

Keeping Everyone Safe

Safety Plan 2021-22

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Home Safely



Protect | Prevent | Support | Promote

Monash Health Strategic Plan

Our guiding principles

01 **We consistently provide safe, high quality and timely care**

02 **We provide experiences that exceed expectations**

03 **We work with humility, respect, kindness and compassion in high performing teams**

Measures of success

Employees report that we have a strong safety culture

Employees are very satisfied with their job and would recommend Monash Health as an excellent place to work

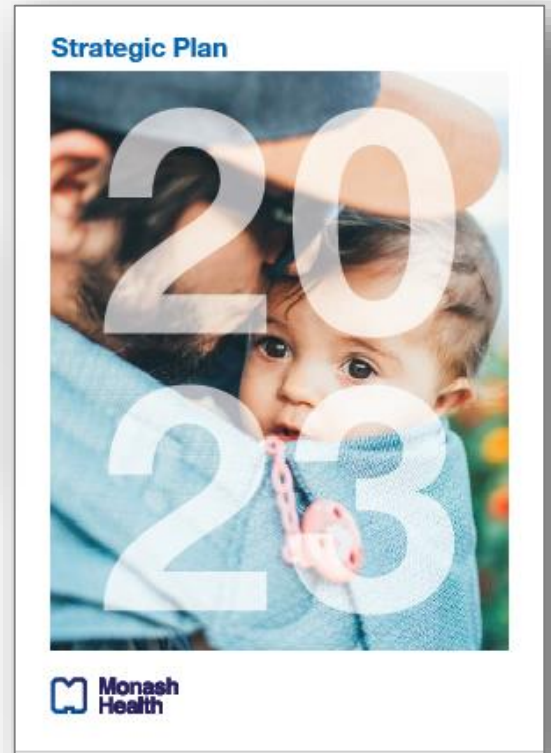
Employees report that they feel safe at Monash Health

Employees report that their manager and teams consistently work with humility, respect, kindness and compassion

Pursuing excellence, together

Improve employees' experiences of their workplace

Ensure a physically and psychologically safe environment



What have we achieved to date?

- ✓ Workplace Inspections
- ✓ Site Safety Committees
- ✓ Supporting injured employees back to work
- ✓ Safety high on the agenda for the organisation and everyone has good awareness
- ✓ Investigation of serious incidents



Where are we now – Safety Performance?

✘ Highest lost time injury frequency rate among 11 health services with an increasing trend.... Huge personal and operational impacts

✘ Workers Compensation premium 21/22 is 1.77% remuneration, \$27.5m and highest amongst all health services – we are hurting too many people seriously

✘ Increasing trend in OVA incidents and psychological claims, with increasing Worksafe focus

✘ Low level of completed incident investigation



What is your opinion?



1. What is getting in the way of focusing on safety for you and your team that is within your control? (not time!)
2. What are your top 3 people safety concerns at Monash Health?
3. What is one great idea for improving employee safety?







Key Changes for improved safety

1. Equipping our **senior managers** to make sure people are safe at work
2. Build capability and shift to greater **line manager ownership and leadership of safety**
3. Learning from incidents through investigation and **critical incident debriefs**
4. Clear safety requirements for senior and department managers with performance **targets**



Safety Strategy what are we trying to achieve?

Our strategic intent vision is to provide a workplace that is safe and without risk to health, where employee health, wellbeing and safety is a key priority and inherent in everything that we do, ensuring that everyone goes home safely

Pillars	FY23 vision	Objectives
<p>PROMOTE</p> 	<p>We promote the health, safety and wellbeing of our employees by enhancing safety leadership capability</p>	<p>Safety Culture is embedded</p> <ul style="list-style-type: none"> • Due diligence Leader Lead safety culture • Safety incorporated into all decisions • Robust Safety Governance • Everyone owns safety
<p>PROTECT</p> 	<p>We protect physical and psychological health, safety and overall wellbeing by creating effective processes and monitoring OHS performance</p>	<p>Robust Safety Systems</p> <ul style="list-style-type: none"> • OHS procedures are easy to understand & ISO 45001 compliant • Legislative & regulatory compliance • Robust monitoring and review of performance to inform action, with line accountability for performance improvement
<p>PREVENT</p> 	<p>We prevent injury and illness through proactive actions, early intervention and robust risk management</p>	<p>Risk Management</p> <ul style="list-style-type: none"> • Identify & manage key risks • From reactive to proactive hazard Identification • Reduce injuries • Robust incident investigation to root cause
<p>SUPPORT</p> 	<p>We work together to support our employees' health, safety and wellbeing</p>	<ul style="list-style-type: none"> • Employee Health and Wellbeing • Early intervention after injury to support RTW in timely manner • Line Manager ownership Injury Management with SME support • Monash Health is psychologically safe



Safety Targets 2021-2022



- 50% reduction in the Lost Time Injury Frequency Rate - target of 13.3 for organisation. (50% reduction in actual LTI numbers by Department and Program)
- 100% completion of all Workplace Inspections each quarter with 100% completion of all actions by due date
- 25% increase in claims cleared for pre-injury role and / or full duties
- 100% ISR 1-3 incidents incident investigations completed



Consultation on key priorities

Our strategic intent vision is to provide a workplace that is safe and without risk to health, where employee health, wellbeing and safety is a key priority and inherent in everything that we do, ensuring that everyone goes home safely

Pillars

PROMOTE



PROTECT



PREVENT



SUPPORT

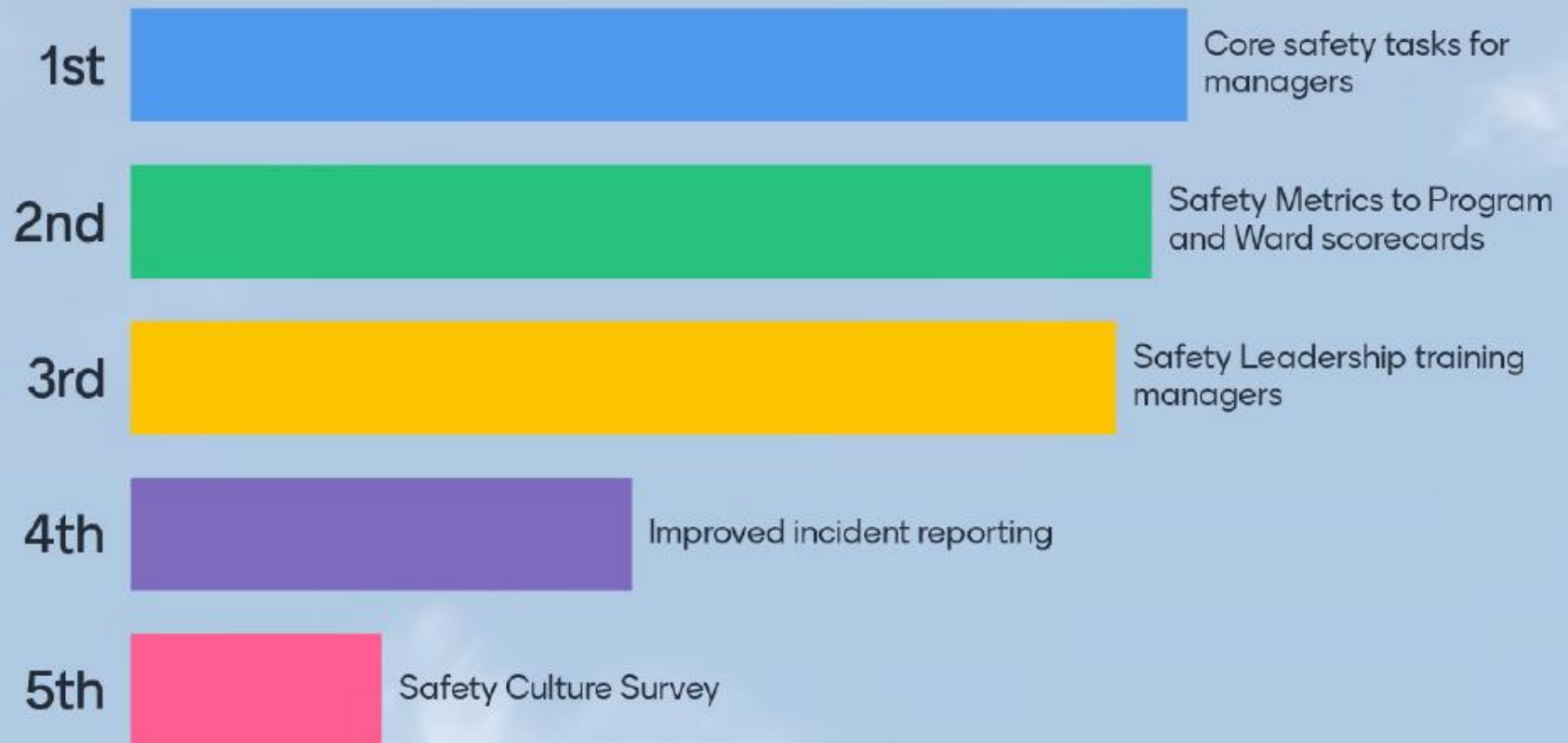


Safety Strategy and Work Plan 2021-22 built including:

- ✓ Safety Team
- ✓ OHS Management Committee
- ✓ Monash Health Executive Committee
- ✓ Health Safety Representatives



PROMOTE - rank activities which are priority for 2021-22



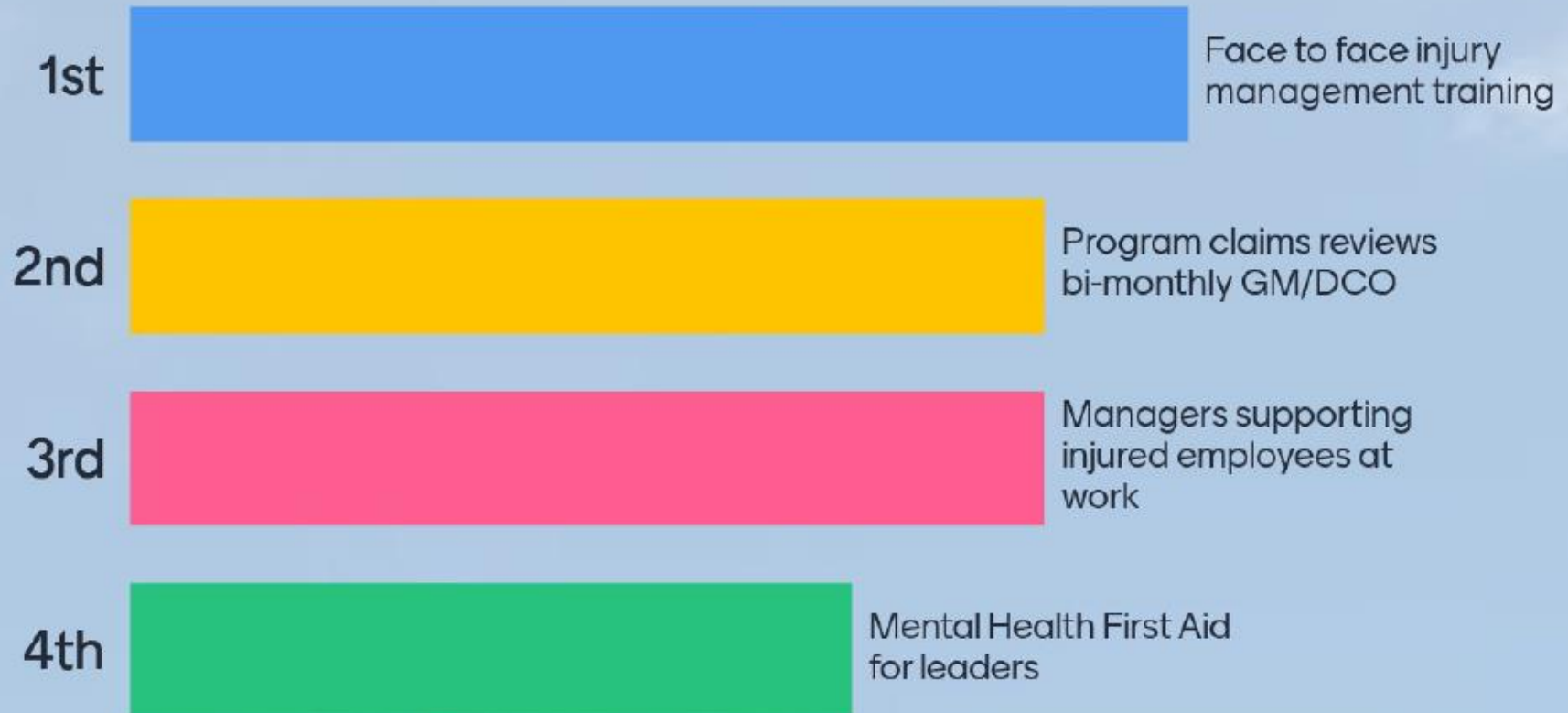
PROTECT- rank activities which are priority for 2021-22



PREVENT- rank activities which are priority for 2021-22



SUPPORT- rank activities which are priority for 2021-22



Questions - Slido

