

Health and Safety Policy

Section 1 - Key Information

Policy Type and Approval Body	Administrative – Vice-Chancellor
Accountable Executive – Policy	Chief Operating Officer
Responsible Manager – Policy	Senior Manager, Health and Safety
Review Date	27 August 2029

Section 2 - Purpose

(1) This Policy and associated procedures affirm the commitment La Trobe University has to the health and safety of all members within the University Community in preventing both physical and psychological workplace injuries, disease and ill health through a prevention led, systematic and risk-based approach.

Section 3 - Scope

(2) This Policy applies to:

- a. all staff and members of the University Community (including Council members, volunteers, students, contractors and associates);
- b. all University campuses and research areas.

Section 4 - Key Decisions

Key decisions	Role
See Health & Safety Procedures	

Section 5 - Policy Statement

(3) La Trobe University confirms its commitment to promoting a healthy and safe environment through:

- a. compliance with all relevant legislation, regulations including model WHS regulations, licensing requirements, applicable industry standards (such as Australian Standards) and recognised codes of practice including compliance codes to ensure lawful and lead-practice operations;
- b. preventative approaches to hazard identification and risk management, ensuring risks are systematically identified, assessed, controlled, and regularly reviewed to minimise harm;
- c. a structured and systematic framework for the management of health and safety, integrating governance, accountability, planning, implementation, and continuous evaluation;

- d. establishment of measurable objectives, targets, and key performance indicators to monitor performance and drive ongoing improvement in health and safety outcomes;
- e. active engagement through meaningful consultation and clear communication with staff, students, and other stakeholders to support informed decision-making and shared responsibility;
- f. encouragement of innovation and continuous improvement, fostering adaptive practices and learning to enhance health and safety performance over time; and
- g. promotion of positive role modelling, capability development, and knowledge building that not only supports the University community but also equips individuals with lifelong health and safety awareness beyond their time at the University.

Section 6 - Procedures

(4) Refer to:

- a. [Health and Safety Procedure - Chemical Safety](#)
- b. [Health and Safety Procedure - Confined Spaces](#)
- c. [Health and Safety Procedure - Consultation and Communication](#)
- d. [Health and Safety Procedure - Contractor Management](#)
- e. [Health and Safety Procedure - Emergency Control Organisation](#)
- f. [Health and Safety Procedure - Events](#)
- g. [Health and Safety Procedure - Fieldwork Safety](#)
- h. [Health and Safety Procedure - Governance and Leadership](#)
- i. [Health and Safety Procedure - Hazard and Incident Reporting](#)
- j. [Health and Safety Procedure - Hazard Identification, Risk Assessment and Control](#)
- k. [Health and Safety Procedure - Incident Investigation](#)
- l. [Health and Safety Procedure - Inspections, Assessment and Review](#)
- m. [Health and Safety Procedure - Ionising Radiation](#)
- n. [Health and Safety Procedure - Incident Investigation](#)
- o. [Health and Safety Procedure - Induction and Training](#)
- p. [Health and Safety Procedure - Laboratory \(Research\) Safety](#)
- q. [Health and Safety Procedure - Laboratory \(Teaching\) Safety](#)
- r. [Health and Safety Procedure - Pet and Assistance Animals](#)
- s. [Health and Safety Procedure - Plant, Machinery and Equipment](#)
- t. [Health and Safety Procedure - Psychosocial Safety Management](#)
- u. [Health and Safety Procedure - Safe Driving](#)
- v. [Health and Safety Procedure - Smoke Free Environment](#)

Section 7 - Definitions

(5) Nil.

Section 8 - Authority and Associated Information

(6) This Policy is made under the [La Trobe University Act 2009](#).

(7) Associated information includes:

- a. [Health and Safety intranet](#)

Status and Details

Status	Current
Effective Date	31st August 2026
Review Date	27th August 2029
Approval Authority	Vice-Chancellor
Approval Date	27th August 2026
Expiry Date	Not Applicable
Responsible Manager - Policy	Spomenka Krizmanic Senior Manager, Health and Safety 61 3 9479 2186
Enquiries Contact	Health and Safety