



Couple of takeaways

- Objectives focus our efforts to improve our Health Safety and Environment (HSE) systems and performance over time. They form our three-year plans.
- They are based on inputs from ISO 45001/14001, have consistency with ISO 9001 and 55001, safety or environmental law and our current performance.
- Objectives are supported by activity plans – which are published on the intranet, monitored and reviewed.



What is this procedure about?

This procedure describes how Health, Safety and Environment (HSE) objectives and targets are developed, implemented and monitored. It applies to the entire Hydro Tasmania group.

Objectives explain how we will improve HSE in the longer term. They are statements of what we want to achieve in terms of improvement for our HSE System and safety performance. Targets (including performance indicators) are shorter term steps taken to achieve these objectives.

For safety, our Work Health and Safety (WHS) plan and its WHS activity plans state how we intend to realise the objectives and targets and how progress is monitored, measured and reported.



How do we plan and set objectives?

The Manager of Environment and the Head of Workplace Health and Safety use the inputs in Table 1 to set HSE objectives and targets.

The objectives and targets must be:

- SMART (i.e. Specific, Measurable, Achievable, Relevant, and Time-based)
- Aimed at reducing our identified risks and opportunities, as determined by the procedure HSE Hazards, Risk and Opportunity

Our WHS objectives are:

- Drafted via a Work Health and Safety Strategy Workshop on a three yearly basis.
- Documented in a three-year WHS Plan, which can be tailored as required, to form a WHS business unit plan (in consultation with affected BU leaders).
- Reviewed and approved by members of the Hydro Leadership Team (HLT) and the Board.
- Communicated as per the procedure Communication and Consultation, and
- Monitored as part of Management Review (see Management Review and Monitoring and Measuring procedures).

Every WHS objective must have activity plans documented, specifying the:

- Responsibilities and accountabilities for achievement
- Supporting stakeholders and people to be consulted/informed of the progress
- Scope, deliverables, stakeholders, dependencies, KPIs and the “desired state”
- Budget, milestones and timeframes, and
- Change management details (i.e. communications and risk assessment if required).

WHS activity plans must be kept on the WHS pages of the Hydro Tasmania group intranet, monitored and the progress reported monthly to the HLT.

Our Environmental objectives are:

- Drafted via a SWOT (strengths, weaknesses, opportunities and threats) analysis workshop, held annually, and confirmed after consultation with relevant Subject Matter Experts from across Hydro Tasmania, Entura and Momentum,
- Reviewed and approved by members of the A&I Leadership Team and HLT,
- Documented on the Environmental Management System (EMS) Portal (intranet site),
- Reported (progress) quarterly to HLT,
- Communicated as per the procedure Communication and Consultation, and
- Monitored as part of the Management review (see Management Review and Monitoring and Measuring procedures).

Review and revise the WHS plans and activity plans, and the environmental objectives accordingly, when:

- Significant changes to risks, resources, activities, products, services, technology, legislation, regulations, or other binding requirements occur.
- Achievement of an objective, target or activity plan is unlikely.
- As the result of a management review.

Planning and Objectives

Table 1: Inputs for Objectives and Targets

Input	Environment Team led consideration	WHS Team led consideration
Our commitments and responsibilities	Environmental Policy and Sustainability Code	Health, Safety and Wellbeing Policy
Law	Environment law	WHS law
Context	Any external and internal issues that could affect the intention of the EMS and WHS systems	
WHS system scope	Any activities, products and services impacting WHS or environmental performance	
An assessment of risk and opportunities	Strategic risk and opportunities (corporate level) and operational risk and opportunities (for instance, relating to: evaluations of the effectiveness of our environment/WHS management systems; work environment; products; organise or adapt work activities; services; events such as projects; eliminate and reduce risk)	
The result of consultation	Consultation with workers and worker representatives, such as HSE committees	
Performance	Analysis of performance against objectives, for instance, via environment/WHS management system reviews	
Interested parties	The needs and expectations of interested parties	
Group alignment	The strategic objectives of Hydro Tasmania, Entura and Momentum and/or business planning outputs	
Systems review	Outputs from management review of the EMS and WHS systems	