

## **Massey University Council**

### **Occupational Health, Safety & Wellbeing Charter**

Massey University's Council is committed to governing and ensuring a healthy, safe and supportive environment for staff, students, contractors, and any members of the public who are affected by university operations or associated workplaces. This includes the physical, psychological, social, and cultural health, safety and wellbeing of our community members. Council further recognises Te Ao Māori and the importance of te Tiriti o Waitangi in the university's approach to occupational health, safety and wellbeing.

Council recognises that it has workplace safety governance oversight and monitoring responsibilities for the university's (PCBU) primary duty of care to eliminate or minimise harm to workers and other persons. This includes all PCBU risk management practices that contribute to safety critical risk control effectiveness and resilience, and a shared commitment to inclusive culture that acknowledges and values workplace safety for our community.

All Council Members, as officers of the PCBU, are committed to meeting their obligations under relevant legislation (including any amendments), and ensuring that appropriate knowledge and resources are in place and used by the PCBU to meet those obligations.

#### **The Charter requires Council to demonstrate due diligence that reasonably ensures;**

##### **1. PCBU Safe System of Work**

- Cultural Safety - enable Te Ao Māori to flourish in the university's approach to occupational health, safety and wellbeing.
- Deliberate Learning and Development - increase awareness, knowledge, understanding and developments necessary for the university to grow capability and capacity for safe human and organisational performance.
- Risk Anticipation, Understanding and Mitigation - anticipates and focuses attention on 'ought reasonably to know' governance decision-making that informs, influences and maps risk profiling practices whether internal and external risk exposures.
- Plan and Resource - regularly schedules and informs safe work expectations that navigate variability and unexpected situations that affect work as one, actively listens for what resources are needed, and ensures resource availability.
- Trust and Verify - routinely test the rigour of safe systems of work with management to clearly understand the effectiveness, optimisation and resilience of 'work as imagined' safety critical risk controls.
- Monitor and Respond - proactively and systematically seek out PCBU safe work risk management practices and provide genuine insights and responses that reduces incentivisation of unwanted behaviour.

##### **2. Officer Inquiry and Response**

- Courage - The capacity to challenge oneself and others around the governance table when workplace safety challenges arise and to then respond in constructive way
- Capability - Continuously improve self-capability on workplace safety matters by looking for information, knowledge and advice from experts, partners, workers and management.
- Curiosity - Be genuinely curious about what is happening in the university and seek to understand, (1) How work is done rather than imagined, (2) The challenges of what workers

face, (3) The impact governance decisions have on safety systems of work, and (4) The assurance level of systems effectiveness.

- Context - recognise and take into account the context of work, workplace safety challenges and the broader environment. Understand how non-safety organisational matters impact on safety performance and how the peoples' actions are driven by their context.
- Care - Place people at the centre of university safety approaches and discussions. Be people centric before being compliance centric allowing governance and due diligence to arise out of a healthy and safe workforce.



Signature

University Chancellor

Date 15 May 2025