



Work Health & Safety Policy

(OHA)PPAWHS2023:1

Purpose:	The purpose of this policy is to clarify for staff how the Ohana College ('the College') community is to work towards embedding a culture which encourages a healthy, inclusive and safe workplace.	
Scope:	This policy applies to all staff, including volunteers, and to contractors working at the College premises or at another place as part of the terms of their engagement with the College.	
Status:	Approved	Supersedes: WHSP2020-1.5
Authorised by:	Board	Approval Date: 20 July 2023
Authorities & References:	<p><i>Education (Accreditation of Non-State Schools) Act 2017 (Qld)</i> <i>Education (Accreditation of Non-State Schools) Regulation 2017 (Qld)</i> <i>Corporations Act 2001 (Cth)</i> <i>Work Health and Safety Act 2011 (Qld)</i> <i>Work Health and Safety Regulation 2011 (Qld)</i> <i>Work Health and Safety (Codes of Practice) Notice 2011 (Qld)</i> <i>Workers' Compensation and Rehabilitation Act 2003 (Qld)</i> <i>Workers' Compensation and Rehabilitation Regulation 2014 (Qld)</i></p> <p>Complaints Handling Policy Risk Management Policy</p>	
Reviewed:	Annually	Next Review: August 2025
Responsibility:	Board	Point of Contact: CEO

Policy Statement

Ohana College is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as students, visitors and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable. In doing so, the College will comply with the *Work Health and Safety Act 2011 (Qld)* (the Act), the *Work Health and Safety Regulation 2011 (Qld)* (the Regulation) and relevant Codes of Practice.

This commitment is in line with the College's responsibility under the *Education (Accreditation of Non-State Schools) Regulation 2017* to comply with the requirements of the Act.

Definitions

Dangerous Incident¹ is an incident in relation to a workplace, where a worker or any other person's health and safety is at risk due to exposure to uncontrolled events, for example substance spillage, explosion or fire, or involvement in an accident such as a fall, electric shock or the collapse of a structure

Health and Safety Committee (HSC)² is a body established to facilitate cooperation between the PCBU and the workers and to assist with work health and safety compliance including developing standards, rules and procedures. Membership of the committee must include the Health and Safety Representative (HSR) and the Work Health and Safety Officer (WHSO), if these positions have been established at the College. At least half of the committee members must be workers, not nominated by the PCBU.

Health and Safety Representative (HSR)³ is a worker, elected by workers⁴, to represent the health and safety of the work group of which the worker is a member. An HSR's duties include:

- representing workers in work health and safety matters by investigating complaints from workers;
- inquiring about risks to workers;
- monitoring measures undertaken by the PCBU;
- inspecting the workplace including with an inspector; and
- requesting a health and safety committee be established, directing that unsafe work cease and the issuing of provisional improvement notices in certain circumstances.

HSRs may be present at an interview concerning work health and safety between a worker or a group of workers and the PCBU or worker(s) and an inspector.

¹ *Work Health and Safety Act 2011 s.37*

² *Work Health and Safety Act 2011 s.75*

³ *Work Health and Safety Act 2011 Schedule 5*

⁴ *Work Health and Safety Act 2011 Part 5*

Notifiable Incident⁵ occurs when there is a death, serious injury or illness or a dangerous incident, at the workplace, relating to a worker or other person. Such incidents must be reported to Work Health and Safety Queensland immediately after the College becomes aware of the incident.

Officer is a person who makes or participates in making decisions, that affect the whole or a substantial part of the business or undertaking of the State or Commonwealth⁶, public authority⁷ or a corporation⁸. In a College this may include members of the College board and senior leadership employees such as the CEO, Principal, Chief Financial Officer and/or Chief Operating Officer.

Person Conducting a Business or Undertaking (PCBU)⁹ includes those operating a business alone or with others; for profit or not-for-profit; and partners in a partnership. A person is not a PCBU if solely a worker or officer in a business, is an elected member of a local government or a volunteer association. Examples of a PCBU include a company, association, a sole trader, or partners in a partnership.

Psychosocial Hazard is a hazard that arises from, or relates to, the design or management of work, a work environment, plant at a workplace, or workplace interactions and behaviours and may cause psychological harm, whether or not the hazard may also cause physical harm. It also includes hazards that may cause psychological harm, whether or not it may also cause physical harm.

Reasonably practicable¹⁰ means what is reasonably able to be done to ensure the health and safety of workers and other person at the College. Determining what is reasonable requires a weighing up of relevant matters such as the likelihood or degree of harm from the hazard or risk, availability of ways to eliminate or minimise the risk and associated costs, including whether the cost is grossly disproportionate to the risk.

Serious Injury or Incident¹¹ is where a person needs immediate treatment as an in-patient in a hospital or treatment for certain injuries prescribed in the legislation such as amputation, serious head or an eye injury, a serious burn, separation of skin from tissue, spinal injury, loss of bodily function or serious lacerations. It also includes medical treatment within 48 hours of exposure to a substance.

Work Health and Safety Officer (WHSO)¹² is a suitably qualified person appointed by the PCBU to assist in fulfilling the PCBU's work health and safety duties. Activities include identifying and reporting on work health and safety matters, hazards and risks, notifying of or investigating incidents, accompanying or assisting an inspector during an inspection and establishing training. The PCBU may also act in the role of WHSO¹³.

⁵ *Work Health and Safety Act 2011 s.35*

⁶ *Work Health and Safety Act 2011 s.247*

⁷ *Work Health and Safety Act 2011 s.252*

⁸ [Corporations Act 2001 s.9](#)

⁹ *Work Health and Safety Act 2011 s.5*

¹⁰ *Work Health and Safety Act 2011 s.18*

¹¹ *Work Health and Safety Act 2011 s.36*

¹² *Work Health and Safety Act 2011 s.103B*

¹³ *Work Health and Safety Act 2011 s.103C*

Worker¹⁴ includes employees, contractors and subcontractors and their employees, employees of a labour hire company who has been assigned to work in the College, outworkers, apprentices, trainees, students gaining work experience and volunteers. A PCBU, for example a sole trader, can also be a worker if they carry out work in the business.

Roles and duties

The Act outlines the duties held by the Person Conducting the Business or Undertaking (PCBU), officers, workers and other persons within the College community. The College acknowledges the duties held by these roles cannot be transferred or delegated to another person.

More than one person can concurrently have the same duty and each duty holder must comply with that duty to the standard required by the legislation.

If more than one person has a duty for the same matter, each person is required to carry out their duty to the extent they have the capacity to influence and control the matter and must, so far as is reasonably practicable, consult, cooperate and coordinate activities with all other persons who have a duty in relation to the same matter.

Duties of specific roles are outlined below.

Person conducting the business or undertaking (PCBU)

The PCBU has the primary duty of care under the Act, to ensure as far as reasonably practicable, the health and safety of workers and any other person is not put at risk from work carried out from conducting the College's business. In fulfilling this duty, the College will:

- Provide and maintain a safe work environment;
- Provide and maintain safe plant and structures;
- Provide and maintain safe systems of work;
- Ensure safe use, handling and storage of plant, structures and substances;
- Provide adequate facilities for workers welfare;
- Provide information, training, instruction or supervision; and
- Monitor the health of workers and the conditions at the College to prevent illness or injury.

In addition to the primary duty of care, the PCBU has duties outlined in other sections of the Act. In fulfilling these duties, the College will ensure, so far as is reasonably practicable:

- Safe entry and exit to the College;
- Anything arising from the College is free from risk to the health and safety of any person;
- Fixtures, fittings and the plant are without risks to the health and safety of any person;
- Provision of consultation, cooperation and issue resolution to workers;
- Reporting of notifiable incidents as soon as the College becomes aware of the incident; and

¹⁴ *Work Health and Safety Act 2011 s.7*

- Compliance with codes of practices or adoption of an equivalent or higher standard.

The Regulation also includes PCBU duties providing specific requirements, to supplement the broad PCBU duties in the Act. In fulfilling these duties, the College will:

- Identify reasonably foreseeable hazards¹⁵;
- Ensure general workplace facilities, including the maintenance of and accessibility to the facilities meet minimum requirements, so far as is reasonably practicable¹⁶;
- Ensure the provision of and access to first aid equipment, and first aid training meet the minimum requirements¹⁷;
- Ensure an emergency plan is prepared, maintained and implemented, meeting the minimum requirements in the regulation¹⁸; and
- Ensure psychosocial hazards are appropriately managed¹⁹.

Officers

Officers have a duty under the Act to exercise due diligence, by ensuring the PCBU complies with the duties under the Act. Officers of the College will exercise due diligence by taking the following reasonable steps:

- acquiring and keeping up-to-date knowledge of work health and safety;
- understanding the nature of the Colleges' operations and the associated hazards and risks;
- ensuring the College has resources and processes to eliminate or minimise risks to health and safety;
- ensuring the College has processes for receiving, considering and responding to information about incidents, hazards and risks;
- ensuring processes for complying with work health and safety legislation; and
- auditing and reviewing, work health and safety processes and use of the resources.

Workers

Workers have duties under the Act. Workers of the College have the following duties and will:

- take reasonable care for their own health, safety and wellbeing; and

¹⁵ *Work Health and Safety Regulation 2011* s.34 and *How to manage work health and safety risks Code of Practice 2021*

¹⁶ *Work Health and Safety Regulation 2011* s.40-41 and *Managing the work environment and facilities Code of Practice 2021*

¹⁷ *Work Health and Safety Regulation 2011* s.42 and *First aid in the workplace Code of Practice 2021*

¹⁸ *Work Health and Safety Regulation 2011* s.43

¹⁹ *Work Health and Safety Regulation 2011* s.55C and *Managing the risk of psychosocial hazards at work Code of Practice 2022*

- take reasonable care that their conduct does not adversely affect others; and
- comply, so far as the worker is reasonably able, with instruction given by the College; and
- co-operate with any reasonable, notified policy or procedure.

Other persons

All other persons have duties under the Act. All other persons at the College have the following duties and will:

- Take reasonable care for their own safety; and
- Ensure their conduct does not adversely affect others; and
- Comply, so far as the person is reasonably able, with reasonable instructions given by the College.

Other roles

The College may establish additional roles or committees to assist in managing the College's work health and safety duties under the Act, these may include:

- Appointing one or more HSR's, by election, to represent the workers. The College must hold an election to appoint a HSR where one or more workers makes such a request;
- Establishing an HSC, to facilitate cooperation between the PCBU and the workers and to assist with compliance. The College must establish an HSC if a request is made by a HSR or it is a requirement under regulation; and/or
- Appointing a WHSO, to assist the College fulfil its duties. A person appointed as WHSO must have the minimum qualifications and a certificate of authority issued by Workplace Health and Safety Queensland.

Implementation

The College is committed to protecting workers and other persons against harm to their health and safety and will implement the following measures in line with the Act and Regulation:

- A risk management framework;
- Provide information, training, instruction and supervision; and
- Provide a process for consultation, cooperation and issue resolution.

Risk Management Framework

The College's Risk Management Framework provides further guidance on the process and approach to managing risks at the College.

Where the approach in the Risk Management Framework does not eliminate the risk to the health and safety of workers and others, the College must minimise risks, so far as is reasonably practicable, by doing one or more of the following:

- (a) substituting (wholly or partly) the hazard giving rise to the risk with something that gives rise to a lesser risk;
- (b) isolating the hazard from any person exposed to it; and
- (c) implementing engineering controls.

If a risk then remains, the duty holder must minimise the remaining risk, so far as is reasonably practicable, by implementing administrative controls.

If a risk still remains, the duty holder must minimise the remaining risk, so far as is reasonably practicable, by ensuring the provision and use of suitable personal protective equipment.

Information, training, instruction and supervision

The College will ensure that appropriate information, training, instruction and supervision is provided to workers to enable them to perform their work without risk to their health or safety, as far as is reasonably practicable. The information, training, instruction and supervision will be suitable and adequate, having regard to:

- a. The nature of the work carried out by the worker; and
- b. The nature of the risks associated with the work at the time the information, training, instruction or supervision is provided; and
- c. The control measures implemented.

The College will ensure, so far as is reasonably practicable, that the information, training and instruction is provided in a way that is readily understandable by any person to whom it is provided.

Consultation, cooperation and issue resolution

The College acknowledges its duty to consult, so far as is reasonably practicable, with workers who carry out work for the College, who are or are likely to be, directly affected by work health and safety matters. Matters may include identifying, assessing and eliminating or minimising risks relating to work carried out by the workers at the College, proposed changes to procedures for resolving worker issues or monitoring worker safety and the provision of information and training. Consultation with workers includes sharing information regarding work, health and safety matters with workers and giving them reasonable opportunity to:

- Express their views and raise work health and safety issues in relation to the matter; and
- Contribute to the decision-making process relating to the matter; and
- Access information on the outcome of the consultation, in a timely manner.

Workers should refer to the College's Complaints Handling Policy for further guidance on resolving work health and safety issues.

Compliance and Monitoring

Incident Reporting

The College has implemented an Incident Reporting Process (PolicyConnect) which requires workers and other persons to report any hazards or incidents resulting in potential or actual harm to health and safety. The College will regularly monitor, collate and report on hazards and incidents and this data will be reported to the Board regularly.

Notifiable Incidents

The College is committed to reporting notifiable incidents to Workplace Health and Safety Queensland in accordance with the Act and Regulation. Notifiable incidents include the death, serious injury or illness of a person or a dangerous incident, in relation to the College. The College will notify the regulator, Workplace Health and Safety Queensland, immediately and by the fastest means possible after becoming aware of a notifiable incident and will endeavour to preserve the incident site as far as reasonably practicable until the inspector arrives.

Training

The College will train its staff on this policy and any related processes relating to the health, safety and conduct of staff and students on their induction and will refresh training annually.

Implementing the Processes

The College will ensure it is implementing this policy and any related processes relating to the health, safety and conduct of staff and students by auditing compliance with this policy and related processes annually.

Accessibility of Processes

This policy and any related processes relating to the health, safety and conduct of staff and students are accessible on the College website.

Complaints Procedure

Suggestions of non-compliance with this policy and any related processes may be submitted as complaints under the College's Complaints Handling Policy.