

# Manage oh\$s



The paper "Occupational Safety and Health Act and Systems in Australia" is a good example of an assignment on the law.

Statutory authority: Australian Safety and Compensation Council (ASCC).

Website: <http://www.safeworkaustralia.gov.au/Pages/default.aspx>. OHS

Act: to declare national standards and codes of practice of employees.

Australian workplace safety standards Act of 2005.

Australian Safety and Compensation Council Australian Safety and

Compensation Council Statutory authority: Food Standards Australia New Zealand

Website: <http://www.foodstandards.gov.au/>

OHS Act: to monitor food safety schemes, licenses food businesses as well as receiving a notification on other food businesses. In addition, the act allows for investigations on food complaints they receive and gives advice to the minister for primary industries on food standards. Food Standards Australia New Zealand Act 1991.

VIC

Statutory authority: WorkSafe Victoria

Website: [http://www.worksafe.vic.gov.](http://www.worksafe.vic.gov.au/wps/wcm/connect/wsinternet/WorkSafe)

[au/wps/wcm/connect/wsinternet/WorkSafe](http://www.worksafe.vic.gov.au/wps/wcm/connect/wsinternet/WorkSafe)

OHS Act: to ensure that employers provide a safe environment for employees at the workplace. Workplace Health and Safety Act 1995

QLD

Statutory authority: Workplace health and safety

Website: <http://www.deir.qld.gov.au/workplace/index.htm>

OHS Act: Workers' Compensation and Rehabilitation Act 2003. It is responsible for employee's compensation insurance

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## WA

Statutory authority: DLI (Department of Land Information)

OHS Act: Transfer of Land Act 1893 and Valuation of Land Act 1978

Web: [www.dli.wa.gov.au](http://www.dli.wa.gov.au)

## NT

Statutory authority: ADA

OHS Act: Anti-Discrimination Act 1991

Website: <http://www.ada.asn.au/>

## SA

Statutory authority: Independent Gambling Authority

Website: <http://www.iga.sa.gov.au/>

OHS Act: State Lotteries Act of 1966

## ACT

Statutory authority: Australian Capital Territory Legislative Assembly

Website: <http://www.parliament.act.gov.au/>

OHS Act: Australian Capital Territory (Self-Government) Act 1988.

## TAS

Statutory authority: WorkCover Tasmania Board

Website: [www.workcover.tas.gov.au/](http://www.workcover.tas.gov.au/)

OHS Act: Workers Rehabilitation and Compensation Act 1988

## OHS systems

These systems aim at supporting the achievement of the highest level of OHS performance through systematic elimination or reduction of workplace risks. OHS systems consist of arranging of elements which, in combination, help to prevent work-related injury and illness. Such a system presents a model which incorporates the essentials of an effective process for managing

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health and safety risks. As such, it is a tool for use by the management of any organization. The use of these systems is not mandatory under health and safety legislation in Australia and, conversely, using an OHS does not, on its own, assure compliance with legislative requirements. It is, however, recommended as a means by which organizations can improve their management of health and safety (Mol, p 29).

Organizations of all different kinds and sizes can benefit from the adoption of a range of effective OHS management actions, and systematic approach in this can optimize the outcomes for all parties such as employers, workers and all others affected by the work.

OHS system can be used by an organization wishing to develop, implement, improve or audit its activities aimed at preventing and controlling health and safety risks. Many different OHS systems are available. Some have been formulated by OHS authorities and other government departments; others are proprietary systems developed by OHS consultants. All of them attempt to provide a systematic approach to OHS management (Mol, p 30).

Organizations should be able to reduce workplace injury and illness and to minimize the costs associated with workplace accidents. Undertaking this process should help satisfy ethical concerns and industrial relations considerations, as well as helping to demonstrate that the organization is exercising due diligence in fulfilling its duty of care (Mol, p 32).

Gloria Thai Restaurant is designed to meet the daily needs of citizens in Australia. The restaurant can be found virtually in all towns and cities across Australia. According to the manager, what motivates the business to provide a healthy and safe workplace to its employees is the need to retain professional personnel to provide quality service to the restaurant's

customers. Health workplace for the employees will ensure that the restaurant gains a competitive advantage over its competitors. Externally, the restaurant is motivated by the availability of customers who require quality service. Further, the restaurant has been able to provide health insurance to cover risks or accidents that employees may get involved in while working at the restaurant.

### Conclusion

Many value-driven changes that occur in society have legal implications. Some, however, do not change the legislative framework, yet still, affect a company's choice of strategy. An example is the rising levels of education among Australian workers. Employees are becoming more aware of their legal rights and also expect greater participation and self-efficiency at work. This means that organizations operating in this context have to develop their OHS systems using a management style that is appropriate to the current labor climate. Organizations must, therefore, ensure that workplace security is guaranteed to the workers so as to prevent legal challenges that might arise in the course of delivering justice to the workers (Mol, p 29).