

New Zealand Government

QUARTERLY REPORT

Quarter 3: 1 January to 31 March 2017



WORKSAFE
NEW ZEALAND | MAHI HAUMARU
AOTEAROA

SNAPSHOT OF QUARTER

WorkSafe New Zealand's highlights for the quarter include:

- The one-year anniversary of HSWA on 4 April, including the refresh of the Home Time campaign.
- Te Ao Maruiti Forestry Health and Safety Pilot held on 2 March 2017 in Ruatoria.

SPE Performance Dashboard – Recent Results (YTD 1 July 2016 to 31 March 2017)

| Measure | Target/forecast | YTD Target | YTD Actual | Trend | Commentary | |
|-----------------------------------|---|-----------------------------------|---------------------|-----------------------------------|--|---|
| System Targets | | | | | | |
| 3-Yr Avg | Rate of fatalities ¹ Per 100,000 FTEs | 2016 (2014-16): 3.63 ^A | 3.17 ^B | 2.77 ^C *provisional | → | While three-year rolling averages still show declining rates, more recent data indicates that the fatal injury rate could be expected to begin to plateau over the coming year. |
| | | 2020 (2018-20): 3.02 ^D | 2.75 ^B | | | |
| | | World Class: 0.9 ^E | 2.46 ^B | | | |
| YTD Count | Number of fatalities ¹ | 2016 (2014-16): 72 ^F | 53 ^G | 47 ^H | → | Over the same 2015/16 period there were 49 fatalities. |
| | | 2020 (2018-20): 60 ^F | 47 ^G | | | |
| | | World Class: 20 ^I | 43 ^G | | | |
| Annual Rate | Serious non-fatal injuries ('potentially fatal injuries') | 2016 target: 17.3 | N/A | 15.0 *2015 rate | ↓ | Serious non-fatal injury statistics are updated on an annual basis by Statistics New Zealand. |
| | | 2020 target: 14.4 | N/A | | | |
| 12-Month Rolling Avg | Rate of WAFW injuries Per 1,000 FTEs *Jul 16 data | 2016 target: 10.1 ^J | 10.09 ^K | 11.82 ^L | ↓ | Rates of injuries resulting in more than a week away from work (WAFW) need to decline more quickly to meet the 2020 target. It is almost certain that the 2016 target was not achieved. |
| | | 2020 target: 8.4 ^M | 11.82 ^K | | | |
| 12-Month Rolling Avg | Number of WAFW injuries *Jul 16 data | 2016 target: 22,221 ^N | 21,761 ^O | 25,629 ^P | → | WAFW injury counts appear to have stabilised over the last 14 months, after climbing for three years. |
| | | 2020 target: 18,518 ^N | 25,490 ^O | | | |
| Selected activity measures | | | | | | |
| Engagements | No target; baselining | - | 1,779 | | With industry and PCBUs in priority areas. | |
| Assessment file quality | 80% | 80% | 83% | → | 9,426 assessments YTD, 93% in priority areas. 1,019 files reviewed. | |
| WRH assessments | 30% of completed assessments | 30% | 33% 3,102 | → | Noise and silica continue to be the most recorded focus areas. | |
| Duty Holder Reviews | 400-600 (demand-driven) | 300-450 | 341 | → | 47 in progress. | |
| Prosecution file quality | 80% | 80% | 79% | → | 34/43 files recommended for prosecution met quality standards. Average rating of all files was 8.7/10. | |
| Successful prosecutions | 80% | 80% | 87% | → | YTD 39 prosecutions initiated, 53 disposed. 46 convicted, 7 withdrawn. See page 6. | |
| Internal H&S | Total recordable injury rate | 7.5 | 7.3 | → | This measure has been adjusted to rate of injuries per one million hours worked. | |
| | Lost time injury rate | 2.5 | 2.0 | → | | |
| Key | On track | Off track – minor | Off track | Monitor/forecast only | | |

¹ While the only acceptable number of work-related fatalities is zero, interim targets help maintain momentum toward this goal.

UPDATE ON KEY PRIORITIES

The updates below relate to key Ministerial and WorkSafe Board priorities for 2016/17 as set out in our Statement of Performance Expectations 2016/17.

Evidence-based risk targeting at all levels

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| <p>Approach to harm reduction</p> <p><i>Targeting effort, identifying causes of harm and effect of intervention</i></p> | <p>WorkSafe continues building the evidence base for national programmes, cross cutting initiatives and intervention design and implementation.</p> <ul style="list-style-type: none"> ▪ Eight research reports focussing on the forestry sector have been publicly released. The reports cover changes in health and safety practice since 2013; worker engagement, participation and representation; work-related health; silviculture; and training and workforce development. ▪ The Service Excellence Survey, which seeks feedback on the services WorkSafe provides, is underway. This year the survey includes people’s experiences with the Contact Centre/0800 number, including the after-hours service. ▪ Reporting from the 2016 Health and Safety Attitudes and Behaviours Survey is underway. ▪ See page 5 for research strategy, programme evaluations and WorkSafe-compiled data updates. |
| <p>Harm Reduction Action Plan (HRAP) implementation</p> <p><i>Extending our focus on workplace health and safety in collaboration with ACC</i></p> | <p><u>Embedding the Harm Reduction Action Plan</u></p> <ul style="list-style-type: none"> ▪ Considerable activity is underway across the HRAP portfolio to support the broader sector, cross-cutting, system enablers and key harm reduction focus areas programmes of work. <p>Programme updates:</p> <p><u>Agriculture/Safer Farms</u></p> <ul style="list-style-type: none"> ▪ WorkSafe is developing the Agriculture Programme Intervention Case, which is planned for completion in Q4. ▪ Interim funding is in place, ensuring WorkSafe can continue training and leadership interventions with key industry organisations. One initiative being delivered to rural schools that continues to gain positive feedback is around how children can have conversations with their families on staying safe on the farm. ▪ WorkSafe, DairyNZ, Federated Farmers and Beef + Lamb have agreed a position regarding passengers on quad bikes. This will be communicated to the sector in a coordinated approach at the end of April 2017. ▪ Media continues to be positive. The use of case studies to share experience of having WorkSafe on the farm and busting the myths about this continues to be successful. ▪ We continue to work with and support the Agricultural Leaders’ Forum and initiatives. <p><u>Forestry</u></p> <ul style="list-style-type: none"> ▪ WorkSafe is focussing on the high-risk activities of tree felling and breaking out and will review incidents to seek to understand recent increases in injuries and fatalities. ▪ Forestry inspectors worked with the Māori and Research and Evaluation teams to hold the first wānanga for the Ngāti Porou/Ernslaw Marae-based pilot programme on 2 March, on developing health and safety skills in Māori crews (see page 7). ▪ WorkSafe and ACC are supporting work done by the Forest Industry Safety Council (FISC) across all its activities. ▪ Ten resources on WRH were published on the Safetree website in Q3. ▪ WorkSafe field staff presented to over 3,000 frontline loggers at 28 industry-organised Safe Start Meetings from Kerikeri to Invercargill. In March WorkSafe and ACC were premium sponsors and presented at the Forestry Safety Summit in Rotorua attended by over 500 industry representatives. |

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| | <p><u>Manufacturing</u></p> <p>WorkSafe is working with ACC on the best approach to working with the “firms” that have the highest incidences of injury and harm. Initial analysis is being conducted, to inform the engagement approach.</p> <p><u>Construction</u></p> <p>WorkSafe continues to develop the Construction Intervention programme. Key areas of work include:</p> <ul style="list-style-type: none"> ○ Asbestos implementation ○ Alignment of pre-qualification requirements ○ Canterbury Safety Charter expansion ○ Supervisor’s training ○ Competency framework for H&S in the sector. <ul style="list-style-type: none"> ▪ Updated Good Practice Guidelines on Scaffolding were released at the end of December, and WorkSafe continues to work with NZIER and BRANZ on a cost-benefit analysis on Falls from Height. This has involved a survey of builders and tradespeople around this issue. <p><u>Canterbury Rebuild</u></p> <p>WorkSafe continues working on rebuilding Canterbury safely with industry, unions and other government departments through a number of industry forums.</p> <ul style="list-style-type: none"> ▪ The Charter currently has over 370 members. ▪ WorkSafe continues to educate and engage with employers and workers on site on WRH matters, including the mobile occupational health van and impairment campaigns. |
| Work-related Health (WRH) | <p>A significant proportion of our WRH focus is on supporting business programmes and change initiatives. Highlights in Q3 included:</p> <ul style="list-style-type: none"> ▪ Eight WRH presentations in Q3 to approximately 360 attendees. ▪ Twelve guidance products and tools were published and the awareness campaign for WRH was launched. ▪ The Health and Wellbeing Leaders network was established. |
| <p>ICT system</p> <p><i>Rollout new ICT systems to support a smarter, more targeted approach</i></p> | <ul style="list-style-type: none"> ▪ The business requirements for the Digital Platform project have been completed and the technical build for the new website will commence in May. ▪ The Hazardous Substances Integration project has commenced and considering solution options in parallel with requirements gathering. Project on track. ▪ The Board and SLT have confirmed that to meet WorkSafe’s future ICT requirements we will go back to the market to seek a new case management system solution. We have mapped our future technology requirements and reflected on our expanded mandate as a result of the HSWA legislation. This has clarified that we need a new solution to meet these requirements, both in our current state and to set us up to be an effective and efficient regulator of the future. |
| System for Work-related Injury Forecasting and Targeting (SWIFT) ² | <p><u>SWIFT update</u></p> <p>WorkSafe has completed work on rebuilding WorkSafe-compiled SWIFT data and incorporating missing AEP claim information.</p> <p><u>Company Risk Model (CRM) Progress</u></p> <ul style="list-style-type: none"> ▪ The CRM and Traffic Light Model (TLM) have been implemented for all Assessment offices, with the initial pilot site trials, Christchurch and Albany now complete and Wellington scheduled to finish in June. ▪ A pilot site usage survey has been undertaken with inspectors who were using the CRM and TLM tools; feedback has been very positive. |

² WorkSafe’s SWIFT provides more up-to-date reporting and allows projected estimates to be made against targets while waiting for official statistics.

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| <p>Research strategy and plan</p> <p><i>Research and evaluation programme and evaluations</i></p> | <p>Good progress continues with our research and evaluation strategy. The work programme for new research and evaluation projects for 2017/18 is currently being finalised, incorporating the increased level of resourcing in the team.</p> <ul style="list-style-type: none"> ▪ Two Requests for Proposals have been put on GETS. The first was for a strategic performance framework for the <i>Healthy Work</i> strategy, the second requested a survey of worker exposures. <ul style="list-style-type: none"> ○ The <i>Healthy Work</i> framework received a large number of proposals and a successful vendor has been contracted. ○ The Workplace Exposures Survey tender did not attract a successful proposal and has been re-tendered to incorporate an extended timeframe and increase in funding available. This will ultimately result in a more robust baseline post the enactment of HSWA. ▪ Some planned WRH research has been delayed into 2017/18 due to funding and resourcing. |
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Using the right intervention mix (engaging, educating, enforcing)

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| <p>Understanding HSWA in practice</p> <p><i>Deliver key messages, guidance and support</i></p> | <p>Communications, marketing, engagement and education initiatives progressed in Q3 include:</p> <ul style="list-style-type: none"> ▪ Enhanced media analysis and reporting to better target WorkSafe’s media communications activity. ▪ A WRH communication approach has been developed. ▪ The one year anniversary of HSWA was marked with public relations and internal communications activity. <p>See page 8 for internal HSWA embedding programmes.</p> |
| <p>Stakeholder engagement strategy</p> <p><i>Analysis of customers and stakeholders, overview of information channels and way of working</i></p> | <ul style="list-style-type: none"> ▪ A roadshow of 35 engagements held with Chief Executive Nicole Rosie and selected regional employer/stakeholders. The roadshow demonstrated that there are gaps in knowledge about using critical risk analysis (rather than a focus on lost-time injury frequency) and the control hierarchy. This presents an opportunity for WorkSafe to focus our messaging on these elements – as well as how to assess workplace culture and emphasise the benefits of WEPR. Feedback was positive about WorkSafe and the experiences people have had with us. <p><u>Home Time Refresh</u></p> <ul style="list-style-type: none"> ▪ The Home Time ad went back on air on 13 April and will run for 9 weeks. This is being complemented with a suite of radio ads that focus on the WEPR message “Let’s talk about Health and Safety”. Campaign posters have also been put up in all WorkSafe offices featuring workers coming home. <p><u>Better Public Services Results Area 9 – Better for Business</u></p> <ul style="list-style-type: none"> ▪ The final report reviewing the ‘independent co-design’ has been completed and presented to the R9 team. The review was very positive on WorkSafe’s co-design and collaborative approach with stakeholders, with only minor improvements identified. <p><u>Content Project – subject-specific material for WorkSafe website</u></p> <ul style="list-style-type: none"> ▪ The content strategy is complete and a detailed review identifying priority content for Phase 1 of the Digital Platform project is due to be completed in mid-April. <p>See page 4 on Digital Platform project and page 8 on Response review project.</p> |
| <p>Safety Star Rating initiative (SSR)</p> <p><i>Completing pilot, further guidance and tested incentives for businesses</i></p> | <p>Multi-initiative approach developed to delivering a Health and Safety Performance Improvement Tool. An in-principle agreement was obtained from the Minister for ACC and Workplace Relations and Safety, as well as the Boards of WorkSafe and ACC, to the delivery approach subject to securing the necessary funding.</p> |
| <p>Workplace assessments</p> <p><i>In priority areas</i></p> | <p><u>Assessments</u></p> <p>YTD 9,426 assessments have been completed, 93% in priority areas. 33% of those were targeted towards WRH risks and 76% involved engagement with a Health and Safety Representative and/or worker. For programmes updates see page 3.</p> |

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| | <p><u>High Hazard sectors and Energy Safety (HH&ES)</u></p> <p>WorkSafe continues to maintain a steady state in HH&ES and focus on core activities needed to bed in the relevant regulation changes.</p> <ul style="list-style-type: none"> ▪ <u>Major Hazard Facilities regime:</u> Significant work is anticipated with the pending submissions of safety cases for MHF installations. Personnel and technology will be tightly managed to manage this workload. ▪ <u>Large-scale tunnelling:</u> Work continues with KiwiRail and TransDev on appropriate measures to ensure the safety of workers and the public in rail tunnels. WorkSafe has participated in Emergency Incident exercises and will continue to work with the operators to put in place appropriate controls for the risks. ▪ <u>Petroleum Regulations:</u> Following international development, work has begun on the conditions for abandonment of petroleum and gas installations at the completion of their economic life. A focus on aging plant is also included. ▪ <u>Energy Safety:</u> Requirements for the infrastructure around electric vehicle fleet charging stations has been a key area of focus. |
| <p>Investigating incidents</p> <p><i>Investigation of serious incidents and DHR support</i></p> | <p><u>Investigations</u></p> <ul style="list-style-type: none"> ▪ The first use of an Enforceable Undertaking was accepted in early April by the St Kentigern Trust Board, related to the serious injury investigation at Saint Kentigern College. ▪ See page 2 for investigation volume information and page 6 on key prosecution outcomes. <p><u>Duty Holder Reviews (DHR)</u></p> <ul style="list-style-type: none"> ▪ The first regional DHR forum was held in Hamilton on 6 April. Around 45 duty-holders attended to hear presentations from Eastern Institute of Technology, Hamilton City Council, Downer NZ and FISC, supported by WorkSafe staff. ▪ Planning for the Christchurch DHR forum is well underway. |
| <p>Prosecution activity</p> | <p>The volume of prosecutions disposed during Q3 has been stable.</p> <p>YTD 39 prosecutions have been initiated and 53 disposed. 46 were convicted and seven were withdrawn. 87% of prosecutions have been successful.</p> <p>The volume of prosecutions initiated in Q3 (39) was lower than historic levels (at the same time last year 68 prosecutions had been initiated). Volumes did increase in March 2017 (seven prosecutions initiated). Lower volumes can in part be attributed to number of HSWA cases which are at the point of filing charges, but which first require a decision to be made on whether an Enforceable Undertaking will be accepted or not.</p> |

Influencing system leadership (align partners, agencies and sector leaders)

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| <p>Shared goals and initiatives</p> <p><i>With regulatory partners and strategic stakeholders and influencers</i></p> | <p><u>Engagements with the wider regulatory community</u></p> <ul style="list-style-type: none"> ▪ An executive-led group with Maritime NZ and the Civil Aviation Authority has been established to work on alignment of our regulatory approaches and opportunities for system-level outcomes. <p><u>Memoranda of Understanding (MOUs)</u></p> <p>Working relationships are being developed with our designated agencies and regulatory partners</p> <ul style="list-style-type: none"> ▪ NZTA MOU: signed, schedules are being progressed. ▪ Police MOU: close to finalisation. ▪ EPA MOU: work has begun. ▪ MBIE MOU: being progressed. <p><u>Hazardous Substances Implementation (HSI) Project</u></p> <ul style="list-style-type: none"> ▪ In December 2016 drafting delays to the Hazardous Substances Regulations resulted in the target commencement date being shifted from 1 July to 1 December 2017. <ul style="list-style-type: none"> ○ We continue to provide overall monitoring and reporting support to MBIE through the final stages of the drafting process. ○ Agency consultation concluded on 21 April 2017. The project focus through April-May will continue to be finalising the draft regulations. |
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| | <ul style="list-style-type: none"> ▪ WorkSafe and the EPA presented at the Safety 360 conference in Auckland on 21 March on the Hazardous Substances reforms. The audience included test certifiers, H&S professionals and consultants. WorkSafe also presented to the Tasman, Nelson and Marlborough local authorities on 24 March outlining HSNO enforcement responsibilities. Hon Dr Nick Smith also spoke at the session. |
| <p>Workplace health and safety system mapping</p> <p><i>Identify leverage points and parties involved to help others understand the systems, skills and shared interests</i></p> | <p>Initial stakeholder engagement completed with social partners, partner agencies and key industry bodies (e.g. FISC) to develop the Health and Safety at Work Strategy. The first round of engagement to determine the framework and scope for the strategy is underway.</p> |
| <p>Māori Strategy Maruiti 2025</p> <p><i>Leadership and governance; Māori operating model; value and recognition for Māori roles; and engagement models with Māori</i></p> | <p>Good progress continues on the delivery of Te Timatanga (Year 1) initiatives:</p> <ul style="list-style-type: none"> ▪ Te Ao Maruiti Forestry Health and Safety Pilot, the first of a series of four wānanga, was held on 2 March 2017. WorkSafe partnered with Te Rūnanganui o Ngāti Porou, ACC and Forestry Companies Ernslaw One and Ngati Porou Forests Ltd to deliver the wānanga. Thirty-five workers and some family attended. Positive feedback and refinement of wānanga content has been received. ▪ The National Māori Implementation Team is fully established three Maru Toa (Māori Safety Champions) based in Manukau, Tauranga and Napier. ▪ Te Mate Ohorere, WorkSafe’s Māori Sudden Death protocol and training, is being delivered by Maru Toa across regions. ▪ Te Kete Maruiti, WorkSafe’s app on Apple and Android, continues to receive positive reviews. Maru Toa are actively promoting downloads and use of its content. ▪ Te Ao Māori training for SLT and staff will be implemented over June 2017. |

Building overall health and safety system capability (workforce development, worker participation)

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| <p>Worker engagement, participation and representation (WEPR)</p> <p><i>Educating on effective engagement and participation and putting HSWA responsibilities into practice.</i></p> <p><i>Begin work in partnership with Iwi to strengthen WEPR for Māori.</i></p> <p><i>Engagement with social partners and stakeholders.</i></p> | <p>Work continues to support WEPR in health and safety through our engagement, education, regulatory and system leader activities. This includes:</p> <ul style="list-style-type: none"> ▪ Publication of the Workers’ rights and responsibilities factsheet in six languages. ▪ Finalising the WEPR assessment tool for inspectors, developed in conjunction with the NZCTU, with national training via 15 roadshows being undertaken. ▪ Updating the DHR regulatory function policy to articulate how the DHR process will support PCBUs with WEPR. |
| <p>Workforce development</p> <p><i>Workforce development plan, opportunities to influence education and training, support to HASANZ</i></p> | <p>Several workforce development initiatives to build capability within the workplace health and safety system have been delivered and/or are underway (contributing to a workforce development plan). Together with the education and training sector we have:</p> <ul style="list-style-type: none"> ▪ Confirmed with the Tertiary Education Commission (TEC) that funding toward Health and Safety qualifications (through the Industry Training Fund) will continue. ▪ Continued to contribute to Targeted Review of Health and Safety Qualifications and Unit Standards review – ensuring robust H&S qualifications (for example hazardous substances unit standards). ▪ Supported the registration of four new asbestos unit standards to the New Zealand Qualifications Framework. ▪ Provided continued support to HASANZ relating to the delivery of the register of Health and Safety professionals. ▪ Worked with the TEC and other key education stakeholders to deliver <i>Pathways</i> |

Awarua – a free online workplace health and safety literacy and numeracy tool. TEC advises high usage of the modules.

Health and Safety Association of New Zealand (HASANZ)

- The procurement process for the software supplier to build the HASANZ Register of workplace health and safety professionals has been concluded. A preferred supplier has been chosen and the software build will begin in May.

Implementing the new regulatory framework

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| <p>HSWA implementation and embedding</p> <p><i>Operational policy and external guidance</i></p> | <p>Material to embed HSWA operational policies and guidance material has been developed. There has been a particular focus to implement our approach for Enforceable Undertakings.</p> |
| <p>Inspectorate and HSWA</p> <p><i>Alignment of practice, procedures and assessment tools</i></p> | <ul style="list-style-type: none"> ▪ Seconded inspectors have completed an initial review of assessment tools aligning these to the new HSWA regulations. We are now seeking feedback from the wider inspectorate. ▪ Good progress has been made with the investigation teams process review. ▪ We continue to work to develop our practice framework to support specialist teams beyond our general inspectorate with good practice and quality assurance guidance. ▪ See page 8 for Practice and Quality Assurance frameworks. |

Consolidating our organisation

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| <p>WorkSafe consolidation</p> | <p><u>Case management system</u></p> <ul style="list-style-type: none"> ▪ See page 4. <p><u>Inspectorate development</u></p> <ul style="list-style-type: none"> ▪ Cohort 11 completed the HSWA ID card (warranting) training in March 2017. ▪ Behavioural Good Practice training: A second Cohort of Inspectors completed the first of two Condensed Good Practice programmes, enabling them to attend Level 3 Good Practice training. |
| <p>Targeted Independent Review (TIR)</p> <p><i>Progress against recommendations</i></p> | <p>Steady progress continues against the TIR recommendations. Many of the updates in this quarterly report relate to key areas of progress in response to the TIR, for example:</p> <ul style="list-style-type: none"> ▪ WorkSafe’s engagement approach: MoUs with government agencies, HRAP programmes and business cases, HSI Project, SWIFT and CRM, Engagement Strategy, strategic planning initiatives, HASANZ register, engagement and media (as part of wider User Experience Programme). ▪ WorkSafe’s understanding of its maturity model: Funding Review, extension of Master Services Agreement with MBIE underway, Healthy Work programme. ▪ The perception of WorkSafe as a regulator: HSWA embedding, inspectorate capability, SES results. ▪ WorkSafe’s readiness for implementing <i>Working Safer</i> reforms: engagement, media and digital platform (as part of wider User Experience Programme), WEPR and workforce development, ongoing development of guidance. |
| <p>Fees and Levy Review and Funding Review</p> | <p><u>Funding Review</u></p> <ul style="list-style-type: none"> ▪ Budget announcements are due on 25 May. |

FOCUS FOR NEXT QUARTER

Our focus in Quarter 4 will include looking ahead to our priorities for the next financial year and WorkSafe's three-year outlook. The quarterly report for 2017/18 will also be adjusted to reflect the structure of the Statement of Performance Expectations that is in development.

Some specific areas of work next quarter will include:

External-facing

- Undertaking engagement on the **Health and Safety at Work Strategy**.
- Reviewing WorkSafe's **Enforceable Undertakings policy** to help streamline and improve the EU process.
- Continuing future state work regarding **WorkSafe's approach to enforcement**. This will consider potential changes to WorkSafe's enforcement activity, including:
 - Changes to enforcement focus and activities, to enhance the use and effectiveness of the available suite of enforcement tools;
 - Performance timeframes and steps for those enforcement tools (including prosecutions); and
 - Ensuring that WorkSafe optimises the use of the information obtained in its investigations, using and disseminating it to best effect.
- Launching products developed through the **Safety Star Rating programme**.
- Continuing development of **Hazardous Substances regulations**.
- Collating and publishing **WorkSafe performance survey results**, along with survey work in priority sectors.
- A focus on **improving users' experience** with our call centre, response and digital platform, as well as how we internally focus, triage and prioritise work our operational activity.

Internal-facing

- **Business cases and work programmes** for construction and agriculture to be agreed with ACC, and engagement with the sectors on the development of key initiatives.
- An **Employee Engagement Survey** that will be conducted at the end of May. Survey results will be a key part of the Culture plan for WorkSafe that is being developed, which will look at our internal culture and staff engagement.
- **Two inspectorate cohorts** who will start their learning pathways in April and August. **Te Ao Māori training** will be also rolled out for SLT and all staff.

HEALTH AND SAFETY IMPACTS

The Health and Safety at Work Act in Practice – 2016 Construction Roadshow

WorkSafe runs nationwide roadshows to support people's understanding of health and safety, as well as workplaces' ability to comply with regulations.

Construction was targeted as health and safety performance in the sector remains poor compared with other New Zealand workplaces.

The 2016 roadshows presented information on managing risks, the new legislation and work-related health, particularly the effect of construction dust on workers' health. Around 3,000 people attended at 34 locations. The roadshows also provided opportunities to meet with local WorkSafe inspectors and hear examples of what WorkSafe is seeing on sites, as well as to get expert advice from sponsor organisations.



Survey feedback showed that the roadshows raised people's understanding of how to manage the risks they face and encouraged people to make changes in their business or workplace. Key results from the survey were:

- **The roadshows improved people's understanding.** Understanding of the roadshow topics was mostly rated as 'good' or 'very good' after the presentations. In particular, understanding of responsibilities for health and safety in the workplace received a positive rating. Understanding was less good about what notifiable events are and what inspectors look for during visits.
- **The roadshows were a stimulus for change.** Over three-quarters of survey respondents said they had made or planned to make changes in their business or workplace after the roadshow, particularly to reduce the impact of dust on workers' health.
- **The roadshows encouraged follow-up.** Around four out of 10 people said they looked for more information after the roadshow, with three out of 10 people looking for this information on WorkSafe's website.
- **Roadshows are an effective intervention.** Over nine out of 10 people said the roadshow was worth or well-worth attending, and seven out of 10 said they would definitely recommend a roadshow to others. Roadshows, along with email, were the most preferred way to access information about health and safety.

"Excellent shows. Precise and to the point and directed at the right people. Please keep up the good work."

ENABLERS AND RESOURCES

Internal Health and Safety

Work continues on our workstreams for internal health and safety. Highlights for this quarter include:

- **Driver training:** Enhancement of this training now including a safe driver approval process for all people driving WorkSafe vehicles, including rental cars.
- **Health and safety culture survey:** This is being used to develop action plans in the business units to improve people engagement, including internal health and safety.
- **Worker engagement, participation and representation:** The current structure is being reviewed to better align with the business structure, broaden participation beyond health and safety representatives (HSRs) and empower HSRs to make decisions appropriate to their areas of focus.

Staff (as at 31 March 2017)

| Total people by Group | | | | | |
|--|--|------------------------------|----|-------------------------------|----|
| Operations & Specialist Services (includes Response, Assessment and Investigations) | 303 | Strategy & Performance | 80 | Human Resources | 18 |
| | | High Hazards & Energy Safety | 54 | Legal | 15 |
| Better Regulation | 60 | Corporate Services/Finance | 31 | Office of the Chief Executive | 2 |
| Total | 563 (485 Permanent/Temporary Employees; 50 Contractors; 28 Employees yet to start) | | | | |

Inspectorate (as at 31 March 2017)

| | Chief Insp | Managers | Inspectors | Assistant Insp | Trainee Insp | Duty Holder Review Officers | Admin Support/Others | Total |
|---|------------|-----------|------------|----------------|--------------|-----------------------------|----------------------|------------|
| Response & Investigations | 2 | 7 | 35 | 3 | 5 | 6 | 12 | 70 |
| Assessments – Northern | 1 | 5 | 28 | 3 | 1 | - | 7 | 45 |
| Assessments – Central | 1 | 8 | 41 | 1 | - | - | 10 | 61 |
| Assessments – Southern | 1 | 7 | 28 | 3 | 2 | - | 5 | 46 |
| Secondees | - | - | 10 | - | - | - | - | 10 |
| Maru Toa | - | - | 3 | - | - | - | - | 3 |
| Total | 5 | 27 | 145 | 10 | 8 | 6 | 34 | 235 |
| 169 Health and Safety Inspectors | | | | | | | | |

Inspector current warrant status

| | No Warrant | HSWA Warrant only | HSWA and HSNO Warrant | Total |
|---------------------------|------------|-------------------|-----------------------|------------|
| Response & Investigations | 11 | 19 | 19 | 49 |
| Assessments – Northern | 1 | 4 | 27 | 32 |
| Assessments – Central | - | 9 | 33 | 42 |
| Assessments – Southern | 2 | 11 | 20 | 33 |
| Secondees | - | 2 | 8 | 10 |
| Maru Toa | - | 3 | - | 3 |
| Total | 14 | 45 | 107 | 169 |

N.B. Inspectorate tables do not include Specialist High Hazard Inspectors (21).

WORKSAFE NZ-65685924

19 May 2017 | 2016-17 Quarterly Report WorkSafe New Zealand: Quarter 3

Finance

The year to date position is a \$3.4m surplus, compared to a planned deficit of \$2.3m. The year to date result is split as follows:

- Workplace Health and Safety – \$3.0m surplus against \$2.2m planned deficit
- Energy Safety – \$0.4m surplus against \$0.1m planned deficit.

The increase in the planned deficit from \$2.1m to \$6.9m is mainly due to the impairment of intangible assets of \$6.1 million resulting from changes to the ICT case management system project. This is partially offset by savings generated from the revised Master Services Agreement with MBIE and delays in the new Hazardous Substances legislation, which has pushed majority of the related costs into the next financial year.

| Financial Performance (1 July 2016 to 31 March 2017) | | | | | |
|--|--------------------------|----------------|----------------|--|----------------|
| \$000 | YTD Actual (Q3 16/17) | YTD Budget | Variance | Estimated Outturn (year-end estimate) | SPE Budget |
| Revenue | | | | | |
| Revenue Crown | 66,437 | 65,694 | 743 | 88,732 | 87,592 |
| Interest Revenue | 436 | 135 | 301 | 460 | 180 |
| Other Revenue | 2,347 | 5,645 | (3,298) | 1,772 | 7,803 |
| Total Revenue | 69,220 | 71,474 | (2,254) | 90,964 | 95,575 |
| Expenditure | | | | | |
| Personnel & Contractors | 44,302 | 46,524 | (2,222) | 60,440 | 60,841 |
| Other Expenditure | 20,817 | 26,092 | (5,275) | 30,375 | 35,000 |
| Impairment of intangible assets | - | - | - | 6,100 | - |
| Depreciation | 608 | 1068 | (460) | 870 | 1739 |
| Capital Charge | 78 | 94 | (16) | 123 | 145 |
| Total Expenditure | 65,806 | 73,778 | (7,972) | 97,909 | 97,725 |
| Surplus/(Deficit) | 3,415 | (2,304) | 5,719 | (6,945) | (2,150) |

| Changes in Equity (as at 31 March 2017) | | | |
|---|--------------------------|--|---------------|
| \$000 | YTD Actual (Q3 16/17) | Estimated Outturn (year-end estimate) | SPE Budget |
| Equity at beginning of year | 22,511 | 22,511 | 20,531 |
| Capital contribution | - | - | 9,552 |
| Capital withdrawal | - | - | (11,000) |
| Net Surplus/(Deficit) | 3,415 | (6,945) | (2,150) |
| Equity as end of the period | 25,926 | 15,566 | 16,933 |

| Summary Balance Sheet (as at 31 March 2017) | | | |
|--|----------------------------------|--|-------------------|
| \$000 | YTD Actual (Q3 16/17) | Estimated Outturn (year-end estimate) | SPE Budget |
| Assets | | | |
| Cash and Bank | 23,575 | 14,508 | 7,652 |
| Debtors | 1,105 | 310 | 500 |
| Fixed Assets | 12,996 | 10,600 | 18,581 |
| Total | 37,677 | 25,418 | 26,733 |
| Liabilities | | | |
| Creditors and Payables | 6,360 | 5,179 | 4,600 |
| Employment Liabilities | 5,391 | 4,673 | 5,200 |
| Total | 11,751 | 9,852 | 9,800 |
| Equity | | | |
| Opening equity | 22,511 | 22,511 | 20,531 |
| Capital Injection | - | - | 9,552 |
| Capital/Operating Swap | - | - | (11,000) |
| YTD Energy Safety Surplus/(Deficit) | 460 | 155 | 96 |
| YTD Workplace Health and Safety Surplus/(Deficit) | 2,955 | (1,000) | (2,246) |
| Impairment of intangible assets | - | (6,100) | - |
| Grand Total | 25,926 | 15,566 | 16,933 |

Notes on dashboard

^A The official data for this target will be released by Statistics New Zealand in 2018/19. This target has been calculated using System for Work-Related Injury Forecasting and Targeting (SWIFT) fatalities data to allow estimation of progress towards the official target. It uses a baseline of 2008-2010.

^B Monthly year-to-date fatality rate targets are calculated by dividing the difference between the *Working Safer* target rate and the rate at the start of the financial year 2016/17 by the number of months from the start of 2016/17 to the target achievement date and multiplying that number by the number of months that have passed since June 2016.

^C This three-year rolling average rate is calculated using SWIFT and Household Labour Force Survey data. It is an estimate of the official rate. The estimate is provisional because it uses worker population figures from the previous quarter.

^D The official data for this target will be released by Statistics New Zealand in 2022/23. This target has been calculated using SWIFT fatalities data to allow estimation of progress towards the official target. It uses a baseline of 2008-2010.

^E This is the United Kingdom fatality rate adjusted to reflect New Zealand's industry composition. Because a greater proportion of New Zealand workers work in 'high risk' industries, this rate is higher than the actual United Kingdom work-related fatality rate.

^F This measure displays the fatality target as a count rather than a rate. It should be read as the maximum number of fatalities permissible to achieve targets, assuming the population remains the same. It is calculated using the target rate from the section above and the most recent denominator data (i.e. target rate multiplied by the denominator divided by 100,000). It is calculated on the basis of a 12-month year. It will be updated each quarter as new working population data becomes available.

^G Monthly year-to-date fatality count targets represent a recalculation of monthly year-to-date rates targets to represent the highest number of fatalities that could have occurred in the financial year-to-date for WorkSafe to be on track to meet the matching fatality reduction target. Because denominator data for this quarter has not yet been released, these targets are provisional.

^H This is a year-to-date count of fatalities recorded in SWIFT, it attempts to estimate the number of fatalities that fall within the fatality reduction target's definition. SWIFT includes matched ACC and WorkSafe fatalities data. Deaths that occurred outside New Zealand; resulted from natural causes; or involved people under the age of 15, volunteers, or other unpaid workers are not included. SWIFT fatality counts differ from counts of fatalities occurring in WorkSafe's jurisdiction (i.e. those recorded on WorkSafe's website).

| 2016/17 YTD work-related fatalities by sector (SWIFT, as at 31 March 2017) | | | | | | | | | | | |
|--|-------------|--|----------------------------------|----------------------|---------------|--------|------------------------------|--|-------------------------------|---|----------------|
| 17 | 16 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 2 |
| Transport, Postal and Warehousing | Agriculture | Agriculture, Forestry and Fishing Support Services | Healthcare and Social Assistance | Forestry and Logging | Manufacturing | Mining | Arts and Recreation Services | Electricity, Gas, Water and Waste Services | Fishing, Hunting and Trapping | Rental, Hiring and Real Estate Services | Other Services |

SWIFT and WorkSafe notification data are subject to revision from time to time as a result of ongoing data quality improvement processes.

^I This is the number of fatalities that would occur each year if New Zealand had the same rate of fatalities as the United Kingdom (it has been adjusted to take account of higher levels of employment in 'high risk' industries, such as agriculture, in New Zealand).

^J The official data for this target will be released by Statistics New Zealand in 2017/18. This target has been calculated using SWIFT 'injuries requiring more than a week (i.e. five working days) away from work' (WAFW) claims data to allow estimation of progress towards the official target. It uses a baseline of 2009-2011.

^K Monthly year-to-date WAFW rate targets are calculated by dividing the difference between the target rate and the rate at the start of 2016/17 by the number of months from the start of 2016/17 to the target achievement date and multiplying that number by the number of months that have passed since June 2016.

^L This 12-month rolling average rate is calculated using SWIFT and Household Labour Force Survey data. A six month lag is applied to this data to account for late claims/ACC processing times.

^M The official data for this target will be released by Statistics New Zealand in 2021/22. This target has been calculated using SWIFT WAFW claims data to allow estimation of progress towards the official target. It uses a baseline of 2009-2011.

^N This measure displays the WAFW target as a count rather than a rate. It should be read as the maximum number of WAFW injuries permissible to achieve target, assuming the population remains the same. It is calculated using the target rate from the section above and the most recent denominator data (i.e. Target rate multiplied by the denominator divided by 1,000). It is calculated on the basis of a 12 month year. It will be updated each quarter as new working population data becomes available.

^O The 12-month rolling average WAFW injury count targets represent a recalculation of 12-monthly WAFW rolling average targets to represent the highest number of WAFW injuries that could have occurred in the previous 12 months for WorkSafe to be on track to meet the matching WAFW injury reduction target. A six-month lag is applied to this data to account for late claims/ACC processing times.

^P This is a rolling 12-month count of WAFW injuries recorded in SWIFT.