

Employee Responsibility

Duty of care

A duty of care is the legal obligation to provide [reasonable](#) care while performing any acts or making any omissions that could foreseeably harm others.

The duty encompasses a wide range of matters, including (but not limited to) -

- the provision of adequate supervision
- ensuring grounds, premises and equipment are safe for students use
- implementing strategies to prevent bullying from occurring in school, and
- providing medical assistance (if competent to do so), or seeking assistance from a medically trained person to aid a student who is injured or becomes sick at school.

As a departmental employee, you have a duty to take reasonable care for the safety and welfare of the departmental school and TAFE students in your charge. That duty is to take all reasonable action to protect students from risks of harm that can be reasonably predicted. For example, risks from known hazards and from foreseeable risk situations against which preventative measures can be taken. The standard of care that is required, for example the degree of supervision, needs to be commensurate with the students' maturity and ability.

Duty of care to students applies during all activities and functions conducted or arranged by schools and TAFE where students are in the care of employees. The risks associated with any activity need to be assessed and managed before the activity is undertaken.

You also have a duty to ensure your safety and that of others in your work.

Considerations of safety relate to both physical and psychological wellbeing of individuals.