



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.

The Department has continued to receive bureau services from the Department of Parks and Wildlife during 2014–2015 for corporate services and the 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 and 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.

All employees of the Department have an obligation to take their responsibilities for occupational safety and health and injury management seriously in order to establish and maintain a safe and healthy workplace. Senior management aims to deliver leadership and commitment to applicable standards of occupational safety and health for all employees.

During the reporting year, the Department:

- established its own Occupational Safety and Health Committee to enable and assist consultation and cooperation between management and employees in relation to safety and health issues. The role of the Committee is to provide an opportunity for management and representatives of employees to regularly discuss and make decisions about OSH issues. The Committee will also support and advise Corporate Executive in the development, maintenance and continuous improvement of the Department's safety systems and performance;
- maintained the Hazardous Materials Safety Training course on the Department's scope of registration as a registered training organisation to enable staff to access accredited training;
- continued to operate a strict system of job safety analysis to all field officers; and
- continued to maintain the safety of field officers via the provision of duty specific training, such as emergency driving, confined spaces and self-contained breathing apparatus.

Occupational safety and health performance indicators

Measure	Actual Results		Results against target	
	2013–14	2014–15	2013–14	2014–15
Number of fatalities	0	0	Target (0) achieved	Target (0) achieved
Lost-time injury and/or disease incident rate*	0.31	0	Target (0 or 10% reduction) not achieved	Target (0) achieved
Lost-time injury and/or disease severity rate**	0	0	Target (0) achieved	Target (0) achieved
Percentage of injured workers returned to work:				
(i) within 13 weeks	100%	100%	Target (≥ 80%) achieved	Target (100%) achieved
(ii) within 26 weeks	100%	100%	Target (≥ 80%) achieved	Target (100%) achieved
Percentage of managers trained in occupational safety, health and injury management responsibilities			n/a***	

*LT Incident rate

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

**LTI Severity Rate

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

***Development of Department's OSH training program commenced in 2014–15 and will be implemented in 2015–16.



CONTACTS

Head office address:

Department of **Environment Regulation**
168 St Georges Terrace
Reception Level 4
Perth WA 6000

Postal address:

Department of **Environment Regulation**
Locked Bag 33 Cloisters Square
PERTH WA 6850

Regional offices:

See www.der.wa.gov.au/regionaloffices

Phone: +61 8 6467 5000

Fax: +61 8 6467 5562

Email: info@der.wa.gov.au

www.der.wa.gov.au