



## Health and Safety Policy

Providing the safest possible workplace for our employees and volunteers is an organisational priority for Ambulance Victoria (AV).

It's vital that everyone at AV takes ownership of our safety performance and is responsible for their own safety and the safety of their colleagues.

Employees and volunteers are expected to comply with AV's health and safety policies, procedures and directions; adopt safety practices; fully participate in AV safety programs and report hazards, near misses, injuries and incidents.

As an employer we are committed to driving a health and safety culture and to providing the necessary leadership, training, equipment and support to ensure safety is prioritised in everything we do.

Together we will build a safety first culture where everyone is committed to safety and has the knowledge and skills to do their jobs safely.

**Tony Walker**

Chief Executive Officer, Ambulance Victoria

To achieve this commitment AV will do the following:

### Safety Culture, Leadership and Engagement

- ▶ Establish a health and safety culture that is intrinsic to the way we deliver our service
- ▶ Ensure our leaders actively work to establish a safe work environment and develop AV's safety culture for all employees, volunteers, contractors and visitors
- ▶ Provide appropriate allocation of resources to ensure technical and strategic safety knowledge is available and used by the organisation
- ▶ Ensure all managers are responsible for and capable of promptly acting upon any health and safety concerns or issues

### Risk Management

- ▶ Apply a risk-based approach ensuring all hazards are identified and risk control plans are implemented in accordance with the hierarchy of controls
- ▶ Engage employee and volunteer participation to develop programs to manage key organisational safety challenges including manual handling, occupational violence and mental health
- ▶ Ensure branches, business centres, plant and equipment are designed, constructed, commissioned, operated and maintained to protect the inherent safety of our people
- ▶ Consult with and provide information, instruction, training and supervision to all employees, volunteers and contractors to ensure they are able to perform their work safely

### Injury Management

- ▶ Implement strategies to prevent injuries/illnesses and strive for an incident free workplace
- ▶ Ensure that in the event of an incident, effective emergency response, injury management, incident investigation and rehabilitation processes are implemented as soon as possible

### Continuous Safety Improvement

- ▶ Ensure safety excellence is recognised and rewarded to develop, support and continually improve a proactive health and safety culture
- ▶ Conduct monitoring to ensure the health and wellbeing of our people and the broader community is not adversely impacted by our services
- ▶ Comply with all relevant legal and statutory requirements through regular monitoring of objectives and targets, consultation, updating policies and procedures and implementing a best practice approach
- ▶ Conduct periodic reviews of health and safety objectives and targets and amend health and safety strategies as necessary to ensure continual improvement.

