

UNIVERSITY VISION, MISSION, VALUES and TARGETS AND STRATEGIES FOR HSW

UNIVERSITY STRATEGIC PLAN 2008 – 2012 (Extract)

Mission

To be recognised internationally as a great research university and an Australian leader in research and teaching excellence, committed to the positive impact we can have on the lives of our students, staff and alumni as well as the local, national and international communities.

Vision

The University of Adelaide will build upon its tradition of innovation through high-impact research and excellent teaching across a broad range of disciplines and professions. It will be a growing, internationally focussed and financially sustainable institution, enterprising in its approach to new opportunities as they arise, and clear and consistent in its essential directions. It will provide a vibrant intellectual environment that will be satisfying for staff, rewarding for students, and engaging of the community, engendering a sense of pride in our contribution to contemporary society.

Values

1. We will pursue excellence in all that we do.

The achievement of the vision will require that the whole University community remains committed to the highest intellectual and ethical standards in teaching and learning, in research and research training, and in the conduct of all our professional activities.

2. We will act with fairness, integrity and responsibility.

The University supports social justice, equality of opportunity and cultural diversity, and seeks to implement these in the conduct of its activities and relationships. We have reaffirmed our commitment to a vision for a united Australia, expressed in our July 2003 Statement of Reconciliation: <http://www.adelaide.edu.au/pr/docs/reconciliation.html>

3. We will respect the rights and responsibilities of freedom of inquiry and expression.

Dispassionate, rigorous and honest intellectual inquiry is at the core of academic traditions, and should be reflected throughout our research, scholarship, education and management.

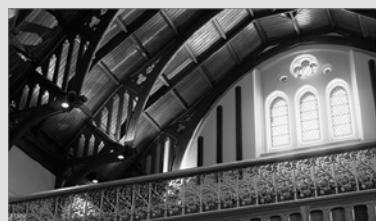
4. We will encourage innovation, creativity and breadth of vision.

The University's core characteristics of research intensity and high-quality education, across a broad range of disciplines, depends on a shared commitment to encourage the creation of new knowledge and to prepare our students to make a positive impact on the community.

5. We will be engaged with the local, national and international communities.

Universities exist by the will of the communities of which they are a part. Shaping, recognising, and responding to community needs and expectations are essential to the mutual obligations that ensue from this relationship, whether domestically or internationally. We will provide leadership and service in equal measure, pursuing common goals with government, industry and community.

From our beginnings



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UNIVERSITY VISION, MISSION, VALUES and TARGETS AND STRATEGIES FOR HSW (Continued)

5. We will be engaged with the local, national and international communities. (Continued)

We will ensure that our activities are responsive and relevant to State, national and global priorities and that they are pursued within an environment of scholarship, discovery and good citizenship. We will embed these activities within the strategies of the organisation and participate actively in shaping community debate on issues of public importance. We will develop a shared understanding that our strategic directions are informed by an analysis of government, business, industry and community needs, encourage community participation in the life of the University, and foster an environment in which community service and good citizenship are encouraged by all members of the University community.

Our engagement will not be limited by State or national boundaries, and we will be recognised by the international community through the importance and merit of the research we produce and the quality of teaching we provide. We will build international links and partnerships and attract students, staff and visitors from a diverse range of countries, and the intellectual life of the University will be enriched by the presence of those students and staff. This cultural diversity will be actively valued and we will contribute, wherever possible, to intercultural understanding and capacity building within our region.

6. We will fulfil our responsibilities, as required by the University of Adelaide Act 1971, within a governance framework that promotes effective management of resources through ethically sound political, financial and administrative authority.

University decision-making will be underpinned by accountable and transparent processes that minimise risk and protect the reputation of the University. Robust systems for planning, financial management, performance management and quality assurance are central to ensuring that the University Council and its management team are openly accountable for the effective conduct of their respective roles and responsibilities.

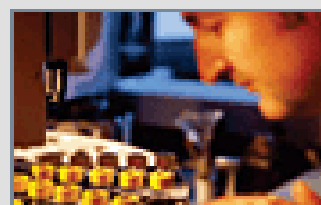
TARGETS FOR HEALTH SAFETY AND WELLBEING

- Achieve the highest level WorkCover Self Insurance rating.
- Achieve a Lost Time Injury Frequency Rate in the bottom quartile of benchmark universities.

STRATEGIES

- **Compliance**
Support compliance with legislation and best practice standards by embedding health, safety and wellbeing into all University activities and processes.
- **Awareness and Promotion**
Through communication and training initiatives, create a culture that values health, safety and wellbeing as fundamental components of the work environment.
- **Improvement and Enhancement**
Identify and plan best practice approaches that proactively foster health and wellbeing in staff and contribute to the University's status as an employer of choice.

To have HSW systems which enable safety in research and teaching across a broad range of disciplines and professions.



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EXTRACT FROM THE DIVISION OF SERVICES AND RESOURCES
BUSINESS PLAN (2009 – 2011)



University staff, students, volunteers and visitors come to our campuses to support the vision of the University. We have an obligation to ensure that their experience is a healthy one, in mind and body.

The Healthy University Program will create and engender a University culture that values health, safety and wellbeing as fundamental components of the work environment, supported by appropriate governance and management structures and operational strategies. The Health, Safety and Welfare Improvement Strategy is currently being finalised and through the Strategy, the following actions will occur:

- A Health, Safety and Welfare Management System Framework will be established
- A HS&W Performance Report for the Audit, Compliance and Risk Committee of Council.
- HS&W management responsibilities across the University will be clarified, as will the role and structure of the HS&W unit.
- The focus will be on developing and training staff with the appropriate skills to be an active participant in a Healthy University culture.

Key activities and milestones in the development of The Healthy University Framework include:

- Commence consultation, business analysis and building of Risk Management and Safety System (RMSS)
- Recruit a new HS&W Team
- Finalise OH&S management system review
- Begin design of new injury and claims management process
- Begin design of new corporate health and safety induction programs
- Establish Healthy University program for 2009
- Run a tender process to update Employee Assistance Program
- Establish new HS&W governance structure
- Establish the HS&W external liaison strategy
- Review existing policies, procedures, toolkits, templates and forms
- Conduct targeted internal audits and reviews to document HS&W progress
- Go Live of Risk Management and Safety System
- Commence project to document all collocation, controlled entity, shared space and tenancy agreements and safety issues
- Launch Healthy University 2009
- Launch new corporate safety induction program
- Launch project to achieve WorkCover level 3 gold status by 2010.

For further information
[University Strategic Plan](#)

To building a Healthy University

[HSW Framework](#)



[University HSW Induction](#)



[Employee Assistance Program](#)



(Corporate Health Group)

[Risk Management and Safety System](#)



(Risk Management Tools and document control)

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