

OFWO Emissions Reduction Plan

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Acknowledgement of Country

The Fair Work Ombudsman acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters, skies, and community. We pay our respect to them, their Cultures, and Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander people today.

Accountable Authority Sign Off

The Australian Government released the Net Zero in Government Operations Strategy in November 2023, setting out the overall approach and action required by Commonwealth entities to achieve the APS Net Zero 2030 target.

The Net Zero in Government Operations Strategy represents a strong commitment by the Australian Government to lead by example on emissions reduction and contribute to the decarbonisation of Australia's economy.

The Office of the Fair Work Ombudsman is committed to the achievement of the Government's APS Net Zero 2030 target. The OFWO is following the APS Net Zero 2030 target in full, as per the Net Zero in Government Operations Strategy.

This Emissions Reduction Plan describes the priorities and actions OFWO is taking to reduce our operational emissions and contribute to the APS Net Zero 2030 target.



Anna Booth

Fair Work Ombudsman and Accountable Authority

Dated: 28 November 2024

Emissions Reduction Plan

Purpose

The Office of the Fair Work Ombudsman (OFWO) is responsible for managing and implementing emissions reduction initiatives set by the Australian Government's [Net Zero in Government Operations Strategy](#) (the Strategy) developed by Department of Finance. The Strategy sets out the Australian Government's approach to achieving net zero greenhouse gas emissions from its operations by 2030 and the reinstatement of public emissions reporting.

The goal of this Emissions Reduction Plan is to provide a pathway for the OFWO to contribute to the achievement of the APS Net Zero 2030 target through emissions reduction activities. This plan encompasses existing and new priorities and actions within the OFWO to reduce emissions.

This Emissions Reduction Plan has been completed in accordance with the Strategy, associated guidance and reporting standards for annual emissions reporting.

Net zero greenhouse gas emissions

APS Net Zero 2030 is the target set by the Australian Government to achieve net zero greenhouse gas emissions from government operations by the year 2030. It includes scope 1 and scope 2 emissions from activities in Australia and its territories, as described in the Strategy. The APS Net Zero 2030 target applies at the aggregate level to non-corporate Commonwealth entities and generally covers the entirety of the entity's organisation. From an organisational perspective, this means minimising the greenhouse gas emissions that are within our control.

Governance and reporting

Progress against actions identified within this Emissions Reduction Plan, and any additional measures adopted, will be included in our annual reports. This, combined with annual emissions reporting, will be used as a measure of OFWO's progress towards reducing its emissions.

As part of the Net Zero in Government Operations Annual Progress Report, the Department of Finance will aggregate these measures to provide Whole of Australian Government emissions reporting

OFWO Operational context

The OFWO is an independent statutory office established by the Fair Work Act 2009 (the Act), and is comprised of the Fair Work Ombudsman, Fair Work Inspectors and staff. As defined within the Act, our purpose is to promote harmonious, productive, cooperative, and compliant workplace relations in Australia.

We do this through the following functions:

- provide education, assistance, advice and guidance to employers, employees, outworkers, outworker entities and organisations
- promote and monitor compliance with workplace laws
- inquire into and investigate breaches of the Act
- take appropriate enforcement action
- perform our statutory functions efficiently, effectively, economically and ethically.

The OFWO operates across all Australian states and territories, with approximately 1,000 employees working in 22 metropolitan and regional office locations.

The OFWO has already commenced its net zero emissions pathway in line with the direction set in the Strategy. This includes the following key activities:

- Include environmentally sustainable procurement when fitting out future OFWO offices.
- Assessment of lease events and office energy ratings via the National Australian Built Environment Rating System (NABERS).
- Net Zero emissions training.
- Sourcing Green power where available.
- From 1 January 2025, any new lease for periods in excess of 4 years and 1,000 square metres or more will include a Green Lease Schedules.
- Reviewing OFWO Fleet requirements and considering Low Emission Vehicles where needed.

Baseline emissions

Baseline emissions are a record of greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. The baseline emissions from financial year 2022-23 are the reference point against which emissions reduction actions can be measured.

The baseline emissions for this plan focus on scope 1 and scope 2 emissions, consistent with the APS Net Zero 2030 target. Electricity-related emissions were calculated using the location-based method.

Baseline year	Financial year 2022-23
Scope 1 emissions	7.3 tCO ₂ e
Scope 2 emissions	605.6 tCO ₂ e
Total emissions	612.9 tCO ₂ e

Engagement

In the development of this Plan the OFWO has been working with:

- Department of Finance.
- Climate Action in Government Operations –to ensure that this plan aligns with the Net Zero in Government Operations Strategy and the Commonwealth Climate Disclosure requirements.
- Our Property Services Provider, JLL regarding energy sources.
- Our Fleet Services Provider, SG Fleet and internal staff to discuss options associated with low emissions vehicles.

Emissions reduction targets

OFWO is following the APS Net Zero 2030 target in full, as per the Net Zero in Government Operations Strategy. The target covers the entirety of our entity's operations within Australia and its territories for scope 1 and scope 2 emissions, as described in the Strategy.

Priorities and actions

For OFWO to contribute to the achievement of the APS Net Zero 2030 target, targeted action on existing emissions reduction measures and the introduction of further or new measures is required. These actions are summarised in the following points, with further detail provided below:

- Procuring renewable electricity via the new Whole of Australian Government electricity arrangements.
- Transitioning the fleet vehicles to low emission vehicles.
- Apply the Sustainable Procurement Guide.
- Reviewing office spaces for energy efficient lighting and the use of sensor, or timed lighting to reduce energy use in areas where staff are not present.
- Installing window covering or seeking office accommodation that includes shading devices.
- Reduce water consumption, promoting waste reduction and recycling, supporting the transition to a circular economy through environmentally sustainable procurement.
- Review the number of OFWO offices and seek to co-locate in locations where appropriate.
- Supporting hybrid working for staff which reduces the need for staff to travel to and from the office and encourage the use of public transport where available.

Buildings

Sustainable fit outs

The OFWO will ensure future fit out projects incorporate sustainability principles by

- Including minimum sustainability requirements in all project briefs for fit out works.
- Considering re-use of existing elements where practical.
- Designing fit outs to support sustainable practices in operation (such as ensuring availability of bins for recycling waste streams, use of controls to limit lighting operation and supplementary air conditioning in unoccupied areas).
- Use of appliances with high energy efficiency performance ratings.
- Establish procedures for responsible furniture disposal and explore furniture exchange opportunities.

Electrification

The OFWO does not currently procure any gas directly. The OFWO will work with landlords to transition buildings occupied by FWO to fully electric buildings. This will involve both leveraging lease events and maintaining regular communication with landlords regarding electrification plans. In addition, the OFWO will prefer all-electric buildings when seeking new leases, in accordance with the Net Zero In Government Operations Strategy.

NABERS Ratings and Energy Efficiency

The OFWO is committed to occupying energy efficient office space and operating our tenancies in an energy efficient manner.

Two leases currently include a Green Lease Schedule which require an annual NABERS Energy tenancy ratings.

The OFWO will aim to incorporate green leases and NABERS Energy targets of 5.5 stars in future office leases, including for office space of 1,000 square metres or more from 1 July 2025, in accordance with the Net Zero in Government Operations Strategy requirements.

ACTION: Consult with our Property Services Provider with respect to the above targets.

Electricity

Renewable electricity

The OFWO will participate in the Whole of Australian Government electricity procurement exercise. This will see all sites, except those procuring electricity from landlords, procuring renewable electricity by 2029. For sites where electricity is purchased directly from the landlord (embedded networks) OFWO will work with landlords and utilise leasing events to encourage landlords to transition to renewable energy prior to 2030.

ACTION: Consult with the Department of Finance to ensure participation in the Whole of Australian Government electricity procurement as per the Strategy and work with our Property Services Provider to replace all electricity contracts with renewable electricity.

Fleet

The OFWO is reviewing our fleet vehicle usage requirements to determine whether fleet vehicles are required, or to use alternative sources of transport, such as public transport or car share arrangements. Where fleet vehicles are still required, the OFWO will transition to low emission vehicles.

ACTION: The Property Services Team will engage with relevant internal stakeholders to determine usage and future requirements.