



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

- ▶ Develop regional/departmental health and safety business plans and embed an accountability framework into the management operating system
- ▶ Develop and deliver safety leadership training and implementation of an internal audit program to measure departmental progress in health and safety maturity improvement.
- ▶ Develop balanced performance indicators and embed into operational management system and build stakeholder engagement and enhance reporting functionality.
- ▶ Establish Wellness processes in everyday activities and ensure management are trained in early intervention.
- ▶ Ensure prevention, early intervention and resilience building is included in the Mental Health & Wellbeing Action Plan 2019-2022

Risk Management

- ▶ Refine injury and incident data management in data sources, analysis methods, reporting and measurement.
- ▶ Enhance the capability to drive changes in awareness, acceptance and behaviours as an outcome of analysis.
- ▶ Develop and deliver proactive activities to reduce local manual handling risk, with assistance from optimised data analysis tools to enhance risk identification and target risk treatment interventions.
- ▶ Enhance accountability by setting manual handling and safety KPIs in all management level position descriptions. Divisions will assess and evaluate manual handling competency and infield skills application.
- ▶ The Occupational Violence (OV) program is focused on identifying risks and effective controls to avoid or reduce the severity of occupational violence.

Wellbeing

- ▶ Implementation of a Workplace Wellbeing online toolkit, as well as practical advice and frameworks to engage all ranks and roles in creating a supportive workplace culture and improving mental wellbeing.
- ▶ Identify strategies for leaders and influencers to champion wellness programs, learn how to tackle stigma by building trust and effect cultural change to address key issues.
- ▶ Develop effective preventive strategies, including individualised programs, to improve mental wellbeing.
- ▶ Develop templates and tools for staff to use to improve the early recognition of workplace stressors and assist in shifting the focus from reactive to proactive responses to mental wellbeing.

Continuous Improvement

- ▶ Conduct gap analysis against ISO45001 OH&S Management System and achieve this accreditation by building and implementing the system.
- ▶ Use the latest technology to create simpler, faster, more streamlined methods of health and safety data analysis and performance monitoring and reporting.
- ▶ Continue to optimise health and safety management software to provide tailored information.
- ▶ Connect training needs with capability requirements.
- ▶ Adopt technological solutions for health and safety training and process enhancement.

