

## WHS consultation statement for Whitebridge High School



### The Commitment

Whitebridge High School is committed to protecting the health, safety and wellbeing of all our employees and others undertaking work such as volunteers and contractors. Our school will consult with its employees and others undertaking work in implementing safety practices and systems. The involvement of employees at all levels and of others undertaking work such as volunteers and contractors is critical for ensuring a safe workplace.

The consultation arrangements have been established to enable effective consultation to occur and to promote safety and health at Whitebridge High School.

### Consultation Arrangement

Whitebridge High School has a Health and Safety Committee as its principle means of consultation in the school.

The school also has agreed informal procedures to ensure that those who do not have ready access to the Committee are still involved in consultation and information sharing.

### Health and Safety (HS) Committee (select where appropriate and amend as required)

The HS Committee consists of five members (3 representatives of employees and others undertaking work and three employer representatives, the Principal, Deputy Principal and Business Manager). The size of the committee was agreed as part of the consultation process.

The employee/others undertaking work members of the Committee are selected from each of the following groups (select appropriate groups for other workplaces):

1. Teaching staff – TAS
2. Teaching staff – all other areas
3. SASS staff

The members who are employees or others undertaking work self-nominate/volunteer, and where there is more than one person interested in a position, an election is held at an all staff meeting. Members who are employees or others undertaking work have a three year term, however they may resign at any time and they may stand for another term. Committee members will receive training and instruction in work health and safety, including consultation, through on-line e-learning and from the employer representative and/or from others such as the local WHS Consultant. The Principal or their delegate is responsible for organising the training and instruction in consultation with the Chairperson.

The committee members are Lisa Beacher (TAS representative), Matthew Bendall (Teacher representative – all other areas) and Susan Morris (SASS staff representative). The employer representatives are Nadene Harvey (Principal), Melissa Krempin (Deputy Principal) and Sean Jubb (Business Manager and Committee Chair).

The HS Committee meets four times a year. If an urgent WHS issue arises between meetings then an extraordinary meeting will be held.

The HS Committee will assist with the development and monitoring of safe work practices and systems for managing health and safety and discuss issues that affect the health, safety and wellbeing of all employees and others undertaking

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work at Whitebridge High School. The committee will conduct workplace safety inspections prior to every second HS Committee meeting. The committee will review incident investigations and risk management in consultation with the group they represent. The Whitebridge High School will respond to HS Committee recommendations within a reasonable period of time, obtaining advice and assistance from appropriate state office staff including WHS Consultants.

## **Agreed Informal Procedures** (select this paragraph if this is the only means of consultation in the school)

Health and safety is placed on all staff meeting agendas. In these meetings anyone can raise a health and safety issue concerning them, and the Principal or other manager holding the meeting invites health and safety issues to be raised, discusses solutions and informs staff about health and safety matters.

In addition, employees and others undertaking work are directly consulted about health and safety matters concerning them.

Where it is not possible to hold a meeting to discuss a health and safety matter, the Principal or their delegate sends out an email (or other communication) and seeks feedback. All employees and others undertaking work participate in health and safety matters.

## **How employees and others undertaking work will be consulted about health and safety**

All employees and others undertaking work have a collective and individual responsibility for workplace safety. If unable to resolve issues by themselves, staff should raise any hazards or health and safety concerns with their supervisor or manager so the matter can be properly addressed. Matters not resolved by the supervisor or manager should be addressed through the Department's WHS Issue Resolution Procedures by raising it with their Principal, with the Health and Safety Committee or through the agreed informal arrangement (e.g. at a staff meeting).

Consultation on health and safety matters is also to occur as part of daily work activities, between employees and others undertaking work and supervisors, in particular when planning and implementing new work systems and practices. When a health and safety issue is raised the HS Committee will consult with the relevant employees and others undertaking work.

Consultation methods will include noticeboard flyers, electronic correspondence and regular staff meetings used for discussion. Consultation arrangements will be publicised among existing employees, new employees and others undertaking work at the workplace.

Staff will be invited to submit agenda items prior to each HS Committee meeting. The HS Committee will report to staff on the outcomes of HS Committee meetings. Minutes will be taken by a committee member and all staff will have access to the minutes in the Health and Safety folder on the school network.

Alternative consultation arrangements will be used to assist the Principal consult with those who do not have ready access to the HS Committee, particularly volunteers and contractors who have an ongoing work role at the Whitebridge High School. Specifically, as they are a regular source of volunteers, and as an organization with shared health and safety responsibilities, the Principal (or delegate) will, on invitation, attend P&C meetings to consult on health and safety matters. Cleaners will communicate via a "Cleaner's book", and if requested, a meeting can be organised through the Deputy Principal to discuss issues of concern. The Principal (or delegate) will also meet with canteen staff at least twice a year, and more often on request. Communication may also be face to face, by email or fax.

## **Establishment of consultation arrangements**

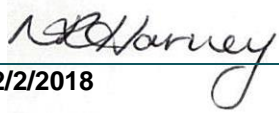
A presentation on health and safety consultation arrangements was given to staff during a fortnightly staff meeting. At subsequent meetings staff members discussed the types of consultation arrangements and decided on the establishment of an HS Committee as appropriate for the school. Volunteers and contractors were included in the consultations.

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## Review of consultation arrangements

It has been agreed by the Whitebridge High School that these WHS consultation arrangements will be monitored and reviewed on an ongoing basis to ensure that consultation with all employees and others undertaking work is effective and that all safety issues are being addressed.

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<b>Signed:</b> 	
<b>Date:</b> 12/2/2018	