

The cover features a dynamic geometric design with overlapping triangles in dark blue, white, and light blue. The text is positioned on the white and dark blue sections.

SafeWork SA

STRATEGIC PLAN 2023-2027

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ACKNOWLEDGMENT OF COUNTRY

SafeWork SA acknowledges and respects Aboriginal peoples as the state's First Peoples and nations, and recognises Aboriginal peoples as Traditional Owners and occupants of lands and waters in South Australia.

We recognise:

- the spiritual, social, cultural and economic practices of Aboriginal people come from their connection to traditional lands and waters
- maintaining cultural and heritage beliefs, languages and laws are of ongoing importance to Aboriginal peoples today
- Aboriginal peoples have made and continue to make a unique and irreplaceable contribution to South Australia.

We acknowledge Aboriginal peoples have endured past injustice and dispossession of their traditional lands and waters and the effects of such injustice and dispossession are still felt today.

WELCOME

I am pleased to present SafeWork South Australia's Strategic Plan 2023–2027. This plan will set a clear direction for our activities over the next five years. Our objective is to inspire workplace safety through collaboration, education and compliance. We will make South Australian workplaces safe through trusted and respected regulation and our core values of professionalism, respect, integrity and service.

Our people are our greatest asset and we are dedicated to being the employer of choice for a contemporary and high performing workforce.

In a time of rapid change, our goal is to strengthen relationships with industry, collaborate with the community to promote 'safety through their eyes' and take action against non-compliance.

We are dedicated to being a centre of excellence. This includes strengthening and building our knowledge by working with global leaders to introduce new ideas for work health and safety in South Australia. We will share our extensive knowledge to train and upskill South Australian businesses and help them make more informed choices about workplace safety.

Going forward, we will continue to build and enable modern connectivity with industry by delivering proactive reporting and reducing the number of unsafe workplaces.



Our Plan sets a clear direction to ensure we are transparent in our objectives, guided in our decisions and accountable to the South Australian community. We will review and report on our progress by regularly publishing key performance data relevant to each of the goals set out in the plan.

I am confident the strategic approach outlined in this plan will enable SafeWork SA to achieve higher standards of work health and safety in South Australia, while maintaining the agility to respond to emerging risks.

A stylized, handwritten signature in black ink, consisting of a large, fluid 'M' followed by a horizontal line that tapers off to the right.

Martyn Campbell
Executive Director, SafeWork SA

ABOUT US



SafeWork SA is a business unit in the Attorney-General's Department, under the portfolio of the Attorney-General, Minister for Aboriginal Affairs, Minister for Public Sector and Industrial Relations.

SafeWork SA administers legislation for South Australia's key work health, safety and workplace relations.

SafeWork SA works with the South Australian community through engaging with workers and their representatives, employers, unions, business representatives and industry sectors to enable positive health, safety and workplace relation outcomes.

WHAT WE DO



- We develop, reform, update and improve workplace legislation
- We promote and educate on work health and safety
- We grant licences and registrations
- We investigate workplace incidents and other work-related matters
- We make rules or standards and enforce work health and safety laws in SA
- We promote and monitor workplace safety compliance
- We handle complaints from the public about workplace safety

LEGISLATION WE ADMINISTER

Safety

- Work Health and Safety Act 2012 (SA)
- Work Health and Safety Regulations 2012 (SA)
- Dangerous Substances Act 1979
- Dangerous Substances (General) Regulations 2017
- Dangerous Substances (Fees) Revocation Regulations 2020
- Dangerous Substances (Dangerous Goods Transport) Regulations 2008
- Explosives Act 1936
- Explosives Regulations 2011
- Explosives (Fireworks) Regulations 2016
- Explosives (Fees) Revocation Regulations 2020
- Explosives (Security Sensitive Substances) Regulations 2021
- Petroleum Products Regulation Act 1995
- Petroleum Products Regulations 2008

Industrial Relations

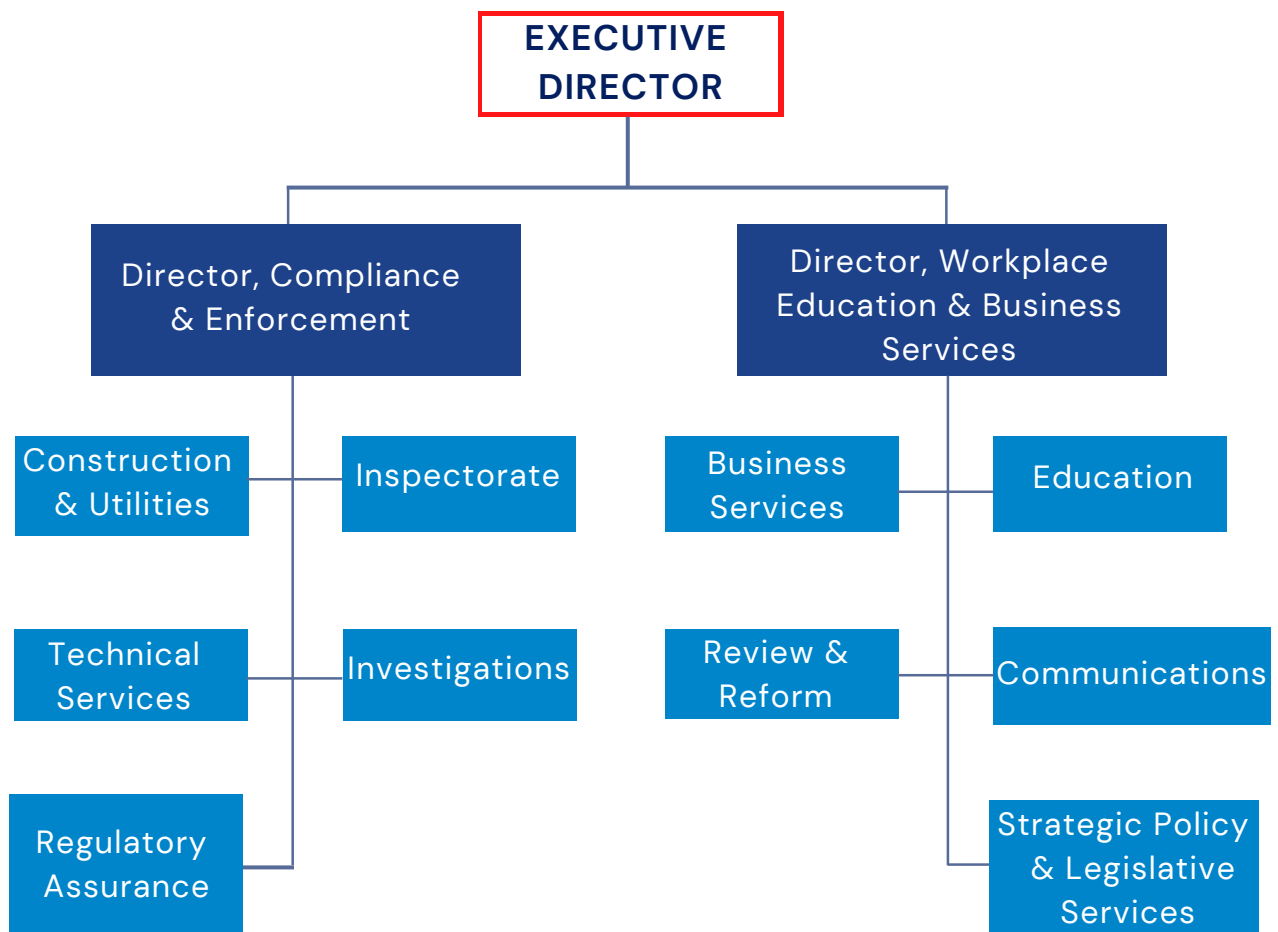
- Fair Work Act 1994
- Fair Work (Commonwealth Powers) Act 2009
- Fair Work (General) Regulations 2009
- Fair Work (Clothing Outworker Code of Practice) Regulations 2022
- Fair Work (Representation) Regulations 2009
- Holidays Act 1910
- Long Service Leave Act 1987
- Long Service Leave Regulations 2017
- Construction Industry Long Service Leave Act 1987
- Construction Industry Long Service Leave Regulations 2018
- Shop Trading Hours Act 1977
- Shop Trading Hours Regulations 2018
- Standard Time Act 2009
- Daylight Saving Act 1971
- Daylight Saving Regulations 2009
- Employment Agents Registration Act 1993
- Employment Agents Registration Regulations 2010

OUR STRUCTURE

SafeWork SA has two public facing functions, the Regulator and the Educator. Both have direct but separate reporting lines to the Executive Director, who oversees both units.

The Regulator arm of SafeWork SA has regulatory power to investigate workplace incidents and enforce work health and safety laws in South Australia.

The Educator arm of SafeWork SA provides advice and education on work health and safety, state-based industrial relations, and facilitates licences and registration for workers and plant.



OUR VISION

Leading contemporary regulation

OUR MISSION

To inspire workplaces to be safe through collaboration, education and compliance.

We will make South Australian workplaces safe by trusted and respected regulation through professionalism, respect, integrity and service.

OUR VALUES

Professionalism

Respect

Integrity

Service

OUR GOALS

Our People

To be the employer of choice for developing a contemporary workforce

Our Community

To promote the SafeWork SA brand as a trusted and intelligence-led Regulator who works collaboratively across industry

Centre of Excellence

To be a global leader in regulatory compliance theory and practise and work with stakeholders to transfer knowledge into healthy and safe workplaces

IT & Innovation

To create a mobile workforce and make it easy for people to interact with us

OUR GOALS

Our People – Our Community – Centre of Excellence – IT & Innovation

Our People

To be the employer of choice for developing a contemporary workforce



How we will do this

1. Develop people who reward and recognise collaboration across teams and agencies

- Build a team that strives to deliver and promote collaboration and knowledge sharing every day
 - Create teams that encourage diversity of thought and are prepared to build trusted relationships across the agency
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2. Embed a high performance culture

- Develop people to be modern thinkers with a growth mindset, striving for excellence every day
 - Measure our across-agency performance by recognising and celebrating people who go above and beyond their core roles and teams
-

3. Create and embed succession plans to support our changing workforce

- Develop people who drive their own learning and development needs and who are courageous to ask for opportunities for growth
- Celebrate people who continually strive for high-performance outcomes by supporting their colleagues

OUR GOALS

Our People – Our Community – Centre of Excellence – IT & Innovation

Our Community

To promote the SafeWork SA brand as a trusted and intelligence-led Regulator who works collaboratively across industry



How we will do this

1. Collaborate with the community to promote 'safety through their eyes'

- Develop technology to engage in businesses self-reporting
 - Provide accessible tools to the community to be mobile regulators — 'regulators and inspectors in your pocket'
 - Develop an environment where transparency is encouraged and rewarded
-

2. Be more engaged and visible in the community

- Increase time spent in the community to learn about future safety challenges, obstacles and concerns
 - Engage with and promote industry advocates in health and safety
-

3. Promote action taken against non-compliance

- Build the SafeWork SA brand to be seen as proactive in taking action against non-compliance and supportive of businesses that are advocates for 'doing the right thing'
- Collaborate with national and international agencies to build and promote global best practice in workplace health and safety

OUR GOALS

Our People – Our Community – Centre of Excellence – IT & Innovation

Centre of Excellence

To be a global leader in regulatory compliance theory and practise and work with stakeholders to transfer knowledge into healthy and safe workplaces



How we will do this

1. Create a dynamic education platform for businesses to leverage our knowledge and skills

- By utilising our extensive knowledge, we will create and promote training programs to upskill South Australian businesses
- We will collaborate with industry to build self-help tools to promote ongoing learning

2. Promote thought leadership through external education

- We will share our extensive knowledge with businesses to help them make more informed choices about workplace safety
- Our people will engage frequently with businesses to share our extensive knowledge learned from global connections

3. Leverage knowledge from global leaders

- We will strengthen and build our knowledge by collaborating with global leaders to introduce new ideas and key initiatives to promote best practice in workplace safety in South Australia

OUR GOALS

Our People – Our Community – Centre of Excellence – IT & Innovation

IT & Innovation

To create a mobile workforce and make it easy for people to interact with us



How we will do this

1. Develop intelligence-led online tools to enable businesses to be self-sustainable

- Make it easy for industry to engage and work with us through our commitment to new technologies and advancements
 - Simplify our technological processes to promote greater use among SafeWork SA staff and South Australian workplaces
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2. Utilise available data to build knowledge and services

- Learn from others around the globe about how they utilise data to benefit workplace health and safety
 - Connect with government agencies to promote data sharing, improve efficiency and build connectivity across agencies and businesses
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3. Develop and deliver intelligence-led campaigns

- Utilise our extensive data and global-led intelligence to build engaging and proactive campaigns to support businesses in South Australia to be leaders in workplace health and safety

OUR VALUES

Professionalism

- Show initiative
- Lead by example
- Be proactive and identify improvements
- Identify when to consult stakeholders
- Ensure there is available information for someone to fill your role
- Personal accountability for getting your work done to a high standard



Respect

- Listen to the wishes and opinions of others
- Recognise the value other people can add
- Communicate clearly and in a timely manner
- Respect our customers and the value they can add
- Value and acknowledge the work and effort of others

OUR VALUES

Integrity



- Treat all people fairly and honestly
- Walk the talk, live and breathe Safework SA
- Make decisions openly, transparently and confidently

Service

- Focus on achieving positive and sustainable outcomes
- Maintain a consistent approach based on our values
- Provide quality and accurate service in a timely and courteous manner
- Make your interactions 'value add'



REPORTING OUR PROGRESS



Reporting on the progress we make towards achieving our success measures ensures we remain transparent and accountable to our stakeholders and customers on actions taken and outcomes achieved.

We will regularly publish key performance data relevant to the each of the goals set out in the plan.

Annual reporting of performance against qualitative measures, including stakeholder, industry and customer satisfaction service delivery outcomes.

We encourage feedback from workers and industry to improve our performance.

All published documentation will be available on <https://www.safework.sa.gov.au>.