



Australian Government

Department of Health, Disability and Ageing

Emissions Reduction Plan

2026–27 Annual Update

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Acknowledgement of Country

The Department of Health, Disability and Ageing (the Department) acknowledges the Traditional Owners and custodians of the lands on which we work, and we pay our respects to their Elders past, present and emerging.

Declaration of targets and Accountable Authority sign-off

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

The 2030 target aims to achieve net zero greenhouse gas emissions from Australian Government operations by 2030. It covers Scope 1 and Scope 2 emissions generated from activities within Australia and its territories and applies across non-corporate Commonwealth entities, as outlined in the NZGO Strategy. Achieving this target requires entities to minimise operational emissions that are within their control.

The NZGO 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 Department is committed to implementing the NZGO Strategy by identifying, managing, reporting and reducing operational greenhouse gas emissions within its control. This will enable the Department to keep contributing to the achievement of the 2030 Target.

Amy Laffan
Chief Sustainability Officer
Department of Health, Disability and Ageing
25 September 2026

Purpose

This Emissions Reduction Plan builds on the achievements, insights and lessons learned from the 2024–25 reporting period. It sets a clear direction for the Department's ongoing contribution to the Australian Government's commitment to achieve net zero emissions from government operations by 2030. It also reflects the Department's increasingly mature approach to emissions management and aligns with the NZGO Strategy.

The NZGO Strategy provides the framework for reducing greenhouse gas emissions across Commonwealth government operations and supports transparency and accountability through public emissions reporting. In response, this Plan outlines the Department's approach to managing and reducing operational emissions through a combination of established initiatives and new actions. Management and reduction will also be informed by experience, emerging opportunities and continuous improvement.

Developed in accordance with the NZGO Strategy, supporting guidance and reporting requirements, the Plan applies across the Department's operations. It addresses Scope 1 and Scope 2 emissions generated from activities undertaken within Australia and its territories. It supports the Department's implementation of the NZGO Strategy and its contribution to the 2030 Target.

By focusing on emissions sources within the Department's operational control, the Plan seeks to deliver practical and measurable emissions reductions while embedding sustainability considerations into decision-making, planning and day-to-day operations. It also establishes a framework for continual improvement, enables the Department to monitor progress and identifies new opportunities for emissions reduction.

Governance and reporting

This Emissions Reduction Plan annual update explains how the Department tracks and reports progress against its emissions reduction actions, targets and climate risk priorities.

The Secretary is the Department's accountable authority and oversees climate-related risks and opportunities, including implications for strategy, risk management and climate-related targets. Action owners report progress each month through a central reporting tool. Results are considered quarterly by the Net Zero and Climate Risk Committee, and the Chief Sustainability Officer (CSO) reports progress to the Audit and Risk Committee (ARC) at least twice a year. Material risks, resource issues or delivery barriers are escalated to the ARC and Executive Committee as required.

Monthly updates capture action status, risk level, owner, due date, achievements, challenges, next steps and supporting evidence. This information provides the evidence base for quarterly committee reporting and annual updates, including whether actions are on track, at risk, delayed, overdue or complete.

The Department tracks progress through emissions data and operational indicators, including Scope 1 and 2 emissions, baseline changes, energy use, renewable electricity, fleet composition, procurement, climate-risk treatments and staff engagement. Relevant Scope 3

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emissions are also reported in accordance with the whole-of-government emissions reporting approach, noting that Scope 3 emissions are not part of the 2030 Target.

Each annual update draws on action-owner updates, committee reporting, emissions data and operational indicators. It explains key emissions movements, material changes or delays, delivery risks and barriers, data limitations, changes to assumptions or reporting boundaries, and priorities for the next reporting period.

Annual updates will be prepared in line with Department of Finance guidance and published through the Department's established public reporting channels. The Department will continue to strengthen data quality, baselines, performance indicators, supporting evidence and year-on-year comparability to support transparent reporting on progress towards the 2030 Target.

In 2026–27, the Department will maintain these arrangements, validate the climate-risk baseline, confirm controls and owners, test the Climate Risk and Opportunity Management Program approach with selected business areas. Additionally, the department will complete a post-implementation review to inform future reporting and continuous improvement.

Operational context

The Department's operational emissions are shaped by its dispersed property footprint, leased and shared accommodation, energy use, fleet activity, domestic travel, waste and shared-services arrangements. The Department operates across 15 office spaces, including a specialised laboratory, and accommodates staff at a further 16 sites under memoranda of understanding. Many sites are leased, shared, multi-tenanted or subject to landlord-managed services, which can constrain emissions reduction options and limit access to source data.

During 2025–26, property initiatives included Green Lease Schedules and Energy Management Plans at eligible major leased sites, workplace consolidation, occupancy optimisation and sustainable design considerations in workspace planning. Future reporting will strengthen evidence on all-electric lease preferences, separate metering and completion of audit and energy-efficiency actions.

The Department's energy transition is supported by whole-of-Australian-Government electricity arrangements through the Department of Finance. Australian Capital Territory buildings are transitioning to these arrangements, with other electricity arrangements to transition as existing contracts expire. Renewable electricity reporting includes renewable power and jurisdictional renewable power components; Green Power and large-scale generation certificates are reported as zero for 2025–26. Natural gas remains a Scope 1 emissions source, contributing 350.78 t CO₂-e in 2025–26. The Department will continue to improve visibility of site-level gas use and practical electrification opportunities.

The Department continued to optimise its vehicle fleet and transition toward lower-emissions technologies. Battery electric and plug-in hybrid vehicles increased from 9 in 2024–25 to 16 in 2025–26, raising their share of the fleet from 37.50% to 66.70%. Direct fleet emissions increased by 7.68%, showing that fleet composition and actual use need to be monitored together. Future annual updates will strengthen evidence on owned and leased vehicles, fleet utilisation and replacement pathways.

Staff travel and waste are broader operational or Scope 3 considerations and are reported separately from the Scope 1 and Scope 2 emissions inventory used for the 2030 Target. In 2025–26, domestic commercial flights contributed 1,335.21 t CO₂-e, domestic travel accommodation contributed 421.92 t CO₂-e and domestic hire car contributed 26.51 t CO₂-e. Solid waste contributed 166.05 t CO₂-e, with some waste data estimated using customised operational benchmarks because landlord-managed services in multi-tenanted buildings limited access to actual waste volumes. Hire-car and accommodation data may be incomplete due to invoicing timeframes, and domestic travel data may include a small amount of portfolio-agency activity because of shared-services arrangements.

Engagement

In developing and implementing this annual update, the Department engaged with internal and external stakeholders to support alignment with the NZGO Strategy, Commonwealth Climate Disclosure (CCD) requirements and whole-of-government emissions reporting.

Internally, engagement was coordinated through the CSO, Net Zero and Climate Risk Committee, action owners and relevant business areas responsible for property, fleet, procurement, travel, electricity and ICT. Action owners provided monthly updates through the central reporting tool, and senior executives participated in a climate risk and priorities workshop to validate material risks, opportunities and priority actions.

The Department worked with the Department of Finance on emissions reporting, electricity arrangements and NZGO Strategy requirements; the Department of Climate Change, Energy, the Environment and Water on climate policy; and the Australian Centre for Disease Control on health system adaptation and resilience.

For property and facilities matters, the Department engaged with its property services provider, Evolve FM, respective building owners and building managers for leased spaces. Engagement provides an opportunity to progress Green Lease Schedules, Energy Management Plans, metering, building efficiency, electrification opportunities and charging infrastructure. The Department also participated in Australian Public Service (APS) communities of practice and working groups to share lessons, test approaches and support consistent implementation across government.

This engagement helped identify operational constraints, data improvement opportunities, delivery risks and future emissions reduction opportunities. Future reporting will continue to strengthen the evidence base by documenting stakeholder engagement outcomes, key decisions and implementation commitments as they are confirmed.

Emissions inventory

The emissions inventory reflects the Department of Finance's emissions reporting requirements as they applied each year. The framework has evolved since the 2022–23 baseline, including changes to reporting coverage, data availability and optional reporting arrangements for some emissions sources and entities. As a result, some sources may appear as not applicable, unavailable, zero, newly reported or outside the baseline in different years. Year-on-year

movements and percentage changes should therefore be interpreted in the context of the reporting boundary, methodology and data maturity for the relevant reporting year.

The Department's baseline emissions were established using data from the 2022–23 financial year and remain the reference point for measuring progress against Scope 1 and Scope 2 emissions reduction under the 2030 Target.

The emissions inventory shows a sustained reduction in total reported Scope 1 and Scope 2 emissions over the reporting period. Total emissions decreased from 1,758.57 t CO₂-e in 2022–23 to 1,331.48 t CO₂-e in 2023–24, 1,051.71 t CO₂-e in 2024–25 and 905.27 t CO₂-e in 2025–26. This represents a 48.50% reduction from the baseline and a 13.92% reduction from 2024–25 to 2025–26.

Market-based electricity emissions decreased from 1,022.12 t CO₂-e in 2022–23 to 524.91 t CO₂-e in 2025–26, a 48.64% reduction.

Natural gas emissions decreased from 720.48 t CO₂-e in 2022–23 to 350.78 t CO₂-e in 2025–26, a 51.31% reduction.

Fleet and other vehicle emissions increased over the reporting period, rising from 15.97 t CO₂-e in 2022–23 to 20.90 t CO₂-e in 2023–24, 27.47 t CO₂-e in 2024–25 and 29.58 t CO₂-e in 2025–26. This represents an 85.22% increase from baseline to 2025–26 and a 7.68% increase from 2024–25 to 2025–26. This movement shows that fleet transition, utilisation and direct emissions need to be monitored together.

Refrigerants were reported as zero in 2024–25 and 2025–26, with no baseline value recorded. Other energy is recorded as not applicable across the inventory tables.

The inventory should be read in light of noted data limitations, including emissions sources without baseline values and the caveat that 2025–26 emissions data may not be complete. Future annual updates should continue to improve baseline completeness, data quality and year-on-year comparability.

First annual update, second year of reporting

Table: Greenhouse gas emissions inventory and Annual Progress Towards Net Zero Emissions

Emission Source	FY2022–23 Baseline t CO₂-e	FY2023–24 t CO₂-e (2nd year)	Percentage change since baseline
Electricity (Market-Based Approach)	1,022.12	832.88	-18.51%
Natural Gas	720.48	477.70	-33.70%
Refrigerants	n/a	n/a	n/a
Fleet and Other Vehicles	15.97	20.90	30.87%
Other Energy	-	-	n/a
Total t CO₂-e	1,758.57	1,331.48	-24.28%

**Note that this table must only include Scope 1 and Scope 2 emissions and not include Scope 3 emissions.*

Second annual update, third year of reporting

Table: Greenhouse gas emissions inventory and Annual Progress Towards Net Zero Emissions

Emission Source	FY2022–23 Baseline t CO ₂ -e	FY2023–24 t CO ₂ -e (2nd year)	FY2024–25 t CO ₂ -e (3rd year)	Percentage change since baseline	Percentage change year on year (2nd vs 3rd year)
Electricity (Market-Based Approach)	1,022.12	832.88	600.32	-41.27%	-27.92%
Natural Gas	720.48	477.70	423.92	-41.16%	-11.26%
Refrigerants	n/a	n/a	n/a	n/a	n/a
Fleet and Other Vehicles	15.97	20.90	27.47	72.00%	31.43%
Other Energy	-	-	n/a	n/a	n/a
Total t CO₂-e	1,758.57	1,331.48	1,051.71	-40.20%	-21.02%

**Note that this table must only include Scope 1 and Scope 2 emissions and not include Scope 3 emissions.*

Third annual update, fourth year of reporting

Table: Greenhouse gas emissions inventory and Annual Progress Towards Net Zero Emissions

Emission Source	FY2022–23 Baseline t CO ₂ -e	FY2024–25 t CO ₂ -e (3rd year)	FY2025–26 t CO ₂ -e (4th year)	Percentage change since baseline	Percentage change year on year (3rd vs 4th year)
Electricity (Market-Based Approach)	1,022.12	600.32	524.91	-48.64%	-12.56%
Natural Gas	720.48	423.92	350.78	-51.31%	-17.25%
Refrigerants	n/a	n/a	n/a	n/a	n/a
Fleet and Other Vehicles	15.97	27.47	29.58	85.22%	7.68%
Other Energy	-	n/a	n/a	n/a	n/a
Total t CO₂-e	1,758.57	1,051.71	905.27	-48.50%	-13.92%

Note: Emissions inventories are subject to ongoing validation and quality assurance processes. Where errors are identified, reporting methodologies are refined, emissions factors are updated, or more complete source data becomes available, previously reported emissions figures may be revised. Consequently, year-on-year emissions data may not be directly comparable where amendments have been made to improve the accuracy and integrity of reported information.

Net Zero targets

The 2030 Target is established through the Australian Government's NZGO Strategy. It is an absolute net greenhouse gas emissions target that applies to Scope 1 and Scope 2 emissions from Australian Government operations within Australia and its territories. The target applies to

all non-corporate Commonwealth entities and to any corporate Commonwealth entities or Commonwealth companies that opt in.

For the Department, the organisational boundary is the whole entity, unless an exemption is agreed for security or other reasons. The target period runs from 16 June 2022 to 30 June 2030, with the 2022–23 financial year forming the initial baseline. The target is measured in tonnes of carbon dioxide equivalent, or t CO₂-e, and progress is assessed by the percentage reduction in emissions against the baseline each year.

The gases included are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (N₃). Scope 3 emissions may be reported separately in accordance with whole-of-government reporting requirements, but they are not included in the 2030 Target. The target was not derived using a sectoral decarbonisation approach and the methodology used to set the target has not been reviewed by a third party.

Progress is monitored through monthly action-owner reporting, quarterly reporting to the Net Zero and Climate Risk Committee, Audit and Risk Committee oversight and annual updates to the Plan. The Climate Action in Government Operations Annual Progress Report prepared by the Department of Finance reports progress against the aggregated 2030 Target for the APS.

Targets and milestones are reviewed through annual reporting, emissions updates, guidance, methodology or boundary changes, and the 2026–27 NZGO Strategy mid-term review. The Department will reflect any material changes in future annual updates and climate disclosures. During the reporting period, there were no changes to the 2030 Target.

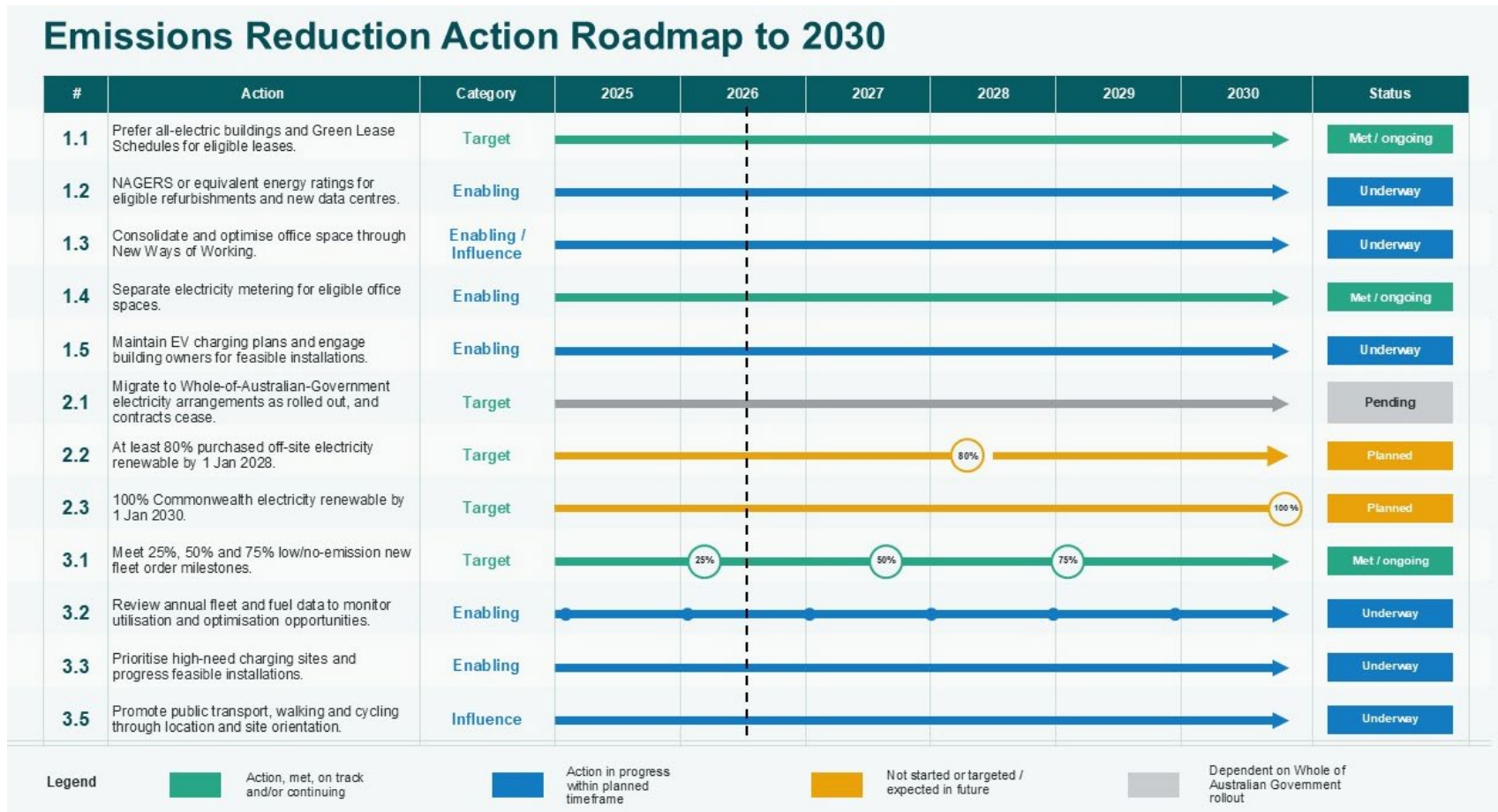
Priorities and actions

In 2026–27, the Department will focus on strengthening the evidence base, data quality and delivery pathways needed to demonstrate measurable progress towards emissions reduction. Priorities include completing property and energy evidence gaps, improving visibility of electricity arrangements and renewable-electricity proportions and identifying practical electrification opportunities. Additionally, key areas of importance are establishing a complete fleet baseline, progressing site-specific charging infrastructure plans, and strengthening evidence for sustainable-travel initiatives. The Department will also refine performance indicators and reporting processes so future updates can clearly distinguish completed actions, activities underway, delivery risks and outcomes that cannot yet be verified.

Priority area	Focus
Reporting and evidence	Define evidence requirements and improve action-owner reporting
Property	Document Green Lease Schedules, Energy Management Plans, NABERS ratings, metering and audit actions
Energy	Confirm contract coverage, renewable-electricity proportions and transition pathway

Electrification	Identify site-level gas use and feasible electrification opportunities
Fleet	Establish a complete baseline and replacement pathway
Charging infrastructure	Develop site-specific charging plans with landlords
Sustainable travel	Improve evidence of travel demand, mode choice and emissions impacts
Governance	Escalate delivery risks, barriers and data limitations for decision-making

The diagram below provides an updated assessment of the Department's priority actions against the APS Net Zero 2030 target, the NZGO Strategy and Department of Finance guidance. While the formal target applies only to Scope 1 and Scope 2 emissions from Australian Government operations, relevant Scope 3 and enabling actions are also shown where they support sustainability outcomes, improve data quality, influence behaviour or help remove barriers to emissions reduction.



Classification legend: **Target** actions directly contribute to the APS Net Zero 2030 Scope 1 and Scope 2 target. **Enabling** actions support delivery through infrastructure, data quality, governance, procurement or operational decision-making. **Influence** actions support broader sustainability outcomes or behaviour change, but do not directly count toward the formal Scope 1 and Scope 2 target boundary.