

## Monash Graduate Association Health, Safety and Wellbeing Objectives 2024-2026

### Vision

The Monash Graduate Association (MGA) is committed to providing staff, students, contractors and visitors, with a healthy, safe and supportive environment. MGA takes an integrated and systematic approach to identify, assess and control risks, as well as identify Health, Safety and Wellbeing (HSW) opportunities.

### Strategic Priority 1 - **EMPOWER** health safety and wellbeing leadership

#### Intent

Have a connected and active HSW network across all MGA.

Support leaders to understand and fulfill their HSW responsibilities.

#### Measures

- 100% compliance with new 'HSW for Leaders' training for management and Executive Committee
- Quarterly and minuted HSW Committee meetings
- Maintain greater than 80% of HSW roles filled

### Strategic Priority 2 - Elevate the **QUALITY** of risk identification and control

#### Intent

Drive enhancement of existing risk management.

#### Measures

- Maintain a current HSW Risk Register
- Ensure that at least 80% of risk assessments are up-to-date
- Encourage hazard reporting with a goal of increasing reports by 10% annually
- Aim to reduce the incident rate each year

### Strategic Priority 3 - **OPTIMISE** our OHS Management System

#### Intent

Maintain an Occupational Health and Safety Management System (OHSMS) that reflects MGAs operations and approach to HSW.

Ensure all staff are well-informed about MGAs HSW policies and procedures.

**Measures**

- Participate in a ISO45001 audit and respond to all non-conformances within six months of completion of the audit.
- 100% compliance with new 'HSW for Leaders' training for management and executive committee
- Maintain a single central location for staff to access all MGA HSW documentation
- Highlight and celebrate positive HSW activities within regular team meetings

**Strategic Priority 4 - INNOVATE our ways of working to improve health safety and wellbeing****Intent**

Embrace new technology and innovations to enhance safety. Encourage staff to think creatively about safety management and stay informed about Monash's emerging HSW research.

**Measures**

- Adopt Monash definition and methodology for HSW innovation
- Have all HSW leaders participate in Monash's innovation training
- Establish and maintain a better way program to capture HSW ideas and feedback

**Strategic Priority 5 - Provide opportunities and an environment to THRIVE****Intent**

Create a workspace that promotes good health, incorporating wellbeing research and resources provided by Monash University.

**Measures**

- Promote the annual Monash wellbeing plan/calendar of events
- Establish an MGA wellbeing program, in consultation with staff
- Establish a suitable system for monitoring and collecting feedback on staff wellbeing initiatives

### Governance

<b>Approval</b>	MGA Executive Committee	[October, 2024]
<b>Endorsement</b>	MGA OHS Committee	[October, 2024]
<b>Procedure Owner</b>	HR & Finance Officer	
<b>Date Effective</b>	October, 2024	
<b>Review Date</b>	October, 2026	
<b>Version</b>	2.0	
<b>Applicable Legislation</b>	Occupational Health and Safety Act 2004 (Vic)	
<b>Related Policies</b>	<a href="#">Health-Safety-and-Wellbeing-Objectives-2024-2026-.pdf</a>	

### Document History

Version	Date Approved	Changes Made to Document
1.0	August, 2020	New document
2.0	October, 2024	New objectives in line with Monash University's goals and major formatting changes