

Health and Safety Management System: Element 3



Objectives, Targets & Plans

1. Intent

The University develops and executes measurable workplace health and safety objectives, targets and plans, to demonstrate the University's commitment to continual improvement in workplace health and safety performance.

2. Commitment

University Council and Executive Committee

The University Council and the Executive Committee commit to:

- Review and endorse the University's Health and Safety Strategic Plan;
- Periodically review the University's performance against the Health and Safety Strategic Plan through quarterly reports from the Health and Safety Team;
- Endorse performance measures which will be used to review and monitor the University's workplace health and safety performance; and
- Oversee the process of continual improvement in workplace health and safety performance.

Leaders and Supervisors

Leaders and Supervisors commit to:

- Develop a Health and Safety Management Plan for their areas of responsibility with reference to the University's Health and Safety Strategic Plan and taking into account local issues;
- Communicate the Health and Safety Management Plan to Workers to gain their input and commitment to implementation;
- Provide the resources to enable execution of the Health and Safety Management Plan and allocate responsibilities within their areas of responsibility; and
- Monitor progress against the Health and Safety Management Plan within their areas of responsibility, and reporting quarterly to the Health and Safety Team.

Workers

Workers commit to:

- Provide input to the development of the local Health and Safety Management Plan via their Manager or Supervisor and through their Health and Safety Committee;
- Contribute to execution of the Health and Safety Management Plan when allocated responsibility for tasks; and
- Monitor progress against the Health and Safety Management Plan through their Health and Safety Committee.

Health and Safety Team

The Health and Safety Team commit to:

- Develop long term (three years) and short term (one year) Health and Safety Strategic Plans for the University, stating objectives, actions, targets and indicators to achieve continuous improvement of workplace health and safety performance;
- Submit the Health and Safety Strategic Plans to the Executive Committee for approval;
- Monitor and report quarterly on progress against the Health and Safety Strategic Plans to the Executive Committee; and
- Provide support and advice to Leaders and Supervisors when developing Health and Safety Management Plans for their areas of responsibility.

Associated Guidelines:

[UON HSG 3.1 Objectives, targets, plans and performance measures \(PDF, 48KB\)](#)