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# Leadership and Engagement – Think Safe

## Objectives

- To support a positive ethos of teamwork, with an active speak-up/listen-up culture.
- To empower the UNSW community and to promote health & safety across the university.
- To have a proactive and engaged community where health & safety (physical and psychosocial) are at the centre of what we do.
- Leaders at all levels engage with, demonstrate and model desired safety behaviours.

## Strategies

- University-wide Speak Up for safety campaign to empower everyone to have safety conversations.
- Leaders actively participate in safety programs and initiatives and encourage and enable others.
- Consistent resources, strategies, tools, and training to ensure a cohesive and systematic approach to the delivery of high-quality health & safety functions across the university.

## Indicators of success

- Our people feel empowered to raise concerns and contribute to discussions about decisions that impact their health & safety.
- Safety is an active part of every team meeting agenda across XLI YRMZIVWMX] ERH MW V the minutes.
- Leaders hold regular and meaningful safety walks through their areas of responsibility. | 11
- Increased reporting of near misses, hazards and incidents, and positive safety behaviours.
- All staff, volunteers, students, and contractors are provided with appropriate health & safety inductions and training on commencement and through the employee lifecycle, to ensure they can safely perform their roles.
- Safety goals are an intrinsic part of everyone's MyCareer plan.

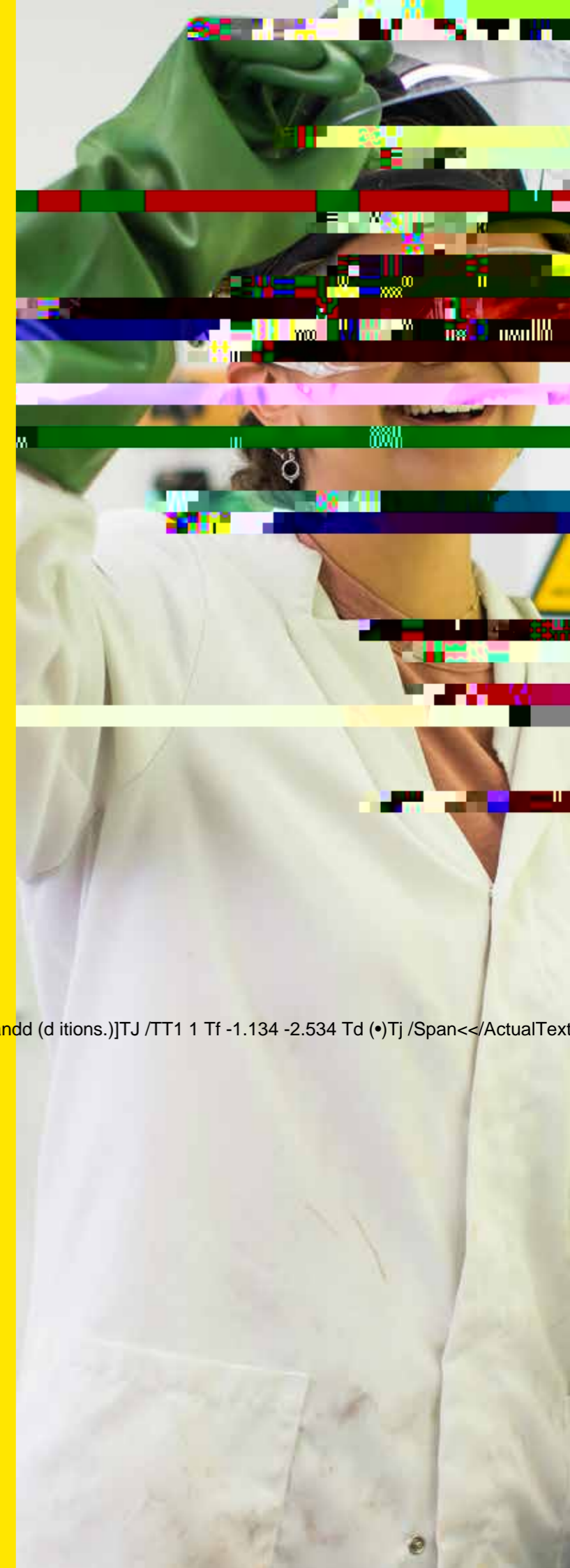


## Objectives

- Comprehensive understanding of all health & safety risks across UNSW including critical risks.
- Psychosocial safety is prioritised and addressed holistically.
- A culture where reporting hazards, incidents, and near misses is championed and rewarded.
- Policy and procedures that are adaptive and supportive to the risk environments that the university faces.
- An Institution that self-insures for workers' compensation to enable the best outcomes for staff and our community.
- Collaboration is valued and prioritised to enhance the success of programs.

## Strategies

- Implement Faculty and Divisional Risk Registers and develop Action Plans that align with the UNSW Risk Appetite statement.
- Identify critical risks that could cause fatalities or serious injuries in the workplace, ensure these risks are documented and robust controls are in place to reduce the risk to as low as reasonably practicable.
- A comprehensive psychosocial plan is developed and implemented across the university.
- Review processes to ensure that health & safety risk management is considered through the work lifecycle (including the design, planning, and recruitment phases), across all University operations.
- Incorporate the following into the work process, and ensure that the following are considered:
  - Genosiv



# Planning and Implementation

## – Be Safe

### Objectives

- At UNSW, health & safety will be embedded across all layers of decision-making and daily business planning.
- An active environment where curiosity and collaboration are fostered and encouraged to improve and promote health & safety across all areas of the University.
- Safety is to be embraced as a collective responsibility, where everyone has an active role.
- Safety is a core value.
- Safety Systems are enhanced to support and promote engagement with increased reporting, usable, reliable data, and tracking of training.

### Strategies

- Faculty and Division health & safety plans embody the vision and purpose of health & safety across UNSW.
- Key stakeholders work together to ensure a holistic approach to health & safety is taken.
- Integrate safety as a core value at UNSW.
- (EMP] WEJIX] FVMI¼RKW ERH HIFVMI¼RKW EVI held with all work participants including staff, students, and contractors to ensure hazards and risks are actively discussed and mitigated prior to the start of any work.
- At the completion of work, an active HI FVMI¼RK MW LIPH XS IRWYVI 7EJIX] learning improvements are captured and embedded within the workgroup.
- Implement a Take 5 risk assessment process prior to undertaking any work.
- SALUS is fully integrated.

### Indicators of Success

- Annual safety key performance indicators achieved across all Faculties and Divisions.
- A suite of event management tools/templates are implemented at UNSW.
- Improved reporting of event-related risks and hazards.
- Increased reporting of hazards and decreased numbers of incidents and near-misses.
- Zero fatality and serious injury events.
- Take 5 programs implemented
- 4VI WXEVX FVMI¼RKW MRGPYHMRK +S JSV Green program implemented.

