



U3A Rockhampton and District Inc.
ABN 83 907 668 103

**SAFETY MANAGEMENT
POLICY
PROCEDURES
AND
RESPONSIBILITIES**

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POLICY

U3A Rockhampton and District Inc. is committed to providing a safe environment for its members, coordinators, visitors and the general public.

U3A Rockhampton and District Inc. recognises that health and safety is everyone's responsibility and all members must take reasonable care that his or her acts or omissions do not adversely affect the health and safety of themselves, other members, visitors or the public.

All members, visitors or the public are to comply with any reasonable health and safety instructions as far as they are reasonably able.

COMMON LAW

Under the common law of negligence (established by the courts), U3A Rockhampton and District Inc. has a duty of care to take reasonable steps to provide a safe environment for members and to avoid foreseeable harm, injury or loss. A community organisation can be liable, or held to be in breach of negligence laws, where it failed to act in accordance with the appropriate standard of care.

U3A Rockhampton and District Inc. can satisfy this duty of care by:

- identifying and mitigating any risks that members may face;
- assessing the level of risk, that is, how likely it is that something will happen and the seriousness of that risk;
- implementing corrective actions that will eliminate the risk or, if the risk can't be eliminated, implementing a corrective action that will minimise the risk to the lowest level achievable, and communicating the actions to the membership; and
- ensuring members and volunteers understand their responsibilities for health and safety.

INSURANCE

U3A Rockhampton and District Inc. has Voluntary Workers insurance through U3A Network Queensland. This policy covers persons engaged in voluntary work authorised by and under the control of U3A Rockhampton. The association also has Public Liability insurance. However, the association needs to take all necessary precautions to prevent personal Injury and to adopt procedures that mitigate potential claims. Failure to do so may result in the insurance cover being declined in the future.

PROCEDURES

Risk Assessments

Risk assessments shall be made for all meetings, activities, outings, indoor venues and outdoor locations. Identifying hazards, considering what the consequences would most likely be for members, making a realistic evaluation of the most likely level of risk and setting up control measures will reduce risk and minimise harm to participants at meetings, outings, activities, indoor venues and outdoor locations.

The Risk Assessment Forms and instructions for completing the forms are available on the web site. A new Risk Assessment Form should be completed at the beginning of a new year. Usually, there is no need to complete another risk assessment form for an activity or venue during a year unless there are changes to the environment, location, venue or the hazards.

A copy of the completed form shall be forwarded to the safety management team for review, approval and signature. The risk assessment form shall then be forwarded to the management committee for review and final approval. In the absence of the president, any management committee member is authorised to sign form. Once the safety management team has approved a risk assessment, the activity can proceed even if the management committee has not given formal approval.

Covid Safe Plans

All meetings, activities and outings whether indoor or outdoor are required to have a Covid Safe Plan. Standard Covid Safe Plans for indoor and outdoor venues can be found on the U3A Rockhampton website.

Incident/Accident investigation

All incidents, accidents and near misses, regardless of how minor, shall be investigated immediately. The emphasis is on finding the root cause and to recommend and implement corrective actions which will prevent a reoccurrence of the adverse event. Investigations are to determine not only what happened but also how and why and to prevent a similar incident reoccurring.

Incidents/ accidents are also investigated to fulfill any legal requirements; for accident insurance claims; to determine the cost of the incident; and to determine compliance with any applicable instructions or regulations.

When an incident/accident occurs

The group coordinator or other reliable person at the scene will:

- ensure the safety of persons at the scene;
- provide or summon first aid and medical attention if a person is injured;
- prevent further injury to persons or damage to property;
- report verbally to owner or manager of venue
- complete an Incident Report Form and, if necessary, a Supplementary Incident Report, taking care to follow the instructions on the forms;
- verbally report the incident to the safety management team as soon as

possible;

- obtain statements from witnesses at the scene. If there is insufficient space on the Incident Witness Statement, a supplementary witness statement may need to be used. Witnesses should be kept apart to complete their statements so that the incident is described in his or her own words;
- ensure there is no interference at the incident site;
- not remove anything from the scene;
- take photos, measurements and sketches if applicable;
- keep an open mind and look at all pertinent facts;
- write a step-by-step time line of what happened;
- consider:
 - whether a risk assessment identifying hazards and corrective actions was completed and communicated;
 - whether all the hazards were identified;
 - whether the risk assessment was followed;
 - the prevailing environment;
 - what, if any, equipment was involved.
- each conclusion should be checked to see if:
 - it is supported by evidence;
 - it is direct evidence or based on witness accounts; or
 - it is based on assumption.
- submit Incident Report Form, Supplementary Incident Report, Incident Witness Statements, photographs and sketches/drawings to the safety management team as soon as possible after the incident occurring.

After the incident/accident

The safety management team will:

- check on the injured person's well-being;
- obtain the Incident Report Form, Supplementary Incident Report and the Incident Witness Statements, photographs and sketches/ drawings completed at the time of the incident;
- analyse the reports to determine if the root cause/s of the incident have been correctly identified and determine if the corrective actions are adequate, robust and implemented;
- report the findings and corrective actions and implementation to the committee and to the general meeting.

The committee will:

- check on the injured person's well-being and see if he/she requires assistance with medical insurance claims, etc.
- review the report from the Safety Management Team;
- evaluate the effectiveness of the corrective actions;
- take further corrective action if necessary.

First Aid Responders

U3A Rockhampton First Aid responders must:

- have up-to-date training;
- be physically capable of delivering first aid, especially CPR;
- maintain first aid kits and equipment; and
- regularly attend major outings that are remote from an ambulance service.

Safety Management Training

Committee members and group coordinators are expected to attend annual safety training/workshop when it is scheduled. This training will include, but not be limited to, risk assessments and incident investigations.

Group coordinators will be provided with all necessary documents and forms to be able to perform their safety management responsibilities. Coordinators should check the U3A Rockhampton and District Inc. website from time to time to ensure they have the latest versions of the forms.

RESPONSIBILITIES

Member Responsibilities

Members should ensure that they:

- know U3A Rockhampton and District Inc.'s Safety Policy;
- are familiar with the safety management procedures that are applicable to them;
- comply with all health and safety directions as far as they are able;
- notify the safety management team, group coordinator, or any committee member if they become aware of any hazards or near misses not previously identified or reported.

In the event of an incident members may be required to complete an Incident Report Form or an Incident Witness Statement.

Group Coordinators Responsibilities

It is the responsibility of coordinators to:

- attend safety management training or refresher safety management workshops whenever they are scheduled;
- ensure that a new risk assessment is completed at the beginning of every year for each activity or venue and it is sent to the safety management team for approval;
- communicate the identified hazards and corrective actions to all participants;
- review the risk assessment prior to each activity to ensure there are no changes to the environment, location, venues or risk level. If there are any changes, any new risks associated with the change should be considered and the risk assessment updated, sent to safety management team for review and approval, and communicated to participants;
- comply with the corrective actions conveyed in the risk assessment;
- in the case of a near miss, incident or accident, ensure there is an investigation in accordance with training and immediately notify the owner of the building and the safety management team. A copy of the investigation must be forwarded to the safety management team for review;
- if an activity coordinator has been provided with a mini first aid kit, regularly check contents and notify the safety management team if expired or used items need to be replaced.

First Aid Responders Responsibilities

It is the responsibility of first aid responders to ensure the first aid kit and equipment are ready for use when required by:

- maintaining an up-to-date contents list for the first aid kit;
- ensuring out-of-date or used items are replaced; and
- maintaining the defibrillator in accordance with operating guide.

First aid responders should contact the safety management team for replacement items for first aid kit or for defibrillator.

Safety Management Team Responsibilities

The safety management team shall consist of the safety officer and other members with previous experience in safety management. Team members shall be appointed by the management committee which will decide the number of members in the team.

In the absence of a safety officer, the other members of safety management team shall jointly carry out the duties and have the responsibilities of the safety officer.

It is the responsibility of the safety management team to:

- arrange and conduct annual safety management training including risk assessment and incident investigation for committee members and coordinators;
- assist with the preparation of risk assessments, particularly those for activities held at varying locations or venues;
- review risk assessment forms for identified hazards and corrective actions;
- approve and sign risk assessment forms prior to authorisation by management committee;
- forward copies of the safety management forms to the management committee meeting for review;
- assist with incident investigations if required;
- assist with the committee's annual safety management review;
- brief the committee and make recommendations on emerging safety management issues;
- arrange training for any U3A Rockhampton and District Inc.'s First Aid responders to ensure their qualifications are current and keep record of training;
- check with first aid responders that the first aid kit contains all necessary items.

Management Committee Responsibilities

The management committee has a duty of care to provide a safe environment for members of U3A Rockhampton and District Inc. at all times.

It is the responsibility of the management committee of U3A Rockhampton and District Inc. to:

- develop and implement safety management policy and procedures, documentation and training to manage the safety and well-being of U3A Rockhampton and District Inc. members and visitors;
- ensure members and visitors are aware that the Safety Management Policy, Procedures and Responsibilities is on the U3A web site and that a printed copy is available to members at general meetings;
- ensure that as soon as practicable after the annual general meeting, the safety management team arranges safety management training/workshop for committee members and coordinators and first aid refresher training for any First Aid responders;
- review insurance policies to make sure they adequately cover injuries to and actions of volunteers and loss of or damage to equipment;
- annually review the Safety Management Policy, Procedures and Responsibilities and associated documents and training program.

President Responsibilities

It is the responsibility of the president to:

- advise members and visitors of U3A Rockhampton and District Inc.'s Safety Policy at general meetings and committee meetings; and
- give a summary of the risk assessment and Covid safe plan to members at every general meeting or committee meeting.

CURRENT SAFETY MANAGEMENT FORMS

The following Safety Management forms are updated from time to time. Users should ensure they have the latest versions, which are available on U3A Rockhampton and District Inc's website.

- Risk Assessment Form – Indoor Venues
- Risk Assessment Form - Outdoor Venues
- Incident Report Form
- Supplementary Incident Report
- Incident Witness Statement
- Covid Safe Plan – Indoor Activities
- Covid Safe Plan – Outdoor Activities