

AUSTRALIAN DEFENCE FORCE CADETS WORK HEALTH AND SAFETY

INTRODUCTION

1.1 This policy will describes the common approach to achievement of Work Health and Safety (WHS) responsibilities by the Australian Defence Force Cadets (ADF Cadets).

POLICY INTENT

1.2 ADF Cadets WHS practices will meet a common WHS approach consistent with the Defence WHS framework.

ROLES AND RESPONSIBILITIES

- 1.3 The Services Chiefs are responsible for:
- a. implementing WHS management systems which are compliant with the [Work Health and Safety Act 2011](#)¹ (*WHS Act 2011*), relevant Service Due Diligence frameworks, internal policy, procedure and plans, and relevant Defence WHS Policy and WHS Management Systems
 - b. tailoring an appropriate WHS system relevant to the unique structure and requirements of their respective cadet organisation
 - c. ensuring ADF Cadets utilise the Defence WHS reporting system 'SENTINEL', using CadetNet or the Defence Restricted Network.

KEY PRINCIPLES

1.4 While members of the Australian Navy Cadets (ANC), Australian Army Cadets and Australian Air Force Cadets and non-Defence personnel are not employees of the Department of Defence, for the purpose of the *WHS Act 2011* they are categorised as workers and are the responsibility of respective Service Chiefs who are officers under the Act as described by the Defence Work Health and Safety Manual as the primary source of WHS policy in Defence.

1.5 **Joint Cadet Activities.** Where two or more cadet forces are engaged in a joint cadet force activity, the respective cadet force Directors-General Cadets and COMD AAC (or delegates) must appoint one of the cadet organisation to be the 'lead' for the planning and conduct of that activity. A person attending that activity is subject to the WHS requirements of both their parent cadet organisation and the lead cadet organisation. However, where there is an inconsistency in requirements between the lead cadet organisation and the parent cadet organisation, the requirements of the lead cadet organisation shall prevail to the extent of the inconsistency.

REPORTING

1.6 Head Reserve and Youth Division (HRYD), through the Chief Joint capability (CJC), will request ADF Cadets WHS reporting data from each parent Service headquarters.

¹ http://www.austlii.edu.au/au/legis/nsw/consol_act/whasa2011218/

MONITORING

1.7 CJC may request from HRYD, who will request ADF Cadets WHS reporting data from each parent Service:

- a. trend data
- b. an annual WHS report.

POLICY PRINCIPLES

1.8 The principle applicable to this policy is Service Chiefs must have an ADF Cadets WHS management system that is compliant with Commonwealth legislation and Defence policy.

POLICY PRACTICES AND MEASURES

Principle 1 – Service Chiefs must have a WHS management system for their cadet force that is compliant with Commonwealth legislation and Defence policy.

1.9 The Service Chief is the 'Officer' under the *WHS Act 2011* for their respective cadet organisation.

1.10 The Service Chiefs must develop and implement an ADF Cadets WHS management system which is compliant with Commonwealth legislation, relevant Service Due Diligence frameworks, Common internal policy, procedure and plans, and relevant Defence WHS Policy. These WHS management systems must include work health and safety requirements pertaining to minors.

RELATED POLICY

DEFENCE

Defence Casualty and Bereavement Support Manual

WHS policy in Defence

Accountable Officer: Chief Joint Capability

Policy Officer: Head Reserve and Youth Division

UNCLASSIFIED