

There will be three key focus areas that underpin activities identified to realise the Health and Safety Strategic Management Plan 2026¹.

This plan will be reviewed during 2026 to ensure that the objectives and programs of work continue to align with the overall University of Melbourne (UoM) vision and strategic objectives.

This plan sets the direction for achieving sustainable improvement to the way health and safety is managed within the university. A two phased approach will be implemented to support working towards achieving this goal:

- The UoM Health and Safety Management Plan, which sets the overall direction, incorporates university goals, legislative requirements and priority areas for focus during the plan period.
- The Local Action Plans, which reflect UoM Health and Safety Management Plan priorities and provide details of planned actions in the local faculty or area.

GOALS

The Health and Safety team will measure and report on UoM safety performance using key performance indicators that align with the three key focus areas in the Health and Safety Management Plan.

Key focus areas are as follows:

Goals	Objectives
1. Safety System Improvement	Safety processes are streamlined to enhance the end-user experience.
2. Safety Leadership and Engagement	Improve health and safety leadership and culture throughout the University community
3. Injury Reduction	Reduce the occurrence or re-occurrence of workplace injuries and illnesses

The primary strategic outcomes will focus on the high-level annual output indicators.

1. Safety System Improvement		
• Safety processes are streamlined to enhance the end-user experience.		
Strategic Outcomes	Approach	Key Performance Indicators
a) Reduce number of adverse outcomes resulting from safety regulator intervention.	i. Continue to work cooperatively with health and safety regulators.	<ul style="list-style-type: none"> • Zero WorkSafe Prohibition Notices (year on year). • Zero WorkSafe Improvement Notices (year on year). • Zero prosecutions from safety regulators.

¹ The 2026 plan is an extension of the 2021-2025 plan. A new 5 year plan is scheduled for publication during 2026.

b) Maintain the UoM safety management system to meet contemporary health and safety legislation / standards.	<ul style="list-style-type: none"> i. Systematic review of safety systems and implementation of improvement in line with current safety knowledge & practice. ii. Audit and review for ongoing compliance and retention of accreditation. iii. Identify our relevant regulatory obligation and monitor compliance. 	<ul style="list-style-type: none"> • UoM to successfully complete the WorkSafe Self-Insurance Audit requirements. • 100% Completion of external & internal surveillance audits. • Review and respond to top three non-conformance trends to address causal factors. • Compliance register is current and up to date. • 90% of corrective actions from planned and programmed workplace inspections completed.
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2. Safety Leadership and Engagement

- *Improved and sustained Health and Safety leadership and culture throughout the University community.*

Strategic Outcomes	Approach	Key Performance Indicators
a) Managers and Supervisors visibly demonstrate their commitment to health and safety and implementation of UoM Safety Management System.	<ul style="list-style-type: none"> i. All Managers and Supervisors undertake work health and safety training for managers and supervisors. ii. Review of local safety management system compliance. iii. Sample safety survey's include specific questions pertaining to safety leadership. 	<ul style="list-style-type: none"> • 98% of identified managers and supervisors completed the Health and Safety Responsibilities training (TrainME)¹. • Internal audit results reflect successful implementation of the management system requirements. • Safety surveys are conducted and feedback relating to improvements is distributed.
b) UoM personnel have appropriate knowledge and skills to contribute to the continuous improvement of UoM's safety and health.	<ul style="list-style-type: none"> i. All auto enrolled new employees complete the health and safety training. 	<ul style="list-style-type: none"> • 98% of enrolled new employees complete the online UoM Health and Safety training². • 98% of fixed term and continuing employees have completed the online UoM Health and Safety training³.
c) Provide high-quality consistent and practical health and safety information and advice to the University community.	<ul style="list-style-type: none"> i. Health and safety service requests are addressed in a timely manner with a positive outcome. ii. Changes in the health and safety state of knowledge are addressed 	<ul style="list-style-type: none"> • Net promotor score (NPS) of 80 or greater to indicate the quality of health and safety services. • Zero non-conformances to University-wide systems criteria in external Health and Safety Management System (HSMS) audits. • Publish and promote guidance and engage university community on emerging health and safety risk and updated controls
d) Implement improvements to psychological health risk management	<ul style="list-style-type: none"> i. Planned approach to psychological health through systematic hazard identification, implementation of risk controls and monitoring arrangements 	<ul style="list-style-type: none"> • Continue implementation of existing plan through further development of tools, guidance, training and engagement with university community. • Completed workshops on psychological hazard identification and risk management
e) Optimize consultation and elected employee Health & Safety Representatives (HSRs) engagement to University community.	<ul style="list-style-type: none"> i. An engagement plan for the community of elected employee HSRs is developed and implemented ii. Consultative arrangements are utilised to improve the safety management system 	<ul style="list-style-type: none"> • Implemented actions for HSR engagement plan • Records of improvements to safety management system following health and safety consultation.

¹ A small acceptable tolerance may be required to allow for a small number of employees who are unable to complete the training for valid reasons e.g. extended leave.

² Within first four weeks of commencement.

³ A small acceptable tolerance may be required to allow for a small number of employees who are unable to complete the training for valid reasons e.g. extended leave.

3. Injury Reduction

- *Elimination of work-related injuries and illnesses (as far as reasonably practicable).*

Strategic Outcomes	Approach	Key Performance Indicators
a) Confidence is improved in the incident reporting system.	i. Monitor, track and report trends in incident, hazard quarterly to UoM management and community.	<ul style="list-style-type: none"> • LTI frequency rate (per one million hours worked) – Target 0 (risk tolerance 1.4). • 5% increase in reported hazards and non-injury incidents⁴ (to reduce under reporting). • Days lost due to reported injuries – Target 10 days or less. • Number of worker’s compensation claims – Target 5% reduction. • Number of lost time injury claims (LTI) – Target 5% reduction. • Work-related fatalities – Target 0.
b) Targeted interventions are in place to assist drive down work-related injuries.	i. Trend analysis in relation to the top three incident / hazard trends. ii, Monitor and investigate high potential incidents	<ul style="list-style-type: none"> • Review and respond to top three non-conformance trends to address causal factors. • Completed investigations and corrective action plans for high potential incidents.
c) Improve the reporting of injuries and return to work outcomes.	i. Extension of incident / injury management knowledge and capability. The provision of education or information sessions to people managers / business partners.	<ul style="list-style-type: none"> • All claims have a relevant incident report submitted. • 100% of identified personnel attend the designated return to work education or information sessions. • 100% of Return to Work Plans developed, implemented for compensable injuries where there is an absence from work.

⁴ Change compared to previous calendar year.