



# WORKSAFE

## Te Pūrongo ā-Tau o Mahi Haumaru Aotearoa

Annual Report

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2022/23



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# Ngā tūruapō

## VISION

**Ka haere ngā tāngata katoa ki te mahi, ka hoki hauora, haumaru mai ki te kāinga**

Everyone who goes to work comes home healthy and safe

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# Te aronga

## MISSION

**Kia tāhū nui te hauora, te haumaru i ngā wāhi mahi o Aotearoa**

To transform Aotearoa's workplace health and safety performance towards world-class

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# Ngā mātāpono

## VALUES

**Whakakotahi – Kia whakakotahi, kia aronui tahi tātou**

We're united in a strong purpose

**Tiakina mai – Kia tiakina i roto i ngā mahi katoa**

We're entrusted with a duty of care

**Kōrero mai – Kia whakapāpā tahi tātou**

We engage meaningfully





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# Kupu whakataki

## Foreword



A handwritten signature in black ink, appearing to read 'J Kerr'.

**Jennifer Kerr**  
Chair



A handwritten signature in black ink, appearing to read 'B Moran'.

**Bill Moran**  
Deputy Chair

**Ka haere ngā tāngata katoa  
ki te mahi, ka hoki hauora,  
haumaruru mai ki te kāinga.**

Everyone who goes to work  
comes home healthy and safe.

WorkSafe New Zealand is Aotearoa's primary health and safety regulator. Our role is to help secure the safety of workers and workplaces through effective regulation. Aotearoa has made progress in the past 10 years, most notably in sustained reductions in the number of fatal work accidents and an overall downward trend in serious non-fatal injuries, but there is still more to be done, particularly to reduce inequities such as those between Māori and non-Māori.

A new Board Chair, Jennifer Kerr, and a new Executive Leadership Team were appointed during the year. WorkSafe maintained its primary focus on its core regulatory activities, which have included supporting the recovery from Cyclone Gabrielle and other North Island weather events and preparing for the Whakaari | White Island trial. Supporting businesses to manage the health and safety impacts of COVID-19 was a focus earlier in the year.

There has been significant progress in engaging with hāpori Māori (Māori communities) in areas and industries where there are high numbers of kaimahi Māori (Māori workers) and higher risks of harm such as the forestry industry in Te Tairāwhiti | Gisborne.

Programmes aimed at Pacific workers have been extended to reach migrant communities in high-risk industries such as manufacturing.

WorkSafe has continued to improve technology to support its work across Aotearoa. This has included migrating to a new ICT platform, which is already making it easier for people who make notifications or apply for licences. This new platform is also setting WorkSafe up to generate insights from data much more efficiently in future. Richer insights, spanning multiple industries, are empowering operational staff with better information and facilitating well-informed decisions across senior leadership.

Results of the Impact Effectiveness Monitor survey show how WorkSafe is making a difference. Over three-quarters of respondents (77%) reported health and safety improvements as a result of contact with WorkSafe. This demonstrates that the assessment mahi of our frontline Inspectorate is effective in driving improved health and safety performance in businesses. The survey also showed the usefulness of WorkSafe's guidance materials for businesses, with most respondents (79%) rating at least one of these resources as very or extremely useful.

Looking to the future, WorkSafe has developed a programme of work, supported by the Ministry of Business, Innovation and Employment (MBIE) and the Treasury, to implement recommendations from the strategic baseline review conducted in 2022. The review found that, while WorkSafe is performing its core regulatory functions, there is work to do to achieve a sustainable funding model and clarity about the outcomes WorkSafe is delivering for New Zealanders. WorkSafe agreed with the recommendations and will continue to implement them, including developing a clear and consistent strategy. This is critical to enable WorkSafe to develop an investment case for a sustainable funding model. WorkSafe is also working through a change process to streamline activities to focus on core functions while delivering the services New Zealanders expect of their health and safety regulator.

## Whāia te iti kahurangi, ki te tuohu koe, me he maunga tikitike

Follow your treasured aspirations; if you falter, let it be because of insurmountable difficulties

Tōia mai e te ao mārama  
te ara whakakotahi  
te ara ka haumarū.  
I a tātou i te mahi  
tiakina mai  
kia hoki hauora ki te kāinga,  
kia kōrero mai  
mō te haumarū o te tangata.  
Haumi e, hui e, tāiki e.

The world of light brings forth  
a pathway of togetherness  
a pathway that keeps us safe.  
While we are at work  
take care of us  
that we may return home safe and well,  
that we may ensure  
the safety of the people.  
Let it be affirmed, it is so.

This Annual Report is submitted by WorkSafe New Zealand in accordance with the Crown Entities Act 2004.

Presented to the House of Representatives pursuant to section 150 of the Crown Entities Act 2004.

We use te reo Māori throughout this document to acknowledge Māori as tangata whenua and te reo Māori as an official language of Aotearoa. WorkSafe is on a journey to build our capacity in te ao Māori and tikanga Māori capability and to use more te reo Māori.

We have translated key headings, quotes and words. Our approach is to put te reo Māori and English headings and quotes side by side. Where we have translated a key word, we will use te reo Māori and translate the word into English the first time we use it in each section. We will then use te reo Māori. This is part of our work to make te reo Māori part of everyday life at work at WorkSafe.



# RĀRANGI TAKE

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# Mō Mahi Haumaru About WorkSafe

## WorkSafe's role

WorkSafe, Mahi Haumaru Aotearoa, was established under the WorkSafe New Zealand Act 2013 in the wake of the Pike River mining disaster. The foundation for WorkSafe's role is the Health and Safety at Work Act 2015, enacted to provide for a balanced framework to secure the health and safety of workers and workplaces. WorkSafe is also responsible for regulating under the:

- Gas Act 1992, enacted to protect the public in relation to gas and provide for the regulation, supply and use of gas
- Electricity Act 1992, enacted to protect the public in relation to electricity and provide for the regulation, supply and use of electricity.

WorkSafe is a Crown agent monitored by the MBIE on behalf of the Minister for Workplace Relations and Safety.

The organisation works across all Aotearoa's wāhi mahi (workplaces), including major hazard facilities (such as power plants and chemical manufacturers) and the petroleum, geothermal and extractive industries, including tunnelling and quarrying operations.

Every year, WorkSafe inspectors visit workplaces to promote workplace health and safety, educate employers and employees, monitor activities and assess workplace practices. The organisation responds to potential health and safety issues when notified and investigates possible non-compliance. Where necessary, WorkSafe issues warnings and takes enforcement action.

## Functions

WorkSafe is the government's primary health and safety at work regulator. Its statutory functions under the WorkSafe New Zealand Act 2013 are a mix of specific regulatory functions (such as licensing and enforcement) and broader system-focused functions (such as fostering relationships between duty holders and workers). This provides scope to focus on the areas that most require attention. WorkSafe receives between 10,000 and 20,000 health and safety notifications and concerns each year. This means WorkSafe must prioritise its resources to where they can make the biggest impact. WorkSafe uses data and insights to identify where to focus its efforts.

To protect public safety, WorkSafe regulates high-risk activities such as adventure activities and scaffolding. WorkSafe is also responsible for energy safety for all of Aotearoa, including the safe production, supply and use of energy and the safety of gas and electrical products.







## WorkSafe Board

WorkSafe is governed by a Board appointed by the Minister for Workplace Relations and Safety in accordance with the WorkSafe New Zealand Act 2013. The Board provides governance and leadership, sets WorkSafe's strategic direction and guides the organisation's work programme.

The Board members bring a wealth of shared expertise across workplace health and safety as well as experience at the highest levels of the public and private sectors. During 2022/23, the Minister appointed Jennifer Kerr as the new Board Chair, succeeding Ross Wilson.

The Board is supported by two committees:

- The Audit, Risk and Finance Committee monitors WorkSafe's finances and provides independent assurance and advice to the Board relating to WorkSafe's risk, control and compliance framework as well as its external accountability responsibilities.
- The People Remuneration and Diversity Committee reviews and advises the Board on measures to improve the health, safety and wellbeing of WorkSafe people, talent strategy, diversity, senior leader succession planning and WorkSafe's remuneration policies as well as environmental sustainability policies.

The Board is also supported by Te Kāhu Mātai, an advisory group of iwi, business and union partners.

## Working with others

Workplace health and safety is everyone's responsibility. By working with partners in the health and safety system, WorkSafe can help reduce the levels of work-related ill health, injury and fatality. By focusing on higher-risk industries and workers at greater risk of harm, WorkSafe and others in the health and safety system can make a measurable difference. Safer, healthier work benefits not just workers but also their whānau and hapori whānui (communities).

WorkSafe has a key role in engaging with businesses, unions, workers and others. The organisation also works closely with other government agencies in the health and safety system, including MBIE, the Accident Compensation Corporation (ACC), Maritime New Zealand, Waka Kotahi and the Civil Aviation Authority of New Zealand.

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# WorkSafe kaimahi

## Kaimahi

WorkSafe's people use their knowledge and expertise to improve healthy and safe work and equitable outcomes for all kaimahi in Aotearoa.

WorkSafe's organisational focus over 2022/23 has been on continuing to build the culture, capability and capacity needed to deliver WorkSafe strategy and meet government priorities.

At 30 June 2023, WorkSafe had a total of 766 permanent and fixed-term employees (753.3 FTEs), which is consistent with the number of employees in 2021/22.

### Staff turnover

16.7%

Permanent voluntary turnover as at 30 June 2023

Involuntary turnover is 1.1%

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### Average length of service

4.2 YEARS

An increase from 3.7 years in 2021/22

**Note:** This figure relates to service since WorkSafe was established. Comparative figures recognising kaimahi service that includes both WorkSafe and its predecessors are 5.6 years at 30 June 2023, an increase from 5.4 years at 30 June 2022.

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### Average age

45.9 YEARS

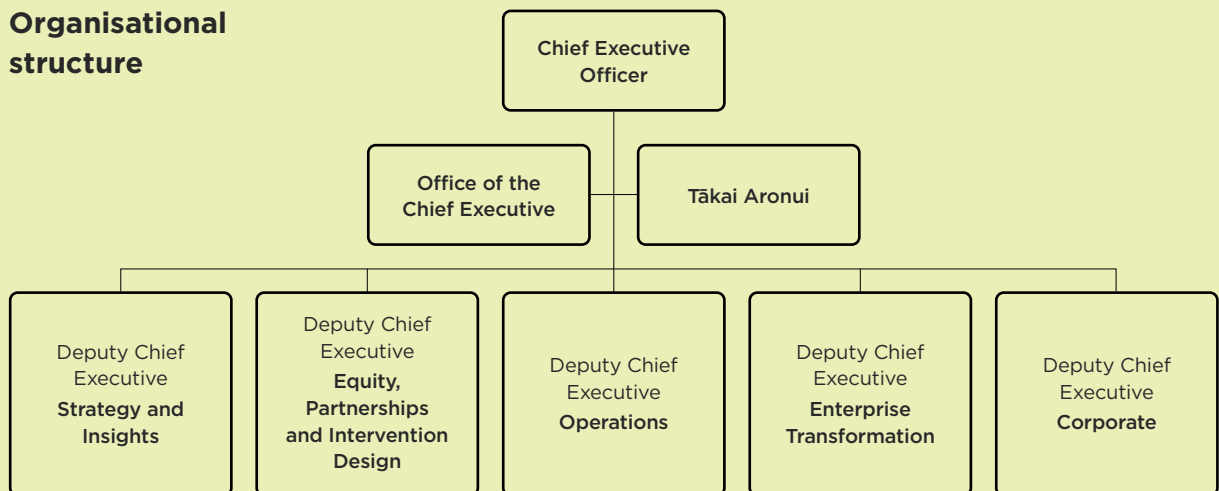
A slight increase from 45.5 in 2021/22

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### Funding 2022/23



### Organisational structure



## Pasifika communities engagement fonos

Engagement with Pasifika communities is critical for WorkSafe to understand the high rate of serious injury for Pasifika workers, which is 35% higher than non-Pasifika. It is important that WorkSafe develops strong and trusting relationships with Pasifika communities to understand how to develop solutions to reduce workplace harm for these communities.

To help meet these challenges, WorkSafe held a series of Pasifika community engagement fonos using the talanoa approach. This is a Pasifika research methodology that uses informal or unstructured discussion to gain an understanding by gathering and analysing individual narratives.

WorkSafe kaimahi engaged with small focus groups from across sectors, industries and communities. Six fonos were held between October and December in Auckland, Hawke's Bay, Wellington and Christchurch with small focus groups from across sectors, industries and communities.

These fonos provided WorkSafe with the opportunity to listen to ideas that may improve health and safety outcomes for Pasifika workers and provided opportunities for Pasifika community members to contribute to WorkSafe plans for interventions. These fonos also increased the visibility and understanding of health and safety issues among participants while also sending a message of WorkSafe's intent to work more collaboratively with Pasifika communities in the future.

WorkSafe kaimahi work in 18 locations across the motu. Kaimahi are organised into six teams, the largest being the Operations group, which focuses on frontline services:

- **Operations** provides frontline delivery, including inspecting workplaces, developing guidance products, specialist interventions, energy safety and managing hazards.
- **Equity, Partnerships and Intervention Design** designs culturally responsive programmes and interventions that aim to stop work harm before it happens by partnering with others to address key risks and issues aligned to WorkSafe's strategic priorities.
- **Strategy and Insights** designs WorkSafe's strategy, regulatory frameworks and legislative mechanisms such as regulations, safe work instruments, exemptions and standards.
- **Enterprise Transformation** includes digital transformation such as a new internal digital platform for core regulatory services and a customer-facing self-service portal to enhance customer experience.
- **Corporate** provides core corporate and enabling functions, including people and culture, legal, safety, property, business planning, Ministerial servicing, performance reporting, finance, risk and compliance, to provide a consistent and connected service to the rest of the organisation.
- The **Office of the Chief Executive** supports and advises the Chief Executive and supports the Board.



## How statutory functions link to WorkSafe’s activities

STATUTORY FUNCTIONS (Section 10 WorkSafe New Zealand Act 2013)	WORKSAFE ACTIVITIES	BUSINESS GROUPS	ACTUAL (\$m)	BUDGET (\$m)
<ul style="list-style-type: none"> <li>- Advise on the operation of the work health and safety system</li> <li>- Make recommendations about the level of any funding that WorkSafe requires to carry out its functions effectively</li> <li>- Promote health and safety initiatives through partnership and collaboration</li> </ul>	Lead, engage and influence	Equity, Partnerships and Intervention Design  Corporate Office of the Chief Executive Strategy and Insights	16.0	15.9
<ul style="list-style-type: none"> <li>- Publish information about WorkSafe’s approach to enforcing compliance and its performance standards for completing investigations</li> <li>- Provide guidance, advice and information on work health and safety</li> <li>- Promote and coordinate the sharing of information that contributes to work health and safety</li> <li>- Collect, analyse and publish statistics relating to work health and safety</li> </ul>	Educate, guide, inform and learn	Operations Enterprise Transformation Strategy and Insights Equity, Partnerships and Intervention Design	39.1	39.8
<ul style="list-style-type: none"> <li>- Foster relationships between duty holders and people owed duties</li> <li>- Foster a cooperative and consultative relationship with the Environmental Protection Authority</li> </ul>	Build capability and worker participation	Equity, Partnerships and Intervention Design  Operations	6.4	6.6
<ul style="list-style-type: none"> <li>- Make recommendations for changes to improve the effectiveness of the work health and safety system</li> <li>- Promote and support research, education and training in work health and safety</li> </ul>	Innovate, design, implement and evaluate	Strategy and Insights	10.3	10.2
<ul style="list-style-type: none"> <li>- Develop codes of practice</li> <li>- Develop safe work instruments</li> </ul>	Authorise, oversee, assess and audit	Operations Strategy and Insights	21.1	22.4
<ul style="list-style-type: none"> <li>- Investigate, enforce and hold to account</li> </ul>	Monitor and enforce compliance with relevant health and safety legislation	Operations Corporate	64.0	65.2
<b>TOTAL</b>			<b>156.9</b>	<b>160.1</b>

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# Te Titikaha ki te Tiriti o Waitangi

## WorkSafe's commitment to the Treaty of Waitangi

WorkSafe works with kaimahi Māori, whānau, hāpori whānui, hapū, iwi and others collectively to improve the health and safety of kaimahi and wāhi mahi. Te ao Māori and tikanga Māori capacity and capability have been established within WorkSafe to support this.

Māori kaimahi experience a rate of serious injury at work that is on average 31% higher than non-Māori across all industries and sectors nationally. WorkSafe is committed to helping reduce the higher rates of work harm for Māori.

WorkSafe recognises the importance of collaborating to design delivery initiatives with kaimahi Māori and whānau at the centre. WorkSafe's Māori Partnerships team Te Pou Ora leads WorkSafe through this work by implementing WorkSafe's Maruiti strategy, which focuses on reducing fatalities and serious harm and health impacts on Māori in the workplace. WorkSafe is committed to continuing to build the relationships it needs to work with and for Māori. Twenty-three partnership arrangements are now in place and will contribute to WorkSafe's first milestone of an overall 10% reduction in harm (measured by weeks away from work) for Māori.

WorkSafe has increased the number of kaupapa Māori harm prevention projects and initiatives in operation. These projects and initiatives have been designed to include an ao Māori approach and to make a measurable difference to kaimahi Māori. Targeted kaupapa Māori harm prevention plans are under way in regional locations where kaimahi Māori are at the greatest risk of serious harm. These locations and industries include Te Tairāwhiti | Gisborne, in the forestry sector, Te Waipounamu | South Island in the construction sector, Te Moana a Toi | Bay of Plenty in manufacturing and Te Matau-a-Māui | Hawke's Bay with cyclone relief and agriculture.

The regional programmes used wānanga as the vehicle to enable a collective approach. Continuous feedback loops ensured WorkSafe designed programmes reflective of regional, kaimahi and iwi needs. At the conclusion of all wānanga, feedback was gathered to inform future design.



WorkSafe is committed to upskilling its kaimahi and this has yielded positive outcomes. Guidance from Te Pou Ora and te ao Māori training is providing kaimahi with the ability to be confident with the expression of te reo Māori through karakia, mihi, pepeha, waiata and Māori customary tikanga such as mihi whakatau. This growing confidence is strengthening how WorkSafe kaimahi can work. This marks significant progress from 2020 where only a few WorkSafe kaimahi had similar understanding.

Since 2021, WorkSafe has updated 40 operational and strategic policies to be consistent with te Tiriti o Waitangi principles and te ao Māori. Improvements in policy improves representation for Māori, which may improve outcomes and in turn benefit all New Zealanders.

Over the year, WorkSafe has developed a kaupapa Māori evaluation and monitoring framework to measure the shift of ao Māori capability maturity and growth.

As a Crown entity, WorkSafe assists the Crown in meeting its Treaty obligations and is expected to contribute to strengthening Māori Crown relationships.

Further information can be found under **Putanga toru: Mana ōrite** | *Outcome 3: Equitable health and safety outcomes and Cultural competence* on page 49.



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# Te wāhi mahi

## Operating environment

Factors in WorkSafe's operating environment during 2022/23 included:

- climate change and the North Island weather events, including Cyclone Gabrielle
- Whakaari | White Island trial
- growth in workforce and businesses
- COVID-19.

### **Cyclone Gabrielle and other extreme weather events**

From February 2023, a major focus for WorkSafe has been supporting businesses and workers to recover from several major weather events in Auckland, Northland and Hawke's Bay. WorkSafe has supported the government response and staff have provided on-the-ground support to local emergency management teams.

WorkSafe's response has included the following:

- Engaging with iwi and Māori groups in the area. For example, WorkSafe engaged with Ngāti Kahungunu iwi on the Cyclone Gabrielle recovery following concerns from kaimahi Māori related to health and safety risks during the recovery work of the region. Together with iwi Te Rūnanga o Tūrangānui a Kiwa iwi, a forestry emergency group has been established to work with Gisborne Civil Defence to ensure any future emergency response includes prioritising the safety of kaimahi during recovery.
- Providing information and resources relating to working in and around contaminated water, asbestos and energy safety. Key information was also shared with local and regional emergency management teams in the affected areas. WorkSafe also provided an asbestos risk management communication and information package to the National Emergency Management Agency for the cyclone recovery response. Resources were available on WorkSafe's website and shared via social media and newsletters.
- Inspectors have been visiting worksites where they have received notification of asbestos removal work (as part of the demolition of affected buildings) to check that asbestos management plans are in place and adequate mitigation controls are implemented appropriately.
- WorkSafe has visited farms and horticulture businesses to ensure workers understand and can identify risks associated with contaminated silt, including the risk of exposure to farm run-off, chemicals and sewage. Around 3,350 Recognised Seasonal Employer (RSE) workers were contracted for the harvest season and were working in Hawke's Bay when Cyclone Gabrielle hit. Inspectors have visited sites with the Labour Inspectorate where RSE workers were employed to support the recovery efforts and to ensure they are well supported to undertake healthy and safe work.



- Black mould continues to be a health concern for WorkSafe. WorkSafe released information on preventing and cleaning up mould and has engaged with contractors involved in the clean-up of hazardous mould.
- WorkSafe inspectors have started visiting infrastructure and roading worksites as Waka Kotahi and district councils turn their attention to rebuilding damaged roads and bridges in the region. This civil construction focus will support inspectors to bring wider awareness of risks associated with working around machinery, exposure to dusts and ensuring good worker participation processes are in place for workers.
- WorkSafe continues to take a proportionate approach to businesses that are still being impacted by these events.

## **Whakaari | White Island trial**

On 9 December 2019, 22 people died and 25 others were injured when Whakaari | White Island erupted. After a complex investigation, WorkSafe charged 13 parties – 10 organisations and three individuals – for alleged health and safety breaches in the lead-up to the eruption.

One defendant pleaded guilty in March 2022 and was convicted and fined \$227,500.

Before the trial began in July 2023, four defendants pleaded guilty and one defendant pleaded guilty to one amended charge and a further charge was dismissed.

The trial commenced on 10 July and took place in one of Auckland's largest courtrooms to accommodate the many people involved, including victims' families, legal teams and media. Six defendants stood trial.

During the trial, five defendants successfully applied to have charges against them dismissed under section 147 of the Criminal Procedure Act 2011. At the time of writing, WorkSafe is still considering whether to appeal the decision in favour of two of these defendants.

The Court's decision regarding the remaining defendant will be delivered on 31 October 2023. This will be followed by the sentencing of all guilty parties including those who pleaded guilty prior to trial but are yet to be sentenced. The date of sentencing is to be set.

## **Workforce and enterprise growth**

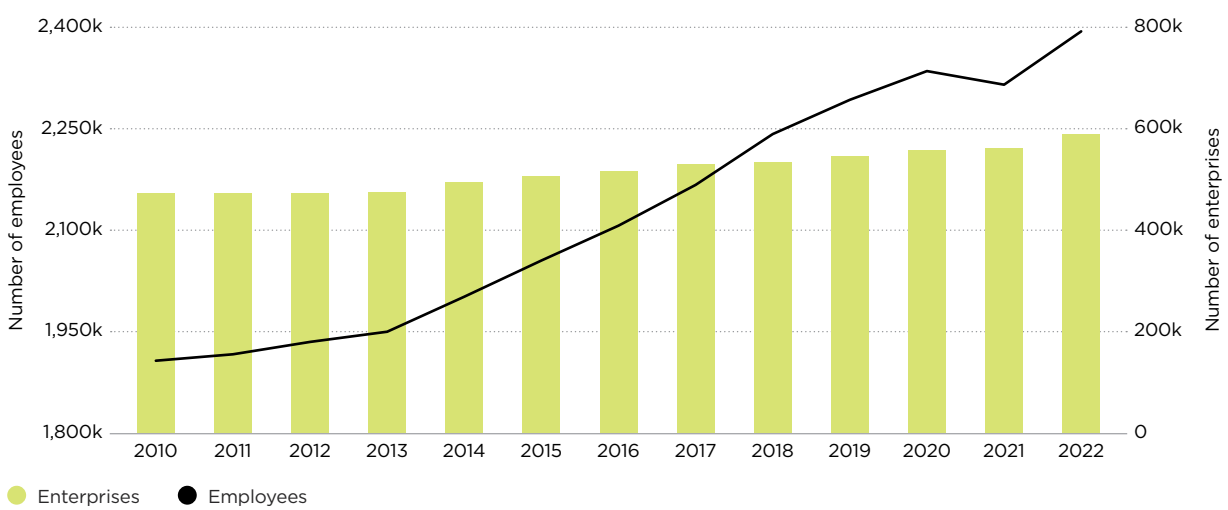
Both the number of businesses in Aotearoa and the number of employees have been growing over time. Stats NZ 2022 figures showed that the major contributor was the construction industry. The healthcare and social assistance industry continues to be the largest employer. Professional, scientific and technical services had also grown. There were decreases in employee numbers in retail; agriculture, forestry, and fishing; arts and recreation services; and accommodation and food services.

The Auckland region accounted for 35% of all business locations and employees in the country, and continues to grow. In all regions except Hawke's Bay, Tasman, Marlborough and the West Coast, the number of employees increased by more than 2%.

This growth in enterprises and workforce, particularly the high-risk construction industry, creates increased demand for WorkSafe engagement.



Number of enterprises and employees at February 2010–2022



New Zealand business demography statistics at February 2022 | Stats NZ

## COVID-19 response 2020/21–2022/23

WorkSafe had a critical role to educate and ensure employers complied with duties under the COVID-19 Public Health Response Act 2020.

Efforts were targeted in:

- providing support for industry health and safety leadership groups
- compliance and education
- prosecutions.

### Providing support for industry health and safety leadership groups:

WorkSafe received \$3.7m from the COVID-19 Response and Recovery Fund in Budget 2020 to support industry health and safety leadership groups to retain core capacity to deliver planned health and safety activities, which was distributed in two funding rounds.

**Compliance and education:** To enable WorkSafe to deliver its COVID-19 role, Cabinet approved \$3.533m operating and \$0.840m capital funding for WorkSafe's COVID-19 compliance and enforcement role in 2021/22. A further \$7.7m operating and \$1.5m capital was appropriated in 2022/23.

In February 2022, 20 authorised officer positions were established to carry out WorkSafe's response to public complaints and notifications received relating to COVID-19 non-compliance in New Zealand workplaces. WorkSafe appointed over 30 people into COVID-19 related roles. Only two roles were filled by contractors with the remaining roles occupied by full-time employees who have since been redeployed to support the Inspectorate and be ready to provide support for any future health and safety national responses. The funding also assisted the establishment of iwi Māori community advisors who support community-led engagements relating to reducing the transmission of COVID-19 in the workplace and promoting COVID-19 vaccination.

Between 2020/21 and 2022/23, inspectors carried out the following number of COVID-19 assessments, which resulted in 160 notices being issued:

	2020/21	2021/22	2022/23
COVID-19 assessments	2,358	7,980	45

Budget 2022 funding was also used to establish new digital systems to manage COVID-19 notification breach notifications online. Between 2020/21 and 2022/23, WorkSafe received the following number of notifications:

	2020/21	2021/22	2022/23
COVID-19 notifications	Unknown	9,080	645

The most common COVID-19 breach notification types related to workers not wearing face coverings and hospitality services not following guidelines.

As New Zealand's COVID-19 Protection Framework shifted to minimising the impact of and providing protection from COVID-19, WorkSafe focused on prevention and education by:

- raising awareness and understanding of effective COVID-19 controls at work
- responding to notifications of concern about COVID-19 – using this as an education and engagement opportunity with business

**AUTHORISED OFFICER  
POSITIONS ESTABLISHED**

20

- understanding other COVID-19 workplace impacts such as fatigue and mental health
- ensuring compliance with COVID-19 health orders in the workplace
- increased focus on equity through engagement with iwi communities.

**Prosecutions:** There have been 10 charges laid against eight different defendants. Two charges are still before the courts. Seven found in WorkSafe’s favour and one was unsuccessful.

	2020/21	2021/22	2022/23
COVID-19 prosecutions	3	7	0

## Joint ports activity with Maritime New Zealand

This year, WorkSafe inspectors and Maritime Officers worked together to fully utilise the sets of regulatory tools available to them by planning and undertaking joint visits to each of New Zealand’s 13 international ports.

These visits focused on work undertaken in the port and included traffic management, working under suspended loads, working in and around vehicles, falls from height, stacking, handling and falling cargo, worker engagement, worker-related health, including fatigue, overlapping duties, personal protective equipment and leadership. The overall outcome

of these worksite assessments suggests that many risks are managed adequately but that there are still some improvements required related to traffic management, contractors and falls from height.

Over the year, there has been a decrease in enforcement action across the sector, which suggests an improvement in the overall port health and safety system. These visits have also led to agreed sector-led actions. WorkSafe’s Inspectorate has presented the overall findings of this activity to the Port Industry Association.



## Regulatory activity

WorkSafe activity over 2022/23:

### Investigated and responded to issues and notifications

- Received 8,654 notifications of health and safety issues
- Undertook 10,426 assessments both planned and in response to notifications
- Undertook 119 health and safety investigations
- Undertook 316 gas and electricity investigations

### Authorisation activity – licensing, registrations, approvals and supporting activities under the Health and Safety at Work Act 2015 (HSWA) and associated regulations

- Administered 15 authorisation regimes
- Issued 587 controlled substances licences
- Issued 254 certificates of competence for mining, quarrying and tunnelling operations
- Granted or renewed 239 certificates of competence for occupational divers
- Granted or renewed 129 licences for asbestos removal operators and assessors
- Registered or reregistered 61 adventure activity operators
- Registered or reregistered 212 amusement devices
- Granted or renewed 17 authorisations to compliance certifiers
- Approved 30 hazardous substances controls applications
- Granted 57 test station applications
- Accepted and decided 1 petroleum safety case
- Accepted 2 major hazard facilities safety cases
- Received 37 applications for exemptions

### Issued notices and warnings

- Issued 1,279 sustained compliance letters
- Issued 1,364 directive letters
- Issued 4,463 improvement notices
- Conducted 43 duty holder reviews
- Issued 1,129 prohibition notices
- Issued 31 energy safety warnings
- Issued 175 non-disturbance notices
- Issued 1,363 HSWA verbal directions
- Issued 18 HSWA infringement notices

### Developed legal instruments

- Completed 7 safe work instruments

### Assisted businesses to do the right thing

- Reviewed 51 principal hazard management plans
- Issued 3 high-risk activity notifications
- Reviewed 54 mine plans
- Completed and decided 87 major hazard facilities notifications
- Audited 142 product suppliers
- Audited 258 products
- Reviewed 78 well operation and well workover notifications for petroleum operations
- Reviewed 79 details of works notifications for geothermal operations
- Completed 100 certification audits
- Completed 78 installation audits

### Coronial activity statistics

Under s200 of HSWA, WorkSafe:

- provided 35 investigation reports
- confirmed 182 notifications to the Coroner
- satisfied 360 requests for information under s118 of the Coroners Act 2006, s120 directions or requests for comment on provisional findings from the Coroner
- managed receipt of 44 Coroner’s findings (4 with recommendations)

### Prosecutions

- Carried out 37 file reviews recommending prosecution
- Completed 108 Criminal Disclosure Act 2008 requests for health and safety prosecutions commenced
- Disposed 72 prosecutions

### Enforceable undertakings

- |                             |                            |
|-----------------------------|----------------------------|
| By WorkSafe (s123 of HSWA): | By court (s156 of HSWA):   |
| - Accepted 2                | - Ordered 1                |
| - Discharged (completed) 2  | - Discharged (completed) 1 |

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# Te tū Mahi Haumaru

## WorkSafe's performance story 2022/23

### WorkSafe's effectiveness as a regulator

As part of its role as regulator, WorkSafe seeks to understand satisfaction levels among the businesses it regulates and its impact on the health and safety system. WorkSafe's Impact Effectiveness Monitor survey was undertaken in 2023 to find out if WorkSafe's interactions with businesses result in changes to how employers and workers behave, think and feel about work-related harm.

The results of the survey showed:

- over three-quarters of respondents (77%) said their business had identified health and safety improvements as a result of its contact with WorkSafe
- most respondents (87%) had made or were planning to make improvements voluntarily (rather than being required to by WorkSafe)
- 78% reported their changes required little effort
- the main drivers of change were to protect the health and safety of workers (85%) and because their business was continually looking to improve health and safety (72%).

### WorkSafe's guidance and information were used and valued

- 75% of respondents said their business had used at least one of the WorkSafe guidance materials in the last 12 months.
- Most users of WorkSafe guidance materials (79%) rated at least one of these resources as very or extremely useful.

### WorkSafe educates businesses

- 59% of respondents said they know more about what they need to do about health and safety in the workplace as a result of contact with WorkSafe.

These results help WorkSafe to understand its impacts and effectiveness in the health and safety system and support WorkSafe's continuous improvement as an organisation.

Businesses made changes to health and safety practices as a result of contact with WorkSafe.

## Evidence-based delivery and prioritisation

In 2022/23, WorkSafe published a series of sector profile reports drawing together insights from three major surveys it undertook in 2021/22: Workforce Segmentation and Insights Programme Survey, New Zealand Psychosocial Survey and New Zealand Carcinogens Survey. Combined with up-to-date information on accepted ACC work-related claims for each sector, the profile report compiles a picture of work-related health and harms in priority sectors.

WorkSafe has been migrating its data management and analytics functions from MBIE to a new cloud-based platform, which will enable WorkSafe to make fuller use of modern analytics tools and approaches.

## Supporting worker voice

WorkSafe focuses on ensuring workers are engaged and active participants in the health and safety system.

### Construction

To support migrant worker voice in commercial construction, WorkSafe inspectors conducted 6,380 assessments that included on-site discussions with a focus on supporting worker voice. Inspectors are increasingly focusing on engaging in ways that reflect the different cultures of workers to support workers to understand health and safety practices at work.

In March, inspectors engaged with companies who employ and contract hundreds of workers in vertical commercial construction sites in the Auckland City business district. Inspectors gave health and safety presentations in Mandarin and Cantonese to managers, quality and safety teams, and worker representatives who speak these languages. Inspectors also attended the Asian Construction Expo in May, which presented the opportunity to talk to multiple business owners and workers away from the distraction of the worksite environment.

WorkSafe continues to support engagement at both sector and site level.

## Promoting good work design

Those who design work are in a strong position to make work healthy and safe from the start of the design process. WorkSafe works to promote good work design – managing health and safety risks from the outset of planning work and throughout the lifecycle of structures, plant, substances or other products.

WorkSafe launched a BetterWork website that includes accessible learning material explaining what the BetterWork approach looks like in practice.

## Forestry

The forestry industry employs between 35,000 and 40,000 people. However, the injury rate is double that of other primary sector industries and the fatality rate is 15 times the rate for all sectors.

To prevent injuries and fatalities in forestry, in 2022/23, WorkSafe inspectors carried out site assessment visits at forestry operations to identify health and safety workplace risks. A total of 390 assessments were undertaken across Te Tairāwhiti | Gisborne, Waitaha | Canterbury and Te Tai Tokerau | Northland.

The assessments in Te Tai Tokerau focused on integrating good work design into work practices. Initially, inspectors engaged with contract principals to gain support for the assessment visits in the region. This enabled more positive conversations regarding harvest plans, contractor selection and risk assurance processes. Inspectors noted good worker engagement practices at many worksites.

The outcomes from these assessments have been analysed and shared with sector and iwi forestry leaders.



Health and safety professionals and consultants have been using these resources to demonstrate good health and safety practices to clients. WorkSafe has also presented the BetterWork approach to a range of communities and industry groups through national and industry fora and conferences and supported participants to create change in their own organisations.

## Ngā Paiaka (strong regulatory foundations)

WorkSafe's Ngā Paiaka programme continued to make improvements to how WorkSafe administers its existing regulatory frameworks to strengthen WorkSafe's operations. This included the following:

- The recommendations of the Smith review (regarding notification of refusal to issue a compliance certificate) are mostly complete.
- The recommendations from the Laurenson report (regarding adventure activities on Whakaari | White Island) were completed.
- Improvements were made to the operational processes for statutory delegations and exemptions.
- A policy related to the administration of authorisations is now in place, and the development of a framework, processes and tools to support the authorisations function is planned to be completed by 2025.

## Digital transformation

During the year, WorkSafe's Digital Transformation Programme (DTP) worked towards delivering an integrated digital platform to improve services to the public. A self-service portal is live where members of the public and businesses can transact with WorkSafe in an efficient and easy way. Progress includes:

- RealMe has been integrated into the self-service portal for identity management
- WorkSafe's new system Atlas can now:
  - process authorisations for amusement devices, asbestos removal certification and occupational diving code of competence certifications
  - receive and process HSWA notifications and health and safety concerns.

While WorkSafe will need to run Atlas concurrently with its existing system until migration is complete, in future, Atlas will provide WorkSafe data in a single platform. Atlas uses New Zealand Companies Office (NZBN) API and NZ Post address finder to confirm identity and address, which assists in creating major efficiencies and consistency in data entry and reporting. Since Atlas has been introduced, other benefits include:

- processing time for HSWA notifications has reduced from approximately 35 minutes per notification to 10 minutes in Atlas, along with a significant improvement in quality and reliability
- user effort to enter case files has reduced from approximately two hours to 30 minutes in Atlas.

DTP is planning to complete migration to Atlas, which will include external customer notification automation into Atlas.

# 55%

improvement in efficiency  
compared to June 2022



## Plant and structures/protecting people from machines

Approximately 79% of acute harm is caused by plant and structures, height and excavations. These form a significant proportion of the \$2b annual cost of lost disability-adjusted life years.

MBIE is leading the development of new plant, structures and hazardous work regulations, which WorkSafe has been preparing to implement. However, there has been a delayed commencement to the public consultation. WorkSafe has decided to defer this work until the date for public consultation is set.

## Engineered stone – accelerated silicosis

Workers who fabricate engineered stone are at risk of exposure to high levels of respirable crystalline silica (RCS) if effective controls are not in place. There is growing evidence that fabricating engineered stone is causing serious disease in relatively young workers in Aotearoa. Silicosis is a fibrotic disease of the lungs caused by exposure to and subsequent inhalation of high levels of RCS dust. RCS is created when materials containing crystalline silica are cut, ground, drilled, sanded, polished or otherwise mechanically disturbed, releasing RCS into the air. There are few treatment options for progressive accelerated silicosis.

Compared to the wider New Zealand population, there is a high proportion of migrant workers and migrant-owned businesses in this sector.

Since 2019, WorkSafe has been conducting inspections in workplaces fabricating engineered stone and has found that, even in better-performing businesses, risks are not always managed appropriately, and repeat visits have shown that the rigorous implementation of effective control measures can lapse over time.

WorkSafe is taking firmer action with engineered stone businesses that do not effectively manage the risks to worker health from RCS dust.

International evidence continues to emerge highlighting the risks of accelerated silicosis from work with engineered stone. Several international jurisdictions have taken steps to regulate engineered stone businesses. WorkSafe, in collaboration with MBIE, is considering regulatory options for the engineered stone sector and will report to the Minister for Workplace Relations and Safety on those options in 2023.

WorkSafe reduced the amount of worker exposure to RCS in the workplace standard in 2019. In May 2023, as a result of continued concern, it was decided to halve the exposure measure in the standard again.

WorkSafe reviewed the compliance history of every New Zealand engineered stone business and categorised them according to their risk profile. WorkSafe is visiting the highest-risk businesses to carry out further assessments. Specialist investigative expertise is available to frontline WorkSafe staff to keep stone workers safe.

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# Looking towards 2023/24

In 2023/24, WorkSafe will be focusing on the following:



## Streamlining activities

In 2023/24, WorkSafe will streamline activities to focus on core functions while continuing to deliver the services New Zealanders expect of their health and safety regulator.



## Recommendations from the strategic baseline review

The WorkSafe New Zealand strategic baseline review conducted by SageBush in 2022 assessed whether WorkSafe is managing its resources efficiently and effectively.<sup>1</sup>

The review identified no significant issues with the way in which WorkSafe undertakes its regulatory role and concluded that there were appropriate regulatory systems and processes in place. The review made a number of recommendations, which WorkSafe agreed with, including the need to:

- demonstrate the clarity of its regulatory role within the health and safety system
- communicate its strategy clearly, consistently and simply
- show the relationship between what WorkSafe does, the impacts of this and outcomes WorkSafe is aiming for
- measure the results and quantify the costs involved to demonstrate value for money.

To deliver these results, a work programme has been agreed among WorkSafe, MBIE and the Treasury. This work programme is expected to take at least 18 months to complete.

<sup>1</sup> The review can be found by searching for 'WorkSafe strategic baseline review' at [mbie.govt.nz](https://mbie.govt.nz)





## Providing core services

WorkSafe will ensure it continues to carry out its statutory functions, including:

- promoting health and safety initiatives through partnership and collaboration
- publishing information about its approach to enforcing compliance and its performance standards for completing investigation
- providing guidance, advice and information on work health and safety
- promoting and supporting information that contributes to work health and safety
- collecting, analysing and publishing statistics relating to work health and safety
- fostering a cooperative and consultative relationship with the Environmental Protection Authority
- promoting and supporting research, education and training in work health and safety
- developing codes of practice
- developing safe work instruments
- monitoring and enforcing compliance with relevant health and safety legislation.

## Outcomes framework

### Health and safety at work strategy vision

Work is healthy and safe for everyone in New Zealand

#### Our vision

Ka haere ngā tāngata katoa ki te mahi, ka hoki hauora, haumarū mai ki te kāinga  
Everyone who goes to work comes home healthy and safe

#### Our outcomes

##### MAHI HAUORA HEALTHY WORK

Work is healthy for workers and those affected by work

##### MAHI HAUMARU SAFE WORK

Work is safe for workers and those affected by work

##### MANA ŌRITE EQUITABLE OUTCOMES

Work is healthy and safe for all in Aotearoa

#### The impacts we want our mahi to have



Health and safety is integrated into work design, set-up and practice



A capable workforce drives sustained health and safety improvement



Workers are partners in the health and safety at work system



The health and safety at work system works with and for Māori, Pacific Peoples and all workers



Knowledge and insights inform practice



Work-related risks are identified, and eliminated or controlled

#### Our core activities



Lead, engage and influence



Educate, guide, inform and learn



Build capability and worker participation



Innovate, design, implement and evaluate



Authorise, oversee, assess and audit



Investigate, enforce and hold to account

#### Our values

##### WHAKAKOTAHI

We are united in a strong purpose

##### TIAKINA MAI

We are entrusted with a duty of care

##### KŌRERO MAI

We engage meaningfully

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# Ngā putanga mō Aotearoa

## Our outcomes for Aotearoa

WorkSafe works towards three outcomes:

**MAHI HAUORA**  
HEALTHY WORK

Work is healthy for workers  
and those affected by work

**MAHI HAUMARU**  
SAFE WORK

Work is safe for workers  
and those affected by work

**MANA ŌRITE**  
EQUITABLE OUTCOMES

Work is healthy and safe  
for all in Aotearoa

### Putanga tahi: Mahi hauora

#### Outcome 1: Healthy work

Work is healthy for workers and those affected by work.

There are an estimated 750–900 work-related health deaths across Aotearoa each year and 5,000–6,000 hospitalisations due to work-related ill health.

In 2023, 27% of workers reported they had first experienced a work-related health problem in the past 12 months.

In its Statement of Intent, WorkSafe committed to:

- improving our understanding of work-related health risks and harms, including where we can focus our efforts to make the biggest difference
- building work-related health capacity and capability in WorkSafe and the wider system
- using a range of interventions to support businesses and organisations to address work-related health risks and to promote good work design
- working with and through others across the wider system to raise the profile and priority of work-related health.

WorkSafe's priorities for work-related health:

- **Carcinogens and airborne risks:** Cancers account for 16% and respiratory disease 15% of work-related harm.
- **Musculoskeletal risks:** Musculoskeletal harm accounts for 27% of work-related harm.
- **Mentally healthy work:** Poor mental health accounts for 17% of work-related harm.

## CARCINOGENS AND AIRBORNE RISKS

### New Zealand Carcinogens Survey

Cancers account for 16% and respiratory disease 15% of work-related harm (as reported in 2020). Earlier this year, WorkSafe released the results of its first [New Zealand Carcinogens Survey](#)

The survey found 26.3% of workers have probable medium/high exposure to at least one carcinogenic agent. WorkSafe's target is for this to trend down over time as carcinogenic exposures are eliminated or controls are improved.

### Managing carcinogens and airborne risks

WorkSafe has a dedicated programme aimed at reducing exposure to carcinogens and airborne risks and improving related management practices. Guidance and tools for businesses, workers and inspectors are circulated through social media and at conferences and seminars. Nine roadshows across the country focusing on these risks and including an interactive health risk expo attracted over 1,100 workers and managers. As a result, 77% of attendees intended to make improvements to risk management in their workplace. The expo can be adapted for various audiences and has also been used for bespoke training for inspectors, occupational hygienists, quarry managers, and safety generalists.

WorkSafe has also:

- supported government agencies who have dedicated roles in place for the management of asbestos
- successfully completed the fifth year of a project with the Health and Safety Association of New Zealand and the New Zealand Occupational Hygiene Society to increase the capacity and capability of the professional occupational hygiene workforce - the number of qualified occupational hygienists able to support businesses to undertake workplace exposure risk assessments has continued to grow since 2018
- collaborated with Ngāi Tahu Holdings and Massey University to better understand the health risks from carving pounamu.

## MUSCULOSKELETAL RISKS

Musculoskeletal harm is most common in occupations that involve muscular stress such as lifting, carrying and setting down objects, people or animals and is the biggest contributor to workers needing a week or more off work. Data shows this harm is continuing to increase.

Musculoskeletal problems are the most common health issue, being reported by 32% of kaimahi. The proportion who had first experienced a musculoskeletal problem in the past 12 months was 11%. WorkSafe's goal is to see a reduction in the proportion of kaimahi that report a new musculoskeletal problem.

WorkSafe has expectations as to how businesses should manage musculoskeletal health for kaimahi and is currently working with stakeholder groups (including business and professional bodies) to promote the importance of workplace musculoskeletal health.

Cancers account for 16% and respiratory disease 15% of work-related harm.

Musculoskeletal harm accounts for 27% of work-related harm.

### Te ara whakamātautau i te angitu | How WorkSafe measures progress

To measure progress towards the outcome of healthy work, WorkSafe tracks:

- self-reported experience of work-related ill health
- worker exposure to carcinogens
- worker experience of the psychosocial working environment.

WorkSafe uses its two-yearly Workforce Segmentation and Insights Programme (WSIP) survey to track the proportion of kaimahi across Aotearoa who report ill health they consider has been caused or made worse by their work. The survey asks about:

- work-related skin, respiratory, hearing, musculoskeletal, mental health or other health problems experienced in the past 12 months

- whether they first experienced these problems in the past 12 months (incidence) or at any stage in their life prevalence
- any infectious diseases (excluding the common cold) that workers believe they caught from their work during the past 12 months.

The WSIP Survey is WorkSafe's primary source of information about workers who suffer musculoskeletal ill health (pain, discomfort, numbness or loss of mobility), which accounts for the largest portion of the work-related burden of harm. The methodology is set out on WorkSafe's website: [worksafe.govt.nz](https://worksafe.govt.nz)

To provide clarity to businesses, WorkSafe has published the following:

- Our approach to musculoskeletal health (position paper).
- Work-related musculoskeletal disorders (research report and definitions review).
- Work-related musculoskeletal disorders and risk factors (quick guide).
- Setting up a healthy workstation when working from home (quick guide).

### MENTALLY HEALTHY WORK

Under HSWA, organisations are responsible for ensuring they provide a workplace that looks after the mental health of kaimahi. WorkSafe supports businesses to do this and investigates issues where needed.

Poor mental health accounts for 17% of work-related harm.



**OUTCOME INDICATOR 1.1 - FEWER WORKERS EXPERIENCE HEALTH PROBLEMS CAUSED OR MADE WORSE BY WORK**

WHAT WE MEASURE	BASELINE 2021		INTENDED DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE 2023	
Self-reported ill health caused or made worse by work in the past 12 months  Source: WSIP Survey	Any new work-related health problem	24%	Reduced proportion of workers reporting: - any new work-related health problem - a new work-related musculoskeletal problem	Any new work-related health problem	27%
	A new musculoskeletal health problem	11%		A new musculoskeletal health problem	10%

**OUTCOME INDICATOR 1.2 - FEWER PEOPLE ARE EXPOSED TO CARCINOGENS THROUGH THEIR WORK**

WHAT WE MEASURE	BASELINE 2021		INTENDED DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE
Proportion of workers exposed to carcinogens classified by the International Agency for Research on Cancer as confirmed (Class 1) or probable (Class 2A) human carcinogens  Source: Carcinogens Survey	Workers with high or medium exposure to any carcinogen <sup>2</sup>	26.3%	Proportion of workers with high or medium exposure to any carcinogen trends down	Reported every 3 to 5 years: - no update this year
	Workers with any exposure to asbestos	4%	Proportion of workers with any exposure to asbestos trends down	

**OUTCOME INDICATOR 1.3 - WORKER EXPERIENCE OF THE PSYCHOSOCIAL WORK ENVIRONMENT IMPROVES**

WHAT WE MEASURE	BASELINE 2021		INTENDED DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE
Worker experience of psychosocial working environment (previously Worker exposure to psychosocial risks)  Source: Psychosocial Survey	Average score on questions with 0-100 scale	62	Net exposure score in next survey is positive	Reported every 3 to 5 years: - no update this year
	Proportion reporting any negative act	35%		

<sup>2</sup> Exposure excludes solar UV and shiftwork factors to allow for comparability with international figures. See report footnote 12 on page 66. [worksafe.govt.nz](https://www.worksafe.govt.nz)



## Putanga rua: Mahi haumarū

### Outcome 2: Safe work

**Work is safe for workers and those affected by work.**

Any workplace injury or fatality is one too many. WorkSafe uses data to determine which industries have the highest rates of injuries and fatalities so it can focus attention on where to make the greatest difference.

In its Statement of Intent, WorkSafe committed to:

- continuing to develop its understanding of work-related risks and harms
- building specialist capability to intervene and improve health and safety outcomes
- driving effective interventions that promote good work design and prevent injuries and fatalities
- continuing to focus on high-risk sectors, industries and high-risk work
- maintaining oversight of activities where it has a regulatory stewardship role
- implementing new plant and structures regulations.

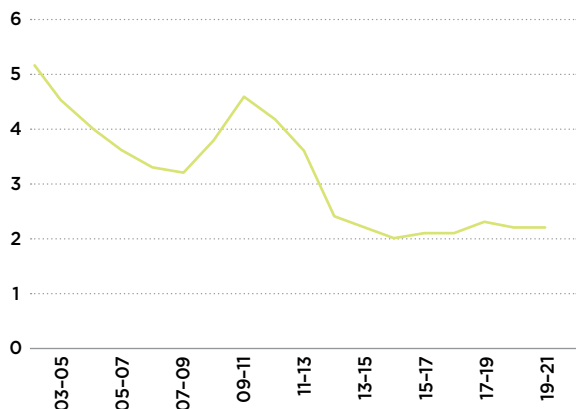
#### FATALITIES

Since 2002, there has been a long-term downward trend in work-related acute fatalities (a fatality resulting from a single event rather than from chronic disease). The exceptions to the downward trend reflect the 2010 Pike River mine explosion and the 2011 Canterbury earthquakes.

The overall downward trend in total fatalities masks a slight upward trend in transport-related fatalities (largely road accidents where a person was working at the time of the accident). The increased rate of transport-related fatalities is consistent with a known increase in road fatalities from around 2015. The reduced rate of non-transport fatalities reflects a largely constant number of fatalities over the past decade, while the workforce has grown by approximately 25%.

Accidents involving farm vehicles remain a high contributor to work-related fatalities. Improving outcomes is also linked to wider challenges of road safety. However, analysis has highlighted opportunities to prevent serious harm by addressing well-known risks at worksites such as falls from height in construction, forestry workers struck by logs or trees, workers hit by objects or trapped by machinery and workers electrocuted by power lines.

#### Indicator 1: Work-related fatal acute injury<sup>3</sup>



#### Latest official data:

2019-2021 three-year average

**2.2**  
fatal acute injuries  
per 100,000 FTEs

**0%**  
**unchanged**  
from 2018-2020

The fatality rate for 2019-2021 is unchanged from 2018-2020. The total number of fatalities was 178 in 2019-21 compared to 179 in 2018-20.

Source: Stats NZ from WorkSafe notifications and ACC claims data, 2002-2021

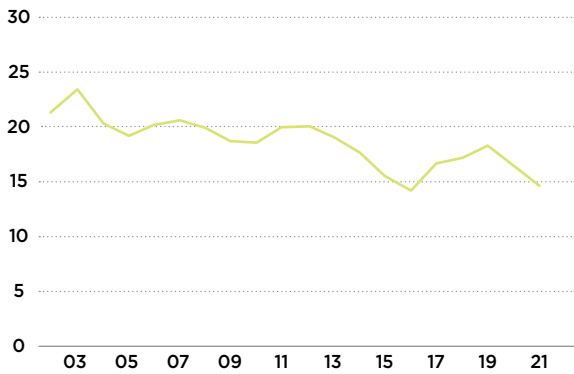
<sup>3</sup> There were two major events that are reflected in the trend in fatalities from 2008-10 to 2011-13: Pike River coal mine explosion in 2010 and Canterbury earthquakes in 2011.

## SERIOUS NON-FATAL INJURIES

Since 2002, there has also been a long-term downward trend in serious non-fatal injuries (hospitalisations with a probability of death of 6.9% or more). When accounting for the size and age structure of the workforce, the rate of serious non-fatal injuries has reduced by 31% since 2002.

Over the past five years, an increase in the rate of serious non-fatal injuries during 2017–19 was countered by a decrease during 2020 and 2021. Construction and manufacturing, two key industries that drove the increases during 2017–2019, have seen marked reductions in serious non-fatal injuries over the past two years. The impact of the COVID-19 pandemic needs to be taken into account when considering the results for 2020 and 2021.

**Indicator 2: Work-related serious non-fatal acute injury<sup>4</sup>**



**Latest official data:**  
2021 calendar year

**14.7**  
serious non-fatal  
injuries per  
100,000 FTEs

**11%**  
**lower**  
than 2020

The rate of potentially fatal acute injuries has reduced by 11% from the previous year, following a similar decline of 10% in 2020.

Source: Stats NZ from ACC claims and Ministry of Health hospitalisation data, 2002–2021

## WEEK AWAY FROM WORK INJURIES

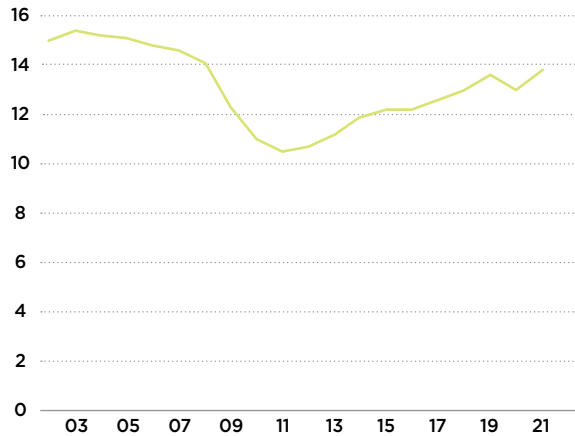
A work-related acute injury resulting in more than a week away from work (WAFW) is one where an injured worker has received weekly compensation from ACC for loss of earnings while recovering from injury.

The past two decades saw the number of WAFW injuries increase by 36% since 2002. During this period, there has been a corresponding strong employment growth of 48%, resulting in a slight reduction of 8% in the rate of WAFW injuries from 2002 to 2021.

Five industries account for nearly two-thirds of all WAFW injury claims – manufacturing, construction, agriculture, transport and healthcare – compared to just 39% of FTEs employed in these industries. An increasing rate of WAFW injuries in manufacturing and healthcare has resulted in a large overall increase in the number of WAFW injuries, with healthcare overtaking agriculture and transport as the sector with the third-largest number of WAFW injuries.

<sup>4</sup> A serious non-fatal injury is an injury to a patient who is admitted to hospital with a probability of death of 6.9% or more.

**Indicator 3: Work-related acute injury resulting in more than a week away from work<sup>5</sup>**



**Latest official data:**  
2021 calendar year

**13.8**

ACC week away from work injury claims per 1,000 FTEs

**6%**

higher than 2020

The rate of week away from work acute injuries has trended upwards since 2011. 2020 saw a temporary decline in claim rate, which was likely influenced by the COVID-19 pandemic. The number and rate of claims have now reverted to the trend seen before the pandemic.

Source: Stats NZ from ACC claims data, 2002–2021

**AGRICULTURE**

**Vehicle safety on farms**

WorkSafe recently reviewed worker fatality data for 2019–2021 to identify where these occurred, the cause and the type of vehicle. Of the 186 workplace fatalities where the location could be confirmed, 45 (24%) occurred on farms. Single-vehicle accidents in agriculture (34) were the most common type of vehicle accident in an industry.

To reduce this harm, WorkSafe has developed a world-first pilot, **Ride the Sky** which will determine the effectiveness of unmanned aerial vehicles (UAVs) to reduce the amount of time that farmers spend on their quadbikes. The first phase will see two farms commencing their UAV training and implementation by early August with the remaining 13 farms undertaking training in 12 months’ time. Some farms involved in the trial have noted additional benefits already such as the benefit of the GPS tracking technology Fleetpin on farm vehicles, which was arranged by WorkSafe.

A WorkSafe education module focused on demonstrating worker voice and risk management was developed for the **Young Farmer of the Year** regional competition. WorkSafe kaimahi were judges and provided feedback to contestants to enable them to take the learning back to their farms. WorkSafe also developed a kōrero module for the **Young Māori Grower of the Year** held in June.

<sup>5</sup> A work-related acute injury resulting in more than a week away from work is one where an injured worker has received weekly compensation from ACC for loss of earnings while recovering from injury.

**Manufacturing – keeping workers safe around machinery**

This included focused work in manufacturing business districts in Henderson, New Lynn, Kerikeri, Waipapa and Haruru. WorkSafe visited these areas to undertake activity focused on keeping workers safe around machinery such as forklifts and fixed plant as well as assessing work-related health risks such as exposures to wood dust, silica, welding fumes, solvents and carcinogen hazards.

Over 70% of these businesses were new and had previous engagement with WorkSafe. WorkSafe’s Inspectorate ensured a significant group of these business owners were made aware of and had access to a broad range of WorkSafe resources, tools and guidance. Business owners also gained a better understanding of risks to workers caused by work-related health and machinery.

WorkSafe also contributed to this outcome by:

- using a risk matrix to rate all mining and quarrying operations and develop annual inspection plans based on the understood risk at individual sites
- engaging with the worker energy competency boards – Electrical Workers Registration Board and Plumbers, Gasfitters and Drainlayers Board, including joint presentations to electrical workers
- developing a cost-clustering model to identify areas of opportunity for collaboration with ACC
- building capability in preparation for the implementation of the plant and structures regulations.

WorkSafe inspectors aim to provide a regulatory environment that supports small to medium manufacturing businesses.

**Te ara whakamātautau i te angitu | How WorkSafe measures progress**

To measure progress towards the outcome of safe work, WorkSafe tracks three data points related to:

- acute fatalities
- serious non-fatal injuries
- injuries with more than a week away from work.

The source for these is official data reported by Stats NZ using inputs from WorkSafe investigations, ACC claims and Ministry of Health hospitalisation data. All injury rates are calculated with respect to the number of full-time equivalent workers based on Stats NZ’s Household Labour Force Survey (HLFS).

As an indicator of the public safety outcomes it contributes to, WorkSafe tracks data on:

- public fatalities from electrical shock, natural gas and LPG
- notifiable incidents related to electrical shock, natural gas and LPG.

These are currently at very low levels (well below the benchmark rates of fewer than one fatality and 10 notifiable incidents per million people exposed). WorkSafe expects this indicator to remain steady or to decrease. Maintaining low levels of harm will be a successful outcome as energy infrastructure and usage patterns undergo transition in response to climate change and sustainability challenges.

## OUTCOME INDICATOR 2.1 – FEWER PEOPLE ARE INJURED BECAUSE OF THEIR WORK

WHAT WE MEASURE	PROGRESS AGAINST BASELINE				INTENDED DIRECTION OF TRAVEL
	Baseline (2008–10)	(2016–18)	(2017–19)	(2018–20)	
2.1a Fatal work-related acute injuries per 100,000 FTEs – age-standardised	3.3	2.1	2.3	2.2	↓
	<p>The total number of fatalities was 178 (provisional) over 2019–2021 compared to 156 over 2012–2014 and 179 over 2018–2020.</p> <p>After adjusting for changes in workforce size and age mix, the (provisional) rate of fatalities per 100,000 FTEs was 2.2 in 2019–2021, unchanged from the rate in 2018–2020.</p>				
2.1b Serious non-fatal work-related injuries per 100,000 FTEs – age-standardised	19.1	18.3	16.5	14.7	↓
2.1c Injuries with more than a week away from work per 100,000 FTEs – non-age-standardised	1,130	1,360	1,300	1,380	↓

Source: New Zealand Serious Injury Outcome Indicators [Serious injury outcome indicators: 2000–2020](#) | Stats NZ

### Commentary

The figures provided are the most recent available from Stats NZ.

**Work-related fatalities:** The latest result represents 3.0 fewer fatalities (-58%) per 100,000 FTEs compared to 2002–04, when the series began, and 0.2 fewer fatalities (-8%) per 100,000 FTEs compared to 2012–14.

**Serious non-fatal injuries:** In 2021, there were 426 serious non-fatal injuries. After adjusting for changes in workforce size and age mix, the (provisional) incidence rate was 14.7 injuries per 100,000 FTEs, a reduction of 11% from the previous year, following a similar decline of 10% in 2020. The latest result represents a reduction of 31% since the series began in 2002 and a reduction of 27% over the past decade.

**Week away from work injuries:** 2021 saw the resumption of an upward trend in the rate of ACC claims for injuries resulting in a week away from work since 2011, interrupted by a small decline in 2020, which was likely influenced by COVID-19. In 2021, there was an estimated total of 34,500 WAFW injuries at a rate of 13.8 per 1,000 FTEs. This result is a reduction of 8% from 2002 but a significant increase of 31% from the trough in claim rate in 2011.

The increasing trend in WAFW injuries contrasts with a long-term downward trend in the rate of all work-related claims (which includes fatal claims lodged with ACC, minor injuries and injuries resulting in less than a week away from work).

**OUTCOME INDICATOR 2.2 – HARM TO THE PUBLIC FROM ENERGY SOURCES  
(INCLUDING SIGNIFICANT PROPERTY DAMAGE) REMAINS LOW OR DECREASES**

<b>WHAT WE MEASURE</b>	<b>PROGRESS AGAINST BASELINE<sup>6</sup></b>			<b>INTENDED DIRECTION OF TRAVEL</b>	
<b>2.2a</b> Public fatalities from electrical shock, natural gas or liquefied petroleum gas per million people exposed		<b>Fatalities per million people exposed, 5-year average</b>	<b>Number of fatalities, 5-year average and total</b>	<b>Number of fatalities (2022)</b>	Fatalities trend down or remain below 1 per million people exposed
	<b>(2018–22)</b>				
	Electrical shock	0.12	0.6 (3)	0	
	Natural gas	0.00	0.0 (0)	0	
	LPG	0.11	0.4 (2)	0	
<b>2.2b</b> Public notifiable incidents related to electrical shock, natural gas or liquefied petroleum gas per million people exposed		<b>Notifiable incidents per million people exposed, 5-year average</b>	<b>Number of notifiable incidents, 5-year average</b>	<b>Number of notifiable incidents (2022)</b>	Notifiable incidents trend down or remain below 10 per million people exposed
	<b>(2018–22)</b>				
	Electrical shock	0.5	2.6 (13)	0	
	Natural gas	2.4	1.8 (9)	1	
	LPG	1.6	6.0 (30)	2	

## Putanga toru: Mana ōrite

### Outcome 3: Equitable health and safety outcomes

#### Work is healthy and safe for all in Aotearoa.

Some kaimahi face a greater risk of harm, which translates into higher rates of injuries and work-related ill health for Māori and for Pacific Peoples. To achieve equitable outcomes, higher risks in specific industries and occupations must be addressed and a more inclusive health and safety system for all kaimahi and their communities developed.

In its Statement of Intent, WorkSafe committed to:

- working to reduce harm in high-risk sectors and activities where Māori, Pacific Peoples, younger and rural kaimahi have higher rates of employment
- building capability with te ao Māori and tikanga Māori to work better with and for Māori, including through its Te Ara Tuituinga engagement framework
- improving our capability to work with and for Pacific Peoples
- improving understanding of other drivers of unequal outcomes such as age, gender, residency status and employment status
- developing harm prevention approaches tailored to the diverse circumstances and needs of kaimahi who face a greater risk of harm.

<sup>6</sup> Reported on calendar year.

Examples of WorkSafe's mahi over 2022/23:

### **TALLEY'S GROUP TARGETED COMPLEX INTERVENTION**

During 2022/23, WorkSafe made significant progress with the Targeted Complex Intervention currently being delivered with Talley's Group Limited.

This intervention is now in the monitoring phase, which is an evidence-based approach to the implementation of a health and safety road map developed by Talley's. This commenced with Affco as the first Talley's subsidiary to be visited and included executive-level engagement and engagement with workers across three Affco satellite sites. Monitoring visits with the remaining Talley's subsidiaries are to follow in the coming months. It is anticipated that this phase will be conducted over a two-year period and is intended to monitor Talley's assessment of progress against strategic road maps the company produced.

### **SCHOOL TRIP TO POOR KNIGHTS ISLANDS**

WorkSafe supported victim whānau in Northland following an incident involving young Māori tamariki on a school trip at Poor Knights Islands. WorkSafe applied an ao Māori perspective to engagement with the whānau. This engagement highlighted the need to ensure te ao Māori is applied across all relevant interactions to ensure such processes (namely health and safety prosecutions and alternative interventions within the criminal justice system) work with and for Māori workers and affected whānau.

### **CO-CREATING A HEALTH, SAFETY AND WELLBEING APP**

WorkSafe partnered with Tainui Group Holdings Limited to co-create a health, safety and wellbeing app called 24/7 that takes a mātauranga Māori approach. The app is owned and designed by Māori, with its primary focus being to help users understand health, safety and wellness. The app was introduced at the inaugural Māori Health and Safety Conference in April 2023 in Kirikiriroa | Hamilton and received a positive response. Other iwi have expressed interest in this approach.

#### **Te ara whakamātautau i te angitu**

How WorkSafe measures progress

To track progress towards equitable outcomes, WorkSafe captures and reports injury, health and exposure data by ethnicity, comparing outcomes for Māori and for Pacific Peoples with the non-Māori and non-Pacific workforce. The goal is to see inequalities between groups reduce at the same time as overall outcomes improve.

A Targeted Complex Intervention is a long-term intervention that focuses the full range of tools and capabilities available to WorkSafe to deliver long-term change in health and safety performance.

During 2022/23, WorkSafe also worked with Stats NZ to obtain new denominator data created using its new administrative dataset to produce regional and sub-industry breakdowns of the injury equity gap. These are being used to inform our work in closing the gap in terms of health and safety of kaimahi Māori and to help industry understand their performance on this metric.

**OUTCOME INDICATOR 3.0 – AS OVERALL WORK HEALTH AND SAFETY OUTCOMES IMPROVE, DIFFERENCES IN OUTCOMES BETWEEN POPULATION GROUPS NARROW**

WHAT WE MEASURE	BASELINE		INTENDED DIRECTION OF TRAVEL	PROGRESS 2022/23
<b>3a</b> Serious non-fatal injury rate for Māori and Pacific workers compared to non-Māori, non-Pacific workers	See 3a on the following page		Māori and Pacific injury rate trends down and differences between groups reduce	See below
<b>3b</b> Self-reported ill health caused or made worse by work in the past 12 months for Māori and Pacific workers compared to Māori, non-Pacific workers	<p><b>Baseline (2021)</b></p> <p>Māori</p> <p>Pacific</p> <p>Non-Māori, non-Pacific<sup>7</sup></p>	<p><b>Any new work-related health problem</b></p> <p>27%</p> <p>23%</p> <p>24%</p>	<p><b>A new work-related musculoskeletal problem</b></p> <p>11%</p> <p>11%</p> <p>11%</p>	<p>Incidence of health problems for Māori and Pacific workers trends down and differences between groups reduce</p> <p><b>(2023)</b></p> <p>31% 12%</p> <p>31% 12%</p> <p>26% 10%</p>
<b>3c</b> Exposure to carcinogens for Māori and Pacific workers compared to non-Māori, non-Pacific workers	<p><b>Baseline (2021)</b></p> <p>Māori</p> <p>Pacific</p> <p>Non-Māori, non-Pacific<sup>8</sup></p>	<p><b>Exposure to at least one carcinogen at work</b></p> <p>55.5%</p> <p>51.0%</p> <p>48.8%</p>	<p><b>Exposure to five or more carcinogenic agents</b></p> <p>9.1%</p> <p>8.6%</p> <p>11.8%</p>	<p>Exposure for Māori and Pacific workers trends down and differences between groups reduce</p> <p>Reported every 3 to 5 years: – no update this year</p>
<b>3d</b> Experience of the psychosocial working environment for Māori and Pacific workers compared to non-Māori, non-Pacific workers	<p><b>Baseline (2021)</b></p> <p>Dimensions where Māori workers have significantly higher risk than non-Māori, non-Pacific workers</p> <p>Dimensions where Māori workers have significantly lower risk than non-Māori, non-Pacific workers</p> <p>Dimensions where Pacific workers have significantly higher risk than non-Māori, non-Pacific workers</p> <p>Dimensions where Pacific workers have significantly lower risk than non-Māori, non-Pacific workers</p>		<p>8</p> <p>9</p> <p>5</p> <p>10</p>	<p>Net exposure score in next survey is positive and number of dimensions with higher risk for Māori and Pacific workers reduces</p> <p>Reported every 3 to 5 years: – no update this year</p>

<sup>7</sup> Respondents who have not selected Māori or Pacific at the ethnicity questions.

<sup>8</sup> Respondents who have not selected Māori or Pacific at the ethnicity questions. **Note:** These figures are prioritised ethnicity. Exposure excludes solar UV and shiftwork factors to allow for comparability with international figures.



### 3a Serious non-fatal injury rate for Māori and Pacific workers compared to non-Māori, non-Pacific workers

		2008-10	2017-19	2018-20	2019-21p	CHANGE SINCE LAST PERIOD	CHANGE SINCE 2008-10
<b>Māori</b>	Number of injuries	193	239	240	234		
	Age-standardised rate	27.6	23.0	22.8	22.2	-2.6%	-19.6%
<b>Pacific</b>	Number of injuries	40	79	88	86		
	Age-standardised rate	14.0	17.9	19.5	19.3	-1.0%	35.0%
<b>Non-Māori Non-Pacific</b>	Number of injuries	926	1,080	1,088	1,061		
	Age-standardised rate	19.5	18.0	17.7	17.0	-4.0%	-12.8%

Source: Stats NZ data as at 16 December 2022. Data for 2021 is provisional

Rates are separately age-standardised to the 2008 population for each group.

**Note:** The data for this indicator has been revised from that provided in the March 2021 update of WorkSafe’s Statement of Intent. The following changes have been made:

- Injuries for Pacific workers were previously counted using prioritised rather than total ethnicity. This has been corrected.
- Rates for all three groups have been age-standardised to the same base year (2008).
- WorkSafe uses a simple comparison of non-age-adjusted Māori and non-Māori injury rates in much of its public communications regarding injury inequity. While this approach is unsuitable for the type of multi-ethnicity comparison detailed in this section, it is easier for external parties to replicate and requires less explanation for many users.

The serious non-fatal injury rate for Māori workers shows a long-term downward trend, but over the last decade, it has remained at least 30% higher than for non-Māori, non-Pacific workers.

The serious non-fatal injury rate for Pacific workers is not significantly different from non-Māori, non-Pacific workers, but it appears to show an increasing trend over the past few years.

## A different approach to reach Pasifika youth at Polyfest 2023

Approximately 60% of Pasifika in Aotearoa are under 30, and many Pasifika work in high-risk industries, WorkSafe’s participation at Polyfest 2023 focused on engaging with Pasifika youth in relation to health and safety issues.

WorkSafe took an interactive approach through an initiative called Raise Our Voices. This included providing a canvas where participants drew or painted what Raise Our Voices

means to them. Over four days, the canvas became a colourful and collective representation of healthy and safe mahi.

Young people participated in a silent disco with playlists incorporating messaging relating to raising our voice if we see something unsafe at work. Around 1,000 participants were encouraged to raise their voice. This has also been shared on WorkSafe’s social channels.



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# Ko ngā panga

## Our impacts

### IMPACT 1

#### HEALTH AND SAFETY IS INTEGRATED INTO WORK DESIGN, SET-UP AND PRACTICE

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WorkSafe has committed to:

- lead and encourage leadership across the health and safety system and work with others to implement the Government's Health and Safety at Work Strategy 2018-2028
- engage all system participants to shift their thinking about health and safety at work, including through marketing and communication tools
- explore opportunities to drive improved health and safety through contracting and supply chains, including by influencing public sector planning and procurement
- support the ongoing development of a clear, complete and coherent legislative and regulatory framework for work health and safety.

#### KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

##### Supporting regulatory reform

WorkSafe contributed to MBIE's programme of regulatory reform, including amendments to the adventure activities regulations, pipelines regulations, major hazard facilities fees and levies, new high risk work regulations, and amendments to provisions for health and safety committees and representatives in HSWA.

##### Proposal to widen Maritime New Zealand's designation under HSWA

WorkSafe is supporting an MBIE proposal to widen Maritime New Zealand's designation under HSWA to become the designated health and safety regulator at commercial ports that provide cargo-handling services for containers, logs and/or bulk cargo, including the Cook Strait ferry terminals. WorkSafe has been providing policy input to Te Manatū Waka | Ministry of Transport to support the scoping of this. Cabinet approved this designation in April 2023, and the expanded role for Maritime New Zealand will take effect on 1 July 2024.

WorkSafe will continue to undertake visits with Maritime New Zealand to assist in this transition and continue to engage with Maritime New Zealand and the sector through the Port Industry Association.

A new Harm Reduction Action Plan is in the final stages of development. The new plan will signal areas where WorkSafe and ACC will collaborate to maximise impact. The existing plan has been extended by three months to allow consultation with key sector stakeholders, including Te Kāhu Mātai.

IMPACT MEASURE 1.1 – MORE PEOPLE IN AOTEAROA VALUE HEALTH AND SAFETY AT WORK

WHAT WE MEASURE	BASELINE OR DIRECTION OF TRAVEL		PROGRESS AGAINST BASELINE
The distribution of employers between maturity segments in the Workforce Segmentation and Insights Programme survey	<b>Baseline</b>		<b>(2023)</b>
		<b>(2019)</b>	<b>(2021)</b>
	Cooperative	20%	18%
	Autonomous	33%	38%
	Developing	27%	25%
Immature	21%	19%	21%

IMPACT MEASURE 1.2 – MORE BUSINESSES AND ORGANISATIONS INCORPORATE HEALTH AND SAFETY INTO BUSINESS AS USUAL

WHAT WE MEASURE	BASELINE OR DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE
<b>1.2a</b> Number of registrations for the SafePlus online tool <sup>9</sup>	15% increase per annum from 2021/22 to 2024/25 (baseline 2021/22 = 3,710)	12.7% increase (4,180 registrations)
<b>1.2b</b> Number of completed self-assessments using the SafePlus online tool	15% increase per annum from 2021/22 to 2024/25 (baseline 2021/22= 965)	15.4% increase (1,114 completed self-assessments)

**IMPACT 2**

**A CAPABLE WORKFORCE DRIVES SUSTAINED HEALTH AND SAFETY IMPROVEMENT**

WorkSafe has committed to:

- work in partnership with professional bodies to build professional workforce capacity and capability and improve understanding of the role and value of health and safety disciplines
- continue to build capability within WorkSafe by recruiting specialist expertise and through organisation-wide capability development to strengthen our focus on areas such as work-related health
- support improved understanding of risk management and effective health and safety practices through accessible guidance and educational tools tailored to diverse contexts and learning needs.

**KEY ACTIVITIES AND ACHIEVEMENTS 2022/23**

**SafePlus**

WorkSafe developed two NZQA-approved micro-credentials, which were launched in April, and May 2023 to support SafePlus – He Ara Matatau | SafePlus Assessor (NZQA Level 6) for people wanting to be a SafePlus assessor and Kia Haumarū! Kia Matatū! | Be Safe! Be Alert! (NZQA Level 4), which relates to the SafePlus toolkit. These micro-credentials aim to improve training for those wanting to use the toolkit. The inclusion of these micro-credentials within the New Zealand Qualifications and Credentials Framework enhances their value for learners. These courses are currently under way, and WorkSafe will be monitoring and evaluating feedback from participants.

<sup>9</sup> SafePlus is WorkSafe's online health and safety performance improvement toolkit for businesses.

### **Health and Safety Association of New Zealand (HASANZ)**

Effective workplace health and safety management for workers may be improved with adequate numbers of practising workplace health and safety professionals. To encourage growth in these professions in Aotearoa, WorkSafe worked with HASANZ and occupation health professional associations on four projects over 2022/23 that were aimed at attracting people into these professions through incentive packages, internships and scholarships.

With support from WorkSafe's workforce development funding, there has been a significant increase in the numbers of practising occupational hygienists and a shift from early- to mid-career professionals towards fully qualified professionals over the last few years.

Training and continuing education programmes are also being reviewed to ensure they are relevant and appropriate and cover developing areas such as audiometry (testing the ability to hear sounds) and spirometry (assessing how well lungs work by measuring how air is inhaled).

### **Working with victims**

Victim services advisors are engaging with WorkSafe inspectors as part of a planned cycle of training intended to raise the level of awareness of support resources available to the Inspectorate and confidence when engaging with victims of workplace harm. A suite of investigation skills modules is being developed that includes two modules specifically focused on how inspectors work with victims and preparing Victim Impact Statements.

WorkSafe is working closely with New Zealand Police Commercial Vehicle Safety Team (CVST) to align the direction and purpose of CVST and how it will work with Waka Kotahi's goal of zero deaths and serious injuries on New Zealand's roads, including the identification of strengths and gaps in process and deliverables.



**IMPACT MEASURE 2.1 - MORE EMPLOYERS AND WORKERS HAVE THE APPROPRIATE CAPABILITIES FOR HEALTHY AND SAFE WORK**

WHAT WE MEASURE	BASELINE 2021	INTENDED DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE 2022/23 RESULTS
<p><b>2.1a</b> The proportion of employers who have engaged in useful health and safety education or training in the previous 12 months</p>	40%	↑	34%
<p><b>2.1b</b> The proportion of workers who have engaged in useful health and safety education or training in the previous 12 months</p> <p>Source: WSIP Survey</p>	31%	↑	32%

**IMPACT MEASURE 2.2 - MORE BUSINESSES, ORGANISATIONS AND WORKERS HAVE ACCESS TO THE ADVICE OF HEALTH AND SAFETY PROFESSIONALS**

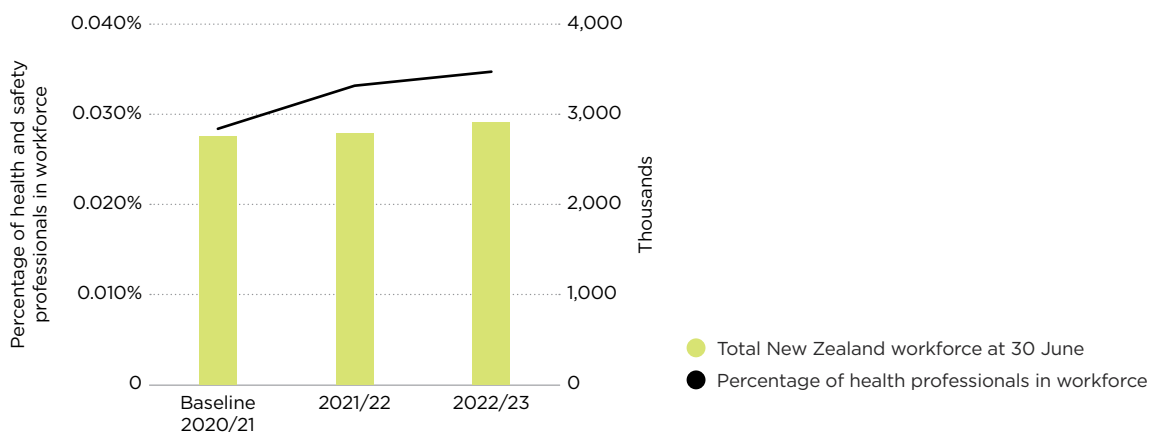
WHAT WE MEASURE	BASELINE 2021	INTENDED DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE 2022/23 RESULTS																
<p><b>2.2a</b> The number of professionals in active practice and eligible for the HASANZ register [HASANZ is the umbrella organisation representing workplace health and safety professionals in New Zealand]</p> <p>Source: HASANZ and Stats NZ</p>	See 2.2a on the following page	Number of active professionals increases above the rate of workforce growth	On track																
<p><b>2.2b.</b> The proportion of businesses that employed or received advice from professionals in the previous 12 months</p> <p>Source: WSIP Survey</p>	<table border="1"> <tr> <td>Health and safety generalists</td> <td>28%</td> </tr> <tr> <td>Occupational health nurses</td> <td>6%</td> </tr> <tr> <td>Occupational hygienists</td> <td>1%</td> </tr> <tr> <td>Human factors/ergonomics professionals</td> <td>3%</td> </tr> </table>	Health and safety generalists	28%	Occupational health nurses	6%	Occupational hygienists	1%	Human factors/ergonomics professionals	3%	Proportion increases for all professional disciplines	<table border="1"> <tr> <td>Health and safety generalists</td> <td>24%</td> </tr> <tr> <td>Occupational health nurses</td> <td>6%</td> </tr> <tr> <td>Occupational hygienists</td> <td>1%</td> </tr> <tr> <td>Human factors/ergonomics professionals</td> <td>2%</td> </tr> </table>	Health and safety generalists	24%	Occupational health nurses	6%	Occupational hygienists	1%	Human factors/ergonomics professionals	2%
Health and safety generalists	28%																		
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Health and safety generalists	24%																		
Occupational health nurses	6%																		
Occupational hygienists	1%																		
Human factors/ergonomics professionals	2%																		

**2.2a** The number of professionals in active practice and eligible for the HASANZ register

OCCUPATION	BASELINE 2020/21	2021/22	2022/23
Health and safety generalists (certified professionals)	54	53	51
Health and safety generalists (professionals)	512	552	610
Occupational health nurses	172	275	297
Occupational hygienists	39	39	44
Human factors/ergonomics professionals	14	16	17
<b>Total health and safety professionals</b>	<b>791</b>	<b>935</b>	<b>1,019</b>
<b>TOTAL NEW ZEALAND WORKFORCE AT 30 JUNE</b>	<b>2,778,000</b>	<b>2,820,000</b>	<b>2,927,000</b>
Percentage of health and safety professionals in workforce	0.028%	0.033%	0.035%

**Note:** Numbers provided are for those people eligible for the register rather than those listed on the register.

**Percentage of health and safety professionals in workforce and New Zealand workforce by year**



**IMPACT 3**

**WORKERS ARE PARTNERS IN THE HEALTH AND SAFETY AT WORK SYSTEM**

WorkSafe has committed to:

- focus on lifting supporting the worker voice by trialling new and innovative approaches such as the Toroawhi roving health and safety representatives
- the co-design and implementation of initiatives to support health and safety representatives
- engage with kaimahi and unions to assess, audit and investigate wāhi mahi
- work with our Partners Council to increase collaboration and partnership and implement our Te Ara Tuituinga engagement framework
- continue to support the development of genuinely tripartite leadership groups at an industry level.

### Increased support for health and safety representatives (HSRs)

WorkSafe has implemented the findings of a project capturing suggested improvements from HSRs. To offer HSRs more support, improve the role's value and increase the number of HSRs, WorkSafe has:

- engaged with businesses and partners to clarify the roles of HSRs
- developed up-to-date resources, including an HSR newsletter, Kanohi Kitea, with a current reach of over 900 HSRs since launching in September 2022
- developed a prototype digital platform that will efficiently enable HSRs to connect directly with WorkSafe for support
- established two regional roles dedicated to supporting and coaching businesses and HSRs on the benefits of worker engagement, participation and representation in health and safety.

### Support the worker voice

WorkSafe consulted over 60 workers, employers, iwi, unions and other health and safety stakeholders to explore how WorkSafe could intervene to improve health and safety outcomes. The consultation focused on four targeted areas: alignment with te ao Māori and tikanga principles; small/medium enterprises; frontline leadership; and developing an aspirational vision. A combination of qualitative and quantitative information was used to suggest practical interventions to deliver.

#### IMPACT MEASURE 3.1 - MORE WORKERS REPORT EFFECTIVE WORKER ENGAGEMENT AND PARTICIPATION PRACTICES

WHAT WE MEASURE	BASELINE	INTENDED DIRECTION OF TRAVEL	2022/23 RESULTS
<b>3.1a</b> The proportion of workers that are satisfied or very satisfied with the way their organisation deals with health and safety issues workers raise	2021: 71%	↑	67%
<b>3.1b</b> The proportion of workers who raised a health and safety issue in the past 12 months who received feedback about how the issue was dealt with	2021: 68%	↑	68%
<b>3.1c</b> The proportion of workers and employers who say health and safety risks are discussed in an open and helpful way most or all of the time	2019 Employers: 76% Workers: 62%  Result 2021 Employers: 78% Workers: 60%	Employer and worker proportions trend upwards and the gap between employer and worker proportions reduces	77%  60%

**IMPACT MEASURE 3.2 – THE PRESENCE OF CAPABLE HEALTH AND SAFETY REPRESENTATIVES IN BUSINESS AND ORGANISATIONS INCREASES**

WHAT WE MEASURE	BASELINE	INTENDED DIRECTION OF TRAVEL	PROGRESS AGAINST BASELINE	
<b>3.2a</b> The proportion of workers who have a health and safety representative for their group or team	Baseline (2021) 45%	>55% by 2024/25		41%
<b>3.2b</b> The number of people completing NZQA-approved health and safety representative training	Baseline (2017/18) 9,113	Number to trend upwards to support increased number of HSRs in workplaces	2018/19	9,341
			2019/20	7,026
			2020/21	7,940
			2021/22	9,142

Source: NZQA

**IMPACT 4**

**THE HEALTH AND SAFETY AT WORK SYSTEM WORKS WITH AND FOR MĀORI, PACIFIC PEOPLES AND ALL WORKERS**

WorkSafe has committed to:

- work with our Partners Council and iwi to increase collaboration and partnership and implement our Te Ara Tuituinga engagement framework
- deliver on our Pacific Peoples Responsiveness Plan and continue our Puataunofu – Come Home Safely programmes to address Pacific Peoples' health and safety needs and issues
- work on initiatives to engage with migrant kaimahi to address language and culture barriers that hinder their understanding of health and safety at work and their rights and obligations
- adapt our guidance, marketing and communications to be effective for diverse businesses and kaimahi.

**KEY ACTIVITIES AND ACHIEVEMENTS 2022/23**

**Te ao Māori**

WorkSafe engaged with iwi, Māori employers and employees across high-risk sectors to inform and better understand how to develop projects to support the worker voice that are co-designed with Māori, and grounded in te ao Māori and tikanga principles. WorkSafe interviewed, and held a wānanga with 20 Māori employers and employees within different work settings and involving different iwi and hapū.

**Puataunofu – Come Home Safely**

WorkSafe continues to deliver the Puataunofu programme where requested. In 2022/23, WorkSafe delivered 66 workshops reaching 1,458 workers, mostly from the manufacturing sector, seasonal workers in horticulture and council property maintenance. As there are an increasing number of migrant workers in these areas, WorkSafe responded to this need with inspectors delivering information in the Filipino, Mandarin Chinese and Indonesian languages.



**IMPACT MEASURE 4.1 - MĀORI, PACIFIC AND ALL WORKERS ARE EQUALLY LIKELY TO REPORT EFFECTIVE WORKER ENGAGEMENT AND PARTICIPATION PRACTICES AND TO RECEIVE HEALTH AND SAFETY INFORMATION THEY FIND USEFUL AND RELEVANT**

WHAT WE MEASURE	BASELINE 2021	INTENDED DIRECTION OF TRAVEL	2022/23 RESULTS	
<b>4.1a</b> The proportion of workers from different groups that are satisfied with the way their organisation deals with health and safety issues workers raise	<b>Baseline</b>	Gaps between population groups reduce while overall result trends upwards		
	Māori		70%	69%
	Pacific		64%	61%
	Asian		63%	63%
	NZ European and other		73%	68%
<b>4.1b</b> The proportion of workers from different groups who received health and safety information in the past 12 months that was useful and relevant to their work	<b>Baseline</b>	Gaps between population groups reduce while overall result trends upwards		
	Māori		66%	67%
	Pacific		67%	68%
	Asian		60%	63%
	NZ European and other		65%	64%

**IMPACT MEASURE 4.2 - THERE ARE MORE FORMAL PROCESSES FOR MĀORI PARTNERSHIP IN THE HEALTH AND SAFETY SYSTEM**

WHAT WE MEASURE	BASELINE	INTENDED DIRECTION OF TRAVEL	2022/23 RESULTS
<b>4.2a</b> The number of health and safety partnership arrangements established under the WorkSafe Te Ara Tuituinga engagement framework	Six regional partnership arrangements in place by 2024/25	Two partnership arrangements were established during 2021/22 with another three under discussion	There were 12 partnership arrangements in place with iwi in 2022/23
<b>4.2b</b> The number of collaboratively designed kaupapa Māori health and safety programmes delivered	Number of programmes equal or exceed three	In 2020/21, there were four collaboratively designed kaupapa Māori health and safety programmes delivered (forestry in Gisborne, wood processing in the Ruapehu district, construction in Auckland and meat processing in Northland)	In 2022/23, there were 23 collaboratively designed kaupapa Māori health and safety programmes delivered

**Commentary**

**4.2a** There are 12 partnership arrangements between iwi and WorkSafe, reflecting increased efforts to build relationships over the past two years and a range of health and safety concerns raised by iwi, including cyclone recovery in Te Matau-a-Māui | Hawke's Bay and Te Tairāwhiti | Gisborne region, governance and business health and safety obligations in the central North Island, impacts of the Whakaari tragedy in the tourism industry in Rotorua and general iwi concern for the wellbeing and safety of their people.

**4.2b** This measure was introduced to capture work under way to deliver WorkSafe's Maruiti strategy. WorkSafe has developed a regional targeted approach supported by iwi arrangements enabling the co-design and delivery of regional harm prevention wānanga and collaboration among iwi Māori, businesses and government agencies, with kaimahi Māori wellbeing and safety at the centre.

## Winter and summer energy campaigns took place

Fronted by Claude the Cat, the energy safety expert, these campaigns aim to encourage New Zealanders to identify risks and behave safely around energy.

WorkSafe partnered with Fire and Emergency New Zealand to align messaging and share content.

# TAKE A SEC TO CHECK



### IMPACT 5

#### KNOWLEDGE AND INSIGHTS INFORM PRACTICE

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WorkSafe has committed to:

- maintain and share an overview of the health and safety at work system and how it is performing
- commission and review research and base our decisions on evidence
- develop and distribute education and guidance materials to support a better understanding and focus on work-related health
- refine our company risk model to guide decision making on where to target our wāhi mahi assessments.

#### KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

WorkSafe produced the 2022 calendar year Annual Accident Report, which details accidents in the energy sector including trends over the past 30 years. The report is widely used across the energy sector and breaks down the information in terms of the types of accidents, risk, gender, age, equipment and energy type. The report shows a downward trend in accidents over the past 30 years, reflecting WorkSafe's efforts as safety regulator among other factors such as the incremental introduction of better technology and safety devices (such as residual current devices).

WorkSafe publishes a quarterly health and safety report informing the extractives industry on the types and frequency of incidents as well as providing guidance on legislation and compliance issues. WorkSafe also runs workshops across Aotearoa to improve operators' understanding of the revised mining and quarrying regulations

#### Commission and review research

According to the New Zealand Psychosocial Survey 2021, the retail sector has the second-highest levels of psychosocial risk factors of any other sector. WorkSafe commissioned research to collect data from a representative range of workers in this sector to provide a baseline for future change monitoring and assist development of more targeted guidance and interventions.

#### Company risk model

With WorkSafe's adoption of a new ICT platform, WorkSafe has been working to rebuild the company risk model using the new toolset. While this process is still under way, access to the new cloud-based toolset will allow further improvements in the model's accuracy. This toolset will also allow the use of new analytics approaches that weren't possible under our pre-existing infrastructure. This should allow the generation of insights in areas that were previously inaccessible.

**IMPACT MEASURE 5.1 - THE ACCESSIBILITY AND QUALITY OF INFORMATION AND GUIDANCE ON HEALTH AND SAFETY AT WORK IMPROVES**

<b>WHAT WE MEASURE</b>	<b>BASELINE 2021</b>	<b>INTENDED DIRECTION OF TRAVEL</b>	<b>2022/23 RESULTS</b>
<b>5.1a</b> Proportion of employers who looked for health and safety information in the past 12 months that agree it was easy to find, relevant and useful	Easy to find 55% <sup>10</sup> Relevant and useful 59%	↑	50% 55%
<b>5.1b</b> Proportion of workers who agree that their organisation provided health and safety information that was useful and relevant to their work in the past 12 months	65%	↑	64%

**IMPACT MEASURE 5.2 - DATA ON KEY SYSTEM INDICATORS IS PUBLICLY AVAILABLE, SUFFICIENTLY DETAILED AND REGULARLY UPDATED**

<b>WHAT WE MEASURE</b>	<b>BASELINE 2021</b>	<b>INTENDED DIRECTION OF TRAVEL</b>	<b>2022/23 RESULTS</b>
The frequency that an updated view of health and safety system performance is published	65% The Health and Safety at Work Strategy Outcomes Dashboard was published in December 2019	System performance overview updated at least every two years	WorkSafe last produced an overview of system performance in 2019 - an updated overview of health and safety system performance that incorporates previous and new indicators is under way and is expected to be completed later in 2023/24

**Commentary**

**5.2** Since 2019, WorkSafe has made some significant investments in addressing data gaps. Detailed reports have been published on psychosocial working conditions (June 2022) and worker exposure to carcinogens (March 2023). WorkSafe also publishes annual summaries of trends in injury outcomes.

<sup>10</sup> This differs from the baseline published in the Statement of Intent (58% of employers who looked for health and safety information in the past 12 months that agree it was easy to find, relevant and useful). These ratings are reported separately in the WSIP report and should not have been combined.

**IMPACT 6**

**WORK-RELATED RISKS ARE IDENTIFIED AND ELIMINATED OR CONTROLLED**

WorkSafe has committed to:

- maintain focus on high-risk sectors and high-risk work practices that span across sectors and industries
- use a range of levers through harm prevention programmes to encourage and enable effective risk management
- use enforcement tools in a targeted and proportionate way, for example, issuing a prohibition notice or urgent instruction when a serious risk is identified
- work to better understand legislated obligations to oversee specific regulatory regimes and strengthen activities to meet those obligations
- identify the range, likelihood and impact of potential catastrophic events in Aotearoa to identify the relevant legal frameworks and responsible agencies for work activities that give rise to catastrophic risk.

**KEY ACTIVITIES AND ACHIEVEMENTS 2022/23**

**Enforceable undertakings (EUs)**

WorkSafe accepted two EUs in 2022/23. One relates to an incident in March 2020 when the victim was struck by a loader and crushed between the back of the loader and the trailer of his truck and died from his injuries. The other EU was accepted in November 2022 from the duty holder, EnviroWaste Services Limited. There were alleged breaches of s36(1)(a), s48(1) and s48(2)(c) of HSWA. The EU agreement required EnviroWaste Services Limited to make financial amends to the victim's family, fund Waikato Youth INtact for a youth alcohol and drug programme in the Waikato region, fund scholarships for adolescent drug and alcohol practitioners in the Waikato and develop and implement a range of health and safety programmes and tools. This EU had a minimum total expenditure of \$950,000.

WorkSafe engages regularly with practitioner regulatory competency boards including the Electrical Workers Registration Board and Plumbers, Gasfitters and Drainlayers Board. WorkSafe has jointly presented to electrical workers to ensure alignment between compliance and the safety of work performed by electrical and gas workers. WorkSafe also attends the professional group meetings in the extractives sector (such as the Institute of Quarrying, New Zealand Tunnelling Society and New Zealand Mines Rescue) to advise on emerging health and safety issues.



WorkSafe uses a risk matrix to rate all mining and quarrying operations and develop annual inspection plans based on the understood risk at individual sites.

The Tier 3 sites and exemptions accelerated programme is focused on assessing high risk Tier 3 sites (sites that need regulatory oversight to mitigate risk but that are no longer a designated major hazard facility site) and all exemptions issued in the last five years.

**IMPACT MEASURE 6.1 - HIGH HAZARD OPERATORS PROACTIVELY IDENTIFY AND RESPOND TO NOTIFIABLE INCIDENTS**

WHAT WE MEASURE	BASELINE 2023	INTENDED DIRECTION OF TRAVEL	2022/23 RESULTS
The number of high hazard notifiable events that are high potential incidents <small>Source: WorkSafe notifiable incident data</small>	9.6% of high hazard notifiable events are high potential incidents (see table below)	High potential incidents trend down in number and as a proportion of total high hazard notifiable incidents	The baseline was established in 2022/23 and progress will be reported in 2023/24

**Commentary**

Due to data availability, the baseline could not be established until 2022/23.

	NOTIFIABLE INCIDENTS	HIGH POTENTIAL INCIDENTS	PERCENTAGE
2021/22	270	22	8.1%
2022/23	353	38	10.8%
<b>TOTAL</b>	<b>625</b>	<b>60</b>	<b>9.6%</b>

**IMPACT MEASURE 6.2 - MORE BUSINESSES AND ORGANISATIONS MEET REGULATED STANDARDS FOR IDENTIFYING AND ADDRESSING RISKS**

WHAT WE MEASURE	BASELINE 2021	INTENDED DIRECTION OF TRAVEL	2022/23 RESULTS
The percentage of improvement notices that are completed and closed within two weeks of the due date <small>Source: WorkSafe notifiable incident data</small>	90%	>95% by 2024/25	96.3%



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# Te hau tōpū

## Organisational health

### Diversity, equity and inclusion

WorkSafe's diversity, equity and inclusion approach, launched in October 2022, has four strategic priority areas:



#### Gender and ethnic pay gap

Development of a workplan by the end of the 2022 calendar year to deliver on and make progress towards the goals of Kia Toipoto.



#### Te ao Māori capability

By 2025, WorkSafe will have increased the number of Māori employees to reflect our communities.



#### Leadership composition

By 2025, leadership levels two through four will culturally and ethnically represent the population of Aotearoa.



#### Inclusion metric

Establishment of an inclusion baseline metric in 2022. By 2025, 97% of employees will feel they are included, respected and valued at WorkSafe.

WorkSafe is aligning its mahi to the wider Public Sector Papa Pounamu commitments, including:

- improving recruitment processes to encourage diverse candidates to apply and to mitigate bias
- creating a gender and ethnic pay gap action plan.
- designing and delivering targeted leadership development
- considering the performance and development process - including reward and recognition - to ensure WorkSafe has a clear, meaningful and equitable system for measuring performance
- leveraging technology to connect people with each other and support people to build relationships across WorkSafe.

### Kia Toipoto | Pay action plan

WorkSafe's gender and ethnic pay gap action plan has been co-designed with representatives from employee network groups and the PSA. The plan aims to provide a workplace culture that is values driven, embraces diversity and inclusion and creates a mentally healthy work environment where people can thrive. The plan includes:

- a new step-based remuneration framework (implemented from 1 July 2022), which provides enhanced transparency, simplicity and equity
- new processes and guidance to ensure enhanced decision making in relation to starting salaries and salaries for the same or similar roles

- a diversity, equity and inclusion approach and organisational objectives that reconfirm WorkSafe's commitment and outline the approach WorkSafe intends to take to deliver this
- completion of the Aotearoa Inclusivity Matrix Assessment (self-assessment and qualified assessment), which will inform WorkSafe's broader diversity, equity and inclusion work programme.

## Cultural competence

WorkSafe's ao Māori capability programme provides kaimahi with opportunities to explore, learn and increase knowledge and confidence to engage in te ao Māori, Māori Crown relations and Māori communities.

A variety of programmes and practical tools have been introduced to assist achieving the aims of the Te Arawhiti Māori Crown Relations framework. At the end of the programme, kaimahi complete a survey providing information to understand the change resulting from the programme. This includes whether there is increased knowledge, a change in behaviour and attitudes and increased confidence, which is used to inform future work.

- **Te Puāwaitanga** is aimed at growing WorkSafe's collective and individual knowledge and understanding of the Māori Crown relationship. At the end of the programme, kaimahi complete a survey providing information to understand the change resulting from the programme.
- **Kūwaha programme** is an eight-week te reo Māori programme offered to Wellington staff.
- **Reo ora** is self-directed online learning offered to all staff.
- **Ngā kete o te wānanga** are online ao Māori lessons available to all kaimahi.

In April 2023, WorkSafe launched its Building our inclusive waka eLearning solution. This module helps kaimahi understand why building a diverse, equitable and inclusive organisation is important. This mahi will be built into WorkSafe's induction and onboarding programme. A total of 205 people have completed the learning to date. WorkSafe also delivers intercultural communication learning to all trainee inspectors.

## Addressing bias

Training to understand unconscious bias learning and accompanying resources were launched in May 2023 and will be built into WorkSafe's pathways and development plans to ensure learning is completed and embedded into ways of working.

WorkSafe recently introduced a new governance structure, Te Poutama ki tua, which has diverse representation to mitigate bias. The membership selection process was carried out in consultation with Te Pou Ora, WorkSafe's Māori Partnerships team, and considered ao Māori capability, knowledge and technical expertise, equity and diversity. Each governance rōpū has at least one Māori representative and one Pasifika representative.

# 412

kaimahi have been involved  
in this training

## Inclusive leadership

In 2022/23, WorkSafe conducted over 150 individual employee experience interviews with kaimahi across the organisation. Results were analysed and themed, and one focus area identified was to uplift WorkSafe's leadership capability.

Six kaimahi have also been trained as coaches to assist workers to gain insight into their own behaviour and growth areas in their professional careers.

In 2022/23, two kaimahi participated in the Tū Mau Mana Moana programme. This inaugural programme will take more than 40 Pacific leaders on a journey designed to deepen Pacific aspirations, personal growth, professional excellence, cultural strength and collective mobilisation.

## Employee-led networks

WorkSafe supports the development and sustainability of internal employee-led networks. In 2022/23, the number of employee-led networks increased from two to five which are:

- Tū Rangatira - the Māori Network
- Tivaevae o Tangata Tūkētūkē - tivaevae of diverse peoples, the Pacific Network
- Te Rōpū Atuapiko - the Rainbow Network
- Wāhine Network - the Women's Network
- the Disability Network.

These networks are involved in a variety of activities to promote social connection, raise awareness and influence policy.

## Employee experience

WorkSafe now conducts its worker engagement survey quarterly. This enables regular feedback from kaimahi and provides opportunities to address any concerns. WorkSafe has used the results of this survey to create a baseline so the impact of changes taken to improve the workplace can be monitored.

### SafePlus – WorkSafe

SafePlus is a WorkSafe-developed voluntary health and safety performance improvement toolkit that is available for all workplaces to use. WorkSafe used the SafePlus Pulse Survey in March 2023 to check in with its own kaimahi.

Psychological risks have the greatest impact on WorkSafe kaimahi. WorkSafe's mentally healthy work programme includes the negative impact on kaimahi wellbeing from encountering offensive behaviour, work stressors, or exposure to trauma-inducing situations, whether that be directly or vicariously.

WorkSafe strengthened the controls and initiatives that protect and support kaimahi:

- WorkSafe offers an Employee Assistance Programme (EAP) to kaimahi and monitors usage levels and reasons for taking it up to better understand key risks to health and safety.
- WorkSafe extended its professional supervision programme to all kaimahi. We have found that kaimahi are generally accessing these services proactively before their wellbeing and work performance has been affected.



## Monitoring work-related events and investigations

WorkSafe launched a new health and safety incident management tool – Noggin. As a result, there has been a 42% increase in reporting these events. Increased reporting provides opportunities to better manage health and safety risk across the organisation.

There are 86 health and safety representatives across WorkSafe who assist with the management of health and safety risks across the organisation.

WorkSafe continued to make improvements to the tool used to communicate with staff in an emergency. National or regional warnings can be relayed to staff via text, email or voice.

An on-call emergency responder initiative was introduced in April 2023. This provides one of nine trained responders to be available 24/7 to support the health and safety of WorkSafe kaimahi.

## Our good employer obligations

WorkSafe is committed to being a good employer and providing equitable and inclusive employment opportunities. We are also committed to providing a healthy and safe environment where our people can perform and thrive. Some of the things we do to ensure this are set out in the table below:

<b>We grow our people leaders and managers</b>	<ul style="list-style-type: none"> <li>- Learn, grow and adapt policy</li> <li>- Leadership capability framework</li> <li>- Leadership standard of behaviour expectations (in development)</li> <li>- 360 leadership assessment</li> <li>- WorkSafe Leaders Development Programme (in development)</li> </ul>
<b>We provide a healthy and safe environment</b>	<ul style="list-style-type: none"> <li>- Health, safety and wellbeing policy</li> <li>- Bullying and harassment procedures and 0800 integrity line</li> <li>- Trained health and safety representatives and formal committees</li> <li>- On-call emergency responder and staff alert system</li> </ul>
<b>We enable flexible work and support staff wellbeing</b>	<ul style="list-style-type: none"> <li>- Working here policy</li> <li>- Flexible by default approach and guidance</li> <li>- Health and wellbeing initiatives</li> <li>- Professional supervision and Employee Assistance Programme (EAP) available to everyone</li> </ul>
<b>We maintain a focus on diversity, equity and inclusion in our organisation</b>	<ul style="list-style-type: none"> <li>- Working here policy</li> <li>- Starting here policy</li> <li>- Diversity, equity and inclusion approach</li> <li>- Gender and ethnic pay gap action plan</li> <li>- Employee-led network groups – Tū Rangatira, Wāhine Network, Tivaevae o Tangata Tūkētūkē, Te Rōpū Atuaipiko Rainbow Network, Disability Network</li> </ul>
<b>We recruit, select and induct the best people</b>	<ul style="list-style-type: none"> <li>- Starting here policy</li> <li>- Secondments, including interagency secondments</li> <li>- Robust inspector recruitment programme</li> <li>- Strengthening our manager and employee induction plan</li> </ul>
<b>We support our people to grow in their roles</b>	<ul style="list-style-type: none"> <li>- Learn, grow and adapt policy</li> <li>- Competency framework supporting inspector career pathways</li> <li>- Evolving inspector development pathway</li> </ul>
<b>We fairly remunerate and recognise our staff</b>	<ul style="list-style-type: none"> <li>- Getting paid policy</li> <li>- Public Sector Pay Adjustment (PSPA) participant</li> <li>- Remuneration framework</li> </ul>

## Key management personnel compensation

Payments to key management personnel during the year amounted to \$2.7m (2021/22: \$3.0m).<sup>11</sup>

## Board and committee remuneration

\$000	ACTUAL 2023	ACTUAL 2022
<b>Board members remuneration</b>		
Jennifer Kerr (Chair) <sup>12</sup>	33.27	-
William Moran (Deputy Chair) <sup>13</sup>	31.16	29.4
Ross Wilson <sup>14</sup>	11.81	47.3
Paula Rose <sup>15</sup>	-	17.2
Nikki Davies-Colley <sup>16</sup>	23.22	24.3
James Fletcher <sup>16</sup>	23.22	24.3
Robin Hapi <sup>16</sup>	23.22	24.3
Kristen Thompson	24.30	24.3
Lois Hutchinson	24.30	8.1
Pauline Lockett	24.30	8.1
William Newson	24.30	8.1
<b>TOTAL BOARD REMUNERATION</b>	<b>243.10</b>	<b>215.4</b>

WorkSafe had directors' and officers' liability and professional indemnity insurance cover during the financial year in respect of the liability and costs of Board members and employees.

No Board members received compensation or other benefits in relation to cessation during the financial year (2021/22: nil).

The Audit, Risk and Finance Committee (ARFC) is a sub-committee of the WorkSafe Board and Board members are not paid separately in addition to Board fees, except for Elena Trout<sup>17</sup> and Neil Stiles<sup>18</sup> who were paid \$4,290 and \$8,343, respectively (2021/22: Neil Stiles paid \$10,593).

The Digital Transformation Committee is a sub-committee of the WorkSafe Board and Board members are not paid separately in addition to Board fees, except for James Dickson and Colin MacDonald (independent members) who were paid \$7,273 (2021/22: \$14,277).

<sup>11</sup> Details of the payments are provided in note 3 of the financial statements.

<sup>12</sup> Appointed as Chair in October 2022.

<sup>13</sup> Appointed as Deputy Chair in September 2021.

<sup>14</sup> Resigned as Chair in September 2022.

<sup>15</sup> Resigned as Chair in September 2021.

<sup>16</sup> Resigned as Board members in June 2023.

<sup>17</sup> Appointed as independent ARFC Chair in April 2023.

<sup>18</sup> Resigned as independent ARFC Chair in April 2023 and remained as a member of the ARFC up to June 2023.

## Fees to committee members

The following are fees paid or payable to individual committee members:

\$000	ACTUAL 2023	ACTUAL 2022
<b>Audit, Risk and Finance Committee</b>		
Total Audit, Risk and Finance Committee remuneration	13	11
<b>Digital Transformation Committee</b>		
Total Digital Transformation Committee remuneration	7	14
<b>Te Kāhu Mātai</b>		
Total Te Kāhu Mātai remuneration	-	2
<b>Mining Board of Examiners</b>		
Total Mining Board of Examiners remuneration	55	59
<b>Extractives Industry Advisory Group</b>		
Total Extractives Industry Advisory Group remuneration	7	7
<b>National Pacific Peoples Responsiveness Advisory Group</b>		
Total National Pacific Peoples Responsiveness Advisory Group remuneration	7	12
<b>People Remuneration and Diversity Committee</b>		
Total People Remuneration and Diversity Committee remuneration	1	-
<b>Forestry Guidance Focus Group</b>		
Total Forestry Guidance Focus Group remuneration	14	-
<b>TOTAL COMMITTEE MEMBER REMUNERATION</b>	<b>104</b>	<b>105</b>

## Personnel costs

Personnel costs during the year amounted to \$108.9m (2021/22: \$97.1m).<sup>19</sup>

### Employee remuneration

	ACTUAL 2023	ACTUAL 2022
<b>Total remuneration paid or payable</b>		
\$100,000 – \$109,999	107	80
\$110,000 – \$119,999	82	72
\$120,000 – \$129,999	83	42
\$130,000 – \$139,999	69	60
\$140,000 – \$149,999	50	34
\$150,000 – \$159,999	39	20
\$160,000 – \$169,999	33	18
\$170,000 – \$179,999	19	19
\$180,000 – \$189,999	16	11
\$190,000 – \$199,999	15	9
\$200,000 – \$209,999	6	12
\$210,000 – \$219,999	12	6
\$220,000 – \$229,999	3	7
\$230,000 – \$239,999	1	2
\$240,000 – \$249,999	2	0
\$250,000 – \$259,999	2	1
\$260,000 – \$269,999	4	2
\$270,000 – \$279,999	3	2
\$280,000 – \$289,999	0	2
\$290,000 – \$299,999	0	4
\$340,000 – \$349,999	1	0
\$390,000 – \$399,999	1	0
\$400,000 – \$409,999	0	1
<b>TOTAL EMPLOYEES</b>	<b>548</b>	<b>404</b>

During the year ended 30 June 2023 there were no hurt and humiliation payments (2021/22: nil) and 12 cessation and settlement payments amounting to \$524,723 (2021/22: 18 payments amounting to \$750,213).

<sup>19</sup> Details of the payments are provided in Note 3 of the Financial Statements.



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# Carbon Neutral Government Programme reporting

## **WorkSafe's ambition for environmental performance**

The effects of climate change introduce direct risks for occupational health and safety and result in inequitable outcomes. Many climate-related events, including severe weather, have the potential for broad and long-lasting impacts on the health and wellbeing of workers, businesses, communities and entire regions.

WorkSafe is committed to making meaningful contributions to public sector decarbonisation. The organisation has set achievable emissions reduction targets to reduce gross emissions and become carbon neutral by 2025. The targets that will direct WorkSafe's efforts out to 2030 are:

- 25% reduction (no less than 21%) by 2025
- 45% reduction (no less than 42%) by 2030.

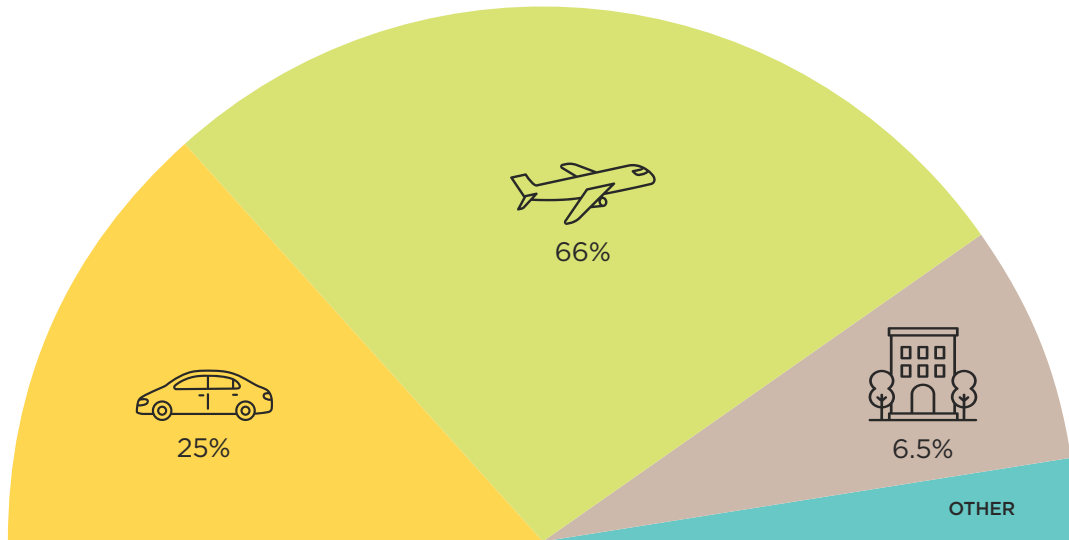
## **Understanding WorkSafe's environmental impact**

WorkSafe's priority for 2022/23 has been to develop an effective emissions management framework. Through this process, WorkSafe documented robust data management procedures to provide confidence in how it quantifies emissions.

WorkSafe's emissions inventory captures all mandatory sources, with several improvements to data collection and emissions estimates as a result of the base year audit conducted in 2022. WorkSafe has a process for continuous improvement for its emissions inventory and continues to work with suppliers to enhance the reliability and accuracy of emissions source data.

## **Targeting travel**

WorkSafe is a national organisation with a local presence. The mobility of kaimahi is a critical aspect of how WorkSafe engages with businesses and communities, and as a result, over 80% of WorkSafe's emissions are related to how kaimahi travel across the motu.



## PRIORITY INITIATIVES FOR 2023/24



Optimise and electrify the fleet

**25%** of emissions

A cornerstone for WorkSafe's emissions reduction is the transition to a well-optimised electric fleet. WorkSafe applies an electric-first policy to vehicle replacements, and one-quarter of the fleet is now electric. This electrification will continue through an ongoing asset replacement plan out to 2026. This has the potential to reduce total emissions by up to 20%. WorkSafe is also deepening its understanding of how the fleet is currently used to identify opportunities for a future fleet operating model that is fit for purpose, flexible and efficient.



Reduce emissions from organisation-wide staff travel

**66%** of emissions

Travel patterns in recent years up to and including 2022/23 have been suppressed by multiple factors including COVID-19 settings and cost controls in place in the current economic environment. Sustainability considerations are already a focus in WorkSafe's travel policy, and the organisation will continue to develop and embed tools that support how kaimahi give effect to this in practice.



Increase energy efficiency of office spaces

**4%** of emissions

A planned review of WorkSafe's property strategy offers opportunities to embed sustainability in upcoming lease negotiations and planned site enhancements.



Sustainability by design

Embracing opportunities for sustainability by design will embed sustainability into day-to-day decision making. This will seek to decouple organisational growth from a direct increase in costs and emissions, which will become increasingly important as inspector numbers grow.

## Emissions performance

WorkSafe has received Toitū carbonreduce certification, which is evidence WorkSafe is measuring and managing its carbon footprint in line with international best practice.

In 2022/23, WorkSafe's emissions were 1,404 tonnes of CO<sub>2</sub>e, 30% (614 tonnes) below the 2018/19 base year of 2,019 tonnes of CO<sub>2</sub>e.

While WorkSafe is currently tracking ahead of its reduction target pathway, this reduction partially reflects the impact of COVID-19 settings on travel patterns and has continued to be affected by cost pressures across the organisation.

WorkSafe will continue to embed sustainable practices and procedures, building on the progress of previous years, to solidify gains and embed sustainability in WorkSafe's culture.



## Emissions data

EMISSIONS PROFILE BROKEN DOWN BY EMISSIONS SOURCE/SCOPE (tCO<sub>2</sub>e)

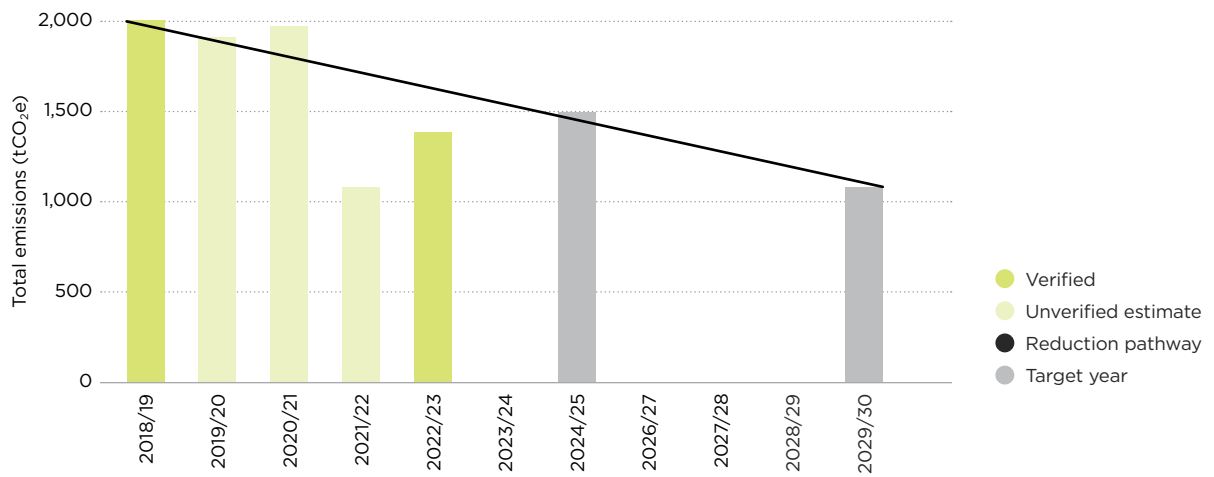
SCOPE	2018/19	2022/23
<b>Scope 1</b>	<b>636.34</b>	<b>352.78</b>
Fleet – diesel	247.68	140.14
Fleet – petrol	363.76	212.65
Office energy – natural gas	24.91	0.00
<b>Scope 2</b>	<b>127.65</b>	<b>53.91</b>
Fleet – electricity (office charging)	0.00	0.42
Office energy – electricity	127.65	53.50
<b>Scope 3</b>	<b>1,254.98</b>	<b>997.65</b>
Business travel – air travel	1,076.87	846.80
Business travel – ground transport	40.34	31.71
Business travel – hotel stays	91.91	51.13
Fleet – electricity (public charging)	0.00	0.08
Freight	0.00	7.36
Paper	11.25	4.02
Transmission and distribution losses	13.87	7.78
Waste to landfill	4.86	7.53
Wastewater treatment	14.60	9.99
Water supply	1.27	0.86
Working from home	0.00	30.40
<b>TOTAL</b>	<b>2,018.97</b>	<b>1,404.34</b>







PROGRESS AGAINST EMISSIONS REDUCTION TARGETS



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# He kawenga tauākī

## Statement of responsibility

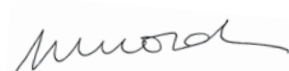
The Board is responsible for the preparation of WorkSafe's statement of performance and financial statements and for the judgements made in them. We are responsible for any end-of-year performance information provided by WorkSafe under section 19A of the Public Finance Act 1989.

We have the responsibility for establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial and services performance reporting. In our opinion, the statement of performance and financial statements fairly reflect the operations and financial position of WorkSafe New Zealand for the year ended 30 June 2023.



**Jennifer Kerr**  
Chair

31 October 2023



**Bill Moran**  
Deputy Chair

31 October 2023



## Disclosure of judgements relating to statement of performance

Before the start of the 2022/23 year, WorkSafe refined its performance measures to ensure alignment between the Statement of Intent and Statement of Performance Expectations and to address the requirements of the External Report Board (XRB) reporting standards that came into force in January 2022. In order to comply with the XRB standards, WorkSafe ensured:

- all performance measures were meaningful and tested internally for validity prior to external release
- baseline information was available to support progress measurement against the measures set.

Several measures were strengthened as a result, two new measures were introduced and eight measures were removed. The changes were designed to reflect continuous improvement and provide a stronger focus on impacts and outcomes. WorkSafe undertook further refinement of its measures during 2022/23, and this is reflected in the 2023/24 Statement of Performance Expectations.

The table below summarises the cost of output of the regulatory activities for the year:

<b>WORKSAFE'S ACTIVITIES</b>	<b>ACTUAL (\$m)</b>	<b>BUDGET (\$m)</b>	<b>VARIANCE (\$m)</b>
Lead, engage and influence	16.0	15.9	(0.1)
Educate, guide, inform and learn	39.1	39.8	0.7
Build capability and worker participation	6.4	6.6	0.2
Authorise, oversee, assess and audit	21.1	22.4	1.3
Investigate, enforce and hold to account	64.0	65.2	1.2
Innovate, design, implement and evaluate	10.3	10.2	(0.1)
<b>TOTAL EXPENDITURE</b>	<b>156.9</b>	<b>160.1</b>	<b>3.2</b>

The total expenditure amounts are reported in the statement of comprehensive revenue and expense in the financial statements.



# He tūmahi tauākī

## Statement of performance

### Our core regulatory activities



Lead, engage and influence



Educate, guide, inform and learn



Build capability and worker participation



Authorise, oversee, assess and audit



Investigate, enforce and hold to account



Innovate, design, implement and evaluate



### Arahanga, whakapāpā me te whakapakepake

Lead, engage and influence

Over 2022/23, WorkSafe committed to:

- oversee, assess and audit authorisation regimes established by regulations for high-risk workplaces, plant, substances or activities
- administer the licences, permits and other authorising documentation associated with these regimes
- forge relationships with whānau, hapū and iwi to build meaningful partnerships to drive health and safety at work change
- contribute to the international arena on health and safety at work, and energy safety.

### KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

- WorkSafe provided continued leadership and input to a review of the Joint Accreditation System of Australia and New Zealand rules applying to the certification of the safety of electrical appliances and equipment for sale in New Zealand and Australia. This identified weaknesses in the existing certification system and introduced more-visible requirements for product assessment intended for the New Zealand and Australasian market.
- WorkSafe participated in the Electrical Regulatory Authorities Council and the Gas Technical Regulators Committee to discuss how officials can work together to improve the safety of product and installations with the view to protecting people and property across Australasia.
- WorkSafe continued to contribute to international learnings through sharing investigative and enforceable undertakings journeys over recent years with our Australian health and safety colleagues.
- WorkSafe contributed content on keeping workers healthy and safe to Docket, a free self-assessment tool for small business launched by the Sustainable Business Network. Usage data indicates strong engagement with the health and safety section.
- WorkSafe participated at the Asia-Pacific Economic Cooperation Joint Regulatory Advisory Committee on Electrical and Electronic Equipment meetings hosted by Thailand discussing international electrical safety controls and performance.

PERFORMANCE RESULTS 2022/23

PERFORMANCE MEASURE	2021/22 RESULT	TARGET	2022/23 YEAR-END RESULTS
1.1 The proportion of partnerships funded by WorkSafe that meet or exceed the agreed partnership outcomes	Not reported	100%	95% ✘
1.2 Number of collaboratively designed health and safety partnership arrangements established under our Te Ara Tuituinga engagement framework	2	≥2	12 ✔
1.3 WorkSafe engages with government and industry leadership bodies to promote the integration of health and safety into work planning and design	Achieved	Achieved	Achieved ✔

Variance explanations

- 1.1 Due to capacity constraints, one of WorkSafe’s partners experienced delays in meeting annual milestones, resulting in the target being missed by 5%.
- 1.2 There are 12 partnership arrangements under way between iwi and WorkSafe. This measure was introduced to capture the work to deliver the Maruiti strategy and the target was set to reflect that this was in development. As a result of ongoing engagement with iwi and various health and safety concerns for Māori workers after Cyclone Gabrielle, the number of partnership arrangements over 2022/23 has increased significantly.

COST OF OUTPUT

Actual cost to perform output-related activities amounted to \$16.0m.  
The budgeted amount was \$15.9m.



**Whakaako, ārahi, whakamōhio me te ako**

Educate, guide, inform and learn

Over 2022/23, WorkSafe committed to:

- monitor and communicate the performance of the health and safety at work system to support insights
- commission, collect and use data, information and research
- improve health and safety practice by promoting guidance and educational materials and tools
- build our understanding of the system by learning from our engagements and regulatory activities.

KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

- WorkSafe released the results of its first New Zealand Carcinogens Survey. The survey found that 26.3% of workers have probable medium/high exposure to at least one carcinogen. WorkSafe’s target is for this level to trend down over time as carcinogenic exposures are eliminated or controls are improved. This survey is an example of WorkSafe investing in research to create modern, insights-driven regulatory approaches that address harm to kaimahi in Aotearoa.
- Eight online micro-learning safety modules were developed, including the following:
  - For quarry workers to support knowledge and understanding about common risks associated with mobile plants. Each module was tested in four quarry sites and findings are being incorporated within the modules.

- Related to SafePlus:
  - › He Ara Matatau | SafePlus Assessor (NZQA Level 6) with enrolments closing 10 days later due to demand. Training for the first cohort is now under way.
  - › SafePlus Kia Haumarū! Kia Matatū! | Be Safe! Be Alert! (NZQA Level 4) based on the SafePlus toolkit. Enrolments are going well, and two students have already completed the course.
- WorkSafe set up a Compliance Certifier Reference Group (CCRG) with key external stakeholders to educate, guide, inform and learn. Stakeholders applied and were appointed to form part of the CCRG, together with terms of reference to ensure this engagement is productive and interactive and both parties gain benefits and insights into this industry.
- All recommendations in respect of notification of refusal to issue a compliance certificate (the Smith review) were implemented. The recommendations are interlinked with several other work programmes within WorkSafe.
- WorkSafe confirmed how to work with others to carry out respective functions in relation to deaths at a workplace when they are reportable under the Coroners Act 2006. This has increased engagement between WorkSafe and coronial case managers, Chief Coroner's legal and research counsel, information advisors and Coroners.

## PERFORMANCE RESULTS 2022/23

PERFORMANCE MEASURE	2021/22 RESULT	TARGET	2022/23 YEAR-END RESULTS	
2.1 Percentage of people we directly engage with who agree WorkSafe educates	53%	>65%	59%	✘
2.2 Percentage of people who say our guidance is very useful	82%	>60%	79%	✔
2.3 Percentage of published WorkSafe Guidance that is aligned to one or more of our priority areas: higher risk sectors or industries/ cross-sector event-types/work-related health exposures/workers at greater risk	100%	≥80%	100%	✔
2.4 WorkSafe informs the public about where health and safety harm is occurring by publishing monthly fatality and notification statistics	Achieved	Achieved	Not achieved	✘

## Variance explanations

- 2.1 Due to system and process constraints, this is measured solely on efforts by WorkSafe's General Inspectorate and none of the other WorkSafe functions involved with education. Education forms only part of an inspector's role. The result is an improvement on the 2021/22 result of 53%. This measure will be reviewed over 2023/24.
- 2.4 As part of progressing WorkSafe's Digital Transformation programme, publication of regular notification statistics was paused between December 2022 and June 2023. WorkSafe resumed publication of notification statistics in July 2023.

## COST OF OUTPUT

Actual cost to perform output-related activities amounted to \$39.1m.  
The budgeted amount was \$39.8m.



## Kia hangaia te kaha, kia kanohi kitea ngā kaimahi

### Build capability and worker participation

Over 2022/23, WorkSafe committed to:

- develop and support health and safety leadership programmes
- develop and support capability-building programmes for the health and safety workforce
- support and enable worker engagement, participation and representation
- engage with kaimahi and unions when we assess, audit and investigate.

#### KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

##### Victims' Rights Act 2002 and the Victims Code

WorkSafe updated brochures for victims and bereaved families and continues to engage with victims and whānau, providing advice and support to ensure they have access to all the resources available.

##### Guidance and safety campaigns

WorkSafe published safety alerts and ran energy safety campaigns to support workers and the public to identify risks and behave safely.

##### Competency framework

WorkSafe worked with the New Zealand Institute of Safety Management to develop a New Zealand competency framework for health and safety generalists, including developing a process to accredit or otherwise assure the quality and consistency of health and safety tertiary education in New Zealand.

#### PERFORMANCE RESULTS 2022/23

PERFORMANCE MEASURE	2021/22 RESULT	TARGET	2022/23 YEAR-END RESULTS
3.1 Number of active health and safety professional workforce development projects that have been co-designed by WorkSafe and the relevant association	4	>3	4 ✓
3.2 Percentage of WorkSafe assessments that include interaction with a worker or representative where available	89%	≥80%	93% ✓

#### COST OF OUTPUT

Actual cost to perform output-related activities amounted to \$6.4m.

The budgeted amount was \$6.6m.



## Whakamana, whakahaere, aromatawai me te arotake

Authorise, oversee, assess and audit

Over 2022/23, WorkSafe committed to:

- develop legal standards and instruments to set minimum standards for health and safety at work
- deliver and oversee authorisation regimes for regulated people, places and activities
- regulate, assess and audit people, places and activities
- use a range of enforcement tools to improve health and safety practice and prevent harm.

### KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

- WorkSafe developed seven safe work instruments (SWIs) that set requirements, competencies and standards for managing work-related health and safety risks in relation to pipelines, mining and quarrying, and hazardous substances. Of these, two SWIs were developed to support the commencement of amended regulations, and one was fast-tracked to assist the Cyclone Gabrielle relief effort by enabling a wider range of polyethylene tanks to store diesel.
- Following a period of public consultation, WorkSafe recently issued a revised performance standard (Health and Safety at Work (Hazardous Substances - Information and Process Requirements for Compliance Certifiers) Amendment Performance Standard 2023) for compliance certifiers requiring them to improve their practice when refusing to issue compliance certificates.
- WorkSafe ensures the integrity and compliance of the authorisation regime through the completion of an audit of safety auditors who conduct the required safety audits for adventure activity operators (AAOs). WorkSafe recognition of these safety audits is integral to ensuring that AAOs are compliant with the adventure activities regulations.
- An external review of the duty holder review (DHR) function was completed to assess if the DHR process was still an effective alternative intervention. The review findings reinforced the value of the DHR process within the WorkSafe toolkit and recommended a range of improvements to DHR processes, engagement and strategic alignment.
- WorkSafe assessed two applications for rerecognition as a safety auditor under the adventure activities regulations. The assessment ensured those organisations continue to meet the requirements for safety auditors under the regulations.

WorkSafe carried out an investigation leading to guilty pleas in the WorkSafe v Mac Group Limited and JNP Construction Limited prosecution.

In September 2021, a Pacific Island worker was crushed by a wall while working as part of a demolition team and sustained serious injuries. The worker had been employed by a labour hire company, JNP Construction Limited.

While the incident was reported to WorkSafe at the time of the incident by Mac Group Limited (the principal demolition contractor), the full extent of the worker's injuries were not realised until later.

In May 2022, the victim approached the media and provided a recording in which the director of Mac Group Limited appeared to be instructing the victim to minimise the incident if WorkSafe spoke to him.

Following media reporting, the matter was reopened as a WorkSafe investigation. WorkSafe has 12 months from receiving notification of an incident to bring a prosecution if failures are found. In the four months until that deadline, WorkSafe was able to engage with the worker and gain his trust, interview parties involved and analyse the matter to the point of filing charges against Mac Group Limited and JNP Construction Limited pursuant to s36(1) and s48 of HSWA in September 2022.

In April 2023, Mac Group Limited and JNP Construction Limited entered guilty pleas to charges.



PERFORMANCE RESULTS 2022/23

PERFORMANCE MEASURE	2021/22 RESULT	TARGET	2022/23 YEAR-END RESULTS
4.1 Number of energy safety audits (of products, suppliers, networks, distribution systems, installations) completed	777	≥550	578 ✓
4.2 Percentage of high hazard sites inspected compared to annual operating plan targets for major hazard facilities, petroleum and geothermal, and mining, tunnelling and quarry sites	98%	≥80%	124% ✓
4.3 Percentage of corrective actions identified as part of the audit process for hazardous substances compliance certifiers that are closed within the specified timeframe, or where further action is taken, in accordance with WorkSafe's Compliance Certifier Audit Policy dated November 2017, is considered	95%	100%	100% ✓
4.4 Percentage of applications for controlled substances licences and hazardous substances controls processed within three months		≥80%	96% ✓
4.5 Percentage of Occupational Diving Certificate of Competence applications processed within 20 working days		≥70%	92% ✓

Variance explanations

- 4.2 This target was initially based on historical performance. Exceeding this target has been a result of additional inspections to address high potential incidents, responding to complaints and revisits due to previously identified safety issues.
- 4.5 This was the first year that a performance measure relating to the processing of Occupational Diving Certificates of Competence has been in place and the target was initially set at an 'achievable' level. A new target of 80% has been set for 2023/24.

COST OF OUTPUT

Actual cost to perform output-related activities amounted to \$21.1m. The budgeted amount was \$22.4m.





## Ketuketū, whakauruhi, me te noho haepapa

Investigate, enforce and hold to account

Over 2022/23, WorkSafe committed to:

- investigate to support compliance with health and safety laws
- support businesses and organisations to self-review to help them improve their health and safety practice
- hold those who do not meet their health and safety obligations to account in a fair and proportionate way
- prosecute when there is non-compliance with health and safety laws and, in doing so, provide justice for victims
- agree enforceable undertakings when work systems and processes require change.

### KEY ACTIVITIES AND ACHIEVEMENTS 2022/23

#### Enforceable undertakings

An external evaluation on the effectiveness of enforceable undertakings found that this alternative intervention provided better health and safety outcomes for workers and the relevant industry involved. Stakeholder feedback provided through the evaluation has seen continuous improvement in the enforceable undertaking process, communications, applicant feedback and subsequently better outcomes.

WorkSafe conducted a complex investigation following the death of a student from Whangārei Boys' High School on 9 May while on an education outside the classroom course in Abbey Caves.

A court-ordered enforceable undertaking (COEU), as an alternative intervention, was granted to IcePak Limited. Clear feedback and submissions from WorkSafe consequently saw the COEU granted with strong enforceable and monitorable conditions to ensure the COEU provides better health and safety outcomes for those affected, including independent oversight and verification of the activities and terms that were agreed to between IcePak and the court.

#### PERFORMANCE RESULTS 2022/23

PERFORMANCE MEASURE	2021/22 RESULT	TARGET	2022/23 YEAR-END RESULTS
5.1 Percentage of investigations where a final decision is made and communicated to victims and persons conducting a business or undertaking within 12 months of commencement	98%	100%	100% ✓
5.2 Percentage of energy safety investigations (notifiable or non-notifiable incidents and unsafe situations) involving gas and electricity that are completed within 60 working days	96%	≥85%	96% ✓
5.3 The WorkSafe Te Mate Ohorere protocol is used as a guide for determining the approach to investigating fatalities involving all victims	N/A	100%	100% ✓
5.4 Percentage of investigation files referred to WorkSafe's legal group to initiate a prosecution that meet agreed quality standards	100%	≥80%	100% ✓

#### COST OF OUTPUT

Actual cost to perform output-related activities amounted to \$64.0m.

The budgeted amount was \$65.2m.



## Whakahou, whakahoahoa, whakatinana me te arotake

Innovate, design, implement and evaluate

Over 2022/23, WorkSafe committed to:

- focus on reducing ill health, injuries and fatalities by developing and supporting harm prevention programmes
- work to identify and eliminate the risk of catastrophic events
- develop kaupapa Māori harm prevention approaches with and for Māori
- measure and evaluate how effective our programmes and interventions are.

WorkSafe has made use of its increased intelligence analysis capacity to ensure analytical support is used to direct harm prevention efforts towards the areas of greatest risk.

### Catastrophic events

WorkSafe has updated and improved the catastrophic event model it uses to identify broad areas of risk for catastrophic events.

#### PERFORMANCE RESULTS 2022/23

PERFORMANCE MEASURE	2021/22 RESULT	TARGET	2022/23 YEAR-END RESULTS
6.1 The number of harm prevention programmes targeting high-risk sectors or risks that are common across sectors	7	4	8 ✓
6.2 The proportion of harm prevention programmes that actively consider health and safety outcomes for Māori and Pacific Peoples	100%	100%	100% ✓
6.3 The percentage of WorkSafe General Inspectorate assessments that include a focus on work-related health risks	86%	≥75%	82% ✓
6.4 The number of collaboratively designed kaupapa Māori health and safety programmes delivered	3	≥3	23 ✓

#### Variance explanation

- 6.4 This measure has been in place for two years and was introduced to capture the work under way to deliver the Maruiti strategy. The significantly increased delivery reflects the relationship building from the previous two years and from increased interest from iwi and other stakeholders relating to health and safety concerns for Māori workers after Cyclone Gabrielle.

### COST OF OUTPUT

Actual cost to perform output-related activities amounted to \$10.3m.  
The budgeted amount was \$10.2m.

# Reportable outputs

WorkSafe is funded primarily through the Vote Labour Market: Workplace Relations and Safety – Workplace Health and Safety. This appropriation is limited to information, education, leadership, guidance, support and enforcement relating to the health and safety of workers and workplaces. This appropriation is intended to achieve healthier, safer and more knowledgeable workplaces. The measure used to report against the appropriation is that ‘More people improve their practices as a result of direct interaction with WorkSafe’.

ASSESSMENT OF PERFORMANCE	TARGET 2022/23	ACTUAL 2022/23
Percentage of people (workers and employers) who made at least one change to improve workplace safety and/or reduce risks to workers’ health after interaction with a health and safety inspector  Impacts Effectiveness Monitor	≥85%	77%

Of those completing the Impact Survey by 30 June 2023, three months after the inspection, 83% reported having made at least one change.

WorkSafe has also received funding through Workplace Relations and Safety – Capital for WorkSafe New Zealand. This appropriation is limited to capital injections and loans to WorkSafe to support the delivery of its functions as the health and safety at work regulator. This appropriation is intended to achieve the design and implementation of an appropriate information technology system for WorkSafe that supports the processing of licences and authorisations and to enable WorkSafe to administer the refrigeration licensing scheme in advance of fees being received. The measure used to report against the appropriation is that ‘Any major capital project proposals are developed in accordance with Treasury business case guidelines’.

ASSESSMENT OF PERFORMANCE	TARGET 2022/23	ACTUAL 2022/23
Any major capital project proposals are developed in accordance with Treasury business case guidelines	Achieved	Not applicable – no major capital proposals were developed



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He pūtea tauākī  
Financial  
statements

## Statement of comprehensive revenue and expense for the year ended 30 June 2023

\$000	NOTES	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
<b>Revenue</b>				
Funding from the Crown	2	141,125	141,125	132,849
Interest revenue	2	1,514	405	439
Other revenue	2	14,475	14,180	13,123
<b>Total revenue</b>		<b>157,114</b>	<b>155,710</b>	<b>146,411</b>
<b>Expenditure</b>				
Personnel costs	3	108,967	99,870	97,123
Other expenses	5	41,248	52,237	43,251
Depreciation and amortisation expense	9, 10	6,226	8,018	5,616
Finance costs	4	460	-	105
<b>Total expenditure</b>		<b>156,901</b>	<b>160,125</b>	<b>146,095</b>
<b>SURPLUS/(DEFICIT)</b>		<b>213</b>	<b>(4,415)</b>	<b>316</b>
<b>TOTAL COMPREHENSIVE REVENUE AND EXPENSE</b>		<b>213</b>	<b>(4,415)</b>	<b>316</b>

Explanations of major variances against budget are provided in note 23.

The accompanying notes form part of these financial statements.

## Statement of financial position as at 30 June 2023

\$000	NOTES	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
<b>Assets</b>				
<b>Current assets</b>				
Cash and cash equivalents	6	5,920	7,099	9,111
Receivables and prepayments	7	10,663	2,585	2,682
Investments	8	20,171	24,435	35,517
<b>TOTAL CURRENT ASSETS</b>		<b>36,754</b>	<b>34,119</b>	<b>47,310</b>
<b>Non-current assets</b>				
Property, plant and equipment	9	11,135	11,444	10,274
Intangible assets	10	29,157	35,184	19,243
<b>TOTAL NON-CURRENT ASSETS</b>		<b>40,292</b>	<b>46,628</b>	<b>29,517</b>
<b>TOTAL ASSETS</b>		<b>77,046</b>	<b>80,747</b>	<b>76,827</b>
<b>Liabilities</b>				
<b>Current liabilities</b>				
Payables and provisions	11, 14	5,837	8,567	10,132
Revenue in advance	12	130	2,389	9,834
Employee entitlements	13	7,188	9,417	8,466
Borrowings – current	15	5,000	-	-
<b>TOTAL CURRENT LIABILITIES</b>		<b>18,155</b>	<b>20,373</b>	<b>28,432</b>
<b>Non-current liabilities</b>				
Employee entitlements	13	711	460	429
Borrowings	15	15,223	24,907	11,993
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>15,934</b>	<b>25,367</b>	<b>12,422</b>
<b>TOTAL LIABILITIES</b>		<b>34,089</b>	<b>45,740</b>	<b>40,854</b>
<b>NET ASSETS</b>		<b>42,957</b>	<b>35,007</b>	<b>35,973</b>
<b>Equity</b>				
Capital reserves	18	35,746	30,924	28,975
Memorandum account	18	2,710	5,180	2,814
Accumulated surplus/(deficit)	18	4,501	(1,097)	4,184
<b>TOTAL EQUITY</b>		<b>42,957</b>	<b>35,007</b>	<b>35,973</b>

Explanations of major variances against budget are provided in note 23.

The accompanying notes form part of these financial statements.

## Statement of changes in equity for the year ended 30 June 2023

\$000	NOTES	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
Balance at 1 July		35,973	35,972	33,315
Total comprehensive revenue and expense		213	(4,415)	316
<b>Owner transactions</b>				
Capital contribution	15, 18	6,771	3,450	2,342
<b>BALANCE AT 30 JUNE</b>		<b>42,957</b>	<b>35,007</b>	<b>35,973</b>

Explanations of major variances against budget are provided in note 23.

The accompanying notes form part of these financial statements.



## Statement of cash flows for the year ended 30 June 2023

\$000	NOTES	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
<b>Cash flows from operating activities</b>				
Receipts from the Crown		141,125	141,125	132,849
Interest received		1,514	405	439
Receipts from other revenue		6,302	10,972	13,909
Payments to suppliers		(54,250)	(52,133)	(42,783)
Payments to employees		(109,963)	(98,869)	(92,231)
GST (net)		418	-	(805)
<b>Net cash flow (used in)/from operating activities</b>		<b>(14,854)</b>	<b>1,500</b>	<b>11,378</b>
<b>Cash flows from investing activities</b>				
Receipts from sale of property, plant and equipment		583	-	548
Purchase of property, plant and equipment	9	(4,023)	(4,180)	(5,133)
Purchase of intangible assets	10	(14,784)	(17,143)	(10,722)
Receipts/(payments) for new term deposits		15,346	5,782	(6,867)
<b>Net cash flow from investing activities</b>		<b>(2,878)</b>	<b>(15,541)</b>	<b>(22,174)</b>
<b>Cash flows from financing activities</b>				
Borrowings	15	10,530	11,515	13,390
Capital contribution	18	4,011	3,450	840
<b>Net cash flow from financing activities</b>		<b>14,541</b>	<b>14,965</b>	<b>14,230</b>
<b>NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS</b>		<b>(3,191)</b>	<b>924</b>	<b>3,434</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>9,111</b>	<b>6,175</b>	<b>5,677</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>5,920</b>	<b>7,099</b>	<b>9,111</b>

Explanations of major variances against budget are provided in note 23.

The accompanying notes form part of these financial statements.

**Reconciliation of net surplus/(deficit)  
to net cash flow from operating activities  
for the year ended 30 June 2023**

\$000	ACTUAL 2023	ACTUAL 2022
<b>Net surplus</b>	<b>213</b>	<b>316</b>
<b>Add/(less) non-cash items</b>		
Depreciation and amortisation expense	6,226	5,616
Loss from impairment of intangible asset	1,414	-
Software-as-a-service disposal	-	2,447
<b>Total non-cash items</b>	<b>7,640</b>	<b>8,063</b>
<b>Add/(less) items classified as investing or financing activities</b>		
(Gains)/losses on disposal of property, plant and equipment	(192)	(147)
Interest expense on loan	460	105
<b>Total items classified as investing or financing activities</b>	<b>268</b>	<b>(42)</b>
<b>Add/(less) movements in statement of financial position items</b>		
(Increase)/decrease in receivables	(3,536)	(289)
(Increase)/decrease in prepayments	(4,445)	(322)
(Decrease)/increase in payables	(4,294)	1,345
(Decrease)/increase in revenue in advance	(9,704)	1,076
(Decrease)/increase in employee entitlements	(996)	1,231
<b>Net movements in working capital items</b>	<b>(22,975)</b>	<b>3,041</b>
<b>NET CASH FLOW (USED IN)/FROM OPERATING ACTIVITIES</b>	<b>(14,854)</b>	<b>11,378</b>

The accompanying notes form part of these financial statements.

# Notes to the financial statements

## 1. Statement of accounting policies

### REPORTING ENTITY

WorkSafe New Zealand, a Crown Agent as defined by the Crown Entities Act 2004, was established on 16 December 2013 and is domiciled and operates in New Zealand. The relevant legislation governing WorkSafe's operations includes the Crown Entities Act 2004, the WorkSafe New Zealand Act 2013 and the Health and Safety at Work Act 2015. WorkSafe's ultimate parent is the New Zealand Crown. WorkSafe is funded primarily by government through Vote Labour Market.

WorkSafe's primary objective is to provide public services to the New Zealand public as opposed to making a financial return. Accordingly, WorkSafe has designated itself as a public benefit entity (PBE) for financial reporting purposes.

The financial statements for WorkSafe are for the 12 months ended 30 June 2023 and were approved by the Board on 31 October 2023.

### BASIS OF PREPARATION

The financial statements have been prepared on a going-concern basis, and the accounting policies have been applied consistently throughout the period.

### Statement of compliance

The financial statements of WorkSafe have been prepared in accordance with the requirements of the Crown Entities Act 2004, which include the requirement to comply with generally accepted accounting practice in New Zealand (NZ GAAP).

These financial statements have been prepared in accordance with Tier 1 PBE accounting standards, and they comply with PBE accounting standards.

### Measurement base

The financial statements have been prepared on a historical cost basis, except for some non-financial assets and liabilities, which are stated at fair value.

### Functional and presentation currency

The financial statements are presented in New Zealand dollars, and all values are rounded to the nearest thousand dollars (\$000), unless otherwise stated. The functional currency of WorkSafe is New Zealand dollars (NZ\$).

### STANDARDS ISSUED AND NOT YET EFFECTIVE AND NOT EARLY ADOPTED

WorkSafe has not early adopted any relevant standards and amendments issued but not yet effective.

### INITIAL APPLICATION OF NEW, REVISED OR AMENDED PBE STANDARDS

#### PBE IPSAS 41 Financial Instruments

PBE IPSAS 41 Financial Instruments is effective from 1 January 2022 and was adopted by WorkSafe on that date. PBE IPSAS 41 replaces PBE IFRS 9 Financial Instruments. The adoption of PBE IPSAS 41 has not had a material impact on these financial statements as the requirements are similar to those contained in PBE IFRS 9, which WorkSafe had previously adopted.

#### PBE FRS 48 Service Performance Reporting

PBE FRS 48 Service Performance Reporting is effective for periods from 1 January 2022 and was adopted by WorkSafe on that date. PBE FRS 48 requires specific disclosures for the reporting of service performance information, which have been provided in the statement of performance.

### SIGNIFICANT ACCOUNTING POLICIES

Significant accounting policies are included in the notes to which they relate. Significant accounting policies that do not relate to a particular note are outlined below and have been applied consistently to all periods presented in these financial statements.

### **Foreign currency**

Foreign currency transactions are translated into New Zealand dollars using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end of monetary assets and liabilities denominated in foreign currencies are recognised in the surplus or deficit.

### **Goods and services tax (GST)**

All items in the financial statements are presented exclusive of GST, except for receivables and payables, which are presented on a GST-inclusive basis. Where GST is not recoverable as input tax, it is recognised as part of the related asset or expense.

The net amount of GST recoverable from, or payable to, Inland Revenue is included as part of receivables or payables in the statement of financial position.

The net GST paid to, or received from, Inland Revenue (including the GST relating to investing and financing activities) is classified as an operating cash flow in the statement of cash flows.

Commitments and contingencies are disclosed exclusive of GST.

### **Income tax**

WorkSafe is a public authority and consequently is exempt from the payment of income tax. Accordingly, no charge for income tax has been provided for.

### **Budget figures**

The budget figures are derived from the Statement of Performance Expectations 2022/23 as approved by the Board at the beginning of the financial year. The budget figures have been prepared in accordance with NZ GAAP using accounting policies that are consistent with those adopted by the Board in preparing these financial statements. The budget figures are unaudited.

### **Critical accounting estimates and assumptions**

In preparing these financial statements, WorkSafe has made estimates and assumptions concerning the future. These estimates and assumptions may differ from the subsequent actual results. Estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed reasonable under the circumstances. There are no critical assumptions to detail specifically.

## **2. Revenue**

The specific accounting policies for significant revenue items are explained below.

### **Funding from the Crown**

WorkSafe is primarily funded through revenue received from the Crown and is restricted in its use for the purpose of WorkSafe meeting its objectives as specified in its Statement of Performance Expectations and Statement of Intent.

WorkSafe considers there are no conditions attached to the funding, unless specified, and it is recognised as revenue at the point of entitlement. This is considered to be the start of the appropriation period to which the funding relates. The fair value of funding from the Crown has been determined to be equivalent to the amounts due.

### **Provision of services**

Services provided to third parties on commercial terms are exchange transactions. Revenue from these services is recognised in proportion to the stage of completion at balance date. The liability for any revenue not recognised at balance date is shown in the statement of financial position as revenue in advance.

### **Interest revenue**

Interest revenue is recognised by accruing on a time proportion basis the interest due for the investment.

### **Rental revenue**

Lease receipts under an operating sub-lease are recognised as revenue on a straight-line basis over the lease term.

**OTHER REVENUE**

<b>\$000</b>	<b>ACTUAL 2023</b>	ACTUAL 2022
Safety case revenue	113	208
ACC funding	12,134	11,146
Rent from sub-leases	152	152
Registration fees collected	178	287
Other revenue	1,898	1,330
<b>TOTAL OTHER REVENUE</b>	<b>14,475</b>	<b>13,123</b>

**3. Personnel costs****SALARIES AND WAGES**

Salaries and wages are recognised as an expense as employees provide services.

**SUPERANNUATION SCHEMES****Defined contribution schemes**

Employer contributions to KiwiSaver, the Government Superannuation Fund and the State Sector Retirement Savings Scheme are accounted for as defined contribution superannuation schemes and are expensed in the surplus or deficit as incurred.

**Defined benefit schemes**

WorkSafe makes employer contributions to the Defined Benefit Plan Contributors Scheme (the scheme), which is managed by the Board of Trustees of the National Provident Fund. The scheme is a multi-employer defined benefit scheme.

Insufficient information is available to use defined benefit accounting as it is not possible to determine from the terms of the scheme the extent to which the surplus/deficit in the plan will affect future contributions by individual employers because there is no prescribed basis for allocation. The scheme is therefore accounted for as a defined contribution scheme.

**PERSONNEL COSTS**

<b>\$000</b>	<b>ACTUAL 2023</b>	ACTUAL 2022
Salaries and wages	92,197	79,174
Defined contribution plan employer contributions	2,812	2,533
Increase/(decrease) in net leave provision	(58)	848
Other personnel-related costs	5,032	5,386
Contractors	8,513	8,704
Restructuring costs	471	478
<b>TOTAL PERSONNEL COSTS</b>	<b>108,967</b>	<b>97,123</b>

**KEY MANAGEMENT PERSONNEL COMPENSATION**

<b>\$000</b>	<b>ACTUAL 2023</b>	ACTUAL 2022
<b>Board members</b>		
Remuneration	243	215
Number of FTE members <sup>20</sup>	1.31	1.02
<b>Leadership members</b>		
Remuneration	2,496	2,788
Number of FTE members	11.00	9.83
<b>TOTAL KEY MANAGEMENT PERSONNEL REMUNERATION</b>	<b>2,739</b>	<b>3,003</b>

Key management personnel include all Board members, the Chief Executive and members of the WorkSafe Executive Leadership Team.

**4. Finance costs**

Borrowing costs are expensed in the financial year in which they are incurred.

<b>\$000</b>	<b>ACTUAL 2023</b>	ACTUAL 2022
Interest on concessionary loan (note 15)	460	105
<b>TOTAL FINANCE COSTS</b>	<b>460</b>	<b>105</b>

**5. Other expenses**

<b>\$000</b>	<b>ACTUAL 2023</b>	ACTUAL 2022
Fees to Deloitte Limited for the audit of financial statements	171	150
Staff travel	4,430	2,460
Advertising, publicity and sponsorship	1,170	600
Consultancy	13,293	15,675
Fees to Board members	243	215
Fees to Advisory Board members	104	105
ICT costs and technical support	4,551	5,719
Legal services	5,286	5,102
Shared services provided by MBIE <sup>21</sup>	1,949	3,187
Levy collection (services paid to ACC)	869	869
Other expenses	1,711	3,339
Rental and leasing costs	4,676	4,829
(Gain)/loss on disposal of assets	(192)	(147)
Impairment of intangible asset (note 10)	1,414	-
Other property costs	<b>1,573</b>	<b>1,148</b>
<b>TOTAL OTHER EXPENSES</b>	<b>41,248</b>	<b>43,251</b>

<sup>20</sup> Board member FTE calculations are based on the assumptions noted in Cabinet Office Circular CO (19) 1.

<sup>21</sup> MBIE provides support as part of our service-level agreement, and this includes ICT, property services and contact centre services.

## 6. Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held on call with banks and other short-term, highly liquid investments with original maturities of three months or less.

### CASH AND CASH EQUIVALENTS

\$000	ACTUAL 2023	ACTUAL 2022
Cash at bank and on hand	5,920	9,111
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>5,920</b>	<b>9,111</b>

While cash and cash equivalents at 30 June 2023 are subject to the expected credit loss requirements of PBE IPSAS 41, no loss allowance has been recognised because the estimated loss allowance for credit losses is insignificant.

There are no assets recognised in a non-exchange transaction that are subject to restrictions.

WorkSafe is permitted to expend its cash and cash equivalents in line with the scope and limits of its funding requirements, including specifications by Treasury and ACC's harm prevention agreement.

## 7. Receivables and prepayments

Short-term receivables are recorded at the amount due, less an allowance for expected credit losses.

WorkSafe applies the simplified expected credit loss model of recognised lifetime expected credit losses for receivables.

In measuring expected credit losses, short-term receivables have been assessed on a collective basis as they possess shared credit risk characteristics. They have been grouped based on the days past due.

Short-term receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include the debtor being in liquidation.

### RECEIVABLES AND PREPAYMENTS

\$000	ACTUAL 2023	ACTUAL 2022
Receivables from the sales of goods and services (exchange transactions)	4,750	1,117
Less: Allowance for credit losses	(285)	(188)
Receivables, net	4,465	929
Prepayments	6,198	1,753
<b>TOTAL RECEIVABLES AND PREPAYMENTS</b>	<b>10,663</b>	<b>2,682</b>

The expected credit loss rates of receivables as at 30 June 2023 and 30 June 2022 are based on the payment profile of revenue on credit over the prior two years at the measurement date and the corresponding historical credit losses experienced for that period. The historical loss rates are adjusted for current and forward-looking macroeconomic factors that might affect the recoverability of receivables. Given the short period of credit risk exposure, the impact of macroeconomic factors is not considered significant.

There have been no changes in the estimation techniques or significant assumptions used in measuring the loss allowance.

The allowance for credit losses as at 30 June 2023 and 30 June 2022 was determined as follows.

30 JUNE 2023	RECEIVABLES DAYS PAST DUE				TOTAL
	CURRENT	MORE THAN 30 DAYS	MORE THAN 60 DAYS	MORE THAN 90 DAYS	
Expected credit loss rate	-	-	-	48%	-
Gross carrying amount (\$000)	4,168	-	-	582	4,750
Lifetime expected credit loss (\$000)	-	-	-	(285)	(285)
<b>Receivables, net</b>	<b>4,168</b>	<b>-</b>	<b>-</b>	<b>297</b>	<b>4,465</b>

30 JUNE 2022	RECEIVABLES DAYS PAST DUE				TOTAL
	CURRENT	MORE THAN 30 DAYS	MORE THAN 60 DAYS	MORE THAN 90 DAYS	
Expected credit loss rate	-	-	-	48%	-
Gross carrying amount (\$000)	637	89	1	390	1,117
Lifetime expected credit loss (\$000)	-	-	-	(188)	(188)
<b>Receivables, net</b>	<b>637</b>	<b>89</b>	<b>1</b>	<b>202</b>	<b>929</b>

The carrying amounts of receivables approximates the fair value. There are \$285,211 expected credit losses for receivables (2021/22: \$187,677).

## 8. Investments

Bank term deposits are initially measured at the amount invested. Interest is subsequently accrued and shown as receivable.

### INVESTMENTS

\$000	ACTUAL 2023	ACTUAL 2022
<b>Current portion</b>		
Term deposits	20,171	35,517
<b>TOTAL CURRENT INVESTMENTS</b>	<b>20,171</b>	<b>35,517</b>

There is no impairment provision for investments.

The carrying amount of term deposits with maturities less than 12 months approximates their fair value.



## 9. Property, plant and equipment

Property, plant and equipment consist of furniture and office equipment, leasehold improvements, computer hardware and motor vehicles.

### MEASUREMENT

Property, plant and equipment are measured at cost, less any accumulated depreciation and impairment losses.

### ADDITIONS

Items of property, plant or equipment are recognised at cost and where it is probable that the future economic benefits or service potential associated with the item will flow to WorkSafe and the cost of the item can be measured reliably. Work in progress is recognised at cost less impairment and is not depreciated.

Costs incurred subsequent to initial acquisition are capitalised only when it is probable that the future economic benefits or service potential associated with the item will flow to WorkSafe and the cost of the item can be measured reliably.

Capital expenditure for property, plant or equipment that are not in use or completed at the balance sheet date are recorded in work in progress. Items are transferred from work in progress into the asset classes when completed or available for use.

The costs of day-to-day servicing of property, plant and equipment are recognised in the statement of comprehensive revenue and expenses as they are incurred.

### DEPRECIATION

Depreciation is calculated using the straight-line basis at rates that will write off the cost (or valuation) of the assets to their estimated residual values over their useful lives. The useful lives and associated depreciation rates of major classes of asset have been estimated as below.

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated remaining useful lives of the improvements, whichever is the shorter.

The residual value and useful life of an asset are reviewed, and adjusted if applicable, at each financial year end.

ASSET CLASS	DEPRECIATION METHOD
Furniture and office equipment	5 years, 20% straight line (SL)
Leasehold improvements	The shorter of 10 years, 10% SL or the remaining term of the lease of the building that has been fitted out
Computer hardware	4 years, 25% SL
Motor vehicles	5-6 years, 16.67-20% SL

### DISPOSALS

Gains and losses on disposal of an item of property, plant and equipment represent the difference between disposal proceeds, if any, and the carrying value of the asset at the time of disposal and are recognised in net surplus or deficit.

### IMPAIRMENT

Property and equipment are reviewed for impairment at least annually or whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to its recoverable service amount.

During the year ended 30 June 2023, there were no impairment losses (2021/22: nil).

**PROPERTY, PLANT AND EQUIPMENT**

\$'000	FURNITURE AND OFFICE EQUIPMENT	LEASEHOLD IMPROVEMENTS	COMPUTER HARDWARE	MOTOR VEHICLES	WORK IN PROGRESS	TOTAL
<b>Cost or valuation</b>						
Balance at 1 July 2021	4,425	3,095	2,339	6,443	76	16,378
Additions	-	-	-	-	5,133	5,133
Disposals	-	-	-	(1,330)	-	(1,330)
Transfers from WIP	478	1,340	417	2,097	(4,332)	-
<b>Balance at 30 June 2022</b>	<b>4,903</b>	<b>4,435</b>	<b>2,756</b>	<b>7,210</b>	<b>877</b>	<b>20,181</b>
Additions	-	-	-	-	4,023	4,023
Disposals	(1,249)	-	(88)	(1,280)	-	(2,617)
Transfers from WIP	302	930	117	1,121	(2,470)	-
<b>Balance at 30 June 2023</b>	<b>3,956</b>	<b>5,365</b>	<b>2,785</b>	<b>7,051</b>	<b>2,430</b>	<b>21,587</b>
<b>Accumulated depreciation and impairment losses</b>						
Balance at 1 July 2021	2,630	1,033	1,006	3,584	-	8,253
Depreciation expense	605	899	591	489	-	2,584
Disposals	-	-	-	(929)	-	(929)
<b>Balance at 30 June 2022</b>	<b>3,235</b>	<b>1,932</b>	<b>1,597</b>	<b>3,144</b>	<b>-</b>	<b>9,908</b>
Depreciation expense	615	941	510	704	-	2,770
Disposals	(1,249)	-	(86)	(891)	-	(2,226)
<b>Balance at 30 June 2023</b>	<b>2,601</b>	<b>2,873</b>	<b>2,021</b>	<b>2,957</b>	<b>-</b>	<b>10,452</b>
<b>Carrying amounts</b>						
At 30 June 2022	1,668	2,503	1,159	4,066	877	10,274
<b>At 30 June 2023</b>	<b>1,355</b>	<b>2,492</b>	<b>764</b>	<b>4,094</b>	<b>2,430</b>	<b>11,135</b>

There are no restrictions over the titles of WorkSafe's property, plant and equipment. No items of property, plant and equipment are pledged as security for liabilities.

**10. Intangible assets****MEASUREMENT**

Intangible assets are measured at cost, any less accumulated amortisation and impairment losses.

**ADDITIONS**

Purchased computer software is capitalised on the basis of the costs incurred to acquire and bring the software into use. Costs of software updates or upgrades are capitalised only when they increase the usefulness or value of the software.

Internally generated intangible assets are recognised at the cost associated with bringing the asset into use, including the cost of all materials used in construction and employee costs.

Capital expenditure for intangible assets that are not in use or completed at the balance sheet date are recorded in work in progress. Items are transferred from work in progress into the asset classes when completed or available for use.

Expenditure incurred on the research of an internally generated intangible asset is expensed when it is incurred. When the research phase cannot be distinguished from the development phase, the expenditure is expensed when it is incurred.

Staff training costs are recognised as an expense when incurred. Costs associated with maintaining intangible assets are recognised as an expense when incurred.

## AMORTISATION

Amortisation begins when an asset is available for use and ceases at the date that the asset is derecognised. The amortisation charge for each period is recognised in the statement of comprehensive revenue and expense.

The useful lives and associated amortisation rates of major classes of intangible asset have been estimated as follows.

ASSET CLASS	DEPRECIATION METHOD
Acquired computer software	2–8 years, 12.5–50% SL
Developed computer software	5–8 years, 12.5–20% SL

## IMPAIRMENT

Intangible assets that have a finite useful life are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Work in progress is regularly reviewed to identify any impairment of the carrying value its assets. If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to its recoverable service amount.

During the year ended 30 June 2023 an impairment loss of \$1.4m was recognised (2021/22: nil) in relation to software assets in development which are to be replaced by a more cost-effective alternative.

## INTANGIBLE ASSETS

\$000	ACQUIRED SOFTWARE	INTERNALLY -GENERATED SOFTWARE	WORK IN PROGRESS	TOTAL
<b>Cost or valuation</b>				
Balance at 1 July 2021	9,912	9,044	3,774	22,730
Additions	-	-	10,875	10,875
Elimination on disposal	(860)	-	(1,743)	(2,603)
Transfers from WIP	253	1,868	(2,121)	-
<b>Balance at 30 June 2022</b>	<b>9,305</b>	<b>10,912</b>	<b>10,785</b>	<b>31,002</b>
Additions	-	-	14,784	14,784
Impairment of WIP	-	-	(1,414)	(1,414)
Transfers from WIP	3,013	5,473	(8,486)	-
<b>Balance at 30 June 2023</b>	<b>12,318</b>	<b>16,385</b>	<b>15,669</b>	<b>44,372</b>
<b>Accumulated amortisation and impairment losses</b>				
Balance at 1 July 2021	2,173	6,554	-	8,727
Amortisation expense	1,502	1,530	-	3,032
<b>Balance at 30 June 2022</b>	<b>3,675</b>	<b>8,084</b>	<b>-</b>	<b>11,759</b>
Amortisation expense	1,990	1,556	-	3,456
<b>Balance at 30 June 2023</b>	<b>5,575</b>	<b>9,640</b>	<b>-</b>	<b>15,215</b>
<b>Carrying amounts</b>				
Balance at 30 June 2022	5,630	2,828	10,785	19,243
<b>BALANCE AT 30 JUNE 2023</b>	<b>6,743</b>	<b>6,745</b>	<b>15,669</b>	<b>29,157</b>

There are no restrictions over the titles of WorkSafe's intangible assets. No intangible assets are pledged as security for liabilities.

## 11. Creditors and other payables

### PAYABLES

\$000	ACTUAL 2023	ACTUAL 2022
<b>Payables under exchange transactions</b>		
Creditors	267	3,642
Accrued expenses	4,309	5,441
Other	200	135
<b>Total payables under exchange transactions</b>	<b>4,776</b>	<b>9,218</b>
<b>Payables under non-exchange transactions</b>		
Taxes payables (GST, PAYE and rates)	963	535
Provisions (note 14)	98	379
<b>Total payables under non-exchange transactions</b>	<b>1,061</b>	<b>914</b>
<b>TOTAL PAYABLES</b>	<b>5,837</b>	<b>10,132</b>

Creditors and other payables are non-interest bearing and are normally settled within 30 days, and their carrying value approximates their fair value.

## 12. Revenue in advance

Funding for ACC projects and safety case reviews for major hazard facilities is recognised in proportion to the stage of completion at balance date. The liability for any revenue not recognised at balance date is shown in the statement of financial position as revenue in advance.

### REVENUE IN ADVANCE

\$000	ACTUAL 2023	ACTUAL 2022
Safety case revenue	130	58
ACC funding	-	9,776
<b>TOTAL CURRENT REVENUE IN ADVANCE</b>	<b>130</b>	<b>9,834</b>

The ACC multi-year partnering agreement provides funding for the Harm Reduction Action Plan funds and are fully allocated and accounted for in accordance with an Injury Prevention Measure Commitment. These are reported to ACC regularly.

## 13. Employee entitlements

Employee entitlements WorkSafe expects to be settled within 12 months of balance date are measured at accrued entitlements at current rates of pay. These include salaries and wages accrued up to balance date and leave earned but not yet taken at balance date.

WorkSafe recognises a liability and an expense for bonuses where it is contractually obliged to pay them or where there is a past practice that has created a constructive obligation and a reliable estimate of the obligation can be made.

Employee benefits that are due to be settled beyond 12 months after the end of the period in which an employee renders a related service such as long-service leave and retirement leave have been calculated on an actuarial basis. The calculations are based on likely future entitlements accruing to staff based on years of service, years to entitlement, the likelihood that staff will reach the point of entitlement, contractual entitlement information and the present value of the estimated future cash flows.

**EMPLOYEE ENTITLEMENTS**

\$000	ACTUAL 2023	ACTUAL 2022
<b>Current portion</b>		
Accrued salaries and wages	979	2,104
Annual leave	5,688	5,789
Leave in lieu of overtime	59	44
Retirement and long-service leave	462	529
<b>Total current portion</b>	<b>7,188</b>	<b>8,466</b>
<b>Non-current portion</b>		
Retirement and long-service leave	711	429
<b>Total non-current portion</b>	<b>711</b>	<b>429</b>
<b>TOTAL EMPLOYEE ENTITLEMENTS</b>	<b>7,899</b>	<b>8,895</b>

Melville Jessup Weaver completed a valuation of the liability for retirement and long-service leave that was expected to be accrued by all eligible employees as at 30 June 2023. The amount noted above reflects the revised actuarial calculations provided by Melville Jessup Weaver, which are in accordance with PBE IPSAS 25 Employee Benefits.

Two key assumptions used in calculating the retirement and long-service leave liability were the discount rate and the salary inflation assumption. The discount rate is based on rates supplied by the Treasury. The salary inflation is based on the best estimate of future increases, which Melville Jessup Weaver consider to be within a reasonable range.

If the discount rate were to differ by 1% from that used, with all other factors held constant, the carrying amount of the retirement and long-service leave liability would be an estimated \$30,000 higher/lower. If the salary inflation rate were to differ by 1% of that used, with all other factors held constant, the carrying amount of the retirement and long-service leave liability would be an estimated \$30,000 higher/lower.

**14. Provisions**

A provision is recognised for future expenditure of uncertain amount or timing when there is a present obligation (either legal or constructive) as a result of a past event, it is probable that an outflow of future economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

**RESTRUCTURING**

A provision for restructuring is recognised when an approved, detailed, formal plan for the restructuring has been announced publicly to those affected or its implementation has already begun.

**LEGAL PROVISION**

A provision for a probable liability in the current year has been made. These matters are sensitive in nature, relating to potential costs associated with court proceedings.

**PROVISIONS**

\$000	ACTUAL 2023	ACTUAL 2022
<b>Current portion</b>		
Restructuring	98	-
Legal provision	-	379
<b>Total current portion</b>	<b>98</b>	<b>379</b>
<b>TOTAL PROVISIONS</b>	<b>98</b>	<b>379</b>

Movements for each class of provision are as follows.

\$000	RESTRUCTURING	LEGAL PROVISION
Opening balance at 1 July 2022	-	379
Additional provisions made	98	-
Amounts used	-	(379)
<b>CLOSING BALANCE AS AT 30 JUNE 2023</b>	<b>98</b>	<b>-</b>

## 15. Borrowings

The movement in the concessionary loan principal are as follows.

\$000	ACTUAL 2023	ACTUAL 2022
Opening balance	13,390	-
Loan draw-down for the year	10,530	13,390
<b>CLOSING BALANCE</b>	<b>23,920</b>	<b>13,390</b>

In 2021, WorkSafe entered into a loan agreement with the Crown to the value of \$31.6m (the facility). The funds from the facility are specifically to be used to provide funding for the Digital and Information Services programme, which is a key enabler of WorkSafe's modernisation programme. The term of the facility is eight years and will be drawn down in instalments. The facility is due to be repaid over the period 30 June 2024 to 30 June 2029. No interest is payable on the facility.

The facility is classified as a concessionary loan (as the terms are below standard market conditions) and is recorded at fair value upon recognition and then subsequently measured at amortised cost using the effective interest method.

The facility is drawn down in instalments, and the market value of similar funding arrangements is determined separately for each instalment. During the year ended 30 June 2023, WorkSafe made a further draw-down of the loan with a face value of \$10.5m (two draw-downs in 2022: \$13.4m). In assessing the market value of similar funding arrangements in the current year, WorkSafe used rates of 7.5% as the rate is, at the time of the draw-down, considered to be the market lending rate (2022: 3.46% and 4.23%, respectively).

As the facility has been provided by the Crown and WorkSafe is a wholly owned entity of the Crown, the concessionary portion of the loan has been treated as a capital contribution. The capital contribution is recognised in full at the time the instalment is drawn down.

The movements in the fair value of concessionary loans are as follows.

\$000	ACTUAL 2023	ACTUAL 2022
<b>Borrowings</b>		
Opening balance	11,993	-
Loan draw-down for the year	10,530	13,390
Fair value write-down to equity	(2,760)	(1,502)
Interest	460	105
<b>Total borrowings</b>	<b>20,223</b>	<b>11,993</b>
Current portion	(5,000)	-
<b>NON-CURRENT BORROWINGS</b>	<b>15,223</b>	<b>11,993</b>

As at 30 June 2023, the total face value of the loans was \$23.9m (2021/22: \$13.40m) and the carrying value at amortised cost recognised in the statement of financial position was \$20.22m (2021/22: \$11.99m).

A capital contribution of \$2.76m has been recognised for the year ended 30 June 2023 to capital reserves (2021/22: \$1.50m). The table above provides a reconciliation between the opening and closing balance of liabilities arising from financing activities.

## 16. Capital commitments and operating leases

### CAPITAL COMMITMENTS

WorkSafe has capital commitments of \$1.79m for the current year (2021/22: \$4.95m).

\$000	ACTUAL 2023	ACTUAL 2022
Motor vehicles	-	783
Acquired software	1,787	4,165
<b>TOTAL CAPITAL COMMITMENTS</b>	<b>1,787</b>	<b>4,948</b>

### OPERATING LEASES

Leases that do not transfer substantially all the risks and rewards incidental to ownership of an asset to WorkSafe are classified as operating leases. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the term of the lease.

### OPERATING LEASES AS LESSEE

Significant operating commitments are for office rents and car parks and do not include any other estimates of operating costs within the lease. There were no restrictions placed on WorkSafe by any of its leasing arrangements.

\$000	ACTUAL 2023	ACTUAL 2022
No later than one year	3,813	4,353
Later than one year and not later than two years	1,833	3,284
Later than two year and not later than five years	3,224	2,609
Later than five years	573	266
<b>TOTAL NON-CANCELLABLE LEASES</b>	<b>9,443</b>	<b>10,512</b>

The above table also includes the rent for offices that WorkSafe leases in regional locations from MBIE.

Total future minimum sub-lease payments to be received under non-cancellable sub-leases for office space at balance date are nil (2021/22: nil).

## 17. Contingent assets and liabilities

### CONTINGENT ASSETS

There are no contingent assets for the current year (2021/22: nil).

### CONTINGENT LIABILITIES

There are no contingent liability for the current year (2021/22: \$0.348m).

## 18. Equity

### EQUITY POLICY

Equity is measured as the difference between total assets and total liabilities. Equity is disaggregated and classified into capital reserves, memorandum accounts and accumulated surplus/(deficit).

Prior-year balances have been reclassified to align with current year presentation.

\$000	ACTUAL 2023	ACTUAL 2022
<b>Capital reserves</b>		
Balance at 1 July	28,975	26,633
Capital contribution	6,771	2,342
<b>Balance at 30 June</b>	<b>35,746</b>	<b>28,975</b>
<b>Memorandum accounts</b>		
Opening balance 1 July	2,814	2,873
Net memorandum accounts surplus for the year	(104)	(59)
<b>Balance at 30 June</b>	<b>2,710</b>	<b>2,814</b>
<b>Accumulated surplus/(deficit)</b>		
Balance at 1 July	4,184	3,809
Total comprehensive revenue and expense for the year	213	316
Transfer of net memorandum accounts accumulated surplus for the year	104	59
<b>Balance at 30 June</b>	<b>4,501</b>	<b>4,184</b>
<b>TOTAL EQUITY AT 30 JUNE</b>	<b>42,957</b>	<b>35,973</b>

### MEMORANDUM ACCOUNTS

Memorandum accounts reflect the cumulative surplus/(deficit) on those agency services provided that are intended to be cost recovered from third parties through fees, levies or charges. The balance of each memorandum account is expected to trend towards zero over time.

The levies collected are paid over to the Crown and then received through appropriation..

\$000	TOTAL BALANCE (2023)	ACTUAL 2023	TOTAL BALANCE (2022)	ACTUAL 2022	ACTUAL 2021	PRIOR YEARS
<b>Major Hazard Facility Levy</b>						
Revenue <sup>22</sup>	17,653	2,487	15,166	2,496	2,560	10,110
Expenditure	(15,669)	(2,794)	(12,875)	(2,749)	(2,573)	(7,553)
<b>Total surplus/(deficit)</b>	<b>1,984</b>	<b>(307)</b>	<b>2,291</b>	<b>(253)</b>	<b>(13)</b>	<b>2,557</b>
Add Crown account deficit	726	203	523	194	130	199
<b>TOTAL MEMORANDUM ACCOUNTS</b>	<b>2,710</b>	<b>(104)</b>	<b>2,814</b>	<b>(59)</b>	<b>117</b>	<b>2,756</b>

A reclassification of \$2.39m has been made to prior-year comparative balances to decrease memorandum accounts and increase accumulated surplus/(deficit) to align with the current-year presentation.

<sup>22</sup> This reflects the total Major Hazard Facility Levy invoiced.



## 19. Related parties

WorkSafe is a wholly owned entity of the Crown.

Related-party disclosures have not been made for transactions with related parties that are within normal supplier or client/recipient relationships on terms and conditions no more or less favourable than those that it is reasonable to expect WorkSafe would have adopted in dealing with the parties at arm's length in the same circumstances. Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related-party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

### SIGNIFICANT TRANSACTIONS WITH GOVERNMENT-RELATED ENTITIES

MBIE provided shared services to WorkSafe in 2022/23 as part of the shared services agreement that exists between the two organisations. Purchases totalling \$3.8m (2021/22: \$6.2m) included fees for property, legal services, IT, contact centre and seconded staff members. Owing to the nature of the relationship between WorkSafe and MBIE as WorkSafe's monitoring agency as well as the inherent cost savings in using shared services, these services may be priced at levels different from those that arm's-length transactions would cost.

MBIE reimbursed WorkSafe costs totalling nil based on an actual cost basis (2021/22: nil).

ACC has provided funding as per the multi-year partnering agreement for the Harm Reduction Action Plan as follows.

\$000	ACTUAL 2023	ACTUAL 2022
Opening balance	(9,776)	(8,422)
Funds received	-	(12,500)
Funds earned	12,134	11,146
<b>ACC FUNDING RECEIVABLES/(INCOME IN ADVANCE)</b>	<b>2,358</b>	<b>(9,776)</b>

The funds spent were used to deliver leadership support to sectors to enable them to develop pre-qualification, supply chain and critical risk initiatives; deliver sector-focused risk initiatives including research into labour hire and building health and safety cultural maturity with young farmers, children and construction workers; deliver cross-cutting risk initiatives for worker engagement and working in and around vehicles; undertake foundational work, including strengthening health and safety professional workforce, research into psychosocial harm, worker exposure and market insights; produce targeted worker social media campaigns for Māori and migrant workers; engage with Pacific Peoples and Māori communities; produce education collateral, including development of a risk tool and a focus on noise; and improve WorkSafe's capability in health economics to quantify the burden of harm to New Zealand from work. WorkSafe has paid \$0.869m (2021/22: \$0.869m) to ACC for levy collection services.

### BORROWINGS

WorkSafe has entered into a loan agreement with the Crown. Refer to note 15 for further details.

WorkSafe undertook the following secondments during 2022/23. Payment for the staff was based on actual salary reimbursements.

\$000	ACTUAL 2023	ACTUAL 2022
<b>Secondments to other government agencies</b>		
Ministry of Health	121	221
Department of the Prime Minister and Cabinet	-	51
Fire and Emergency New Zealand	-	5
New Zealand Customs Service	-	133
<b>Total secondments to other government agencies</b>	<b>121</b>	<b>410</b>

\$000	ACTUAL 2023	ACTUAL 2022
<b>Secondments from other government agencies</b>		
Department of Internal Affairs	300	42
Ministry of Social Development	60	63
The Treasury	151	245
<b>Total secondments from other government agencies</b>	<b>511</b>	<b>350</b>

## 20. Events after balance date

There were no significant events after balance date that required the financial statements to be adjusted.

Subsequent to year end, WorkSafe received approval from Cabinet for tagged operating contingency in order to provide additional funding if required. This funding can be drawn down through approval from the Minister of Finance and the Minister for Workplace Relations and Safety and remains available until expiring on 1 February 2025.

WorkSafe has also consulted on a proposal to change its organisation structure subsequent to year end. Decisions on the changes were communicated on 31 October 2023 and existing roles will be affected.

## 21. Financial instruments

### FINANCIAL INSTRUMENT CATEGORIES

The carrying amounts of financial assets and liabilities in each of the financial instrument categories are as follows.

\$000	ACTUAL 2023	ACTUAL 2022
<b>Financial assets measured at amortised cost</b>		
Cash and cash equivalents	5,920	9,111
Receivables (excluding taxes receivable)	4,635	929
Investments – term deposits	20,171	35,517
<b>Total financial liabilities measured at amortised cost</b>	<b>30,726</b>	<b>45,557</b>
<b>Financial liabilities measured at amortised cost</b>		
Borrowings	20,223	11,993
Payables and provisions (excluding taxes payable)	4,776	9,218
<b>Total financial liabilities measured at amortised cost</b>	<b>24,999</b>	<b>21,211</b>

### FINANCIAL INSTRUMENT RISK

WorkSafe's activities expose it to a variety of financial instrument risks, including credit risk and liquidity risk. WorkSafe has policies to manage the risks associated with financial instruments and seeks to minimise exposure from financial instruments. These policies do not allow any transactions to be entered into that are speculative in nature.

### CASH FLOW INTEREST RATE RISK

Cash flow interest rate risk is the risk that the cash flows from a financial instrument will fluctuate because of changes in market interest rates.

WorkSafe has investment policies to manage the risk associated with cash flow interest rate risk. WorkSafe currently has no variable interest rate investments.

### CURRENCY RISK

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates.

WorkSafe makes purchases of goods and services overseas that require it to enter into transactions denominated in foreign currencies. As a result of these activities, exposure to currency risk arises.

WorkSafe manages foreign currency risks arising from contractual commitments and liabilities by entering into forward foreign exchange contracts to manage the foreign currency risk exposure. During 2022/23, no forward foreign exchange contracts were entered into by WorkSafe (2021/22: nil).

### CREDIT RISK

Credit risk is the risk that a third party will default on its obligations to WorkSafe, causing WorkSafe to incur loss.

Owing to the timing of WorkSafe's cash inflows and outflows, WorkSafe invests surplus cash with registered banks.

In the normal course of business, WorkSafe is exposed to credit risk from cash and term deposits with banks, debtors and other receivables. For each of these, the maximum credit exposure is best represented by the carrying amount in the statement of financial position. WorkSafe has experienced no defaults of interest or principal payments for term deposits. WorkSafe holds no collateral or other credit enhancements for financial instruments that give rise to credit risk.

### CREDIT QUALITY OF FINANCIAL ASSETS

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to S&P Global Ratings:

\$000	ACTUAL 2023	ACTUAL 2022
<b>Counterparties with credit ratings</b>		
Cash at bank and term deposits		
AA-	25,920	44,628
<b>Total cash at bank and term deposits</b>	<b>25,920</b>	<b>44,628</b>
<b>Counterparties without credit ratings</b>		
Debtors and other receivables excluding taxes	4,635	929
<b>TOTAL DEBTORS AND OTHER RECEIVABLES EXCLUDING TAXES</b>	<b>4,635</b>	<b>929</b>

### LIQUIDITY RISK

Liquidity risk is the risk that WorkSafe will encounter difficulty raising liquid funds to meet commitments as they fall due. Prudent liquidity risk management implies maintaining sufficient cash and the ability to close out market positions. WorkSafe primarily manages liquidity risk by continually monitoring forecast and actual cash flow requirements.

### CONTRACTUAL MATURITY ANALYSIS OF FINANCIAL LIABILITIES

The table below analyses financial liabilities into relevant maturity groupings based on the remaining period at balance date to the contractual maturity date. The amounts disclosed are the contractual undiscounted cash flows.

\$000	ACTUAL 2023	ACTUAL 2022
<b>Payables (excluding taxes payable)</b>		
Carrying amount, contractual cash flows and payables less than six months	4,776	9,218
Face value, borrowings less than six months	5,000	-
Face value, borrowings more than 12 months, less than two years	5,000	5,000
Face value, borrowings more than two years, less than five years	13,920	8,390
<b>TOTAL PAYABLES (EXCLUDING TAXES PAYABLE)</b>	<b>28,696</b>	<b>22,608</b>

## 22. Capital management

WorkSafe's capital is equity that comprises accumulated funds. Equity is represented by net assets.

WorkSafe is subject to the financial management and accountability provisions of the Crown Entities Act 2004, which impose restrictions in relation to borrowings, the acquisition of securities, issuing guarantees and indemnities and the use of derivatives. WorkSafe complied with the financial management requirements of the Crown Entities Act 2004 during the year.

WorkSafe manages equity as a by-product of prudently managing revenue, expenses, assets, liabilities, investments and general financial dealings to ensure that WorkSafe effectively achieves its objectives and purpose.

## 23. Explanations of major variances against budget

Explanations of major variances from WorkSafe's budgeted figures in the Statement of Performance Expectations are as follows:

### STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE

**Revenue was higher than the original Statement of Performance Expectations budget by \$1.4m**

- Higher interest income was due to higher interest rates on term deposits.

**Expenditure was lower than the original Statement of Performance Expectations budget by \$3.2m**

- Personnel costs were \$9m higher than budget due to a 7% increase in average FTEs, implementation of the revised remuneration framework and Public Sector Pay Adjustment.
- This is offset by lower other expenses of \$10.9m primarily due to the delay of the implementation of the plant and structures regime and lower consultancy costs.
- Depreciation and amortisation expense was lower than budget due to lower capital expenditure than planned.

### STATEMENT OF FINANCIAL POSITION

#### Assets

- Cash and cash investments were lower than budget mainly due to higher receivables and lower payables than planned at year end.
- Receivables and prepayments were higher than budget due to ACC revenue of \$2.3m and Crown funding of \$0.5m not received at year end.
- Intangible assets were lower than budget due to lower capital expenditure than planned.

#### Liabilities

- Payables and provisions were lower than budget due to lower expenditure and the timing of payments.
- Revenue in advance was lower than budget due to lower ACC funding and the funding was more closely aligned to the cost of ACC activities.
- Borrowings were lower than budget due to a portion to be repaid within one year and so classified as current and due to the fair value write-down (see note 15 for details).

## Equity

- The higher equity balance reflects a surplus of \$0.2m rather than budgeted deficit of \$4.4m.

## STATEMENT OF CASH FLOWS

The variances in the statement of cash flows follow explanations provided for the statement of comprehensive revenue and expense and statement of financial position.

### 24. Cost of service summary

The following tables show the activities of WorkSafe split by Workplace Health and Safety and Energy Safety activities.

\$000	ACTUAL 2023	BUDGET 2023	VARIANCE 2023	ACTUAL 2022	BUDGET 2022	VARIANCE 2022
<b>Workplace Health and Safety</b>						
Revenue - Crown	136,711	136,711	-	128,435	124,902	3,533
Revenue - other	15,988	14,585	1,403	13,558	19,618	(6,060)
<b>Total revenue</b>	<b>152,699</b>	<b>151,296</b>	<b>1,403</b>	<b>141,993</b>	<b>144,520</b>	<b>(2,527)</b>
<b>Expenditure</b>	<b>152,854</b>	<b>155,677</b>	<b>(2,823)</b>	<b>141,775</b>	<b>145,632</b>	<b>(3,857)</b>
<b>SURPLUS/(DEFICIT)</b>	<b>(155)</b>	<b>(4,381)</b>	<b>4,226</b>	<b>218</b>	<b>(1,112)</b>	<b>1,330</b>
<b>Energy Safety</b>						
Revenue - Crown	4,414	4,414	-	4,414	4,414	-
Revenue - other	1	-	1	4	-	4
<b>Total revenue</b>	<b>4,415</b>	<b>4,414</b>	<b>1</b>	<b>4,418</b>	<b>4,414</b>	<b>4</b>
<b>Expenditure</b>	<b>4,047</b>	<b>4,448</b>	<b>(401)</b>	<b>4,321</b>	<b>4,914</b>	<b>(593)</b>
<b>SURPLUS/(DEFICIT)</b>	<b>368</b>	<b>(34)</b>	<b>402</b>	<b>97</b>	<b>(500)</b>	<b>597</b>
<b>Total WorkSafe</b>						
Revenue - Crown	141,125	141,125	-	132,849	129,316	3,533
Revenue - other	15,989	14,585	1,404	13,562	19,618	(6,056)
<b>Total revenue</b>	<b>157,114</b>	<b>155,710</b>	<b>1,404</b>	<b>146,411</b>	<b>148,934</b>	<b>(2,523)</b>
<b>Expenditure</b>	<b>156,901</b>	<b>160,125</b>	<b>(3,224)</b>	<b>146,095</b>	<b>150,546</b>	<b>(4,451)</b>
<b>SURPLUS/(DEFICIT)</b>	<b>213</b>	<b>(4,415)</b>	<b>4,628</b>	<b>316</b>	<b>(1,612)</b>	<b>1,928</b>

## COST ALLOCATION

Where cost allocation is required, WorkSafe has derived the cost of service using the cost allocation system outlined below.

Direct costs are those costs directly attributable to a significant activity. Indirect costs are those costs that cannot be identified in an economically feasible manner with a specific significant activity.

Direct costs are charged directly to significant activities. Indirect costs are charged to significant activities based on the pro-rata costs of the activities.

The costs of internal services not directly charged to activities are allocated to significant activities based on the pro-rata costs of the activities.

There have been no changes to the cost allocation methodology since the date of the last audited financial statements.

## STATEMENT OF BUDGETED AND ACTUAL EXPENSES AND CAPITAL EXPENDITURE AGAINST APPROPRIATIONS

The following table shows WorkSafe's appropriation.

\$000	ACTUAL 2023	APPROVED APPROPRIATION 2023	ACTUAL 2022
<b>Vote Labour Market</b>			
<b>Non-departmental output expenses</b>			
Workplace Relations and Safety – Workplace Health and Safety	140,256	140,256	131,980
Workplace Relations and Safety – Health and Safety at Work Levy – Collection Services	869	869	869
<b>TOTAL NON-DEPARTMENTAL OUTPUT EXPENSES</b>	<b>141,125</b>	<b>141,125</b>	<b>132,849</b>
<b>Non-departmental capital expenditure</b>			
Workplace Relations and Safety – Concession Expenses for Loans	10,530	10,530	13,390
Workplace Relations and Safety – support for the delivery of functions as the health and safety at work regulator	-	-	839
Workplace Relations and Safety – Funding WorkSafe's role under the COVID-19 Public Health Response Act 2021	1,500	1,500	-
Workplace Relations and Safety – Implementing new Plant and Structures regulations	1,950	1,950	-
Workplace Relations and Safety – Increasing WorkSafe New Zealand Capacity to Support the Kigali Amendment to the Montreal Protocol	561	985	-
<b>TOTAL NON-DEPARTMENTAL CAPITAL EXPENDITURE</b>	<b>14,541</b>	<b>14,965</b>	<b>14,229</b>

The non-departmental output expense appropriation Workplace Health and Safety is administered by MBIE and passed across to WorkSafe and treated as Crown revenue. The Health and Safety at Work Levy – Collection Services appropriation was accounted for in MBIE's financial statements in 2013/14 and has been passed through to WorkSafe since 2014/15.

### 25. Impact of COVID-19

During the changing of alert levels, WorkSafe has continued to operate with no change to the core deliverables. There was a need to change approach to doing business, particularly proactive visits and investigations.

WorkSafe provided resources to assist the whole-of-government response to the pandemic.

### FUNDING

WorkSafe received additional funding to support the COVID-19 response. This was in the form of developing technical advice and support for health and safety leadership groups.



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# Rīpoata o te kaiarotake motuhake Independent auditor's report

## **To the readers of WorkSafe New Zealand's financial statements and performance information for the year ended 30 June 2023**

The Auditor-General is the auditor of WorkSafe New Zealand ('WorkSafe'). The Auditor-General has appointed me, Hamish Anton, using the staff and resources of Deloitte Limited, to carry out the audit of the financial statements and the performance information, of WorkSafe on his behalf.

### Opinion

We have audited:

- the financial statements of WorkSafe on pages 72 to 96 that comprise the statement of financial position as at 30 June 2023, the statement of comprehensive revenue and expense, statement of changes in equity and statement of cash flows for the year ended on that date and the notes to the financial statements including a summary of significant accounting policies and other explanatory information; and
- the performance information of WorkSafe included in tables 1.1 to 3.0 on pages 26 to 35, tables 1.1 to 6.2 on pages 37 to 47, and pages 61 to 70.

In our opinion:

- the financial statements of WorkSafe on pages 72 to 96:
  - present fairly, in all material respects:
    - › its financial position as at 30 June 2023; and
    - › its financial performance and cash flows for the year then ended; and
  - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Reporting Standards; and
- the performance information for the year ended 30 June 2023:
  - presents fairly, in all material respects, for each class of reportable outputs:
    - › its standards of delivery performance achieved as compared with forecasts included in the statement of performance expectations for the financial year; and
    - › its actual revenue and output expenses as compared with the forecasts included in the statement of performance expectations for the financial year;
  - complies with generally accepted accounting practice in New Zealand.

Our audit was completed on 31 October 2023. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Board and our responsibilities relating to the financial statements and the performance information, we comment on other information, and we explain our independence.

## Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Responsibilities of the Board for the financial statements and the performance information

The Board is responsible on behalf of WorkSafe for preparing financial statements and performance information that are fairly presented and comply with generally accepted accounting practice in New Zealand. The Board is responsible for such internal control as it determines is necessary to enable it to prepare financial statements and performance information that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements and the performance information, the Board is responsible on behalf of WorkSafe for assessing WorkSafe's ability to continue as a going concern. The Board is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of WorkSafe, or there is no realistic alternative but to do so.

The Board's responsibilities arise from the Crown Entities Act 2004 and the Public Finance Act 1989.



## Responsibilities of the auditor for the audit of the financial statements and the performance information

Our objectives are to obtain reasonable assurance about whether the financial statements and the performance information, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of these financial statements and the performance information.

For the budget information reported in the financial statements and the performance information, our procedures were limited to checking that the information agreed to WorkSafe's statement of performance expectations.

We did not evaluate the security and controls over the electronic publication of the financial statements and the performance information.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements and the performance information, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of WorkSafe's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- We evaluate the appropriateness of the performance information which reports against WorkSafe's statement of performance expectations.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on WorkSafe's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements and the performance information or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause WorkSafe to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements and the performance information, including the disclosures, and whether the financial statements and the performance information represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

## Other information

The Board is responsible for the other information. The other information comprises the information included on pages 1 to 25, 36, 48 to 60, and 101 to 104, but does not include the financial statements and the performance information, and our auditor's report thereon.

Our opinion on the financial statements and the performance information does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements and the performance information, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements and the performance information or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Independence

We are independent of WorkSafe in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1: *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand) (PES 1)* issued by the New Zealand Auditing and Assurance Standards Board.

Other than in our capacity as auditor, we have no relationship with, or interests, in WorkSafe.



**Hamish Anton**

Deloitte Limited  
On behalf of the Auditor-General  
Wellington, New Zealand

# Ngā take kē atu

## Other matters to report

### Policy initiatives funded in previous budgets

OPERATING EXPENDITURE	2020/21 \$M	2021/22 \$M	2022/23 \$M	LOCATION OF REPORTING IN THIS REPORT
WorkSafe operational response to COVID-19	0.292	-	-	COVID-19 response 2020/21-2022/23 pp 13-14
Support for health and safety leadership groups	1.950	1.800	-	COVID-19 response 2020/21-2022/23 pp 13-14
Supporting COVID-19 Vaccination requirements in the workplace		3.533	-	COVID-19 response 2020/21-2022/23 pp 13-14
Funding WorkSafe's role under the COVID-19 Public Health Response Act 2021			7.716	COVID-19 response 2020/21-2022/23 pp 13-14
Government response to Whakaari   White Island: Litigation costs and policy reform of the adventure activities regime	5.654	5.954	5.587	Whakaari   White Island trial pp 11
Implementing new Plant and Structures regulations			5.540	Plant and structures/protecting people from machines pp 19
Capital for WorkSafe	0.500	-	-	Digital transformation pp 18

## Ngā tohutohu a te Minita

### Ministerial directions

DIRECTION	MINISTER	EFFECTIVE DATE
Carbon Neutral Government Programme (CNGP) direction	Minister for the Public Service and the Minister of Finance	31 May 2022
WorkSafe taking up a new work-related enforcement function under the COVID-19 Public Health Response Act 2020	Minister for Workplace Relations and Safety	26 May 2020
Direction to support a whole-of-government approach to the New Zealand Business Number (NZBN)	Minister of State Services and the Minister of Finance	21 August 2018
Whole-of-government direction regarding procurement functional leadership	Minister of State Services and the Minister of Finance	1 February 2015
Whole-of-government direction regarding ICT functional leadership	Minister of State Services and the Minister of Finance	1 July 2015
Whole-of-government direction regarding property functional leadership	Minister of State Services and the Minister of Finance	1 July 2014
Whole-of-government direction regarding shared authentication services	Minister of State Services and the Minister of Finance	21 July 2008

## Rārangi Kupu Glossary

<b>Directive letter</b>	<p>A written enforcement tool used by WorkSafe inspectors that sets out steps the recipient must follow in order to comply with HSWA or its regulations.</p> <p>Directive letters are non-statutory enforcement measures. They are used when the inspector makes a decision that the non-compliance does not require a statutory notice.</p> <p>WorkSafe keeps a record of the advice given in these letters in case there is a similar breach in the future.</p>
<b>Duty holder review</b>	<p>A structured self-review undertaken on a voluntary basis by a duty holder at the request of WorkSafe.</p> <p>A duty holder review helps the duty holder to understand:</p> <ul style="list-style-type: none"> <li>- what caused a near miss or serious harm event</li> <li>- what they can do to prevent another near miss or serious harm event from happening</li> <li>- how they can encourage good practices that result in positive outcomes for workers.</li> </ul>
<b>Energy safety warning</b>	<p>A warning notice that outlines the offence and the remedial action to take.</p>
<b>Enforceable undertaking</b>	<p>An agreement between WorkSafe and a duty holder following a breach (including an alleged breach) of HSWA. Once in place, it's legally binding. Generally used as an alternative to prosecution.</p>
<b>Improvement notice</b>	<p>A notice issued by a health and safety inspector requiring changes to be made within a certain time period to improve a risky situation.</p>
<b>Infringement notices</b>	<p>A notice issued by a health and safety inspector or a technical officer requiring a responsible party to pay a fine for breaching specified health and safety obligations.</p> <p>Infringement notices may be used for specified breaches under HSWA, the Gas Act 1992, the Electricity Act 1992 or associated regulations.</p>
<b>Prohibition notice</b>	<p>A notice issued by a WorkSafe inspector when there is a serious risk to people's health and safety.</p> <p>A prohibition notice requires all activities that pose a serious risk to people's health and safety to stop immediately until the problem is resolved.</p> <p>A prohibition notice may require a PCBU to:</p> <ul style="list-style-type: none"> <li>- cease importation</li> <li>- cease the use, sale or manufacture of the product or installation</li> <li>- alert the public of safety risks</li> <li>- specify how to follow the instructions given by WorkSafe.</li> </ul>
<b>Safe work instrument</b>	<p>A type of subordinate instrument (sometimes called tertiary legislation) under HSWA. Safe work instruments can be used for almost any purpose. However, they only have legal effect where specifically referred to in relevant regulations.</p> <p>Safe work instruments can be used to:</p> <ul style="list-style-type: none"> <li>- prescribe detailed or technical matters or standards that change relatively frequently and will often be industry-specific</li> <li>- set additional or modified workplace controls for hazardous substances approved or reassessed by the Environmental Protection Authority</li> <li>- provide an alternative means of complying with regulations</li> <li>- support the effective operation of the health and safety regulatory framework, for instance, by setting exposure monitoring standards or stipulating requirements for training, competence or safety management systems.</li> </ul>

<p><b>Sustained compliance letter</b></p>	<p>A sustained compliance letter is issued instead of a prohibition notice when the duty holder rectifies the issue while the inspector is still on site.</p> <p>It creates a written record and allows the duty holder to address the underlying issue(s) that led to the immediate risk of harm.</p> <p>WorkSafe keeps a record of the advice given in these letters in case there is a similar breach in the future.</p>
<p><b>Verbal direction</b></p>	<p>A verbal enforcement tool used by WorkSafe inspectors to set out steps that the recipient must follow in order to comply with HSWA or its regulations.</p> <p>Verbal directions are non-statutory enforcement measures. They are used when the inspector decides that the non-compliance does not require a statutory notice.</p> <p>WorkSafe keeps a record of the advice given in case there is a similar breach in the future.</p>

For a list of WorkSafe’s definitions and acronyms, please visit our website: [worksafe.govt.nz](https://worksafe.govt.nz)

## Disclaimer

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ISSN 2382-2201 (print)

ISSN 2382-221X (online)

Published: November 2023

PO Box 165, Wellington 6140, New Zealand



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