



Work Health and Safety Commitment

The Presbyterian & Methodist Schools Association (PMSA) aims for excellence in work health and safety and is committed to ensuring, as far as is reasonably practicable, that workers and other persons are not exposed to health and safety risks, where health and safety includes psychological health, while undertaking their work for the PMSA.

The PMSA as a person conducting a business or undertaking (PCBU) under the *Work Health and Safety Act 2011* (the Act) is responsible for the primary duty of care for workplace health and safety and acts through and at the discretion and direction of its Officers.

The Officers of the PMSA, which includes the PMSA Chairman and all members of the PMSA Council, understand that they are held personally responsible, under the *Work Health and Safety Act 2011*, for providing safe and healthy workplaces, as far as is reasonably practicable and are committed, both individually and collectively, to exercising due diligence to ensure that the PMSA fulfils its legal obligations and responsibilities as a PCBU under the *Work Health and Safety Act 2011*. The Officers of the PMSA understand that this responsibility cannot be delegated.

The PMSA articulates and affirms its commitment to:

- ⊕ ensure the provision of adequate resources (including financial) to ensure that PMSA schools and workplaces are suitably equipped and maintained to provide for all workers' health and safety;
- ⊕ ensure that all current and foreseeable workplace hazards are identified and assessed (including the potential for workplace bullying, discrimination and sexual harassment), and that strategies are implemented to eliminate or control the risks associated with these hazards, as far as is reasonably practicable;
- ⊕ identify, develop and provide appropriate information, induction and training to equip all workers and visitors with the knowledge and skills necessary to meet their Work Health and Safety responsibilities;
- ⊕ provide meaningful opportunities for consultation and representation so that all workers and visitors can participate in the identification and resolution of workplace health and safety issues;
- ⊕ ensure that an appropriate workplace incident and injury reporting system is maintained which will provide the PMSA and its schools with information to help prevent incidents and work related injury or illness in the future;
- ⊕ encourage workers to report any suspected workplace hazard, work related injury or illness affecting themselves or others, at the earliest opportunity;
- ⊕ ensure that investigations are conducted into all incidents and circumstances that may either expose a person to the risk of injury or illness, or result in injury or illness;
- ⊕ support and promote an active rehabilitation and return to work program to facilitate a timely and safe return to normal duties for injured employees;
- ⊕ prepare, review and rehearse, Emergency Response Plans, to ensure as far as is reasonably practicable, that the PMSA effectively manages emergency situations in a manner that preserves the safety of our workers and visitors, protection of the environment and the preservation of the PMSA's capability and reputation;
- ⊕ continually improve its performance by setting measurable objectives and targets and regularly reviewing performance against these objectives and targets.

All workers of, and visitors to, PMSA schools and workplaces also have a duty of care under the *Work Health and Safety Act 2011*.

Mr Des Robinson
Chairman
PMSA Council

Effective: 1st January 2015
Review: December 2015