

ARMIDALE OUT OF SCHOOL HOURS CARE

Workplace Health & Safety Procedure

Related documentation Policies:	Emergency Evacuation
Regulations/ Standards:	National Regulations 77,82,89, 103,109, 110, 112,117. National Quality Standard 3.1.2
Reference:	Safe Work NSW Work Health & Safety Act, 2011 Work Health & Safety Regulation, 2011
Date effective	November 2023
Date for review	November 2025
Purpose	To provide a safe, healthy work environment, free from injury and illness through the participation, cooperation, and commitment of all partners.
Responsibility	Directors, Management, Nominated Supervisors and Educators

Key information:

Armidale & District Family Day Care (AFDC), the sponsoring body, is committed to complying with both the WHS Act 2011 and WHS Regulation 2011, related codes of practice and guidelines as laid down from time to time by other bodies, e.g. NSW Health, and will use its best endeavours in providing and maintaining a safe and healthy workplace.

Responsibility:

The primary responsibility for the management of health and safety rests with the Board of Directors and is delegated to the Business Manager, but all Armidale Out of School Hours staff have important responsibilities for health and safety within the service.

Procedures:

AFDC Board of Directors and Management will:

- Actively monitor and evaluate health and safety in the workplace by undertaking regular workplace risk assessments.
- Eliminate or minimise workplace hazards and risks as far as is reasonably practicable.
- Maintains appropriate worker's compensation insurance to support staff for any lost wages if they are unable to work due to injury or ill health.
- Provide a suitable Return to Work programme.
- Provide information, instruction, and supervision to assist all staff to perform their duties safely.
- Consult with and involve staff on matters relating to health, safety and wellbeing.

- Ensure that all work-related accidents, incidents, and injuries are reported to Safe Work NSW, the Commonwealth and the Regulatory body within 24 hours of their occurrence.

Armidales Out of School Hours Care staff will:

- Take reasonable care of themselves and their own health and safety.
- Follow all instructions and rules related to the undertaking of their duties, particularly Staff Driving Procedures.
- Report all health and safety hazards which they identify in the workplace.
- Report all accidents, incidents, and work-related illnesses to management as soon as is practicable, and
- Use safety equipment and personal protective equipment where instructed.

Consultation

Consultation is required when identifying hazards, assessing risks, and deciding on measures to eliminate or minimise those risks.

In deciding how to eliminate or minimise risks, AFDC Directors and management will consult with those staff who will be affected by a decision, recognising that their experience may help to identify hazards and choose practical and effective control measures.