

5. Planning for Safety

5.1. Annual Safety Calendar

Management planning will include:

- Staff induction - new staff
- Staff training - new and returning staff
- Regular safety communication (safety updates, safety meetings etc)

5.2. Maintenance and review of SMS

We recognize the need to continually improve health and safety systems and performance. We use the processes in this section to support our focus on continual improvement and to ensure compliance to, and/or identify opportunities to improve, the safety management system.

When we conduct SMS reviews and maintenance we will ensure that:

- reviews are conducted by people with current competence in the activity
- opportunities for improvement are identified
- outcomes are communicated to staff and other relevant parties
- actions arising from reviews are implemented.

Regular SMS maintenance and review processes

Regular assessment of work processes, equipment and environments to identify hazards and develop appropriate control measures.

Review of safety management processes following any critical event and/or significant change in work practice

Internal reviews of activities are also conducted when:

- when prompted by audit findings, changes to the activity, sites, hazards, environment, key staff, incidents and emergencies
- complaints of a safety nature are received from participants or others (ensure you have a process to receive feedback on safety from clients and participants)
- there are changes in legislation, standards, activity safety guidelines, codes of practices, sector developments or similar information

Engaging appropriate technical experts (including within the processes described above) to inform the development of the SMS

Ongoing monitoring to ensure that the SMS remains up to date, and our operations continue to comply

The regular involvement of staff (including senior management) in reviewing and developing the SMS

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