

### Values

ARENA's updated organisational values were approved by the Board in late 2017.

The Agency has a strong commitment to modelling these values and significant efforts have been made in the reporting period to embed them into ARENA's organisational culture.

### Workforce engagement

The 2018 ARENA worker survey received a high response rate with 95 per cent of workers responding to the survey (an increase from 62 per cent the year before). Across the past 12 months, ARENA has increased management focus on its people and launched initiatives focussed on career development, culture and communication resulting in a high engagement score.

### Workforce planning

Significant progress has been made in establishing sound workforce planning principles to more effectively manage ARENA's workforce. This not only has an impact on the way recruitment is managed but also in actively planning for changes to the size and shape of the workforce.

### Workplace diversity

For the reporting period, the gender ratio for the ARENA Board and senior personnel within ARENA was:

- > of the seven Board members, four were female
- > of the nine personnel in ARENA's Executive Leadership Team (excluding the CEO), four were female.

Of the departmental staff working at ARENA, four per cent advised they were of a non-English speaking background and two per cent reported as having a disability. No workers identified as Indigenous.

### Work health and safety

In accordance with the *Work Health and Safety Act 2011* (WHS Act), ARENA aims to ensure - so far as reasonably practicable - the health and safety of workers (who are engaged by us or whose work is influenced or directed by us) and other persons who may be put at risk by work carried out as part of the conduct of ARENA's business or undertaking.

ARENA considers health and safety throughout the life cycle of the funding process and its officials promote a positive safety culture at ARENA. The Board closely monitors health and safety in both the projects it supports and in ARENA workplaces.

While supported in securing the health and safety of its workers during its day-to-day operations by the portfolio Department, during 2017-18 ARENA developed an internal WHS Safety Management System. This was implemented with the release of a WHS Management System Manual, with supporting guidelines and processes continuing to be implemented in a phased approach.

In respect of ARENA workers, no investigations were conducted and no notifiable incidents were reported during 2017-18. Reporting in respect of Departmental staff made available to ARENA is covered in the Department of the Environment and Energy's Annual Report 2017-18.