

Health, Safety and Wellness Policy Statement

The University of Queensland regards the health, safety and wellness of our people as an ethical and moral responsibility. Safety and compliance risk are non-negotiable as the University aspires to zero harm for all staff, students, visitors, controlled entities, contractors and volunteers across all University operations and sites.

UQ encourages innovation and prudent investment in strategies to protect the health, safety and wellness of our people with a focus on the prevention of high risk. We are dedicated to continuous improvement in the prevention of injuries, illness and incidents through an effective health and safety management system and by actively driving a proactive health, safety and wellness culture.

Our health, safety and wellness principles are:

- Health, safety and wellness is a moral and ethical responsibility,
- Management is accountable for driving health, safety and wellness in the workplace,
- It is unacceptable for people to be harmed in the course of their endeavours at UQ,
- Leadership commitment on the health, safety and wellness of our people is expected and essential.

Through its teaching and research, UQ is a prominent contributor to the development of practices and policies that enhance the global environment. It is the intent of UQ to conduct its internal operations in the spirit of this leadership role as we aim to be recognised as a health, safety and wellness leader in the sector. This will be achieved by:

- Emphasising that leaders at all levels must demonstrate, through their actions, their accountability and commitment to the health, safety and wellness of our people.
- Adopting a constructive, proactive approach through the implementation of the UQ Health, Safety and Wellness Strategy 2017-2021.
- Establishing the Health, Safety and Wellness Goals of the University to ensure continual improvement and provide assurance to senior management on our performance.
- Maintaining an occupational health and safety management system in accordance with relevant legislative and self-insurance licence conditions, and provide adequate resources as determined by the nature and scale of the University's workplace activities.
- Ensuring occupational health and safety risk management processes are proportionate, evidence informed and aligned with the risk appetite statement (RAS) approved by the Senate.
- Encouraging people to continually challenge the environment in which they work and empowering them through training and competency to take personal responsibility for their own safety and the safety of others.
- Encouraging open consultation, collaboration and dissemination of safety information and engage with suppliers, contractors and industry partners to raise the standards of safety.
- Recognising positive outcomes and innovation as strong indicators of proactive performance.

Everyone at The University of Queensland is required to fully support and promote this policy by complying with the requirements and duties contained in the OHS management system and the UQ Health, Safety and Wellness Strategy 2017-2021.

We strive for excellence in everything we do, including the health, safety and wellness of our people.

A full text version of the HSW Policy refer to the [PPL 2.10.03 Health, Safety and Wellness Policy](#).