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WorkSafe's Organisational Strategy 2018-2022

OUR ROLE

Our people are working to transform health and safety performance toward world-class

EXTERNAL

Our focus areas

- 1 Deliver the right mix of services in the right way
- 2 Build our harm prevention approach
- 3 Grow effective strategic relationships

INTERNAL

4 Drive organisational excellence

Strengthen our people and culture

Enhance our technology, data and infrastructure

Future proof our organisation

WHAT WE ARE ADDRESSING

Everyone who goes to work comes home healthy and safe

People value health and safety

Health and safety improves wellbeing

Collective approach to health and safety

25%

reduction in work-related fatalities and injuries

50%

reduction in asbestos disease by 2040

0

catastrophic events

↓

Fatalities from electrical and gas incidents trend down

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Performance and outcomes to date

System targets

Reduction in fatalities and serious harm

25% ↓

Indicator 1: Fatality rate: **on track** (36% ↓ baseline)

Indicator 2: Serious injury rate: **on track** (11% ↓ baseline)

Supplementary Indicator: WAFW rate: **not on track** (6% ↑ baseline)

Catastrophic harm

0

No catastrophic events in 2017/18

Asbestos-related deaths

50% ↓

Currently around 5% below baseline – this is **in line with predictions** (84 mesothelioma deaths in 2014, target ≤44 by 2040)

Catastrophic harm

↓


Electricity fatality rate: trending down
LPG fatality rate: trending down
Natural gas fatality rate: trending down

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Continuing to hold to account

ASSESSMENTS AND ENFORCEMENT		INVESTIGATIONS AND ENFORCEMENT	
13,494 TARGETED ASSESSMENTS	1 in 2 ASSESSMENTS Results in at least one enforcement action	213 INVESTIGATIONS excluding HHUJ	81 PROSECUTIONS INITIATED 2 prosecutions of directors

FINES	
2015/16 HSE 101 cases AVERAGE FINE \$35,440	2016/19 HSWA 80 cases AVERAGE FINE \$138,300

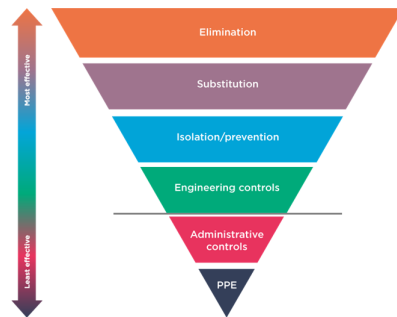


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Target interventions at effectiveness



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Health and Safety at Work Act (HSWA) 2015

Section 36 Primary Duty of Care

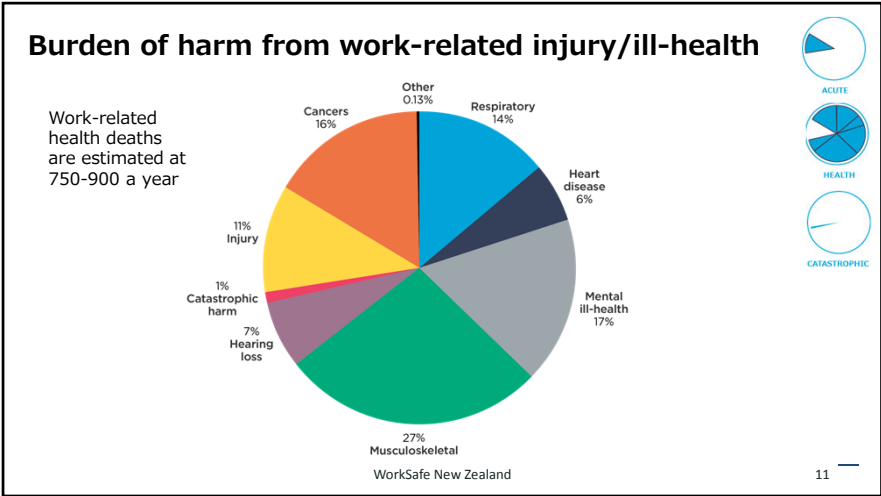
(1) A PCBU must ensure, so far as is reasonably practicable, the health and safety of—

(a) workers who work for the PCBU, while the workers are at work in the business or undertaking; and

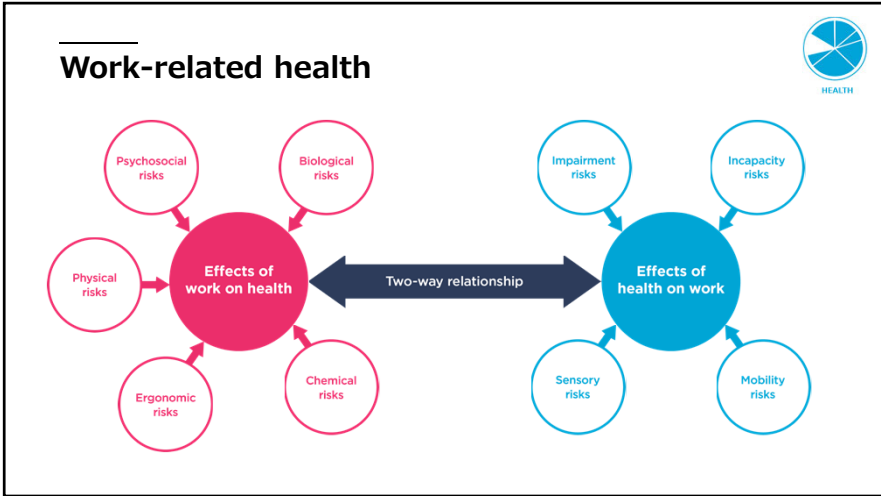
(b) workers whose activities in carrying out work are influenced or directed by the PCBU, while the workers are carrying out the work.

(3) (g) that the health of workers and the conditions at the workplace are monitored for the purpose of preventing injury or **illness** of workers arising from the conduct of the business or undertaking.

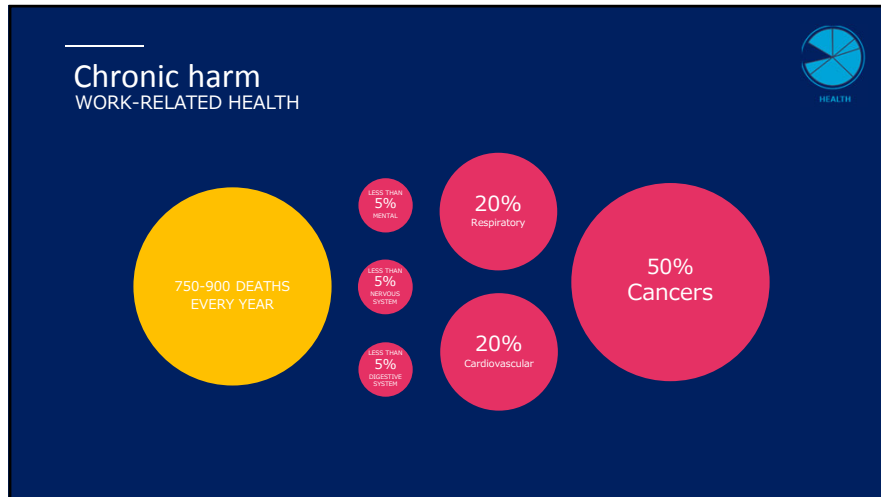
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Our focus areas

1. Carcinogens and airborne risks

Relatively small number of people experience severe harm over the longer term. Some moderate to severe harm (non-malignant conditions) occurs over the short to medium term. Carcinogens and airborne risks account for most work-related deaths (30% burden of harm).

2. Musculoskeletal disorders

Large numbers of people experience ongoing mild to moderate harm - note alignment with ACC (27% burden of harm).

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Our focus areas - continued

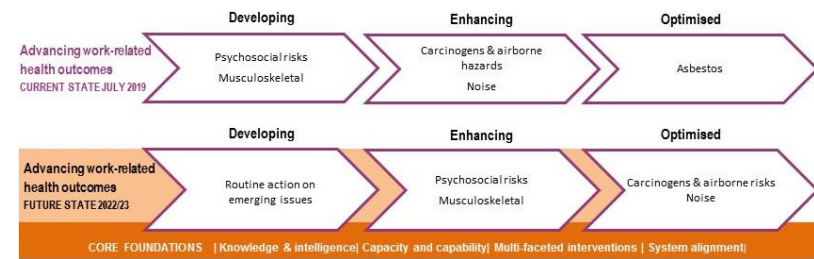
3. Psychosocial risks and mentally healthy work environments

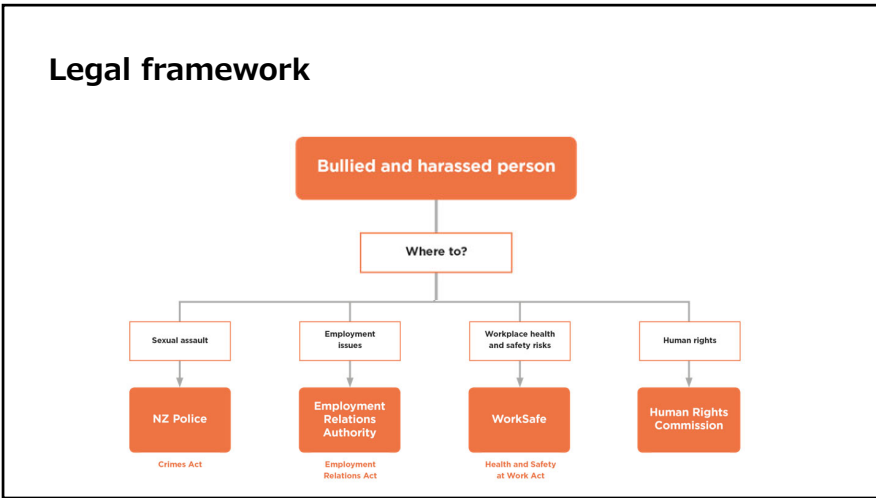
Larger numbers experience mild to moderate harm. As well as people directly affected, harm can impact the wider work culture. Smaller proportion experience severe harm leading to work loss (17% burden of harm).

4. Other and emerging risks

Most of the remainder is cumulative harm over the longer-term (hearing loss, cardiovascular disease and skin cancer) with diverse rarer conditions. Many of the proposed interventions for the 3 focus areas support this area too.

Maturity model for work-related health





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Bullying and harassment notifications to WorkSafe 2013-2019

	TOTAL	INVESTIGATED	PROSECUTED
All notifications	60,000	3,000	480
Bullying and harassment	228	20	0

RISK MANAGEMENT

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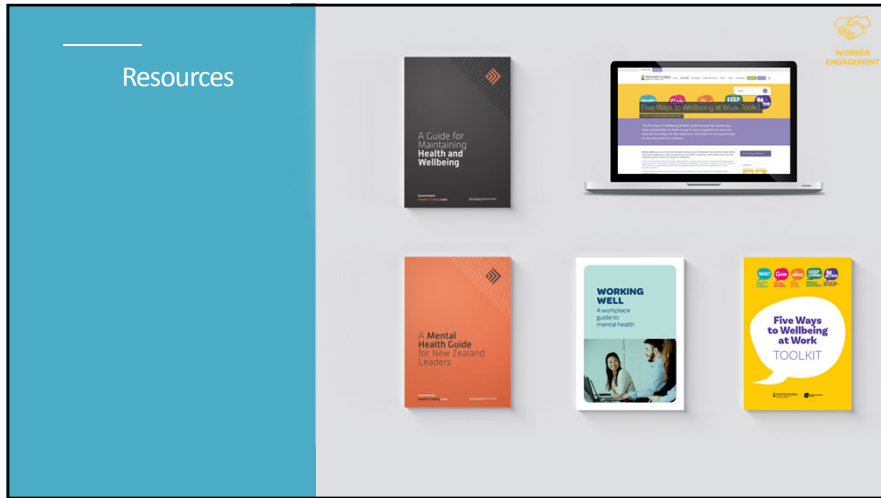
Te Whare Tapa Whā

Organisational Development

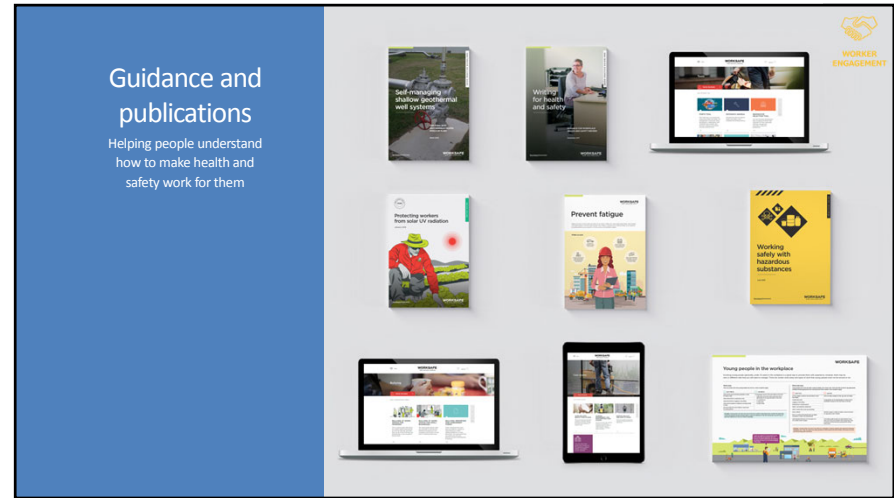
Job Design

Health and Safety Representatives

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