



Australian
National
University

WELFARE, HEALTH & SAFETY:

KEY ISSUES

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NEW FRAMEWORK FOR WORK HEALTH & SAFETY

- The concept of the workplace has changed we now have PCBUs
 - Aim is to protect people from harm to their health & safety arising from work.
 - Must ensure, so far as is reasonably practical the health and safety of their workers and volunteers alike.
- Duties are not defined by the employment relationship



WHAT HAS CHANGED?

- The 'workplace' is more broadly defined
- Physical workplace boundaries as such no longer exist under the WHS Act
- New duties for workers & other duty holders
- Safety duties on officers, all categories of worker & other persons
- New graduated enforcement regime



WHO IS COVERED BY WHS LAWS?

- Persons Conducting a Business or Undertaking (PCBU) / Organisations
- Workers
- Other persons who may be impacted by the work the organisation does



WHO ARE WORKERS?

The term 'worker' includes:

- employees
- contractors & subcontractors
- employees of a contractor / subcontractor
- employees of a labour company assigned to do work
- outworkers
- apprentices or trainees
- students gaining work experience
- interns & volunteers



WORKERS HAVE RESPONSIBILITIES TOO

- Take reasonable care of their own health and safety
- Take reasonable care to ensure they don't affect the health and safety of others
- Carry out tasks in a safe manner
- Follow the reasonable workplace health and safety instructions, and
- Co-operate with the reasonable workplace health and safety policies and procedures



TAKING REASONABLE CARE

- Following all reasonable instructions given, as far as practicable
- Co-operating with any reasonable policy or procedure that the organisation provides
- Raising health and safety or that of others in relation to work



KEY ISSUES

- The WHS Act requires the organisation to ensure, so far as is reasonably practicable, the health and safety of its workers.
- The organisation does not need to ***guarantee*** safety but they need to do all that is reasonably practicable.
- Workers also have to take reasonable care of their own health and safety and make sure the things they do don't affect the health and safety of others.



IMPLICATIONS FOR VISITORS

- Other persons who may be impacted by the work the organisation does for eg “Visitors” :
 - Invited
 - Participants in an event
 - Travelling through the campus



OTHER KEY ISSUES

- Internships:
 - Protecting the safety of volunteers/interns
 - Who is responsible for them?
- Bullying & harassment
 - Taking care of workers' mental health



WORKING FROM HOME: THE CHALLENGES

- Workplace is broadly defined
- Physical boundaries no longer apply
- Managing a lack of physical boundaries
- ‘Bring your own technology’



WHAT WHS MEANS FOR SUPERVISORS?

- Ensuring processes for identifying and managing WHS risk
- Need to understand the organisation structure & where responsibility for WHS lies



ADDRESSING THE ISSUES

- NOT Addressing risk is not an option
- Substitution, isolation or engineering controls
- Consultation – it is NOT an option



BENEFITS OF TALKING ABOUT WORKPLACE HEALTH & SAFETY

- Your organisation must talk about workplace health and safety matters that affect its staff.
- This means sharing relevant health and safety information and allowing staff to contribute to ideas about how to make their jobs safer.
- Your organisation may do this in a number of ways



CONCLUSION

THANK YOU!

Linda Addison