

New Zealand Government

2013/14

QUARTERLY REPORT

Quarter 4: 1 April to 30 June 2014



WORKSAFE

NEW ZEALAND | MAHI HAUMARU
AOTEAROA

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PART 1: OVERALL PERFORMANCE

This is WorkSafe New Zealand's second quarterly report. The primary focus of the fourth quarter has been continuing to consolidate the new agency, build internal expertise and capability, build relationships with stakeholders, and develop new supporting frameworks for the regulator.

HIGHLIGHTS

CONSOLIDATION OF NEW AGENCY

WorkSafe has now been operating for six months. Progress has been made on fostering solid relationships with Ministers, engaging with key stakeholders, giving visibility to the new agency, and setting clear expectations for workplace health and safety.

WorkSafe has confirmed its strategic priorities for the 2014/15 year. We published our refreshed Statement of Intent 2014-18 (SOI) and first Statement of Performance Expectations 2014-15 (SPE) in July. These documents map out how WorkSafe will lead the Government's targets to reduce workplace deaths, occupational diseases, and injuries through sustained, systemic change. The SPE outlines the plan and budget for the year ahead and includes indicators to measure our impact. Audit New Zealand has commented that the quality of our new performance indicators is high.

BUILDING INTERNAL EXPERTISE AND CAPACITY

Right now, WorkSafe is in a building phase to deliver on the Government's priorities for improving health and safety outcomes. We are increasing our Inspectorate capacity and overall capability, and are also enhancing our technical and specialist expertise.

WorkSafe's new Leadership Development Programme supports our leaders in their first two years of their role, with an organised induction, a core leadership programme, and in-depth management and leadership skill courses. A Coaching Programme has been rolled out across the Inspectorate. Sixteen new trainees started on 30 June 2014. The next cohort of 12 trainees will begin on 4 August 2014, and recruitment is currently underway for a September cohort.

The High Hazards Unit has expanded its Inspectorate, with recruitment processes running throughout the quarter. Two new quarry inspectors have started and we expect a team of seven Major Hazard Facility inspectors to be in place by the end of July 2014.

DEVELOPING FRAMEWORKS TO SUPPORT A SMART REGULATOR

There has been significant engagement with staff and stakeholders on WorkSafe's new intervention approach to influence health and safety behaviour and outcomes. This is critical to determining our operational priorities, who we work with, how we will deploy our resources, and the capability required. This supports our new performance framework with a shift from output-driven activities to outcomes-focussed interventions.

HEALTH AND SAFETY AT WORK ACT AND REGULATIONS

WorkSafe has continued to prepare for the new workplace health and safety legislation. The submissions period on the Health and Safety Reform Bill was extended to 16 May 2014, and 214 submissions have been received. WorkSafe is an advisor to the Policy team in the Ministry of Business, Innovation and Employment (MBIE), the agency responsible for advising and interacting with the Select Committee. The WorkSafe Board met with MBIE policy in May 2014 to discuss development of the new legislation. A second session is planned for July 2014.

The Regulations Discussion document "Developing Regulations to support the new Health and Safety at Work Act" was released for public consultation on 22 May 2014. The new regulatory framework provides an opportunity to lift workplace health and safety awareness. We are promoting messages and education about health and safety with MBIE through a number of public speaking engagements.

HIGH-RISK AREAS

The *Working Safer* reforms include a greater focus on high-risk workplaces. WorkSafe has increased efforts in the following industries and sectors over the quarter:

Adventure activities: WorkSafe has been working hard to have all operators registered before 1 November 2014. We are concentrating on raising awareness, including working with the identified sector groups, providing assistance in the registration process, setting clear expectations, and engaging with the high-risk target group (e.g. those operators with a history of fatality or serious injury). WorkSafe will also be working with other government agencies and the private sector to encourage them to use their levers (e.g. availability of insurance or ability to gain a concession) to incentivise registration.

Forestry: It is encouraging that in the first five months of the year serious harm notifications are almost half what they were a year ago, and down about 60% on the six-year average. The number of fatalities is also down. There are still serious levels of non-compliance, and WorkSafe has been working collaboratively with forestry companies, contractors, and workers to help bring about a sector-wide change in behaviour.

Asbestos/Canterbury: WorkSafe is investigating the way asbestos was managed in early stages of the Christchurch rebuild. The Asbestos Toolkit has been launched, including eight factsheets for workers, employers, and contractors on working with asbestos, which are available on our website.

Agriculture: WorkSafe has challenged the farming sector to start rethinking their approach to health and safety on the farm. Details of the *Safer Farms* programme are about to be announced, with focus on action that will make a significant impact in the rural health and safety environment.

High Hazards: Guidance material continues to be developed to support both the Health and Safety in Employment (Mining Operations and Quarrying Operations) Regulations 2013 and the Health and Safety in Employment (Petroleum Exploration and Extraction) Regulations 2013. A series of roadshows have been organised for July and August 2014 to socialise the mining regulations with industry.

WorkSafe has conducted an initial survey of the Major Hazard Facility landscape in order to assess the number of sites that may be subject to the new regulations. This data will be tested once new specialist inspectors are on-board.

PART 2: FOCUS FOR NEXT QUARTER

WorkSafe's Senior Leadership Team has finalised planning for its key priorities and deliverables over the next year. Areas of particular focus for the next quarter are:

- Continuing targeted work in high-risk areas including Forestry, Adventure Activities, High Hazards, and Canterbury.
- Progressing the implementation of *Working Safer* priorities, particularly the development of the new legislation and subsequent regulations.
- Continuing to strengthen our internal capability and build fit-for-purpose systems (ICT business processes and operational intelligence).
- Finalising the National Office restructure and moving National Office to new accommodation in Customhouse Quay.

PART 3: WORKSAFE PRIORITIES

WorkSafe has established key projects to deliver against the *Working Safer* programme of work. The following information summarises activity from Quarter 4.

STRENGTHENING OUR ORGANISATION

WorkSafe is transforming the health and safety regulator into a high-performing organisation with the expertise and capacity to achieve *Working Safer* reforms.

Strategic priorities and performance framework

WorkSafe's Statement of Intent 2014-2018 and Statement of Performance Expectations for 2014-2015 have been finalised. A new performance framework provides clarity around the immediate impacts and subsequent changes WorkSafe is working towards in order to reach our key targets.

Inspectorate and Specialist capability

Implementation of the new Inspectorate Capability Development Framework has begun, with the first cohort of trainee Inspectors commencing on 30 June 2014. Two of the programme's foundation modules have been delivered to a number of existing Inspectors. A comprehensive rollout plan for existing Inspectors is underway with a number of the new Framework components being delivered over the next six months.

Recruitment of specialist Inspectors in the Major Hazard Facilities area has been completed and new appointees are now starting. Significant recruitment in Standards and Guidance has been completed to support a comprehensive suite of guidance for the new legislation.

Internal comprehensive health and safety system

A number of elements of the new system have been completed, including the development of our hazard and risk identification and management framework, as well as policies and procedures in relation to safe driving, psychological harm, and managing threatening behaviour and threats of violence.

A new worker participation agreement has been signed by both WorkSafe and the Public Service Association, and the first tranche of elections for health and safety representatives completed. Training for new representatives is underway. New reporting has been established for the Board, and our internal health, safety, and wellbeing strategy has been developed.

Environmental Protection Authority functions

Work continued on the transfer of powers, functions, and activities from the Environmental Protection Authority (EPA) to WorkSafe on 1 September 2014 in relation to hazardous substances in the workplace.

The new Certifications, Approvals and Registrations team has now been established, enabling the staff transferring from the EPA to be part of a centralised and focussed team.

WORKING TOGETHER

Healthy and safe workplaces depend on all of us. WorkSafe wants to support business leadership to foster a safety culture and sustainable compliance in New Zealand.

Support the Forestry Inquiry

The Independent Forestry Safety Review panel produced a public consultation document seeking input as part of the Review. WorkSafe's submission was lodged on 11 July 2014. We look forward to receiving the final report and will work collaboratively with the forestry sector to address its findings.

Injury Prevention

An initial joint injury prevention plan between WorkSafe and the Accident Compensation Corporation (ACC) will be presented to both the WorkSafe and ACC Boards in July 2014, and work on progress and specialist activity will be reported in February 2015.

The initial plan outlines how WorkSafe and ACC will work together, the key focus areas, and the three-year joint action plan next steps.

Safety Star Rating Scheme

Work has continued on developing the Safety Star Rating Scheme with ACC and MBIE. Results of the initial proof of concept will be presented to the WorkSafe and ACC Boards and Ministers in August 2014. Following this we will release details for wider consultation.

Workforce Development

A priority in the *Working Safer* blueprint is the establishment of an umbrella representative body for health and safety professionals. It is anticipated that this body will be formally established in September 2014, and will be known as the Health and Safety Association of New Zealand (HSANZ).

Work to support the development of accreditation for generalist health and safety professionals is underway, with two bodies funded to prepare proposals for more substantial seed funding during 2014/15.

Transport Agencies

Effective operational relationships are crucial for aligned regulatory effort, and we take our leadership role in the sector seriously. Agreements in principle with the Civil Aviation Authority, Maritime New Zealand, the New Zealand Transport Agency, and the New Zealand Police to allow for the sharing of notifications and other information were endorsed by agencies' Chief Executives at the end of March 2014. Work is well underway to set up the necessary systems and processes to operationalise the agreements.

TARGETING RISK

Some industries manage risk poorly or are inherently more risky. WorkSafe is increasingly directing our resources towards industries and sectors with the greatest risk of harm.

Forestry

We are continuing a ramped-up inspection regime to address the unacceptable death and injury rate in this sector. Assessments of harvesting operations focussing on 'breaking out' started last year, and for tree-felling in February 2014. As at July 2014 this has resulted in more than 296 enforcement actions in 'breaking out' and 435 actions in tree-felling.

An internal Forestry Committee met for the first time at the end of April 2014. This Committee is chaired by WorkSafe Chief Executive Gordon MacDonald and comprises representation from WorkSafe and MBIE to provide oversight and direction for the increasing range of commitments currently or soon to be underway.

Adventure Activities

WorkSafe has invested significant effort and resource to prepare for the 1 November 2014 Adventure Activities Regulations requirements. Adventure activity operators and audit providers have responded positively to financial incentives.

A key focus has been ensuring that adequate audit capacity is available to meet the projected demand from operators. As at the end of June, WorkSafe has recognised four audit providers under the short-term recognition scheme. These providers have a total capacity of over 25 auditors available to commence audits in July 2014.

WorkSafe has continued to make operators aware of their obligations and the support available to assist them to meet the 1 November deadline. We have recruited six expert safety advisers who have contacted all operators several times to offer support with the development of their safety management plans. We are also informing operators of the enforcement actions that will come into play if they continue to operate after 1 November without being registered.

Major Hazard Facilities

The validation and analysis process for a comprehensive database of Major Hazard Facilities is progressing. A high-level plan for major hazard work is due by end of August 2014.

The draft Major Hazard Facilities Regulations have been approved for public consultation by Parliament. The first phase of recruitment for the Major Hazards Facilities Team has been completed, with five new specialist inspectors starting by the end of August 2014. Work on core systems for the unit will commence once recruitment has been completed.

**National Programmes:
Safer Farms**

Last year 20 people were killed working in agriculture, which makes it the single most dangerous occupation in New Zealand. WorkSafe is close to announcing the details of the multi-year, multi-focussed *Safer Farms* programme. We have consulted widely on its development with those in the farming world – leadership groups, farm owners, and farm workers, as well as influencers such as the stock and station agencies, fertiliser providers, banks, and rural community leaders.

**National Programmes:
Quad Bikes**

The Quad Bike project is part of the Agriculture Sector Action Plan, and is focussed on improving safety on New Zealand farms. There was considerable public interest in the quad bike conviction in May, which resulted in a \$15,000 fine to a Nelson farmer. While there were mixed reactions to the sanction imposed, the resulting media interest has helped raise public awareness of the health and safety risks associated with quad bike use.

Guidance and Standards

The Guidance and Standards Team is building significant capacity, developing business planning, and continuing to deliver key guidance material. The focus is on targeting areas of highest need for guidance and aligning with the implementation of the new Health and Safety legislation in 2015.

A roadshow of free seminars across the country was undertaken in June 2014 to promote the *Best Practice Guidelines for the Safe Use of Machinery*. Attendees found out about the new guidelines, met local inspectors, and heard from ACC on the latest research on injuries and risks in manufacturing. Around 1,200 employers, engineers, managers, and health and safety influencers attended the seminars, held across the country. We have distributed 2,500 Best Practice Guidelines and Safety Toolkits.

**National Programmes:
Safer Manufacturing**

Field-testing of the supporting assessment tools for the Safe Use of Machinery is underway. The tools were tested in the metal, food, and wood processing manufacturing sub-sectors, sub-sectors that stood out for having high cost and a high number of claims.

Inspectors found a mix of performance across both small/medium-sized enterprises (SMEs) and large businesses. There were employers with good systems and proactively trained staff, but many employers (predominantly from SMEs) did not understand their responsibilities under legislation or the hazard identification and management process. Inspectors did report that businesses wanted information, were trying to do their best, and had no issues with making improvements.

**National Programmes:
Safer Sites
(Construction)**

Recent analysis of the Falls from Heights project has identified serious harm from falling from a height in construction reduced by 25% from 2011 to 2013. ACC data is consistent with this decline, but causation from the project is difficult to confirm. Over the same period, WorkSafe assessment visits targeting work at height increased by 438%. Our investigations reduced by 34% and prosecutions dropped from 10 in 2011

to just one in 2013.

New construction assessment tools for inspectors have been developed focussing on asbestos, excavations, and mobile plant. These tools were developed with extensive field-testing in greater North Shore, Manukau, and Christchurch. The additional operational focus on asbestos, excavations, and mobile plant will complement the ongoing work on Falls from Height over 2014-15.

Occupational Health

An occupational health strategy is being developed for WorkSafe. In parallel, we are developing a national programme of initiatives focused on clean air. We are currently delivering a series of seminars in conjunction with the Collision Repair Association on the importance of managing airborne substances in that industry. An internal occupational health co-ordination group has been established.

Energy Safety

Energy Safety has advanced several initiatives this quarter. Key deliverables have included completing the gas regulation amendments, which will come into law on 31 July 2014.

There was also public interest in the prosecution of a landlord for failing to take all practicable steps to provide a safe installation and appliances after the death of his tenant in an explosion following unauthorised gasfitting work. The landlord was sentenced to 6 months home detention and payment of \$5000 reparation to the family of the deceased.

WORKING SMARTER

WorkSafe is reviewing its intervention approach to become a high-performing regulator. We will take a risk-based, targeted approach to sectors and businesses that present higher risks.

Regulatory Framework

WorkSafe is continuing to support the development of the new regulatory framework as it progresses through the Select Committee. Detailed attention is also now being given to implementation planning, both internally and externally.

Intervention approach

Following extensive consultation, WorkSafe has now developed its 'intervention approach' operating model and will begin implementation in the second half of 2014.

Prosecutions

WorkSafe's Prosecution Policy has been approved. It applies to any prosecution action being considered or undertaken by WorkSafe, or on its behalf. Decisions to prosecute are significant decisions with serious implications. This policy sets expectations about the process that will be followed by WorkSafe staff and counsel in making prosecution decisions in order to ensure they are made fairly, consistently, and proportionately to the seriousness of the behaviour.

REBUILDING CANTERBURY SAFELY

The challenges facing Canterbury and its people in the aftermath of the earthquakes are significant. The Canterbury rebuild is dominated by high-risk activities on a scale unprecedented in New Zealand, and WorkSafe is delivering health and safety programmes to support the rebuild.

Working with Industry

We help support, fund, and steer the Canterbury Rebuild Safety Charter and its initiatives. The Charter has more than 100 signatories and close to 30 endorsees (see www.safetycharter.org.nz).

Key Charter actions in this quarter include:

- A Charter awareness campaign including a video, promotional material, and a toolbox talk launched in June.
- Key charter communications material developed and published including the Charter website, six newsletters, and a Charter Toolkit.
- The Self Awareness tool developed and used by signatories and work on a website and app version is well underway. More than 70 signatories have used this tool and fed their results back to input into a report. Results continue to indicate fatigue and health and wellbeing as key areas where signatories are asking for more support.
- A report providing guidance on health and safety leadership practice is due to be completed in July 2014. The focus will then be on communicating this to signatories.

A quarterly communications campaign initially focused on the Charter's critical risks has been scoped and is in development. This is scheduled for launch in September 2014.

Operating an effective and visible Inspectorate

The programme inspectorate team has more than doubled, to ten inspectors. From 1 July 2013 to 1 March 2014 our inspectors undertook 700 assessment visits. 50% of these visits have been in the high-risk areas of Asbestos, Falls from Height, Mobile Plant and Excavations. 35% have been in commercial and residential repair work and high-risk demolition work. The remaining 15% have been undertaken based on information from people concerned about immediate harm to workers.

In the same period, our team issued over 100 enforcement notices. 42 of these were prohibition notices that stopped unsafe work practices or machinery immediately. All our notices act as a warning to an immediate fine.

WorkCover New South Wales has agreed to extend the secondment of their experienced construction inspectors on a rotating basis through to November 2015. These inspectors work alongside WorkSafe inspectors and are also delivering professional development presentations.

***Guidance
Material***

We are providing targeted guidance material to areas of high risk. This includes factsheets on Mobile Plant safety and Quick Hitches, excavations, the Asbestos toolkit, and Cranes support material that is currently being reviewed. A factsheet on fatigue in construction is underway.

To date more than 2,000 workers have attended seminars and trade breakfasts in Christchurch on issues such as falls from heights, occupational health, asbestos, mobile plant, and excavations.

***Occupational
Health initiatives***

The Asbestos Toolkit has been launched, a series of eight factsheets for workers, employers and contractors on working with asbestos. These are also available on our website.

A Silica Dust testing pilot is in its initial phases. The Engineering Consultant firm Beca has provided a report on disposal sites of asbestos and other contaminated waste in the rebuild area. We have been working closely with other key agencies (Environment Canterbury, Christchurch City Council, the Canterbury Earthquake Recovery Authority, Canterbury District Health Board, and the Ministry for the Environment) in this area.

***Vulnerable
Workers***

A Christchurch-based business analyst has been employed to target issues relating to at-risk/vulnerable workers, and will support Health and Safety, Labour Inspectorate, and Immigration Operations in this area.

***Programme
Support***

Sapere Research Group has developed a draft evaluation Framework for the Canterbury Rebuild Programme, which is currently being finalised.

Navigatus has provided a draft final report on risk profiling rebuild activity.

PART 4: ENGAGEMENTS

CHIEF EXECUTIVE

Gordon MacDonald met with several stakeholders, including Roading leaders, the Department of Conservation, Transport agencies, the Public Service Association, BusinessNZ, and the New Zealand Council of Trade Unions (NZCTU).

The Chief Executive also spoke to the 18th Annual Occupational Health and Safety Conference, ACC Employers Seminar, Safety Leadership and Engagement Conference, Electricity Engineers, and a Hazardous Substances and New Organisms (HSNO) Conference.

BOARD

The WorkSafe Board has undertaken significant engagement within boardrooms around the country, delivering a clear and consistent workplace health and safety message.

WorkSafe Board members met key stakeholders at events in Auckland and Christchurch. The June Board meeting was held in Christchurch, where the Board had the opportunity to hear first-hand how the Canterbury Rebuild Programme is progressing with WorkSafe's active involvement. Visitors to the Board meetings during the quarter included the President of the NZCTU, Business Leaders, and ACC.

With the new regulations and Reform Bill in mind, the Chair has been invited to present WorkSafe's governance position to many Boards throughout the country, including Fonterra, Ngāti Whātua, Contact Energy, Meridian Energy, Cosman Parkes, Watercare, Recovery Solutions, Mitre 10, and the Hawkins Group.

Conferences attended by Board members included Safeguard, the Business Leaders Health and Safety Forum, the Institute of Directors, and the Auckland EMA Employers Forum.

OTHER

Auckland Stakeholder Function

WorkSafe's third and final stakeholder launch event was held in Auckland on 19 May 2014, with a large proportion of people from the business community, along with many others. Conversations at the event were both engaging and challenging, and demonstrated the collective commitment needed to change the health and safety landscape of New Zealand.

Managers' Forum

Our fourth Managers' Forum for the financial year was held on 11 June 2014, and a fifth is planned for September 2014.

PART 5: OVERVIEW OF MEASURES

OFFICIAL RATES OF WORK-RELATED SERIOUS INJURY

Key Target	Result
Decrease the rate of fatal work-related injuries 2.5 per 100,000 workers by 2016 2.1 per 100,000 workers by 2020	The rate of fatal work-related injury fell from 4.0 per 100,000 workers in 2010 to 3.5 per 100,000 workers in 2011 (11% decrease).*
Decrease the rate of serious non-fatal work-related injuries 14. per 100,000 workers by 2016 12.1 per 100,000 workers by 2020	The rate of serious non-fatal work-related injury fell from 16.4 workers per 100,000 workers in 2011 to 16.0 per 100,000 in 2012 (2% decrease).*
Decrease the rate of ACC claims for more than a week away from work (per 1,000 FTEs) 7.6 per 1000 FTEs by 2016 6.6 per 1000 FTEs by 2020	The rate of ACC claims for more than a week away from work fell from 7.9 per 1000 FTEs in 2011 to 7.7 per 1000 FTEs in 2012 (2% decrease).

* This data is calculated by Statistics NZ and uses a three-year moving average. Both results are provisional. See *Working Safer: Progress Towards the 2020 Target*, MBIE, March 2014 for statistical analysis.

The Government's target is to reduce work-related fatalities and serious injury by at least 10 per cent by 2016 and 25 per cent by 2020. It is too early to say whether New Zealand is on track to meet the target, however the latest data indicate that fatality and serious injury rates are decreasing. A sustained effort by everyone is required to keep rates falling.

WORK-RELATED FATAL INJURIES INVESTIGATED BY WORKSAFE

As at 30 July 2014, the provisional number of workplace fatalities that were reported and investigated by the health and safety regulator (WorkSafe, previously MBIE) in 2013/14 is 41, with a further six still to be confirmed. This compares to 60 in 2012/13 and 46 in 2011/12.

It is important to note that this number is a subset of all workplace fatalities – it excludes work-related fatalities in the maritime and aviation sectors and work-related crashes on the road (investigated by Maritime New Zealand, the Civil Aviation Authority, and the New Zealand Police respectively). It also excludes fatalities from long-latency diseases caused by exposure to hazardous substances in the workplace.

KEY MONITORS AS AT 30 JUNE 2014 – 2013/14

Results will be officially published in WorkSafe New Zealand's Annual Report.

ESTIMATES MEASURES

Results will be officially published in WorkSafe New Zealand's Annual Report.

MINISTERIAL SERVICING AS AT 30 JUNE 2014 (YTD FROM 1 JULY 2013)

Parliamentary Questions requiring WorkSafe input

WorkSafe has met the Estimates output measure (also delivered by MBIE) of 95% timeliness for completion of Parliamentary Question responses.

Type	Total Number	Number Late	On Time %
Oral PQs	11	0	100%
Written PQs	76	3	96%
TOTAL	87	3	97%

Official Information Act 1982 requests requiring WorkSafe input

WorkSafe has met the Estimates measure (also delivered by MBIE) of 95% timeliness for completion of Minister-owned requests.

It has not achieved its internal measure of 95% timeliness for completion for agency-owned requests. A number of actions are underway to lift performance in 2014/15.

Type	Total Number	Number Late	On Time %
Minister-owned	3	0	100%
Agency-owned, consulted with Minister's office	84	22	74%
Agency-owned	169	41	76%
TOTAL	256	63	75%

PART 6: ORGANISATIONAL CAPABILITY AND HEALTH

WorkSafe is transforming the health and safety regulator into a high-performing organisation with the expertise and capacity to achieve the changes set out in the *Working Safer* reform package. We will grow the number of frontline staff and specialists (including occupational health capability), recruit the best people, and create a culture that retains our workforce.

PEOPLE

WorkSafe at 30 June 2014	Current Permanent/Temporary Employees	Current Permanent/Temporary FTEs	Employees not yet started	Contractors/Agency Temps	Total People
CE Office	10	9.6	0	1	11
Corporate/Finance	4	4.0	3	6	13
Legal	9	8.5	0	0	9
Human Resources	24	22.8	1	3	28
Communications	6	6.0	0	0	6
Health and Safety Operations*	159	156.9	6	2	167
High Hazards and Specialist Services	126	123.1	3	40**	170
Regulatory Support and Design	31	30.3	2	15	48
<i>Working Safer</i> Reforms Programme	16	16.0	1	9	26
TOTAL	385	377.1	16	76	478

* Includes Canterbury Rebuild Health and Safety Programme staff.

** A quarter of these are Adventure Activities contractors.

NOTE: The transition to WorkSafe has resulted in some challenges in relation to obtaining accurate reporting on personnel numbers and business unit. We are continuing to correct the information held in MBIE's Payroll System to ensure that accurate reporting on WorkSafe personnel is available. This work is due for completion later in 2014.

INSPECTORATE BREAKDOWN

Inspectorate* at 30 June 2014	Current Number of Employees					
	Chief Inspectors	Managers	Inspectors - Permanent			Admin Support
			Assessment/ Response/ Investigation (B16)	Assistant (B15)	Trainee (B14)	
Response and Investigations	1	7	37	0	0	5
Assessment – Northern	1	5	7	15	6	7
Assessment – Central	1	6	12	10	15	12
Assessment – Southern	1	5	13	1	8	8
Canterbury Rebuild	0	3	5	4	4	7
TOTAL	4	26	74	30	33	39

Total Inspectors at 30 June 2014	137*
Estimated Positions By 2016	200

* **NOTE:** Does not include the 10 Specialist Inspectors and 2 Chief Inspectors in the High Hazards Unit.

WARRANT STATUS OF INSPECTORATE

Inspectorate* at 30 June 2014	Trainee Inspectors (No Warrant)	HSE Warrant only	HSE & HSNO Warrant	Total
Response and Investigations	0	7	30	37
Assessment – Northern	5	16	7	28
Assessment – Central	12	15	10	37
Assessment – Southern	7	5	10	22
Canterbury Rebuild	3	8	2	13
TOTAL	27	51	59	137

* **NOTE:** Does not include the 10 Specialist Inspectors and 2 Chief Inspectors in the High Hazards Unit.

PART 7: FINANCE

Results will be officially published in WorkSafe New Zealand's Annual Report.