

# Volunteer Occupational Health and Safety (OHS) Induction Handbook



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## Introduction

To comply with the requirements of the Victorian Occupational Health and Safety (OHS) Act 2004 and the Victorian OHS Regulations 2017 the Department of Education and Training (the Department) has implemented an OHS Management System (OHSMS) in all Victorian Government schools.


The OHSMS requires all volunteers to:

- provide current COVID-19 vaccination information
- report to the general office or designated site contact upon arrival at site
- complete an OHS induction using the Volunteer OHS Induction Checklist
- sign in and out and ensure their visitors pass is worn at all times whilst on Department or other premises
- have a current Working with Children Check, where applicable.

# Department Health, Safety and Wellbeing (HSW) Policy






The Department has the [Health, Safety and Wellbeing Policy](#), which has been endorsed by the Department Secretary and can be seen below:

## Health, Safety and Wellbeing Policy




**Education  
and Training**

**Scope:** This Policy applies to all employees, visitors, volunteers and contractors in Department of Education and Training (DET) workplaces and activities, and instances when performing work offsite. The Department commits, so far as reasonably practicable, to:

<b>Management Commitment</b>  	<b>Support and value its people and recognise a legal and moral commitment to building a positive workplace culture, ensuring healthy and safe working and learning environments by:</b>	<ul style="list-style-type: none"> <li>providing and integrating a robust and credible, Occupational Health and Safety (OHS) Management System that aligns with legislative requirements and the Department's strategic direction and operations</li> </ul>	<ul style="list-style-type: none"> <li>providing and maintaining inclusive workplaces that mitigate risks to physical and psychological health and safety</li> </ul>	<ul style="list-style-type: none"> <li>outlining expectations and accountabilities, and empowering leaders and employees to play an active role in maintaining healthy and safe workplaces</li> </ul>	<ul style="list-style-type: none"> <li>embedding and promoting a culture of shared responsiveness, willingness, and ownership, relating to reporting, and addressing health, safety and wellbeing risks</li> </ul>	<ul style="list-style-type: none"> <li>providing and applying a robust injury management framework to foster and build a strong culture of early intervention, rehabilitation and return to work.</li> </ul>
<b>Consultation Commitment</b>  	<b>Consult, collaborate, and communicate with employees including health and safety representatives on:</b>	<ul style="list-style-type: none"> <li>identifying hazards, assessing risks, and making decisions about the measures to control risks to health and safety and proposed changes to the workplace that may affect the health, safety, and wellbeing of persons</li> </ul>	<ul style="list-style-type: none"> <li>health, safety, and wellbeing issue resolution</li> </ul>	<ul style="list-style-type: none"> <li>provision of health, safety and wellbeing information, training, instruction, and supervision</li> </ul>	<ul style="list-style-type: none"> <li>the importance of giving employees a reasonable timeframe to express their views and concerns and that these are taken into account when making decisions that may affect their health, safety and wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>flexible work arrangements and family friendly work practices to support and maintain an inclusive, diverse, respectful adaptive, workforce.</li> </ul>
<b>Drive Continuous HSW Improvement Commitment</b>  	<b>Support continual health, safety and wellbeing improvement by:</b>	<ul style="list-style-type: none"> <li>improving the suitability and effectiveness of the OHS Management System through regular monitoring and review of policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>establishing and monitoring progress towards measurable objectives and targets aimed at reducing work-related injury and ill health and improving safety performance</li> </ul>	<ul style="list-style-type: none"> <li>using data to provide an evidence-based approach for setting the Department's strategic direction and identifying measurable objectives and targets</li> </ul>	<ul style="list-style-type: none"> <li>allocating adequate resources to efficiently integrate and maintain the OHS Management System to comply with relevant legal and compliance obligations.</li> </ul>	
<b>Building Capability Commitment</b>  	<b>Support building capability by:</b>	<ul style="list-style-type: none"> <li>embedding individual health, safety, and wellbeing accountabilities for all employees across the Department</li> </ul>	<ul style="list-style-type: none"> <li>embedding legislative and Department health and safety requirements in all policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>increasing awareness and improving utilisation of the safety supports and resources available</li> </ul>	<ul style="list-style-type: none"> <li>providing access to transparent and robust health, safety and wellbeing information, training, instruction, and documentation</li> </ul>	<ul style="list-style-type: none"> <li>strengthening leadership capability by improving understanding of applying and implementing health, safety and wellbeing supports and resources available.</li> </ul>
<b>Risk Management Commitment</b>  	<b>Support the prevention of workplace injuries and ill health by:</b>	<ul style="list-style-type: none"> <li>strengthening systems of work for identifying, assessing, controlling, monitoring, and reviewing hazards and associated risks arising from task / workplace activities</li> </ul>	<ul style="list-style-type: none"> <li>proactively aiming to identify hazards and eliminate (if not possible, minimise) risks, in the workplace by implementing controls in a timely manner</li> </ul>	<ul style="list-style-type: none"> <li>promoting and improving the reporting of incidents, near misses, injuries and hazards and investigating where appropriate, to prevent reoccurrence</li> </ul>	<ul style="list-style-type: none"> <li>providing an OHS Management System that is flexible and adaptable to the risk profile of Department workplaces</li> </ul>	<ul style="list-style-type: none"> <li>implementing risk controls to achieve improved mental health and wellbeing outcomes and reduce psychosocial hazards in the workplace.</li> </ul>

**The Department employees, visitors, volunteers and contractors** are required to take reasonable care for their own health, safety and wellbeing and others that may be affected by their actions or omissions. These parties will cooperate with the Department in adhering to health and safety requirements including following the Department's policies, procedures and/or instructions and participating in consultation and training.

The Department's OHS Management System sets out how this policy is to be implemented.



**Jenny Atta**  
 Secretary  
 19/01/2022

## Required conduct/behaviour

All volunteers are expected to abide by the workplaces code of conduct while on site.

This includes:

- No smoking on school grounds or within four metres of an entrance to all Department workplaces.
- No alcohol or drugs are to be consumed on any Department premises. Any volunteer under the influence will be dismissed.
- No offensive language is permitted on any Department premises.
- Noise must be kept to a minimum. If this is not practicable, then non-urgent work should be scheduled outside of school hours, where possible.
- Possessions, materials, and equipment should be secured and not left unattended.
- Abide by the workplaces traffic management procedures.
- Entrance to other areas of the Department workplace aside from the work area is prohibited, unless otherwise agreed to.
- Remove all litter and debris from the workplace.
- Report any problems, hazards, or incidents to the principal or their delegate.
- Dress appropriately and wear the correct personal protective equipment suitable.
- No pets are permitted on Department premises.

## Access arrangements

### Access

All volunteers must report to the general office or site contact and sign in upon arrival at the workplace or designated point where not on Department premises. This requirement is indicated on signage located at all entrances to the school, see below:



### Traffic Management

Volunteer vehicles are to enter and exit the school grounds via the following locations:

- East Road and Cane Avenue

Designated pedestrian crossings are:

- East Road

Vehicles entering school grounds must adhere to all traffic signage. Where there is no signage, vehicles are to move at walking pace at all times. If a vehicle has limited visibility or mobility, a spotter should be used when the vehicle is in motion.

Contractors are not to operate vehicles on, or around, school grounds during designated drop off/pick up times or during break times:

- Drop off: **8:30am – 9:15am**
- Recess: **10:50am – 11:30am**
- Lunch: **1:10pm – 2:20pm**
- Pick up: **3:00 – 3:50pm**



## Site specific hazards

### Asbestos

All schools are expected to have a Schools Asbestos Management Plan in the event of the discovery of suspected asbestos containing material (ACM) or the accidental disturbance of existing ACM.

If ACM has been identified in the school, the following process must be followed prior to the commencement of works:

- Asbestos Register **MUST** be checked at the time of sign-in when the proposed work involves drilling, scraping, sanding, sawing or any other destructive process.
- if work is to be carried out in the vicinity of Asbestos Containing Material, the Asbestos Coordinator [**Insert Asbestos Coordinator's name and work phone number**] must be consulted prior to the commencement of work.
- asbestos containing material may only be removed by a licensed removalist.

### Hazardous Substances and Dangerous Goods

If transporting hazardous substances or dangerous goods onto site, the principal or their delegate must be informed. You must complete a Safe Work Method Statement or equivalent to outline the controls methods you will use to ensure that the risks of the hazardous substances and/or dangerous goods are managed.

Such controls may include, but are not limited to:

- the provision of Safety Data Sheets (SDS)
- correct labelling of containers
- correct storing and handling of containers
- correct disposal of any waste
- provision of personal protective equipment (PPE).

### Animals/Wildlife

There is the potential to come into contact with domestic animals and wildlife while on this site. Should this occur, you must:

- do not approach any domestic animals (e.g., dogs) or dangerous wildlife
- report the sighting of any domestic animals or dangerous wildlife to the principal or their delegate
- do not reach into any holes or gaps in the buildings without first checking to see if it is safe.



# Emergency Management

## Emergency Procedures

On hearing the alarm:

- switch off all equipment
- proceed to the advised assembly area
- report to one of the wardens
- do not leave the assembly area until advised.

## Leaving Site in an Emergency

All volunteers are required to proceed to the evacuation point and remain there until given clearance to leave by the Incident Controller or principal or their delegate.

## Evacuation Point

Evacuation Point 1 is located at the school oval at the back of the school

Evacuation Point 2 is located next to the school at Belvedere Oval

refer to Evacuation Map (Appendix A) at the end of this document.

## Emergency Contacts

### School contacts

<b>Workplace Manager</b>	<b>Patrick Halpin</b>	<b>03 9786 5197</b>
<b>Assistant Principal</b>	<b>Melanie French</b>	<b>03 9786 5197</b>
<b>Asbestos Co-ordinator</b>	<b>Patrick Halpin</b>	<b>03 9786 5197</b>
<b>Business Manager</b>	<b>Nadine Krome-Wright</b>	<b>03 9786 5197</b>
<b>General Office Number</b>	<b>Chris Sellers</b>	<b>03 9786 5197</b>

### School after hours contacts

<b>Workplace Manager:</b>	<b>0405 655 271</b>
<b>Business Manager:</b>	<b>0412 976 643</b>

### Emergency contacts

<b>Police:</b>	<b>000</b>
<b>Fire:</b>	<b>000</b>
<b>Ambulance:</b>	<b>000</b>
<b>Poisons:</b>	<b>13 11 26</b>

## First Aid and Amenities

### First Aid

In the event of an injury:

1. if the injury is not serious, report or escort the injured party to the administration office for assistance
2. if the injury is serious ring 000, do not wait for first aid officer
3. stay with injured party. Send someone else to find the first aid officer or workplace manager
4. if no one else is available, ring the school number and inform the office that someone is injured at your location
5. if trained, apply first aid to the injured party
6. once incident is over, fill in an incident report at the office.

## Hazard and Incident Reporting

Any hazard or incident that poses a risk to the safety of a student, parent, visitor, volunteer or employee must be reported.

- Call 000 immediately to report any incident threatening life or property. This number will connect you to the following emergency services:
  - police for crime, injury that may not be accidental, or assault
  - ambulance for injury and medical assistance
  - fire brigade for fires, gas leaks and incidents involving hazardous and dangerous materials.
- Notify the administration office in person, or, if unable or unsafe to do so, notify someone via the emergency contact list.
- Principal is to report the incident on eduSafe Plus.

# Appendix A: Emergency Evacuation Map

