



# Waste Reduction and Recycling Plan 2021-2025

Queensland Police Service



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# 1 Introduction

Queensland's *Waste Reduction and Recycling Act 2011* requires each State entity to prepare, adopt and implement a Waste Reduction and Recycling Plan, with a review every three years.

This Waste Reduction and Recycling Plan 2021 – 2025 applies to all areas of the Queensland Police Service (QPS). It guides actions for waste management across the agency for the next three years.

## Queensland's waste and recycling priorities

In addition to meeting its statutory obligations, the QPS is committed to ensuring that its waste management practices align with *Queensland's Waste Management and Resource Recovery Strategy* (the Strategy). As such, the QPS Waste Reduction and Recycling Plan incorporates the principles, goals, hierarchy, and targets of the Strategy.

The Strategy supports the States vision of a zero-waste society and outlines a way of better managing waste through harnessing the potential value of resources that have traditionally been discarded. The Strategy has three strategic priorities that are intended to guide Queensland to a zero-waste society:

- Reducing the impact of waste on the environment and communities
- Transitioning towards a circular economy for waste
- Building economic opportunity.



Various long-term and interim targets have been set by the Government for household waste reduction, diversion from landfill and recycling, across the specific waste streams of commercial and industrial (C&I), construction and demolition (C&D) and municipal solid waste (MSW). These targets will assist the implementation of the Strategy and enable each Department within Queensland to measure alignment with the State's priorities.

Assessment of the relevance of these targets to the QPS has identified that C&I and C&D are the relevant waste streams to the QPS, with C&I being most significant due to the office-based function for the majority of facilities.

Waste Stream	Measure	2018 Baseline Queensland	Queensland's Waste Management and Resource Recovery Strategy Targets			Relevance to QPS
			Target (2025)	Target (2030)	Target (2050)	
MSW	Waste diversion from landfill	32.4%	55%	70%	95%	x
C&I waste		47.3%	65%	80%	95%	✓
C&D		50.9%	75%	85%	85%	✓
MSW	Recycling rates	31.1%	50%	60%	70%	x
C&I waste		46.5%	55%	60%	>65%	✓
C&D		50.9%	75%	>80%	>80%	✓



The Strategy also identifies the following priority waste streams that require increased action to improve recycling performance: built environment waste (incorporating C&D); food and agricultural waste; plastics; waste electrical equipment and batteries; glass; paper and cardboard; tyres and textiles. These waste streams should be a priority for the QPS to identify, separate and recycle.

In alignment with the Strategy, the Queensland Government has implemented various initiatives to reduce waste generation and increase resource recovery rates.

- Implementation of a waste disposal levy to encourage recycling, decrease waste going to landfill, facilitate new employment opportunities and provide a source of funding to enable better resource recovery practices.
- Introduction of Queensland's container refund scheme to improve recycling of beverage containers.
- Development of *Litter and Illegal Dumping: A Plan for Queensland* and the *Plastic Pollution Reduction Plan*.
- Introduction of a ban on single use plastic items (to be introduced on 1 September 2021).
- Introduction of *Queensland's Climate Transition Strategy* including targets of achieving zero net emissions by 2050 and reducing emissions by at least 30% by 2030 (interim target).
- Making grant funding available for initiatives such as a Food Rescue Grant Program, supporting businesses like OzHarvest, Foodbank and YWaste collect and rescue food before it becomes waste.



## 2 Overview of the Department

### Organisational structure and responsibilities

The QPS is the primary law enforcement agency for Queensland. It fulfils this role throughout the State seven days a week, upholding the law and assisting the community, particularly in times of emergency, disaster and crisis.

The QPS works in collaboration with community, government and non-government partners to provide effective, high quality and responsive policing services to make Queensland safer. The QPS is committed to serving the people of Queensland by:

- Preserving peace and good order in all areas of Queensland
- Protecting and supporting the Queensland community
- Preventing and detecting crime
- Upholding the law
- Administering the law fairly and efficiently
- Bringing offenders to justice.



### Waste profile

The QPS is committed to ensuring that waste is efficiently and effectively managed when delivering its services. The QPS produces general and regulated waste as defined by the *Environmental Protection Regulation 2019*.

The QPS contracts waste collectors to undertake general waste and recyclables collections. This contract encompasses approximately 60% of the facilities managed by the QPS. The remainder of the QPS facilities are currently managed by local council waste management arrangements. The waste management arrangements of the facilities directly influence the extent to which the QPS can implement waste management protocols and practices.

Many of the QPS facilities are of a commercial or professional nature and as such, a high proportion of the waste generated is office-based. Key waste streams handled by the QPS are provided below.

Type of waste	Examples of this waste	Example of areas where waste is generated
<b>General waste (landfill)</b>	Inert waste that cannot be recycled, can also include co-mingled material and organics not captured in source separated bins.	All office and site related waste that is not avoided, recycled or reused and placed in a red lidded landfill bin
<b>Co-mingled material</b>	Paper, cardboard, packaging materials including plastic, glass and aluminium.	Office facilities - recyclables that are placed in separated recycle bins or a mixed recycling bin
<b>Organic waste</b>	Food and garden organics.	Office buildings with kitchens as well as canteens Garden waste derived from maintenance
<b>Construction and demolition waste</b>	Concrete, timber, asphalt, plaster board, plastics.	Waste from building refurbishments and/or new building
<b>E-waste</b>	End of life electronic equipment, spent lighting and batteries.	Office related waste

Type of waste	Examples of this waste	Example of areas where waste is generated
Liquid waste (incl wastewater)	Wastewater (contaminated water from human/commercial activities), fats, oils or grease (FOG).	Office buildings with kitchens as well as canteens Operating vehicle fleets
Medical waste	Breathalyser tubes, waste produced from raids such as, syringes, drugs or hazardous medicines.	Clandestine raids Operating vehicle fleets
Littering and Illegal dumping	Includes collected items 1) Littering which is waste that is dumped in nature by humans less than 240 L and 2) Illegally dumped items that are larger than 240 L.	Acquisition of properties Around building facilities

Much of the waste produced by the QPS is general waste which does not have specific disposal requirements under Queensland legislation. However, the Strategy sets statewide targets for both general and regulated wastes and the QPS is committed to ensuring that all waste streams are managed in accordance with the Strategy.

## Commitment to improvement

The QPS achieved many of the actions set out in the previous Public Safety Business Agency 2017- 2021 *Waste Reduction and Recycling Plan* and continues to investigate options to avoid, reduce, re-use and recycle, before disposing of any remaining non-recyclables and waste in a responsible way.

The QPS commitment to sustainable waste management is demonstrated by the range of initiatives adopted in accordance with objectives of the previous plan:



### ***Driving cultural change***

- The QPS has published the previous 2017-2021 waste management plan on internal intranet site and on the public website.



### ***Avoid resource consumption or reduce waste generation***

Local waste management plans have been created for the following large facilities:

- Alderley Police Complex Fleet Workshop
- Queensland Police Headquarters
- QPS Academy (Oxley).

The QPS has increased its focus on priority waste streams such as paper, making changes towards electronic record keeping and encouraging double-sided printing.



### ***Reuse waste resources***

- Green waste bins have been introduced at the QPS Academy which generates a large quantity of green waste. Most of the green waste is now being composted on site and reused on the gardens throughout the complex. Any waste which cannot be mulched and used on the gardens, are disposed of via the new green bins.
- General office furniture that is good quality is stored and is either reused by the QPS throughout the State or provided at no cost to volunteer organisations.



### ***Recycle and recirculate waste***

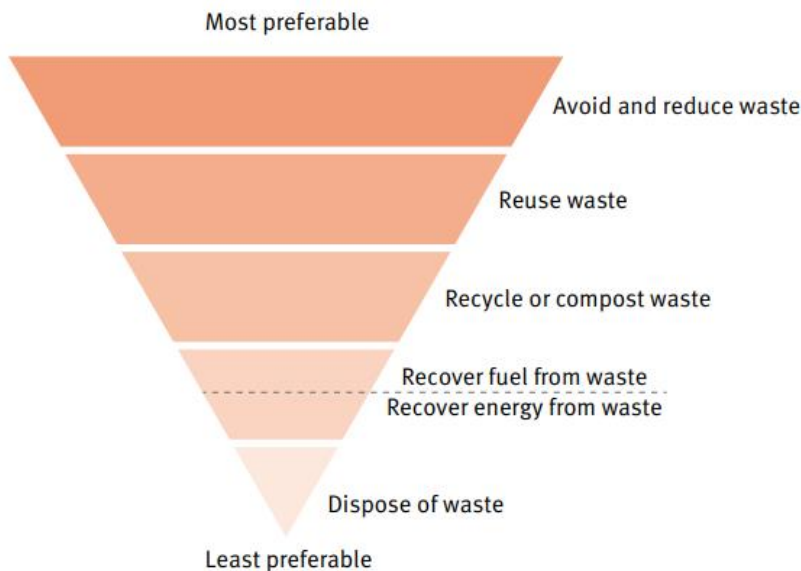
- A combination of general waste, comingled recycling, confidential/shredding bins as well as new bottle and can recycling bins have been provided for many facilities.



# 3 Waste management objectives and strategies

## Approach to waste management

The waste hierarchy sets out a widely accepted approach to assessing available options for managing waste to achieve sustainable environmental outcomes. It depicts a preferred order of action for waste management, from most preferred to least preferred.



**Waste hierarchy actions**  
 Below are some examples on how this waste hierarchy can be implemented:

1. Introduce “bring your own coffee cup schemes” at canteens.
2. Enable recycling by offering source separated options (bins) at all offices/venues, **measure** increased performance by calculating the departments diversion rate.
3. Investigate the feasibility of introducing detailed **waste management plans** for larger sites such as Townsville Academy, district headquarters, fleet and radio and electronics section workshops. This is to help identify alternative ways of disposing of general waste in other ways than landfill.

By now it is well known that the linear way in which waste is managed is unsustainable. The circular economy principles represent a systematic shift in which products and materials keep circulating within the economy at their highest value for as long as possible, through reuse, recycling, remanufacturing, delivering products as services, and sharing. These circular economy principles in combination with the waste hierarchy will underpin the QPS ongoing approach to waste management.



**Circular economy actions**  
 Below are examples of activities that the QPS can introduce to encourage a circular economy:

1. Buy items made from recycled content or with innovative design that minimise wastage by introducing **Sustainable Procurement guidelines** and incentives for officers to procure more of these products. Discuss **procurement contracts** with the QPS to determine whether these contracts include sustainable disposal strategies.
2. Introduce an **organic collection** service that produces end products sold to local parks, gardens or farms to **nourish the local soils**.
3. Repair broken items or **set up repair and reuse hubs** within the organisation where items can be borrowed and repaired.



# Waste objectives

In accordance with the waste hierarchy and the circular economy principles set out in the Strategy, the QPS Waste Reduction and Recycling Plan seeks to encourage the uptake of a zero-waste society by avoidance, reduction, recycling and disposal.

The table below describes the States waste management priorities and the corresponding QPS objectives that will be central to the Service over the coming five years (2021 – 2025).

State Priority	<div style="text-align: center; border: 1px solid black; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">1</div> <b>Measuring waste performance and improve employee engagement to achieve State targets</b>	<div style="text-align: center; border: 1px solid black; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">2</div> <b>Improve recycling and support a circular economy</b>	<div style="text-align: center; border: 1px solid black; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">3</div> <b>Find better ways to dispose of waste to drive continual improvement</b>
QPS Objectives	<ol style="list-style-type: none"> <li>1. Ensure all personnel are aware of their obligations to reduce waste generation, can identify objectives from this plan and waste produced by their activities.</li> <li>2. Publish and make reference to this plan within relevant workplace, Executive Leadership Team (ELT) and Executive Briefing Note (EBN) papers.</li> <li>3. Create a baseline dataset to measure ongoing progress within the QPS, communicate progress to employees and discuss strategies with other agencies.</li> <li>4. Measure performance against state waste reduction targets and report annually on the outcomes.</li> <li>5. Support the Queensland Government's waste management and recycling legislation and strategies by ensuring best management practices are implemented.</li> </ol>	<ol style="list-style-type: none"> <li>1. The QPS will investigate and maximise opportunities for supporting a circular economy that benefits waste avoidance and recycling.</li> <li>2. The QPS will continue to investigate options to avoid and minimise Queensland's key priority waste streams and support the introduction of the export bans for glass, paper, plastic and tyres.</li> <li>3. The QPS will identify and maximise opportunities for the beneficial repair and reuse of key priority waste streams.</li> <li>4. The QPS will encourage the sustainable and local procurement of goods to include recycled material requirements in supply services contracts.</li> </ol>	<ol style="list-style-type: none"> <li>1. The QPS will identify opportunities to reduce disposal costs and increase recycling diversions.</li> <li>2. The QPS will ensure safe, legal and cost-effective disposal of those wastes that cannot be avoided.</li> <li>3. The QPS will reduce the generation of regulated waste where feasible alternatives exist.</li> </ol>

## 4 Monitoring, reporting and reviewing

To address its commitments under the *Waste Reduction and Recycling Act 2011*, the QPS is required to review the Waste Reduction and Recycling Plan every three years as a minimum and to provide an annual report on the status of the plan to the Department of Environment and Science within two weeks of the end of financial year. The Organisational Capability Command is responsible for plan review and reporting.

Reporting must include information regarding: the types of waste generated, and amounts recycled or disposed of; actions taken to recover, reuse and recycle; actions taken to increase the use of recycled materials; and progress made towards objectives of the plan.

To assist reporting and demonstrate commitment to waste reduction and recycling, the QPS may implement a monitoring and review cycle, which incorporates the development of baseline data to monitor performance against the plan as well as ongoing progress and alignment with Strategy targets.

All QPS personnel and contractors have varying responsibilities under the QPS Waste Reduction and Recycling Plan.

Position	Responsibility
All Staff	Adopt efficient practices within the workplace.
Organisational Capability Command	Develop, review and publish the QPS Waste Reduction and Recycling Plan. Report annually on plan effectiveness and progress in line with statutory requirements.
Officer in charge / Facility Managers	Monitor waste management within the workplace including the adoption of efficient waste management practices.
Area Commanders / Area Directors, Regional Asset Manager / District Officers	Develop and monitor the adoption of efficient waste management practices within their area of responsibility. Report annually on waste management activities.
Executive Manager, Capital Works and those responsible for managing minor works/ maintenance works	Maintain Building Specifications regarding waste management requirements. Liaise with waste management service providers during minor works and capital works activities to ensure policy compliance.
Assistant Commissioners/ Executive Directors/ General Managers	Monitor adoption of waste management practices across their Regions/ Divisions. Ensure adequate resources are provided to implement the QPS Waste Reduction and Recycling Plan and facilitate annual reporting.



## 5 Limitations

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