

Health and Safety Policy and Procedure

Policy Category	Administration
Code	ADM-HE-22
Owner	Principal Executive Officer
Responsible Officer	Registrar
Approving authority	Board of Directors
Approval date	18 September 2025
Commencement date	19 September 2025
Review date	3 years
Version	2025.1
Related Documents	Work Health and Safety Act 2011 Work Health and Safety Regulation 2025 Critical Incident Management Plan Student Support Framework Student Code of Conduct Staff Code of Conduct Student Handbook AIH Enterprise Risk Management Policy
HESF (Threshold Standards) 2021	2.3.4
Visibility	Public

1. Purpose

This Policy and Procedure seek to demonstrate the commitment of the Australian Institute of Higher Education Pty Ltd ('the Institute') to health and safety of staff and students.

2. Principles

The key principles informing this Policy and Procedure are:

- that the Institute has an obligation to ensure that its staff, students, contractors, visitors and other persons are, as far as reasonably practicable, not exposed to risks to their health and safety arising out of the Institute's activities,
- that the Institute is committed to complying with the Work Health and Safety Act 2011, the Work Health and Safety Regulation 2025, and applicable codes of practice and Australian standards as far as possible.
- the Institute will ensure that the health and safety of all staff is valued, enhanced and protected through all work practices, the work environment and workplace culture.
- the Institute is committed to allocating appropriate resources, including training and instruction, to facilitate a safe and healthy working and learning environment to ensure that everyone knows how to apply safe systems of work and their work health and safety responsibilities.
- the Institute is committed to recording and applying learnings from workplace incidents, hazards and near misses.
- the Institute is committed to facilitating hazard identification and risk control processes across its operations to continuously improve health and safety performance.

- shared responsibility for identifying and reporting any health and safety issues as they arise, and for responding appropriately; and
- implementation of a cooperative, consultative and risk-based approach to health and safety.

3. Context

This Policy and Procedure has been developed to ensure that:

- risks to the health, safety and welfare of all staff, students, contractors and visitors, and anyone else who may be affected by the Institute's business operations, are removed or reduced; and
- all work activities are conducted safely.

4. Scope

This Policy and Procedure applies to all employees, contractors, students and visitors at the Institute.

5. Definitions

See the *AIH Glossary of Terms* for definitions.

6. Policy, Actions and Responsibilities

6.1 Incident Procedures, Reporting and Investigation

An incident is an event that results in or has the potential to result in harm or damage.

6.1.1 Management Responsibilities

The Institute acknowledges that management has the primary legal responsibility for the health and safety of all workers and students. Management is responsible for providing and maintaining, as far as possible:

- a safe working/studying environment
- safe systems of work and study
- facilities for the safety of workers and students
- information, instruction, training and supervision that is reasonably necessary to ensure that each worker/student is safe from injury and risks to health
- a commitment to consult and co-operate with workers/students in all matters relating to health and safety in the workplace/campus, and to ensure that workers/students are aware of hazards in the workplace/campus and controls are implemented to mitigate risk
- a commitment to proactively address issues that may adversely affect WHS performance or workplace culture
- a commitment to continually improve our performance through effective safety management.

6.1.2 Staff Responsibilities

All workers undertaking work at/for or on behalf of the Institute are responsible for:

- understanding their responsibilities
- complying with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment
- taking reasonable care of the health and safety of themselves and others

- complying with any direction given by management for health and safety
- reporting incidents and any unsafe conditions or issues that come to their attention immediately to their supervisor and/or manager
- completing all WHS trainings as required

6.1.3 Student Responsibilities

All students of the Institute are responsible for:

- taking care that their acts or omissions do not adversely affect the health and safety of other persons
- following directions from their lecturers and/or the Institute's WHS officer on WHS issues
- completing their work in the safest manner as possible
- complying with Institute Policies and Procedures and reporting any hazards, risks or incidents as they are identified.

6.1.4 Facilities Officer (Registrar) Responsibilities

The **Facilities Officer** is responsible for:

- maintaining records and statistics in relation to all incidents; and
- contributing to the review of all incidents.

6.1.5 Reporting an Incident

This procedure is to be followed in response to all injuries, near misses and exposure to hazards which pose a threat to persons, the environment or property of any type including plant and equipment.

1. Anyone who witnesses an incident should report the incident to the Institute's emergency personnel. A list of emergency personnel and their contact details can be found in the *Student Handbook*.

In the case of an emergency, emergency services (Police, Ambulance or Fire Brigade) should be contacted immediately by calling triple zero (000) before seeking the assistance of emergency personnel.

In the case of a critical injury or death or acute illness the Institutes *Critical Incident Management Plan* will be activated.

2. If the incident is non-emergent, the emergency personnel will investigate the incident and complete the *Incident and Hazard Report Form* (Appendix 1). In the event of an emergency that requires the evacuation of the building, follow the Institutes Emergency Procedures located near all exits.
3. Return the completed *Incident and Hazard Report Form* to the Head of Academic Support and Student Services for further investigation/filling.
4. The Student Services Manager or delegate will:
 - take action to make the area or situation safe pending further investigation.
 - promptly investigate all incidents and hazards to identify root causes.

- implement, or arrange for the relevant staff to implement corrective actions within reasonable timeframes.

6.2 First Aid

The Institute provides an effective first aid response to help maintain a safe and healthy working and learning environment for staff, students and any visitors by:

- allocating appropriate resources, including equipment, to provide effective first aid responses which reduce, whenever possible, the severity of the injury/illness.
- using qualified First Aid Officers to respond promptly to those people that are injured or require first aid.
- ensuring that staff, students, and any visitors are aware of how and where to obtain first aid assistance; and
- effectively recording incidents and maintaining statistics on injuries and illnesses.

Anyone requiring first aid should either contact Student Services or a First Aider. A list of First Aiders and their contact details can be found in the *Student Handbook*.

In the case of an emergency, emergency services (Police, Ambulance or Fire Brigade) should be contacted immediately by calling triple zero (000) before seeking the assistance of a First Aider.

In the case of a critical injury or death or acute illness the Institutes *Critical Incident Management Plan* will be activated.

6.2.1 Staff First Aider Responsibilities

Staff First Aid Officers are responsible for:

- holding a current first aid qualification, which is renewed after (3) three years following a refresher course and attend annual CPR refresher training;
- making themselves familiar with the location of First Aid Kits and reporting to the Head of Academic Support and Student Services when supplies are required;
- maintaining accurate records of all first aid incidents by completing the *Incident and Hazard Report Form* (Appendix 1) and providing a copy of the completed form to the Head of Academic Support and Student Services for filing; and
- maintaining and respecting privacy and observe confidentiality.

6.2.1 Facilities Officer (Registrar) Responsibilities

The Facilities Officer is responsible for:

- recruiting First Aid Officers;
- maintaining records and statistics in relation to first aid incidents;
- contributing to the review of first aid responses; and
- ensuring there is adequate first aid supplies in all First Aid Kits.

6.3 Induction and Training

The Institute will identify, develop and provide appropriate information, instruction and training to equip staff, and students with the knowledge and skills necessary to meet their Work Health and Safety responsibilities.

6.4 Risk Management

Work health, safety and wellbeing risk management involves hazard identification, risk assessment, implementation of appropriate risk control measures and monitoring and review of their effectiveness. Risks will be identified, recorded and managed in accordance with the *AIH Enterprise Risk Management Policy*.

6.5 Misconduct

Anyone found to be deliberately risking the health, safety or wellbeing of another person or for breaching this policy and procedure will be investigated and charged with misconduct in accordance with the *Student Code of Conduct* for students or the *Staff Code of Conduct* for staff.

7. Legislation

This Policy and Procedure seeks to comply with the *Work Health and Safety Act 2011*, the *Work Health and Safety Regulation 2025*, and applicable codes of practice and Australian standards as far as possible.

This Policy and Procedure also complies with the Higher Education Standards Framework 2021 Standard 2.3 (Wellbeing and Safety), which specifies that:

2.3.4. A safe environment is promoted and fostered, including by advising students and staff on actions they can take to enhance safety and security on campus and online.

8. Version Control

This Policy and Procedure has been endorsed by the Australia Institute of Higher Education Board of Directors as at September 2025 and is reviewed every 3 years. The Policy and Procedure is published and available on the Australian Institute of Higher Education website <http://www.aih.edu.au/> under 'Policies and Procedures'.

Change and Version Control				
Version	Authored by	Brief Description of the changes	Date Approved:	Effective Date:
2016-2	Registrar	Updated template Restructured document, added box to beginning Revised/edited content	6 July 2016	6 August 2016
2017-1	Registrar	Revised content	4 August 2017	7 August 2017
2019-1	Principal	Minor Update: Updated title of Executive Dean to Principal and Registrar to Head of Academic Support and Student Services.	20 November 2019	21 November 2019
2020-1	CEO	Reviewed and updated: updated titles and responsibilities. Removed the Wellbeing out of policy and	2 December 2020	3 December 2020

		procedure to create a new Mental Health & Wellbeing policy and procedure.		
2022.1	Registrar	Updated Higher Education Standards Framework [Threshold Standard] 2021	25 May 2022	26 May 2022
2022.2	CEO/Dean	3-year review cycle, no recommended changes	28 September 2022	29 September 2022
2025.1	Registrar	3-year review cycle, minor amendments; Font and Logo change	18 September 2025	19 September 2025

APPENDIX 1

Australian Institute of Higher Education P/L
 Level 3 & 4, 545 Kent St, Sydney NSW 2000 Australia
 Level 1, 20 Queen Street, Melbourne VIC 3000 Australia
 Phone +(612) 9020 8050, Fax +(612) 8004 9286
 Email: studentservices@aih.edu.au; Web: www.aih.edu.au
 CRICOS Provider Code 03147A

Incident and Hazard Report Form

PART A: Reporter to complete for ALL incidents, near misses and hazards			
Date of report		Time of report	
Type of report	Incident (including near miss)		Hazard
Reporter (person completing the form for themselves or on behalf of another person)	Name		
	Phone number		
	Signature		
	State		
	Site Name		
PART B: Reporter to complete for incidents and near misses ONLY			
People affected (tick applicable)	Staff	Student	Other
If other, please specify			
Incident date		Incident time	
Incident location			
Witness Name (1)		Phone number	
Witness Name (2)		Phone number	

<p>Describe what happened? (Facts not opinions)</p>		
<p>PART C: Reporter to complete for injury or illness ONLY</p>		
<p>Name of injured person</p>		
<p>Contact details</p>		
<p>Nature of injury or illness. (for example sprain, cut, respiratory distress)</p>		
<p>Location of injury (for example left arm, lower back)</p>		
	<p>None</p>	<p>First aid (<i>treatment by first aider only</i>)</p>

Treatment required (tick applicable)	Medical treatment (<i>treatment by medical practitioner</i>)	Hospital inpatient admission
PART D: Reporter to complete for harm OTHER THAN INJURY/ILLNESS ONLY		
Describe the harm (for example, property damage)		
PART E: Reporter to complete for hazards ONLY		
Describe the hazard		
Location of the hazard		
Steps taken to make hazard safe?		

Thank you for completing this report - Please forward to the First Aid Officer or Health and Safety Representative

PART F: First Aid Officer or Health and Safety Representative to complete for ALL incidents, near misses and hazards

Persons name			
Date made aware of incident / hazard		Date investigated	
Investigation conducted by (list people, including HSR (Health and Safety Representative))			
Incident causes / hazard control comments - attach more if necessary			

PART G: First Aid Officer or Health and Safety Representative to complete for ALL incidents, near misses and hazards

Corrective action 1			
Person responsible for action		Date	
Corrective action 2			
Person responsible for action		Date	
Corrective action 3			
Person responsible for action		Date	

PART H: HEAD OF ACADEMIC SUPPORT AND STUDENT SERVICES use ONLY

Received by		Date	
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