

Insert company logo here

DUTY OF CARE POLICY

PURPOSE

The purpose of this policy is to describe the duty of care obligations ##### has to set out specific procedures for implementing duty of care obligations to its service users/participants and to ensure this duty of care is not breached.

SCOPE

This policy applies to all programs and activities within all service streams of the Nulsen Group and to all employees, Board Members, contractors, consultants and volunteers who interact with service users within the group

POLICY STATEMENT AND PRINCIPLES

is committed to ensuring that it does not fail in its duty of care obligations, and that all employees, volunteers, Board Members, consultants and contractors take all reasonable care to protect service users/participants from harm at all times.

POLICY CONTEXT AND RELATED LEGISLATION

This policy should be read in conjunction with other associated ##### policies and procedures and, in particular, **the Duty of Care Policy Procedures**.

Additionally, this policy recognises the legal and moral obligations of ##### and it has been framed around the:

- Australian Human Rights Commission Act 1986 (Cth) (as amended 2017)
- Disability Discrimination Act 1992 (Cth) (as amended 2016)
- Occupational Safety and Health Act 1984 (WA) (as amended 2014)
- Fair Work (Registered Organisations) Act 2009 (Cth) (as amended 2017)
- Privacy Act 1988 (Cth) (as amended 2016)
- National Disability Insurance Scheme (NDIS) Act 2013 (Cth)
- National Disability Insurance Scheme Quality and Safeguarding Framework 2016
- General duty of care in Western Australian workplaces (2005)
- Standards 1, 2, 3 and 6 of the National Standards for Disability Services (2013);
- NDIS Quality and Management Framework 2017.

RESPONSIBILITIES

- The ##### is responsible for ensuring the effective management within all service streams of the group of the duty of care obligations to service users/participants, and that employees, volunteers, Board Members, consultants and contractors take all reasonable care to protect service users/participants from harm at all times
- The Chief Executive Officer and Executive Directors are responsible for complying with the spirit of this policy and ensuring that all employees of ##### act in good faith and in accordance with this policy
- Managers are responsible for monitoring compliance with this policy and reviewing this policy to ensure that it is operating effectively.

BREACHES OF THE POLICY

Any breaches of the Duty of Care Policy could constitute a possible act of misconduct. Reference is accordingly made to Nulsen Group Employee Discipline and Termination Policy which outlines the relevant processes that may be followed if misconduct is suspected.