



Work, Health & Safety

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Our values

LTSA values a safe, inclusive, respectful workplace with a focus on providing our team members with an environment that supports their health, wellbeing, productivity, and effectiveness.

This policy exists to ensure that a safe work environment is always maintained and to confirm LTSA's focus that Work Health and Safety (WHS) is a priority for our team members. This occurs by establishing measurable objectives, targets and consistently reviewing our processes in WHS performance with the aim to eliminate workplace injury/ illness. This is to be achieved through full consultation and by enhancing the skills, knowledge and commitment of LTSA team members.

This policy outlines LTSA's obligation and our commitment that is:

- integrated and relevant
- compliant with current legislative requirements, relevant Australian Standards and Codes of Practice
- engaged in consultation and accountable for the health and safety of:
 - team members, elected student representatives, students, contractors, volunteers, suppliers, and anyone conducting business at any of LTSA's physical campus locations; and
 - other relevant parties, which includes people who use LTSA services.

This policy is to be read in conjunction with La Trobe University (LTU) Health & Safety Policy which may be found at <https://policies.latrobe.edu.au/document/view.php?id=179>

Policy Application

This policy does not form part of any contract of employment or any industrial instrument. It will be subject to regular review and may be amended by LTSA from time to time.

This policy applies to the following persons, collectively referred to in this policy as 'team members':

- a) prospective and current full-time, part-time and casual employees;
- b) Governing Board of Directors;
- c) volunteers;
- d) agents and contractors engaged from time to time; and
- e) elected student representatives and members of LTSA bodies



Policy Breaches

LTSA treats any breach of its policies or procedures seriously. LTSA encourages reporting of concerns about non-compliance and will manage compliance in accordance with the *Higher Education General Staff Award 2020*, National Employment Standards (NES), Disciplinary Policy and employment contract terms.

Governance

Related Policies & Procedures	<ul style="list-style-type: none"> • LTSA Code of Conduct • LTSA Disciplinary Policy • LTU Health & Safety Policy • LTU Health & Wellbeing Policy
Legislation Mandating Compliance	<ul style="list-style-type: none"> • Work Health and Safety Act 2011 • Work Health and Safety Regulation 2011 • Occupation Health & Safety Act 2044 (Cth)
Policy Owner	Governance and Operations Officer
LTSA Governing Board of Directors Approval	15 th March 2021
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