

## Our Vision

Workplace health and safety is an integral part of doing business in the Northern Territory and NT WorkSafe is acknowledged as a critical partner

## Purpose

Influence and achieve the highest possible outcomes in workplace health and safety

## Our values

*collectively and individually*

**Integrity**

**Professional excellence**

**Courage**

**Respect**

**Commitment**

## Our core business

### As the OHS Regulator we:

- Work with our stakeholders in workplaces and our social partners, the organisations that represent them, to provide advice and support to stakeholders
- Add value to health and safety outcomes
- Administer permissioning systems
- Monitor, co-ordinate and where required enforce compliance with health and safety standards

# NT WorkSafe

## Strategic Plan 2009-2012

- Established processes to engage our social partners
- NT and national campaigns to improve OHS awareness
- Industry and hazard specific information is developed
- Stakeholders in the community actively seek input from NT WorkSafe
- WorkSafe emergency response is available 24/7
- Industry data sets developed and published
- Government committed to role model OHS performance

play a **lead** role in developing safer communities

- Increased uptake of the Alternative Employer Incentive Scheme
- Decreased time to resolve Workers Compensation claims
- Proportion of disputed Workers Compensation claims is reduced
- Compensation implications for vulnerable and disadvantaged workers are identified and addressed

**protect** and promote the rights of the vulnerable & disadvantaged

- Feedback survey shows increased community awareness of NT WorkSafe and adherence to organizational values
- WorkSafe Information Management System implemented
- Workforce plan developed and implemented
- High level strategic plan aligned with key National priorities
- Service Standards developed, implemented and achieved
- Service Charter developed and implemented

**develop** and maintain a sustainable organisation

- NT WorkSafe is consulted in Territory project planning process
- Developed capacity to provide input into planning processes
- Industry specific advice and information from other jurisdictions is available and disseminated
- OHS training is available throughout the territory
- Community recognition of OHS as a key element of business

**influence** responsible economic & social development

- Workforce is trained in cross cultural awareness
- Improved levels of OHS compliance in remote areas
- Increased OHS awareness of stakeholders in indigenous communities and in remote areas generally
- Increased activity by NT WorkSafe in remote areas
- Increased enquiries from and in regard to Health and Safety Representatives in remote communities

**enhance** Indigenous outcomes

# The plan for 2009

## **PRIORITY 1:** Play a lead role in developing safer communities

- Engage stakeholders and social partners in the development and monitoring of standards
- Deliver targeted activity in specific industry sectors, high risk areas and emerging industries
- Explore the relationship between improved OHS outcomes and workers compensation and leverage all legislative provisions to increase levels of compliance

## **PRIORITY 2:** Protect and promote the rights of the vulnerable and disadvantaged

- Holistically review the legislative capacity to protect injured workers and their families and ensure the protection of employee and employer rights under the compensation scheme
- Target services to meet the needs of vulnerable groups including those from non English speaking backgrounds (NESB), remote and young workers and those in precarious employment
- Increase the uptake of the Alternative Employer Incentive Scheme

## **PRIORITY 3:** Develop and maintain a sustainable organisation

- Fulfil our ongoing commitment to building and maintaining the capacity and capability of our people
- Develop a marketing and communication strategy to target increased community support and awareness
- Develop, implement, publish and measure service standards

## **PRIORITY 4:** Influence responsible economic and social development

- Embed NT WorkSafe as a key player at the front end of development and project planning processes in the Territory
- Support Northern Territory businesses to achieve and exceed national standards in health and safety
- Facilitate and influence the availability and standard of health and safety training in the Northern Territory

## **PRIORITY 5:** Enhance Indigenous outcomes

- Develop a targeted service delivery plan for remote and regional areas
- Develop networks with existing and local service providers to increase presence and OHS awareness

## Our values

*collectively and individually*

### **Integrity**

#### **Act with openness, honesty and accountability**

- Acknowledge mistakes and be prepared to fix them
- Vigilantly avoid situations that potentially conflict with our official role
- Uphold our legal and moral obligation to maintain confidentiality
- Trust and be deserving of trust
- Ensure public interest is paramount in the performance of work and avoid any conduct that might compromise integrity and undermine community confidence

### **Professional excellence**

#### **To fulfil our role to the best of our ability**

- Develop and maintain professional knowledge and skills
- Act within the boundaries of our expertise & responsibility
- Be constructive in interactions, seek to add value and increase stakeholder capability
- Ensure a consistent approach by working to NT WorkSafe policies and procedures

### **Courage**

#### **Address the difficult issues in our work and workplace relationships**

- Meet our responsibilities to make decisions and constructively communicate them
- Recognise our limitations
- Have the conviction to communicate an outcome that may not be welcome or well received
- Challenge behaviours that do not reflect our values

### **Respect**

#### **Treat others the way we expect to be treated**

- Listen to and value the diversity and different contributions of others
- Consult to inform decision-making
- Strive to develop and maintain positive relationships

### **Commitment**

#### **Embrace and model the core values and directions of NT WorkSafe**

- Deliver what we promise
- Share our knowledge
- Demonstrate enthusiasm and pride in our work
- Apply ourselves and lead by example in our profession as well as tasks and activities of which we have control



DEPARTMENT OF JUSTICE

# NT WorkSafe

## Strategic Plan

2009 to 2012

## Business Plan

2009

putting safety first >

Workplace Health and Safety  
**1800 019 115**

Rehabilitation and Compensation  
**1800 250 713**

[www.worksafe.nt.gov.au](http://www.worksafe.nt.gov.au)