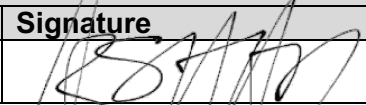


ECU Work Health and Safety Improvement Plan 2024

Reference #	Origin of Action (Target, HRR etc..)	Description of Action	Resources Required (Specialist, personnel, equipment, financial)	Accountability (The person accountable for the action item)	Timeframe for Completion	Status (In progress, On hold, Complete or No Progress)	Quarterly Status Summary <small>Progress against the plan should be reviewed quarterly. Please provide comments on actions taken.</small>			
							Quarter 1 <small>Jan / Feb / Mar</small>	Quarter 2 <small>Apr / May / Jun</small>	Quarter 3 <small>Jul / Aug / Sep</small>	Quarter 4 <small>Oct / Nov / Dec</small> <small>Final Outcome</small>
01	EpiGroup WHS Regulations Gap analysis Action carried over from 2023 Improvement Plan	Implementation of agreed WHS Regulations gap analysis actions and Transition plan items. Refer to WHS (General) Regulations Gap Analysis Action plan and Riskware reporting.	Various (as outlined in the action plan)	Various (as outlined in the action plan)	All actions to be completed by end of 2025	In Progress				
02	ECU WHS and Wellbeing Plan, 2023-2026	Creation of Local WHS Committee dashboards	People and Culture Tableau	Kim McClean, Chief Safety Officer	Q1 2024	In Progress				
03	ECU WHS and Wellbeing Plan, 2023-2026	Evolve incident investigation processes and improve education for Managers and HS Reps to include better methodology	People and Culture Riskware	Kim McClean, Chief Safety Officer	Q4 2024	In Progress				
04	ECU WHS and Wellbeing Plan, 2023-2026	Improved WHS communication, consultation and collaboration through: <ul style="list-style-type: none"> - Review of WHS Communication plan/strategies - Identification of Subject Matter Experts (SME) - Increased bonds and collaboration between WHS Committees, HS reps and SMEs 	People and Culture Local WHS Committees	Kim McClean, Chief Safety Officer	Q4 2024	Not commenced				
05	ECU WHS and Wellbeing Plan, 2023-2026	Delivery of improved training related to: <ul style="list-style-type: none"> • Development of risk assessment training / webinar • Refreshed WHS training modules for UE & Execs 	People and Culture Riskware ELMO	Kim McClean, Chief Safety Officer	Q4 2024	In Progress				
06	ECU WHS and Wellbeing Plan, 2023-2026	Design of the psychosocial risk management process and tools including education	People and Culture External Consultant	Kim McClean, Chief Safety Officer	Q4 2024	In Progress				
07	ECU WHS and Wellbeing Plan, 2023-2026	Development and implementation of reasonable adjustments process Improve early intervention processes and education for work related and non-work related injuries	People and Culture	Kim McClean, Chief Safety Officer	Q2 2024	Not commenced				
08	ECU WHS and Wellbeing Plan, 2023-2026	Development of a staff occupational health monitoring program	People and Culture SMHS PhD Candidate Internal Academic SMEs	Kim McClean, Chief Safety Officer	Q4 2024	In Progress				
09	ECU WHS and Wellbeing Plan, 2023-2026	Development, implementation and communication of enhanced Wellbeing program	People and Culture External Consultant Internal Academic SMEs	Kim McClean, Chief Safety Officer	Q3 2024	In Progress				
10	ECU WHS and Wellbeing Plan, 2023-2026	Development of a defined methodology to measure and track health and safety and wellbeing cultures	People and Culture	Kim McClean, Chief Safety Officer	Q4 2024	Not commenced				
11	WHS Audit Schedule 2024-2026	Undertake a Deep Dive into Slips, Trips and Falls at ECU	People and Culture Data and Governance Analytics, DCS	Kim McClean, Chief Safety Officer	Q1 2024	In Progress				
12	WHS Audit Schedule 2024-2026	Conduct an audit of Critical Controls Implementation	People and Culture	Kim McClean, Chief Safety Officer	Q3 2024	Not commenced				

ECU Work Health and Safety Improvement Plan 2024

ECU Work Health and Safety Improvement Plan Approval
 This health and safety improvement plan and its associated actions, resources, accountabilities and timeframes for completion were developed in consultation with and endorsed by the University Work Health and Safety Committee and approved by the undersigned. A list of those involved in its development can be found overleaf.

Title	Name	Signature	Date
University Work Health and Safety Committee Chair and Senior Deputy Vice-Chancellor	Professor Arshad Omari		24-03-2024

University Work Health and Safety Committee Members involved in development and endorsement of this improvement plan	Role/Title
Attendees at University Work Health and Safety Committee Meeting 1, 12 March 2024	University Work Health and Safety Committee Members

End of Year Outcome Endorsement
 The end of year progress outcome against the health and safety improvement plan actions has been reviewed and endorsed by the undersigned:

Title	Name	Signature	Date
University Work Health and Safety Committee Chair and Senior Deputy Vice-Chancellor			