

New Zealand Government

QUARTERLY REPORT

Quarter 3: 1 January to 31 March 2016















WORKSAFE
NEW ZEALAND | MAHI HAUMARU
AOTEAROA

SNAPSHOT OF QUARTER

WorkSafe New Zealand’s highlights for the quarter include:

- Internal business readiness leading up to the 4 April commencement date for the Health and Safety at Work Act (HSWA)
- External leadership and Engagement – Preparations for HSWA involved a high level of public and media interest, and a number of meetings, presentations, news items, and engagements were held in the quarter. WorkSafe’s website also hosted a suite of material on the new legislation, which has been received very positively.

Performance Dashboard – Recent Results

2015-16 to 31 March		Target Key	N/A	On track	Below	Not on track
System Targets	 Fatalities	From 1 July 2015 to 31 March, WorkSafe has confirmed 43 fatalities (13 Agriculture; 6 Forestry, 2 Construction; 1 Manufacturing; 21 Other ¹). This is a subset of all workplace fatalities ² . Over the same 2014-15 period there were 34 confirmed fatalities. Fatalities have increased on the YTD figure, largely due to spikes in February and March. However the rolling average is slightly less than the previous 12 months. Year-end estimates are still in the average range of 50-60 fatalities a year.				
	 Serious Harm	2,719 Serious Harm notifications YTD (329 more than 2014-15 period) ³				
	 Catastrophic events	Zero catastrophic events in high hazard sectors and major hazard facilities				
Impacts	 Attitudes and Behaviours	See page 8 for the headline results from the latest Attitudes and Behaviours survey, looking particularly at worker engagement, awareness of WorkSafe, and perceived knowledge about workplace health and safety.				
Activities	 Engagements	Over 80 presentations on the new legislation were given, including to sector training organisations, representative groups, volunteer associations, crown agencies, and local authorities. Examples include the Dairy Women’s Network, Employers and Manufacturers Association, Marlborough District Council, and Beef + Lamb.				
	 Assessments	YTD 12,614 assessments undertaken and completed. (886 below forecast) ⁴ 86% in primary focus areas (target 80%). 28% involved an Occupational Health focus. WorkSafe has reprioritised significant Inspectorate work towards supporting HSWA implementation. This means we are unlikely to meet the year-end assessments target.				
	 Duty-Holder Reviews	55 reviews in progress. YTD 329 reviews received, 250 completed.				
	 Investigations	Approximately 290 investigations currently underway. YTD 368 initiated and 366 completed (averages of 41 per month).				
	 Prosecutions	64% of files (24/38) recommended for prosecution met quality criteria (target 80%). Timeliness of files to legal is the main reason for the lower than expected standard. 96% of prosecutions (65/68) successful (target 80%) YTD 68 prosecutions initiated, 68 disposed, 70 active.				
	 OIAs	97% of responses (261/270) completed on time (target 90%).				
	Resources	 Inspector Numbers	190 Health and Safety Inspectors, 14 High Hazard Unit Inspectors. (Target of 200 Health and Safety Inspectors by 30 Jun 2016)			
 Budget		\$1m surplus against budgeted deficit of \$2.8m year to date. Projection is for a full year deficit of \$2.0m against a budgeted deficit of \$6.3m (see page 10).				

¹ Of these, three each were in the Arts and Recreation Services and Electricity, Gas, Water and Waste Services industries, and four were in the Transport, Postal and Warehousing industry.

² Statistics New Zealand publishes official and comprehensive workplace health and safety data annually, using information from WorkSafe, ACC, other regulators, and hospitalisation data.

³ Changes in notification levels do not necessarily represent changes in the actual level of serious harm. Increases often accompany increased awareness of reporting requirements under health and safety legislation, e.g. recent publicity on HSWA has been accompanied by significantly increased reporting from the Health Care and Social Assistance, Education, and Agriculture sectors.

⁴ Forecast volumes are unevenly distributed across months to reflect phasing in service delivery.

KEY PRIORITIES UPDATE

The updates below relate to key Ministerial and WorkSafe Board priorities for 2015/16 as set out in our Statement of Performance Expectations 2015/16

Targeting Risk	
<p>Injury Prevention</p> <p><i>Target high-risk sectors including via injury prevention programmes with ACC</i></p>	<ul style="list-style-type: none"> Work is on track. A first draft of the plan was presented to ACC and WorkSafe Boards in April and then the Minister. Engagement with stakeholders will be completed in early June. Final <i>Reducing Harm in NZ Workplaces – An Action Plan 2016-19</i> presented to ACC and WorkSafe Boards in June to ensure statutory delivery timeframe is met (4 July). Inter-agency projects are complex and both organisations are working well together to meet the timeframes that are tight but on track.
<p>Work-related Health (WRH)</p>	<ul style="list-style-type: none"> Work is on track. WRH Strategic Plan socialised across WorkSafe management and selected external agencies. Board will review in July. The WorkSafe Position on WRH approved and released to the public. 1,408 WRH assessments undertaken in Q3. 27% of total assessments opened and completed during the period, down slightly from Q2. Phase 2 of Clean Air underway, focus on respiratory risks and controls associated with wood dust, carbon monoxide, and welding fumes. Allen and Clarke to review administrative data intended to be used for WRH baselines, to determine if data is fit for purpose. Findings due at the end of May 2016. Based on report internal papers will be presented in June summarising the overall status of baseline information development.
<p>Targeted work</p> <p><i>Targeted campaigns, presentations, roadshows to support health and safety understanding and workplaces' ability to comply</i></p> <p><i>Assessments in areas more likely to cause harm</i></p> <p><i>Codes, guidance, standards developed, and access to health and safety professionals for those we regulate</i></p> <p><i>Providing training and raising awareness</i></p> <p><i>Enforcement action</i></p> <p><i>Establishing a business case process for National Programmes funding, including monitoring and evaluation frameworks</i></p> <p>Evaluation updates are included under Research and Evaluation (page 5)</p>	<p>Agriculture</p> <ul style="list-style-type: none"> Work is on track. First Safer Farms programme evaluation to be finalised and signed off for distribution at June Board meeting. Draft Environmental Scan has been distributed internally. Contract to deliver the Activity Workbook initiative to a further 250 schools was signed with Blue Light Ventures in March. We have had a presence at Field Days and A&P shows throughout New Zealand, with Safer Farms Ambassador ex-All Black Richard Loe supporting the team. 2000 copies of the new toolkit 'Keep safe, keep farming' piloted at various Agriculture events in January and February. Will be launched at AgFest on 15 April. Strong presence in the media – Safer Farms Myth Busting series picked up by 8 publications, Children on Farms media release picked up by 9 publications. <p>Forestry</p> <ul style="list-style-type: none"> On track. We have begun to develop 2016/17 work programme, including a new initiative to focus on the non-corporate or small-scale forestry environment. Serious harm and entitlement claim rates continue to decline, but there has been a spike of four reported fatalities so far in 2016. In response, we have prompted industry to respond publicly with safety leadership messages and reminded operational staff and managers to ensure safety critical tasks and systems are being appropriately assessed in our visits. At the start of the year operational staff met with over 1,800 loggers at 22 industry safe start breakfasts across the country. We are continuing our work aligning and co-ordinating WorkSafe intervention and business plan with FISC. Work has also begun on discussions with ACC on the business case/funding process. <p>Construction</p> <ul style="list-style-type: none"> Work programme is on track. WorkSafe is working in conjunction with NZTA and ACC around possible support of the development of a NZ Construction Industry version of the 'IOSH Managing Safely' training. Developing the Construction Programme Business case prior to being presented to

	<p>the ACC Injury Prevention Design and Delivery Committee for approval.</p> <ul style="list-style-type: none"> ▪ Evaluation now underway to continue to build evidence about the effectiveness of the 'Absolutely Essential Health and Safety Toolkit' booklet in changing knowledge, attitudes, behaviours, and improving health and safety practices amongst SMEs. ▪ Construction Safety Council met on 5 Feb to workshop new goals, commence development of a 90-day plan, and re-look at its terms of reference and membership. Its competency framework (for the whole sector but targeting workers particularly) was launched on 4 April as 'ConstructSafe'. ▪ WorkSafe delivered a 37 venue seminar roadshow on HSWA for Certified Builders, and supported the Master Plumbers, Gasfitters and Drainlayers Association's Health and Safety seminar series (12 regional events presenting HSWA and Safer Construction programme).
	<p>Manufacturing</p> <ul style="list-style-type: none"> ▪ Programme is on track. First meeting was held with industry to discuss the establishment of an H&S Leadership group for the Manufacturing sector on 6 April. ▪ The Injury Prevention Design and Delivery Committee agreed to the funding envelope to support Safer Manufacturing programme for the next 5 years. ▪ The Tranche 1 project business case (i.e. to fund 2016/17 projects) is under development prior to presentation to the joint WorkSafe/ACC Injury Prevention Governance Group (IPGG). ▪ Met with the Meat Industry Association (MIA) on content and use of company health and safety profiles on 15 meat processing companies built by WorkSafe. MIA have assisted with the review for accuracy and clarity and sent the profiles to the companies for feedback. WorkSafe's approach to the sector will be informed by final profiles following this process. ▪ The Absolutely Essential Toolkit for Manufacturing due to go-live 13 April.
	<p>Canterbury</p> <ul style="list-style-type: none"> ▪ Continuing to work well with industry to ensure a Safe Rebuild. Key focus now is programme evaluation and working with industry to ensure the sustainability of the Canterbury Rebuild Safety Charter. ▪ Over 315 Charter signatories and endorsees. The Charter is being reviewed to maximise HSWA alignment. A new Charter website will be up in April. A Charter orientation workshop has been developed and is being piloted. ▪ WorkSafe NSW Australian Inspectors finished their secondment at the end of March. These inspectors have made a significant contribution to the Rebuild since they started work alongside NZ colleagues in November 2013, and will be missed. ▪ Over 6,300 people have attended Charter and WorkSafe events. Another WorkSafe event was held in April focussed on WRH for small businesses. This was fully booked in 3 days and the room extended to hold 300, with standing room only at the event.
<p>Hazardous substances</p>	<ul style="list-style-type: none"> ▪ Q3 work by Technical Programmes and Support focussed on the design and development of the hazardous substances reforms to increase inspectorate capability across the organisation. ▪ Handover from the IRF Asbestos Project Team to the business unit was carried out successfully, including communicating the complex changes to staff and the sector. Feedback from sector indicated that over 450 Class B licence applications would be filed by 4 October deadline. In the first 2 weeks 24 applications (11 Class B) containing 44 nominated supervisors received, with 2 licences being issued and one testing laboratory approved. ▪ Recognise the importance of ongoing work needed to support the new HSNO regulations. HSNO project team will continue to operate post-IRF, has been resourced accordingly to allow this critical work to continue.
<p>High Hazards and Energy Safety</p>	<ul style="list-style-type: none"> ▪ The HH&ES team are progressing well with planned activities. ▪ The Pike River mine resealing plan has been agreed and approved by the Solid Energy Board. Work is scheduled to be completed by the end of August. ▪ Mining Board of Examiners has completed over 65 oral examinations in 2015 and 2016. Continuing Professional Development (CPD) has been gazetted for industry, implementation has begun. High uptake is expected for a series of workshops (April-

	<p>September) on the structure of CPD and how it can work for certificate holders.</p> <ul style="list-style-type: none"> ▪ MHF Regulations passed into law. Focus now on support to applicable PCBUs. Initial engagement through workshops on new Regulations and steps to compliance. ▪ There is a large amount of civil tunnel work underway or planned in the Auckland region. The Extractives team organised the 2016 Tunnel Forum to outline regulatory expectations for the industry. Representatives from all aspects of the industry attended, from designers through to constructors. There was positive feedback on the initiative from industry. ▪ HH&ES continue with a range of stakeholder engagement. Regular operational meetings held with EPA, Maritime NZ, New Zealand Transport Authority, Australian regulators, the European Union, International Regulators' Forum and industry representative bodies across the industry sectors we cover (e.g. PEPANZ, EEA). Work continues to help industry establish new associations. ▪ 16 notifiable Energy Safety accidents have been investigated in Q3 (35 YTD), 11 notifiable accidents under investigation. ▪ A comprehensive review of Energy Safety capacity and capability has been completed, SLT to review. Immediate risks to succession planning and capability have been identified as expectations broaden for technical expertise on electricity and gas to be provided in the workplace.
--	---

<p>Investigations</p> <p><i>Cases of particular interest or significance</i></p>	<ul style="list-style-type: none"> ▪ Race Works Limited: One charge relating to the tank explosion at Salters Cartage in September that killed Jamey Bowring. It is alleged that Race Works failed to take all practicable steps to ensure the safety of its contractor/subcontractor Mr Bowring. ▪ Steelcon Construction Limited and Rodney Bishop: Two charges as employer and Director following the death of a worker in a trench collapse. Both defendants charged (s 49: maximum sentence of a fine of \$500,000 and/or imprisonment for up to 2 years), but charge against the company was withdrawn. Both defendants pleaded guilty. Company convicted and fined \$56,000 and reparation payment of \$121,320. Mr Bishop was convicted and sentenced to 4 months home detention. ▪ NZ School of Outdoor Studies Ltd and Tony Te Ripo: Charges relating to a Malaysian Police Officer who drowned whilst conducting dive training at Lake Puketerini in March 2014. Both pleaded guilty to the charges. Court ordered reparation of \$125,000 be paid to the victim's family and direct financial costs of \$25,000 incurred by the family. NZSOS was also fined \$53,625 and Mr Te Ripo \$10,000. ▪ Victor Davis – appeal: One charge against Mr Davis for obstruction of a health and safety inspector exercising of his duties, including a threat to hit him in the face. Pled not guilty; was convicted after a 1 day Judge Alone Trial and sentenced to a \$20,000 fine. High Court appeal against conviction was dismissed.
---	---

Working Together

<p>Stakeholder engagement</p>	<ul style="list-style-type: none"> ▪ Work on IRF comms and engagement continues to demand considerable resourcing capacity from WorkSafe, further pushing out the timeframe for completing the organisational engagement plan and related tools. ▪ Ongoing work and supporting planning across the business is contributing building blocks to the engagement strategy. Continuing partnership with the Business Leaders H&S Forum (BLH&SF) to work with businesses on HSWA. Engagement on WRH strategy includes work with NZCTU, HASANZ, and Occupational Health Nurses' Association, as well as with BLH&SF to input to a Chief Executive H&S pack. ▪ A joint Comms and Engagement Strategy development presentation and paper was given to the Board in March.
<p>Marketing/public relations</p>	<ul style="list-style-type: none"> ▪ Communications focus remained on supporting HSWA introduction activities with SSE, and ongoing national programmes support. ▪ "Home Time" awareness advertising started with TV advertising from 28 February-1 May. Preliminary quantitative results show 454,000 viewers in target audience (males 25-54) reached. Total of 175,364 people reached via video-on-demand. Radio advertising will centre on the Rock radio station and a specific segment promoting understanding of key HSWA concepts starting from 21 March. Online advertising starts from 21 March and will drive traffic to the new HWSA webpages, including myth busting and supporting web tools.

<p>Worker engagement and participation, and representation (WEPR)</p>	<p>Significant work has been underway to support stronger worker engagement, participation, and representation, with a focus on using many levers across WorkSafe. This includes:</p> <ul style="list-style-type: none"> Integration of WEPR as Harm Reduction Plan initiative and theme in WRH Strategy. Research on 'what works' internationally and data gathering. Publication of formal guidance, tailored web materials for PCBUs, workers and HSRs, case studies and videos, tools for business. Integration of WEPR into Safety Star Rating. WEPR component built into engagement activity. Internal capability for enforcement: all staff and inspector training on WEPR, development of policies and operational guidance.
<p>Work with other agencies</p> <p><i>Ensuring effective coordination, supporting compliance with new legislation</i></p>	<ul style="list-style-type: none"> Work with ACC includes: better aligning ACC claims and WorkSafe injury/fatality notification data sets for easier monitoring and data analysis; improvement to recording, researching, and evaluating WRH issues and establish baselines. Closer linkages and sharing our HSWA comms and training resources with other agencies (including ACC, Maritime NZ, NZTA, CAA, Corrections, Justice, EPA). Work with the EPA on their capability framework to support Exclusive Economic Zone and HSNO EPA enforcement functions. Work on transport agency Memoranda of Understanding progressing well, overarching MOU agreements are nearing their final state. Schedules will be considered next. Information-sharing agreement with Inland Revenue is signed off. Our relationships with Defence, GCSB, and NZSIS are being worked through, with a view to considering and prioritising MOU requirements.

Working Smarter

<p>Implementing the Regulatory Framework (IRF)</p>	<ul style="list-style-type: none"> All critical (Priority 1) elements in place for 4 April HSWA in force date. Priority 2 items on track to be completed when IRF programme concludes 30 June. Remaining Priority 3 items and work to implement the Hazardous Substances regulations are being factored into 2016/17 business planning. Internal HSWA training progressing well, e-Learning and Training Workshops completed. Designated agencies (Maritime NZ and CAA) and the Police were included in the training programme. Preparation for implementation of the Hazardous Substances Regulations continuing, development planning of required safe work instruments to support. Phase 1 external web content all delivered to plan. Includes HSWA web page structure, new information content, resources, and tools. HSWA video web presentation has had strong uptake – 16,800+ YouTube views by end-April of WorkSafe page (does not include views of clip with other organisation; total views will be higher). Positive feedback from wide range of stakeholders on material provided. Phase 2 work under way – supporting Priority 2 processes and adding to range of online resources. Key external guidance completed for 4 April readiness and ongoing implementation work plan through to June in place; there is now more certainty on timing of ACOPs and GPGs. Focus is also on production of web-based HSWA information. IRF delays have meant more Inspectorate involvement with that work. The impact on Assessment numbers was greater than anticipated.
<p>Research and Evaluation</p>	<ul style="list-style-type: none"> Work is on track. Harm Reduction Plan intervention framework underway to guide formative evaluations of planned interventions (and/or business cases). Will be used by WorkSafe to ensure future business cases and their interventions/implementation processes are evidence-based and include a focus on underlying causes and mitigations. Research strategy and plan under development to identify gaps in WorkSafe's knowledge base and methodologies and projects to address these. Local and international research evidence being built to support WorkSafe business cases, including comparable international work to inform NZ-based interventions. National Programmes evaluations: Completing Safer Farms evaluation and finalising report. Research and evaluation on changes in the Forestry sector's rates of harm currently in the field. The Canterbury Rebuild programme agreed evaluation needs.

	<p>Programme will be evaluated for its process and outcomes and a report produced in September.</p> <ul style="list-style-type: none"> ▪ A research paper on international and NZ evidence supporting and prioritising intended WRH interventions is complete; includes identification of specific evidence gaps WorkSafe can prioritise. ▪ Reporting underway for the 2015 Attitudes & Behaviours Survey (see page 8) ▪ A review of the scope and content of the Service Excellence Survey has been completed. The revised SES, along with the 2016 A&B Survey, will include new questions to measure perceptions of WorkSafe as a regulator. ▪ Business case submitted for inclusion of WRH measures in the Health Status Survey (Ministry of Health) following external consultation with experts in this field.
Operational Intelligence	<ul style="list-style-type: none"> ▪ Work is on track. Development and testing of online data visualisation tools continues, including the WRH dashboard and Company Risk, Traffic Light, and Tracking models. Feedback from Christchurch (pilot site) on models has been very positive; inspectors feel they now have more knowledge and intelligence to assist them in guiding duty-holders towards improving their health and safety practices.
Safety Star Rating initiative	<ul style="list-style-type: none"> ▪ Work on the SSR pilot continues. 49 assessments have been completed to date (34 self-assessments and 15 on-site assessments) and 24 others currently underway. ▪ Research New Zealand has been commissioned to undertake an independent evaluation of the SSR pilot. They will be supported support by the SSR Programme team, Infometrics, and the BLH&SF Executive Director. ▪ Feedback from businesses about the pilot has largely been positive to-date. This has included positive feedback about the consultative behavioural based assessment approach and the focus on the SSR being an educative tool supporting businesses own continual improvement activities.
Workforce Development	<ul style="list-style-type: none"> ▪ Draft workforce development plan on track for delivery by 30 December. ▪ Focus this year to complete problem definition/intelligence gathering phase for the workforce development plan's scope including: occupational health (position tested with OHAG), hazardous substances, education and training, and sectors covered by National Programmes. ▪ Considerable work has already been undertaken this year to support/deliver several workforce development initiatives targeting capability and capacity gaps. These have and continue to be achieved through cross agency initiatives, including for example, with industry training organisations, the New Zealand Qualifications Authority and the Tertiary Education Commission. ▪ Health & Safety Representative transition training – managing contract with provider Safety N Action. 7500 registrations by mid-April and training sessions progressing well, bringing us closer to target of 10,000 trained.

Strengthening our organisation

Internal development	<p>Overall on track and positive.</p> <ul style="list-style-type: none"> ▪ The Talent Board for Technical and Specialist Advisory roles now underway. Discussion of overall outcomes scheduled for June. Talent Board for Tier 3 & 4 Managers is now at detailed development planning stage, and mentoring relationships have been established. Mentors have been briefed on their roles and are working with mentees on detailed development plans. <p>Organisation-wide training to support successful HSWA implementation is well underway:</p> <ul style="list-style-type: none"> ▪ WorkSafe delivered targeted HSWA workshop training to 528 Inspectorate and non-Inspectorate groups and regulatory partners including: WorkSafe Board and SLT; WorkSafe Trainers; Response; National Programmes, Legal and Duty Holder Review Teams; nominated Technical support service team members; MBIE Contact Centre; Maritime NZ Board; Police CVIU. ▪ Targeted workshop training and exams (for warranted staff) delivered to 249 employees. 222 (89%) successfully completed and new HSWA Identity Cards issued. Learning and Development is working with managers and general managers to ensure successful completion for remaining warranted staff.
----------------------	---

	<p>Inspectorate capability:</p> <ul style="list-style-type: none"> WorkSafe is part of Governance and Working group supporting the review of regulatory compliance sector qualifications and development of learning solutions to support new qualifications. Enrolment to learn qualification at level 3 is expected to be available in 2016/17. Industry Practice level 2 Agriculture and Manufacturing workshops are in development, pilot programmes have been scheduled for May and June. Response Good Practice was developed and piloted to the Response Team and nominated Assessment and Investigation Inspectors. Development of band 16 Inspector Advanced Investigations and Advanced Assessments Good Practice is underway and will be piloted in June and July.
ICT project	<ul style="list-style-type: none"> Work is expected to be on track following completion of planning process. The programme remains under-budget and is slightly behind schedule, however Release 1 (first pilot with Major Hazards Facility and Petroleum and Geothermal teams) has shifted to 21 March. The Digital Platform Programme is underway and on track. A second pilot trialling Assessment and Investigations functionality is planned for the Palmerston North office in mid-October.
Delivery of core operational policy	<ul style="list-style-type: none"> Work is expected to remain on track. Work continues to fill in the operational policy gaps. Board has signed off the Enforcement Policy and the Response Policy. Eight WorkSafe Positions have been released publicly.
Targeted, Independent Review (TIR) Funding, Fees and Levies reviews	<ul style="list-style-type: none"> TIR report and WorkSafe's response completed in February; publicly released. Agreement from Cabinet to consult on Major Hazard Facilities fees. TOR for Funding Review developed and sent by MBIE to the Minister for endorsement. MartinJenkins commissioned to undertake comparison of corporate functions (benchmarking) against the latest BASS report.

FOCUS FOR NEXT QUARTER

Our focus in Quarter 4 will include:

- Ongoing implementation of HSWA
- Submission for the Funding Review.
- Progressing business and intervention cases for ACC 2016/17 funding for the Injury Prevention Action Plan.
- Finalising WorkSafe's Māori Strategy – Maruiti 2025.
- Publication of the Statement of Intent 2016-2020 and Statement of Performance Expectations 2016-2017.
- Finalising hazardous substances reform programme and inspectorate capability work programme.
- Development of the new Asbestos Workplace Exposure Standard, based on the new asbestos regulations
- Recruitment of Major Hazard Facilities Inspectors, on-boarding Chief Inspector Extractives.
- Finalising and signing memoranda of understanding with transport regulators.
- Inspections Policy and Investigations Policy will be presented to the Board.

HEALTH AND SAFETY IMPACTS

2014 and 2015 Health and Safety Attitudes and Behaviours Surveys

WorkSafe's Health and Safety Attitudes and Behaviours Survey helps us understand what health and safety means to workers and employers. The 2014 and 2015 surveys – part of a three-year survey programme – are now complete and provide a wealth of information about what is happening in New Zealand workplaces and how health and safety is viewed. The main 2015 survey report is scheduled for publication in July.

Over the two years, around 6,000 workers and 3,600 employers took part in the surveys. The survey focusses on four priority sectors – agriculture, forestry, construction, and manufacturing. Workers and employers from other occupations are also included to provide a comparison sector.

The 2015 results allow us to look at changes in attitudes and behaviour and provide some new information. The 2015 survey was completed before HSWA came into force and this should be kept in mind when looking at the results.

Some of the insights from the survey (for WorkSafe's four priority sectors) are summarised below.

Most of the 2015 results show little change from those of 2014. For example:

- workers and employers continue to think that the risk of workers being seriously hurt in their own workplace/business is low (only 15% of workers and 5% of employers thought there was at least a moderate risk of workers being seriously hurt; the 2014 figures were 17% and 6%, respectively)
- most workers (over 6 out of 10 in 2014 and 2015) said they were *very confident* that they had the skills and knowledge to 'keep safe at work'
- around 5 out of 10 workers also said they were *very confident* that they had the skills and knowledge to avoid 'long-term health problems', although it is notable that fewer workers were confident about avoiding health problems than they were about keeping safe
- the amount of serious harm and near misses workers experienced in the last 12 months has not changed (in both years, serious harm was reported by around 2 out of 10 workers and employers and near misses by 3 out of 10 workers and a quarter of employers)
- employers also continue to have a more positive view about health and safety in the workplace than workers do.

There have been some changes. For example:

- for both workers and employers, **fewer people saw their industry as more risky than other industries.** Those who thought their industry was more risky (*higher/much higher*) than others decreased from 54% to 46% for workers and 48% to 43% for employers
- risky behaviours continue to feature in workplaces (see Table 1), but in 2015 **fewer workers and employers said that risky behaviours occurred in their workplace/business;** the figures decreased for 12 out of 13 behaviours for workers and for 9 out of the 13 for employers
- **awareness and knowledge of WorkSafe has increased** among workers and employers; those who said they knew *a lot/quite a lot* about WorkSafe increased from 14% to 25% for workers and 22% to 34% for employers.

New information from the 2015 survey is providing baseline measures for some of the new concepts in HSWA. Reflecting WorkSafe's focus on work-related health, the survey also collects information about workers' exposure to dust and solvents, and the controls in place to minimise exposure. These results will be published over the coming months.

This brief snapshot of the latest survey results shows some encouraging trends. However, overall the awareness of risk remains low and risky behaviours are still a feature of many workplaces. Working together to manage risk, through better worker engagement and participation practices and businesses cooperating, is one of the key principles of HSWA and WorkSafe and its partner organisations are providing new guidance, advice, and tools to help employers and workers understand how to create healthier and safer work environments.

The 2016 survey will take place in October and November (with results in 2017). We anticipate results will show even more positive changes as more workers and employers understand what HSWA means for them.

Table 1: Proportion of workers and employers saying that *workers* are involved in risky behaviour at work 'from time to time' or 'a lot'

% 'from time to time' or 'a lot'	Workers	Employers	% point difference between responses
Work when sick or injured	47% ▼	21% ▼	26%
Work when they are overtired	43% ▼	25% ▼	18%
Take a risk or short-cut on purpose (e.g. to save time)	33% ▼	18% ▼	15%
Make a mistake by being careless or not having their mind on a job	33% ▼	30% ▼	3%
Make a mistake from being under pressure by the boss to get the job done	24% ▼	15% ▼	9%
Make a mistake because they have been working too long or too hard without a break	23% ▼	7% ▼	16%
Get put at risk by working in conditions when work should have been stopped (e.g. bad weather, not enough people on the job)	20% ▼	7% ▼	13%
Get put at risk by something outside of their control (e.g. a freak accident)	17%	12%	5%
Do a risky job that they don't have the right skills for	15% ▼	3% ▼	12%
Get put at risk because our processes or ways we are told to do things are not safe	12% ▼	4%	8%
Get put at risk from not having proper supervision	12% ▼	4% ▼	8%
Get put at risk by a machinery or equipment fault or breakdown	12% ▼	4%	8%
Work when hung-over or stoned	11% ▼	5%	6%

Base: Workers from the four priority sectors (n=2056-2077)

Base: Employers from the four priority sectors (n=1493-1501)

Q36 (W)/Q30(E): How often does someone in your workplace/your business...? (never, hardly ever, from time to time, a lot, don't know)

Key: ▼ significantly lower than the 2014 result at 95% confidence

OUR ENABLERS

Staff (as at 31 March 2016)

Group	Total Staff	Group	Total Staff
Operations and Specialist Services Response and Investigations, Assessments	310	Corporate/Finance	34
High Hazards and Energy Safety	55	Human Resources	23
Operational Policy	96	Legal	14
Strategy and Stakeholder Engagement	32	Communications	11
		Office of the Chief Executive	2
Total		577 (490 Permanent/Temporary employees; 72 contractors; 15 employees yet to start)	

Inspectorate* (as at 31 March 2016)

	Chief Inspectors	Managers	Response/ Assessment/ Investigations Inspectors	Assistant Inspectors	Trainee Inspectors	Duty Holder Review Officers	Admin Support/ Others	TOTAL
Response & Investigations	1	9	31	11	1	6	8	67
Assessments – Northern	1	6	20	15	2	-	8	52
Assessments – Central	1	7	32	18	1	-	9	68
Assessments – Southern	1	7	15	26	-	-	6	55
Secondees	-	-	11	1	-	-	-	12
Total	4	29	98	70	4	6	31	254
190 Health and Safety Inspectors								

The SLT decision to resume trainee recruitment in the new financial year means inspectorate numbers will remain around this number.

Inspector current warrant status

	No Warrant	HSE Warrant only	HSE and HSNO Warrant	TOTAL
Response & Investigations	7	22	20	49
Assessments – Northern	2	21	14	37
Assessments – Central	1	37	13	51
Assessments – Southern	-	32	9	41
Secondees	-	3	9	12
Total	10	115	65	190

* Excludes High Hazards Unit (14 Inspectors). 3 Quarry Inspectors in the HHU are included in the 200 target for 30 June 2016.

As at 31 March 2016, 72 HSE-warranted Inspectors have completed the HSNO learning programmes. All inspectors will be appropriately warranted by the time the regulations are in place. The Operations and Support Group commenced a HSNO work programme which includes an active focus on coaching and mentoring inspectors towards achieving the on-job component of their HSNO warrant. In addition, six inspectors based across New Zealand have been seconded into the new role of "Hazardous Substances Inspector", which includes a focus on supporting Inspectorate Capability Development. Scoping is

underway to continue this work into the next financial year with specific measures around HSNO warranting.

Finance

The year to date position is a \$1.0m surplus, compared to a planned deficit of \$1.8m. The result is split as follows:

- Workplace Health and Safety- \$0.1m surplus against \$2.6m planned deficit
- Energy Safety – \$0.9m surplus against \$0.8m planned surplus.

Expenditure has picked up with the implementation of the HSWA, and this trend of higher spending is forecast to continue. We forecast that the current YTD actual surplus of \$1m will move to a deficit position, but is unlikely to reach the originally planned \$6m deficit. Work anticipated to be complete during 2015/16 and funded from prior years surpluses will continue into 2016/17.

Financial Performance (1 July 2015 to 31 March 2016)					
\$000	YTD Actual (Q3)	YTD Budget	Variance	Estimated Outturn (year-end estimate)	SPE Budget (year-end estimate)
Revenue					
Revenue Crown	65,146	65,146	0	86,862	85,994
Interest Revenue	605	508	97	689	500
Other Revenue	1,802	1,826	(24)	2,170	841
Total Revenue	67,553	67,480	73	89,722	87,335
Expenditure					
Personnel & Contractors	42,324	42,970	646	57,503	55,161
Other Expenditure	23,346	25,479	2,133	33,060	36,368
Depreciation	712	688	(24)	925	1,533
Capital Charge	143	147	4	198	600
Total Expenditure	66,525	69,284	2,759	91,686	93,662
Surplus/(Deficit)	1,028	(1,804)	2,832	(1,965)	(6,327)

Changes in Equity (as at 31 March 2016)				
\$000	YTD Actual (Q3)	Estimated Outturn (year-end estimate)	SPE Budget (year-end estimate)	
Equity at beginning of year		17,549	17,549	17,761
Capital contribution from the Crown		5,797	5,797	4,415
Energy Safety surplus to the Crown		(911)	(1,000)	(850)
Net Surplus/(Deficit)		1,028	(1,965)	(6,327)
Equity as end of the period		23,463	20,381	14,999

Summary Balance Sheet (as at 31 March 2016)			
\$000	YTD Actual (Q3)	Estimated Outturn (year-end estimate)	SPE Budget (year-end estimate)
Assets			
Cash and Bank	27,680	19,193	3,389
Debtors	582	331	500

Summary Balance Sheet (as at 31 March 2016)			
\$000	YTD Actual (Q3)	Estimated Outturn (year-end estimate)	SPE Budget (year-end estimate)
Fixed Assets	8,632	11,749	16,699
Total	36,894	31,273	20,588
Liabilities			
Creditors and Payables	6,147	4,640	849
Employment Liabilities	4,992	5,252	3,890
Energy Safety Surplus Repayable	2,292	1,000	850
Total	13,431	10,892	5,589
Equity			
Opening equity	17,549	17,549	17,761
Capital Injection	5,797	5,797	4,415
Energy Safety Surplus	(911)	(1,000)	(850)
YTD surplus	1,028	(1,965)	(6,327)
Grand Total	23,463	20,381	14,999

Given the projected increased level of cash at 30 June 2016 and changes in expected timing of capital expenditure, deferral of \$6.552 million of budgeted capital injection from 2015/16 to 2016/17 was included in the March Baseline Update and is reflected in these figures.