Occupational Health & Safety

Our *Occupational Health and Safety Policy* (OHS Policy) sets out the University’s commitment to providing a safe and healthy environment (see [www.latrobe.edu.au/policy/documents/ohs-policy.pdf](http://www.latrobe.edu.au/policy/documents/ohs-policy.pdf))

Our health and safety committees span across each campus, faculty and division. Each work group has an elected health and safety representative and a nominated employer representative for resolving disputes. The Executive Occupational Health and Safety Committee reviews and evaluates the University's overall performance in achieving the objectives set out in the OHS Policy.

The Executive Occupational Health and Safety Committee is chaired by a member of the University Council and includes one executive manager, one member nominated by Executive Deans and three health and safety representatives. The Committee meets at least every three months and reports to the University Council at least once per year. More information about OHS arrangements are available to staff on our intranet.

The University's health and safety strategy has been revised for 2011, which includes a range of measures designed to increased awareness and specific programs to address health and safety risks. The La Trobe Health and Safety Office is working closely with faculties and divisions to develop and implement safety management plans. A program and timetable is in place to monitor progress. It is expected that all required plans will be completed by the end of 2012.

Our health and wellbeing program is a joint initiative of People and Culture and the Faculty of Health Sciences. The program aims to provide opportunities to staff to maintain and improve their health and wellness through workplace programs that address physical, psychological and social health and wellbeing. General information on health and wellbeing is available through the University on-line health and wellbeing program and specific information is provided via targeted promotional and awareness programs.

The University’s many OHS initiatives include a fitness program, Employee Assistance Program for wide-ranging health and general advice to employees and their families, training to prevent injuries or incidents from workplace activities, and safety upgrades at our campuses (e.g. the hand rail upgrade at the Melbourne Campus in 2011). The University supports immunisation for occupation specific categories and provides a free influenza immunisation program for all staff.

The University works closely with the Department of Health in cases involving notifiable diseases to identify persons at risk and to ensure suitable information is provided to those potentially affected. Employees whose work is affected by disease are able to access a range of support services within the University, such as flexible work options, disability support or occupational rehabilitation and return to work services.

Infection control arrangements are maintained through the provision of training and education for staff and students in clinical and laboratory settings and the provision of suitable clinical and containment facilities in which there is potential for disease transmission. Immunisation requirements are identified and managed for specific occupations and situations.

The University provides an employee assistance program for all staff (and their immediate families) for all work or personal related matters and a counselling service is also available to students. More information about health and wellbeing at our University is available to staff on our intranet.