



Workplace Health & Safety Policy

(Aligned with RTO Standards 2025)

1. Purpose of the policy:

The Work Health Safety Act and Regulations require Mid City College to provide information, training, and instruction to a worker regarding the nature of work, the risk associated, and the control measures implemented. This policy is related to Standards 3 and Standard 4 of RTO standards 2025 and also related to the **Work Health and Safety Act 2011 (Cth) (ACT) and Safety Regulations 2011**.

Mid City College is committed to the proper management of occupational health and safety. We will provide a safe and healthy workplace for our staff, students, contractors, and visitors by having a planned and systematic approach to the management of occupational health and safety. We will provide the necessary resources for the successful implementation of this policy and its supportive procedures. Occupational health and safety will be managed through Mid City College management committee and in close consultation with staff, students, contractors, and visitors.

The policy is not intended to cover the entire scope of situations which may arise in a workplace that relates to safety or hazards. Mid City College recognizes this, and we are committed to applying a continuous improvement approach to robust policy development.

The objectives of this policy are to ensure that:

- Hazards and risks to health and safety are systematically identified, assessed and, where they cannot be eliminated, are effectively controlled.
- Measures to control hazards and risks to health and safety are monitored and evaluated regularly.
- Staff are engaged and sought to contribute to occupational health and safety matters affecting their health and safety at work.
- Staff, students, contractors, and visitors receive the appropriate information, training, and supervision to understand and carry out their responsibilities safely.

2. Scope

This policy applies to:

- Mid City College Campuses
- Students
- Management Staff

3. Responsibilities

- Chief Executive officer (CEO)

4. Policy Statement:

Mid City College is committed to conducting its activities in such a manner that provides a work environment, which so far as practicable:

- Comply with all relevant work health and safety legislation and associated requirements; and
- Ensure the health, safety and wellbeing of all staff, contractors, visitors and stakeholders. To achieve a safe and healthy working environment within the College, the commitment and cooperation of every staff member, college community member, visitor and contractor is essential.
- The College will: Ensure that student protection is a paramount consideration in all workplaces, health and safety related decisions.
- Ensure its risk management methodology is consistently applied across all College locations, activities and practices with a view to eliminate or otherwise control identified risks.
- Comply with the spirit and intent of the relevant legislation, Codes of Practice and Industry Standards and make adequate provision of resources to meet these requirements.

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- Ensure that each worker is trained not only in the basic principles of work health and safety matters but also matters specific to their area of responsibility.
- Establish measurable objectives and targets aimed at eliminating work-related injury and illness.
- Support each worker in their obligation to be fully responsible and accountable for health and safety issues including repairs and maintenance in each person's area.
- Operate a Work Health and Safety Committee to provide the College with a forum for consultation on work health and safety issues.
- Develop an awareness in staff, contractors and visitors of health and safety issues through the dissemination of appropriate information.
- Investigate the cause of every incident and take corrective action, irrespective of whether personal or property damage has occurred; and
- Encourage the rehabilitation of injured workers. Staff members, contractors and visitors will be expected to:
 - Take reasonable care for their own health and safety.
 - Follow safe work procedures, instructions, rules and comply with all College policies and procedures.
 - Participate in safety training and use any safety equipment or personal protective equipment required.
 - Report all injuries and incidents; and
 - Report all health and safety hazard.

5. Policy:

Students have an obligation under the Occupational Health and Safety Act 2004 and Occupational Health and Safety Regulations 2017.

- Students MUST NOT act in a manner that endangers the health and safety of themselves or any other person while at a course being run by Mid City College.
- Students MUST carry out safety measures given by members of Mid City College.
- Students MUST NOT willfully or recklessly interfere with anything provided in the interests of health and safety at Mid City College.

NOTE: *Students who do not comply with these legal requirements are in breach of the OHS Act and can be fined under its legislative requirements. Such people are also in breach of the Student Rules and can face disciplinary action.*

The following guidelines are provided as a basis for safe practice in the training and assessment environment. The guidelines are particularly relevant to students, trainers, and assessors.

- Know and observe details of emergency response and evacuation plans.
- Do not undertake activities that may cause injury to self or others.
- Be responsible for your actions.
- No smoking at the training and assessment facilities or offices.
- Report on all potential hazards, accidents and near misses to the RTO staff.
- No consumption of alcohol within training and assessment facilities or during the conduct of training and assessment.
- Always keep training and assessment areas neat.
- Seek assistance if you volunteer to lift items e.g., move furniture in a training area.
- Observe hygiene standards, particularly in eating and bathroom areas.
- Electrical equipment:
 - Electrical equipment that is not working should be reported to RTO staff.
 - Electrical work should only be performed by appropriately licensed or trained personnel.
- Students, trainers, and assessors should not undertake any task related to fixing electrical

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equipment such as lighting or electrical training aids.

Fire safety:

- Mid City College will undertake to communicate the procedures involved in evacuation and the location of fire equipment to students at each facility for each training and assessment event and users of the office at least twice each year.
- All users of a training and assessment facility need to be familiar with the location of all EXITS and fire extinguishers. Users will consult available maps to determine their location.
- It is the user's responsibility to understand fire drill procedures displayed around the premises.
- Users are asked to attend any sessions on fire safety procedures and the use of fire safety devices.

First aid:

- Provision for first aid facilities is available where training is delivered.
- All accidents must be reported to staff.
- The accident and any aid administered must be recorded by the staff involved.

Computer facilities:

- Extended periods of work with computers can result in general fatigue and eye strain. Repetitive tasks and incorrect posture will result in consistent aches and pains.
- Current occupational health and safety guidelines indicate that people working for long periods at computers should organize their work to allow a five to ten-minute rest every hour. This rest should include a change of position and stretching exercises as appropriate.
- Posture can be improved by adjusting chair height so that the operator's feet are comfortably placed on the floor (or footrest) and your arms are at approximately 90-degree angle.
- The screen should be positioned to avoid reflection from lights and windows and at a suitable distance so that it can be easily read.

Lifting:

- Students, trainers, and assessors are encouraged not to lift anything related to the training and assessment provided by Mid City College unless they do so voluntarily and take all responsibility for any injury caused.
- Never attempt to lift anything that is beyond your capacity.
- Always bend the knees and keep the back straight when picking up items.
- If you have experienced back problems in the past do not attempt to lift heavy objects at all. Ask someone else to do it for you.

Work and study areas:

- Always ensure that all work areas are clean and clear of clutter to avoid the danger of accident by tripping or falling over.
- Place all the rubbish in the bins provided.
- Ensure that kitchen bench spaces are left clean and tidy and that all dishes are washed.
- Do not leave tea towels or any cleaning clothes in a bundle on the benchtops or be draped near any bin.
- Do not sit or climb to any desks or tables.

6. Training Safety Procedures

Mid City College will achieve its training safety objectives by applying procedures that assist managers, staff, students, contractors, and visitors to carry out their responsibilities.

7. Hazard management procedures

This procedure aims to provide a practical guide to the identification, assessment, control and monitoring of workplace safety hazards. A hazard is defined as a source or a situation with potential for harm in terms of human injury or ill-health, damage to property, damage to the environment, or a combination of these. Hazards may arise from a variety of sources within the workplace. Sources

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of hazards may include equipment, the work environment, work systems and work procedures.

Workplace hazards can be categorized as follows:

- Physical e.g., noise, radiation, light, vibration.
- Chemical e.g., poisons, dust.
- Biological e.g., viruses, plants, parasites.
- Mechanical/electrical e.g., slips, trips and falls, tools, electrical equipment.
- Psychological e.g., fatigue, violence, bullying.

To manage the workplace safety hazards at Mid-City College, the following steps are to be applied:

Step 1 - Identify hazards.

Select a method to identify hazards. This may include:

- Asking the question, 'Does this task/training activity/situation / event have the potential to harm a person?' or 'What if?' For example, "What if a person were to attempt to lift this heavy object from the top shelf?"
- Conduct a review of records of past accidents and near misses.
- Conduct regular walk-through visual inspections of the workplace. Look at each task the workers do to see if any hazards are present, such as handling loads, using chemicals or equipment.
- Observe workers performing their tasks and the activities involved, such as training activities, cleaning, maintenance, and inspection, as more hazards may become apparent. This also provides an opportunity to see whether the workplace procedures for performing tasks are being followed by workers, or whether workers are taking shortcuts.
- Consult workers about any near misses or events that have not been reported, unreported minor injuries or health complaints.
- Research the hazards associated with the relevant industry to identify the common potential hazards.
- Conduct (or arrange for) basic testing, measuring and samples of the workplace environment.

When collecting information to identify hazards, consider the following:

- Competency and level of training of workers and whether it is adequate.
- How people use, clean, service or repair equipment and materials.
- How equipment is used to complete tasks and where it is located.
- How people could be hurt directly and indirectly by the various workplace aspects.
- How waste materials are or should be disposed of.
- The serviceability of substances, equipment, materials, and premises may affect their safety.
- The long-term health effects rather than an immediate injury, for example, exposure to loud noise over some time.

Step 2 - Assess and prioritise the risks.

Assess the likelihood of an event occurring by asking questions such as:

- How would circumstances arise that would make the event likely?
- Where would the event be likely to occur?
- When are people exposed to hazard?
- How does exposure vary over time or by location and personnel involvement? When considering the likelihood of an event occurring, align it to the likelihood that most applications use the Likelihood Assessment Table.

Assess the potential consequence resulting from an incident by asking questions such as:

- How much harm could the hazard do?

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- How many people could it affect?
- Will the effects be short or long term?

When considering a potential consequence resulting from an incident, align it to the consequence that most applications use the Consequence Assessment Table.

Assess the level of risk, represented by a 'risk rating' by consideration of the relationship between the likelihood and consequence of an event or incident. To determine the level of risk, plot the assessed likelihood and consequence on the Risk Evaluation Matrix to identify the appropriate risk rating. The risk ratings are colored to provide a visual prompt regarding the level of response required in determining control measures. The following risk ratings are provided:

- L - Low Risk (Green) Flag at the next management meeting and implement control measures through normal business processes.
- M - Moderate Risk (Blue) Monitor and implement control measures as soon as possible.
- H - High Risk (Yellow) Monitor closely and implement control measures as a matter of high priority.
- E - Extreme Risk (Red) Stop the activity immediately and implement control measures before recommencing.

Step 3 - Determine control measures.

The best way to control a hazard is to eliminate it. This concept has led to the development of a hierarchy of control that starts with the elimination of the hazard as the preferred solution and ends with using personal protective equipment to protect the person in the event of a hazard being realized. Ideally, hazards should be controlled by addressing their root cause or the source of the hazard.

The following list describes the hierarchy of control in order of most effective to least effective as means of reducing the risk:

- Eliminating the hazard from the workplace entirely is the best way to control it. An example of elimination is to remove a noisy machine from a quiet area or to sub-contract a function out to others who are better trained and equipped to undertake a particular task.
- Substituting or modifying the hazard by replacing it with something less dangerous, for example, by using a paint that does not contain asthma-encouraging agents.
- Isolating the hazard by physically removing it from the workplace or by cordoning off the area in which a hazard is used.
- Engineering methods can be introduced to control the hazard at its source; tools and equipment can be redesigned, or enclosures, guards or local exhaust ventilation systems can be used.
- Administrative controls are the management strategies that can be introduced to ensure the health and safety of employees. Administrative procedures can reduce exposure to hazardous equipment and procedures by limiting the time of exposure (e.g. by job rotation) or varying the time when a particular procedure is carried out.

Personal protective equipment (PPE) may also be used to reduce exposure to a hazard. PPE should not, where possible, be utilised as a primary control measure as its use neither reduces nor removes the hazard. In conjunction with other treatment strategies, PPE provides additional redundancy should primary control measures fail. One or several controls may be used to address a particular hazard. In most cases, multiple strategies should be used to allow for human error or oversight. In matters of technical specialty, it may be necessary to seek expert advice in the application of hazard controls. The hazard controls should be well documented in the risk register.

Step 4 - Implement control measures.

Once hazards are appropriately identified and assessed, the implementation of the determined controls is the next critical step. This requires planning and consultation with those who will carry implementation responsibility. It may also require the allocation of resources to ensure the planned implementation is not hindered or restricted.

The following considerations should be taken when planning hazard control implementation:

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- The implementation process should be appropriately documented.
- The effect on work procedures should be considered to ensure controls are integrated into work routines.
- Persons who will be affected by an implementation should be identified and consulted to build acceptance and understanding of the control measures.
- The review and adjustment to emergency plans and procedures to recognize the new hazard in the workplace and the associated control measures.
- The competence and training requirement for personnel to implement the control measures.
- The monitoring and supervision of the hazard control to ensure measures are implemented as planned.
- Staff members are informed, and inappropriate application of control measures is identified and corrected.

The implementation of control measures usually requires the development of an implementation plan. The implementation plan should:

- Clearly state the hazard controls to be implemented.
- Identify what actions need to be taken to implement the control measures.
- Specify the resources required to implement the control measures.
- Identify responsibilities for the implementation of control measures.
- Layout the timetable for implementation and completion.
- Specify a date for reviewing the control measures.

The implementation plan should be retained to provide a source of information for review.

Step 5 - Monitor control measures.

The effectiveness of the hazard control measures to minimize the risk to personnel must be monitored to allow the opportunity to improve control measures that do not adequately address the hazard. Factors that may affect the likelihood and consequence of risk may change over time, as may the factors that affect the suitability of the control measures. It is for this reason that monitoring must not be overlooked. To monitor control measures, the following strategies can be applied:

- Conduct a review of records including risk register.
- Conduct walk-through and visual inspections of the workplace.
- Consult workers about their experience with the implemented control measures and how effective they believe them to be; and
- Conduct (or arrange for) basic testing, measuring and samples of the workplace environment to compare the results with those obtained before the implementation of the control measures.

Whilst monitoring hazard controls, the following question needs to be addressed:

- Have the control measures been implemented as planned and are they being applied in the workplace?
- Have the control measures been accepted by personnel and what is their opinion on their effectiveness?
- Have there been any occurrences involving the hazards since the implementation of the controls?
- Have the implemented control measures produced any unintended effects, such as changes to work routines or new hazards?

Step 6 - Review the hazard management process.

The review of the hazard management process is essential to ensure that the management of hazards universally remains relevant and in the right context over time. The review of the hazard management process is to be conducted not less than every two years. The essential elements of a review are:

- The hazard management process must be valid in the context of the operating environment of Mid-City College.

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- Improvements in the operating processes of Mid City College must be reflected in the hazard management process.
- The process should reflect best practices from an industry perspective in the identification, assessment, and control of hazards; and
- Stakeholders should be allowed to contribute to the review to build capacity within Mid City College to manage workplace safety hazards.

Further guidance on the review of risk management and hazard management processes can be found in AS/NZS 4360:2004 Risk Management.

Management Action & Responsibility

The CEO is responsible for:

- Providing a healthy and safe workplace for staff, students, contractors, and visitors.
- Ensuring that adequate resources are provided to meet the health and safety objectives and procedures of Mid-City College.
- Ensuring that Mid City College complies with all relevant occupational health, safety legislation and standards.
- Providing appropriate health and safety policies and procedures to enable effective management of health and safety and control of risks to health and safety.
- Providing mechanisms that enable staff to be consulted on work practices, policies or procedures which may affect the occupational health and safety of staff.
- Providing mechanisms to monitor and report regularly on the organization's health and safety performance.

The management committee (comprising of CEO & Academic Manager) is responsible for:

- Assisting in the development, implementation and monitoring of health and safety policies and procedures.
- Considering proposals for, or changes to, the workplace, policies, work practices or procedures that may affect the health and safety of staff.
- Promoting awareness of health and safety across Mid City College.
- Ensuring that hazards in work or study areas are identified, risk assessed and controlled and that these risk control measures are monitored regularly and maintained.
- Ensuring that staff and students under supervision are provided with the required information and training to carry out their work or study safely and effectively.
- Providing leadership and setting a good example for staff and students in occupational health and safety matters.

Staff (comprising of trainers & support officers) are responsible for:

- Complying with relevant Mid City College health and safety policies and procedures.
- Obeying any reasonable instruction aimed at protecting their health and safety in the workplace.
- Using any equipment provided to protect their health and safety in the workplace.
- Assisting in the identification and assessment of hazards and implementation of hazard control measures.
- Reporting any incident or hazard in the workplace to their manager.
- Considering and providing feedback on any matter which may affect their health and safety.
- Not being affected by alcohol or non-prescribed (illicit) drugs whilst at work or study.

Contractors are responsible for:

- Following all Mid City College policies and procedures.
- Complying with all relevant occupational health and safety legislation, standards, and codes of practice.

Ensuring that they do not, through their acts or omissions, do anything that could put at risk their own health or safety or that of Mid City College staff, students, other contractors, or visitors.

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