

# SRC Commission OHS Risk Management Model

General principles	Examples of activities demonstrating application of the general principles	General principles	Examples of activities demonstrating application of the general principles	General principles	Examples of activities demonstrating application of the general principles
<p><b>I. Senior management leadership and commitment</b></p> <p><i>Having a vision of what is to be achieved in OHS</i></p> <p><i>Recognising the steps required to achieve the vision</i></p> <p><i>Making achievement of the vision possible</i></p> <p><i>Promoting a culture of continuous improvement in OHS performance</i></p>	<ul style="list-style-type: none"> <li>▶ Develop a vision statement which expresses the organisation's vision for achieving a healthy and safe work environment</li> <li>▶ Develop an OHS policy which incorporates the vision statement</li>   <li>▶ Establish the current level of the organisation's OHS performance</li> <li>▶ Identify OHS issues of concern to the organisation</li> <li>▶ Initiate the development and implementation of a prevention program addressing OHS issues of concern</li>   <li>▶ Define roles and responsibilities</li> <li>▶ Allocate adequate human and financial resources for the development and implementation of the prevention program</li> <li>▶ Promote and support the establishment of appropriate forums responsible for the development and implementation of the prevention program</li> <li>▶ Provide regular and timely direction and advice</li>   <li>▶ Develop a strategy for continuous improvement in OHS performance through:                             <ul style="list-style-type: none"> <li>□ monitoring and evaluation of the efficiency and effectiveness of the implemented prevention program</li> <li>□ monitoring of individuals' OHS management activities (nature, scope and frequency)</li> <li>□ bench marking with other organisations addressing the same OHS issues of concern</li> <li>□ arranging an OHS audit by Comcare or by an independent professional OHS consultant</li> </ul> </li> </ul>	<p><b>2. Active involvement of each individual in the workplace</b></p> <p><i>Creating an environment based on cooperation and trust, which values the contribution and active participation of each individual</i></p> <p><i>Establishing an infrastructure which enables the contribution and active involvement of each individual</i></p>	<ul style="list-style-type: none"> <li>▶ Senior management:                             <ul style="list-style-type: none"> <li>□ seek input from their staff at all levels within the organisation when addressing OHS issues</li> <li>□ work cooperatively to develop solutions</li> <li>□ act on agreed decisions</li> <li>□ provide timely feedback to involved parties</li> </ul> </li> <li>▶ Establish small 'natural working groups', throughout the organisation, to work as teams in addressing specific OHS risks</li> <li>▶ Establish risk assessment team(s) to provide assistance to the natural working groups where requested</li> </ul>	<p><b>4. Provision of appropriate information, education and training</b></p> <p><i>Ensuring that each individual has the necessary knowledge and skills to actively undertake their OHS functions and responsibilities</i></p>	<ul style="list-style-type: none"> <li>▶ Provide initial information, education and training</li> <li>▶ Provide ongoing information, education and training</li> </ul>
		<p><b>3. Effective communication through consultation with all relevant parties (including managers, supervisors, unions and employees)</b></p> <p><i>Ensuring that each individual is fully informed about current OHS activities</i></p> <p><i>Establishing a framework to encompass the views of all parties</i></p>	<ul style="list-style-type: none"> <li>▶ Promote the proposed prevention program throughout the organisation</li> <li>▶ Conduct information sessions for managers, supervisors, unions and employees</li>   <li>▶ Establish appropriate forums (eg. Working Party, Steering Committee, etc) specifically responsible for the development and implementation of the prevention program</li> </ul>	<p><b>5. Risk identification, risk assessment and risk control at workplace level</b></p> <p><i>Managing the process at workplace level by using the knowledge and expertise of individuals most familiar with operational tasks involving particular risks</i></p>	<ul style="list-style-type: none"> <li>▶ Natural working groups:                             <ul style="list-style-type: none"> <li>□ identify and assess OHS issues of concern</li> <li>□ design practices and procedures for preventing and/or managing specific OHS risks</li> <li>□ integrate those practices and procedures into existing operational practices and procedures</li> </ul> </li> </ul>
<p><b>6. Development and implementation of appropriate (new or revised) OHS management information systems</b></p> <p><i>Establishing appropriate recording and reporting tools and mechanisms</i></p> <p><i>Establishing appropriate monitoring and evaluation tools and mechanisms</i></p>	<ul style="list-style-type: none"> <li>▶ Design specific recording and reporting tools, appropriate for use at various levels and areas of operation and management within the organisation</li>   <li>▶ Develop performance monitoring and evaluation tools based on set objectives and goals, for use at various levels of operation and management within the organisation</li> </ul>				