

Government policy requirements



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► 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.

The Department continued to receive bureau services from the former Department of Parks and Wildlife (Parks and Wildlife) during 2016–17 for corporate services, and the obligations under the Policy Framework for Substantive Equality were 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:

- meet its obligations within the *Occupational Safety and Health Act 1986* and the *Workers' Compensation and Injury Management Act 1981*;
- receive occupational safety and health (OSH) and injury management support, including the development of return to work plans, from Parks and Wildlife through bureau services; and
- develop and implement transitional arrangements for its internal OSH capability through an OSH Committee, safety management system, operational guidelines, and work practices.

All departmental employees have an obligation to take their responsibilities for OSH and injury management seriously in order to establish and maintain a safe and healthy workplace. The Department's executive and senior management remain committed to delivering leadership and compliance to applicable standards of OSH for all employees.

During the reporting year, the Department carried out the following:

- Elected safety and health representatives and employee representatives from each workplace to facilitate effective communication and consultation between the employer and employees in relation to safety and health

matters. Employee representatives reached agreement as to the membership and function of the Department's OSH Committee which will exercise its functions across all departmental workplaces. The establishment of the OSH Committee will enable and assist consultation and cooperation between management and employees in relation to safety and health issues. The OSH Committee will support and advise the Department's Corporate Executive in the development, maintenance and continuous improvement of safety management systems and performance.

- Provided training in first aid, OSH, and injury management obligations, as well as mandatory safety and health representative training.
- Developed the Department's draft Safety Management System.
- Continued to operate a system of job safety analysis to all field officers.

Measure	Actual results		Results against target	
	2014–15 ⁽¹⁾	2016–17 ⁽¹⁾	Target	Comment on result
Number of fatalities	0	0	0	Target (0) achieved
Lost time injury and/or disease incidence rate	0	0.66	0 or 10% reduction	Target (0) achieved
Lost time injury and/or disease severity rate	0	0	0 or 10% reduction	Target (0) achieved
Percentage of injured workers returned to work:				
(i) within 13 weeks	100%	100%	Greater than or equal to 80%	Target (100%) achieved
(ii) within 26 weeks	100%	100%	Greater than or equal to 80%	Target (100%) achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities	n/a*	80%*	Greater than or equal to 80%	Target (80%) achieved

* Trained within the last three years in accordance with PSC's Circular 2012-05. Development of the Department's OSH training program commenced in 2014–15 and was implemented in the reporting period 2015–16.

⁽¹⁾This indicator examines a three-year trend and, as such, the comparison base is to be two years prior to the current reporting year.

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