

GOVERNMENT POLICY REQUIREMENTS

SUBSTANTIVE EQUALITY

The Department is named on the Equal Opportunity Commission's list of agencies required to continue implementing the Policy Framework for Substantive Equality.

As a new agency created on 1 July 2013 at the separation of the Department of Environment and Conservation, the Department has continued to receive bureau services from the continuing agency, Parks and Wildlife, for its corporate services. Therefore, the Department's obligations under the Policy Framework for Substantive Equality are met by Parks and Wildlife's performance in this area.

OCCUPATIONAL SAFETY, HEALTH AND INJURY MANAGEMENT

The Department, through its commitment to providing, developing and maintaining a safe working environment, is continuing to:

- receive occupational safety, health (OSH) and injury management support from Parks and Wildlife through bureau services; and
- develop its internal OSH capability through an OSH Committee, administrative frameworks, operational guidelines and work practices.

Through the year, the Department:

- continued to provide an Accredited Hazardous Materials Safety Training Course to staff and external agencies;
- continued to operate a strict system of Job Safety Analysis to all field duties and updated its training video to align with the new Department;
- was jointly awarded the State Government Category Resilient Australia Award by the Federal Attorney General's Department for its Clandestine Drug Laboratory Management System, which included a focus on safety training for departmental and local government officers; and
- received refresher training in first aid, defibrillators, oxygen therapy and the use of self-contained breathing apparatus for Pollution Response officers.

Occupational safety and health performance indicators

Measure	Actual Results		Results against target	
	2012–13	2013–14	2012–13	2013–14
Number of fatalities	n/a	0	n/a	Target (0) achieved
Lost-time injury and/or disease incident rate*	n/a	0.31	n/a	Target (0 or 10% reduction) not achieved
Lost-time injury and/or disease severity rate**	n/a	0	n/a	Target (0) achieved
Percentage of injured workers returned to work				
(i) within 13 weeks	n/a	100%	n/a	Target ($\geq 80\%$) achieved
(ii) within 26 weeks	n/a	100%	n/a	Target ($\geq 80\%$) achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities	n/a		n/a	n/a***

*LT Incident rate

$$\frac{\text{Number LTI}}{\text{FTE}} \times 100 = \frac{1}{320} \times 100 = 0.31$$

**LTI Severity Rate

$$\frac{\text{Number severe injuries}}{\text{Number of LTI's}} \times 100 = \frac{0}{320} \times 100 = 0$$

***Department's OSH training program in development 2013–14.

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