilities

(6) RMIT staff, students, researchers and visitors will:

- a. be responsible for their own safety, and for fellow work colleagues and students, by always operating in a safe, respectful and appropriate manner
- b. be responsible for maintaining a standard of cultural safety and wellbeing when studying, working and researching on Eastern Kulin Nations
- c. adhere to all health, safety and wellbeing training, information and instruction provided by RMIT.
- d. report all hazards and incidents as soon as possible
- e. identify, communicate and support measures to eliminate or minimise unsafe conditions.

Review

(7) This policy and RMIT's Global Safety Model Framework demonstrates RMIT's commitment to providing a safe and healthy environment for work, research and study and will be reviewed in accordance with:

- a. Occupational Health and Safety Assessment Series (OHSAS) 18001 for Occupational Health and Safety Management Systems
- b. ISO 45001 Occupational Health and Safety Management System Standard
- c. TEQSA Higher Education Framework Standards
- d. National Code of Practice for Providers of Education and Training to Overseas Students
- e. Australian Skills Quality Authority (ASQA) Framework
- f. Victorian Child Safe Standards.

Section 5 - Procedures and Resources

(8) Refer to the following documents which are established in accordance with this Policy:

- a. [Alcohol Management Procedure](#)
- b. [Children on Campus and at Work Guideline](#)
- c. [COVID-19 Vaccination Procedure](#)
- d. [Global Safety Model](#)

Section 6 - Definitions

(9) Please refer to the RMIT Policy Glossary and the [Global Safety Model](#).

Status and Details

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Policy Owner	Teresa Finlayson Chief Operating Officer
Policy Author	Emma Blee Director, Health Safety and Wellbeing
Enquiries Contact	Health, Safety and Wellbeing