

WorkSafe

TE PŪRONGO O MAHI HAUMARU AOTEAROA

1 October – 31 December 2025

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The purpose of this report is to provide an update of WorkSafe's performance over the previous quarter to the Minister for Workplace Relations and Safety and the Ministry of Business, Innovation and Employment (monitoring department). This includes WorkSafe's progress in achieving objectives as set out in its accountability documents, and an overview of WorkSafe's organisational health and financial performance.

All performance data provides a snapshot in time. On any given day, there may be variances depending on when data is uploaded and subsequently extracted. When comparing the data from previous quarterly reports to the current one, there may be slight variations due to the latter data being more complete.

Where we are heading

We are New Zealand's primary work health and safety regulator. Our main role is influencing businesses and workers to carry out their responsibilities to ensure their work is healthy and safe and hold them to account if they do not. Our vision is for *everyone* to come home from work healthy and safe.

To achieve this, we are changing how we work by improving how we proactively engage businesses and workers, ensuring our advice and guidance is clear and consistent, embedding a more proportionate approach to enforcement, and strengthening our delivery and oversight of permitting.

Additionally, we have a particular focus on addressing the highest-risk sectors, to have the greatest impact possible. This includes four areas where disproportionately high levels of workplace harm occur: agriculture, construction, forestry and manufacturing.

In 2025/26, we are focusing on delivering proportionate, practical, clear and consistent frontline services to businesses and workers. Through our strategic Health and Safety Reform work programme, we will deliver the health and safety system businesses and workers expect. These priorities align with our recently published Statement of Intent 2025/26 – 2028/29.

Our quarterly reports over the year will support us to monitor our progress across both our frontline work and our implementation of the Health and Safety Reform work programme.

How we went

Summary

After a solid start to 2025/26, this quarter was focused on maintaining momentum, building on the change we have implemented so far, and ensuring our improved ways of working are reflected in how businesses and workers experience the health and safety at work system. A key part of this work was the publication of our new Statement of Intent 2025-2029, which documents our accountabilities. It sets out what we will achieve in the medium-term, and how we will deliver this. It focuses our efforts on critical risk, and describes how we will continue to evolve to be a proportionate and practical regulator that provides clear and consistent advice.

We are pleased to note that our results for Q2 continue to reflect good progress towards achieving our strategic intent, thanks to the work of our entire team. For example, prioritising engagement is delivering a higher number of completed workplace assessments, with 6,976 workplaces visited in the first six months of 2025/26. This is an increase of more than 8% year-on-year, driven primarily by proactive activity. Our permitting function has achieved a sustained improvement to authorisation timeliness and applicant satisfaction when compared to last year. Together, this progress will help people stay safer and healthier in the workplace, both now and in the future.

The health and safety reform work programme achieved some key milestones. For example, we completed changes to our enforcement policies this quarter, to ensure we take a more proportionate approach. The introduction of pre-charge enforceable undertakings (EUs) will ensure we consider alternatives to prosecution early, where appropriate, and use the right enforcement tool at the right time. The introduction of formal warnings also adds another enforcement option to our suite of regulatory tools. We know this work is already having a positive impact – in Q2, we accepted two additional EUs, taking the total to five for 2025/26 to date. We are now actively monitoring 16 EUs, more than at any point in over five years.

Though we achieved some strong results in Q2, we understand the importance of remaining vigilant and continuing to move at pace. This report includes a list of key reform activity we will progress in the next quarter, and identifies areas where we know more work is needed.

Financial performance

As at 31 December 2025, WorkSafe reported a surplus of \$8.961 million before Strategic Initiatives, compared to a budgeted surplus of just \$0.043 million. This variance was driven by:

- Higher revenue: Additional interest income from larger term deposit balances and timing of safety case renewals and licence applications.
- Lower expenditure: Below budget due to delays in ICT project spend and higher personnel vacancies. Some vacancy savings have been redirected to temporary resources to accelerate delivery in the second half of the year.

After Strategic Initiatives, the surplus was \$5.498 million, against a budgeted deficit of \$3.957 million. Expenditure increased in Q2 compared with Q1, as we ramped up to deliver health and safety reforms.

Capital expenditure remains below budget (YTD \$2.339 million vs \$3.650 million), primarily due to the timing of ICT software purchases and deferred motor vehicle acquisitions pending finalisation of a review of how we use and manage vehicles.

The first half of the year has seen us take more time than anticipated to onboard people resource and finalise commercial agreements. We expect higher expenditure in the second half of the year with increased information and communications technology (ICT) activity, more vacancies filled, and temporary resource and strategic investment spend as delivery picks up more pace.

For our detailed financial statements for Q2, see page 17.

Non-financial performance

As at 31 December, nine out of 11 non-financial performance measures are reported as either on-track or complete. There are two measures reported as under target for the quarter:

- 1.1 The percentage of employers who report that our guidance and information resources are useful: 58% against a target of 65%.
- 2.2 The percentage of investigations in priority sectors (agriculture, forestry, manufacturing, and construction): 75% against a target of 80%.

One further measure, relating to Major Hazard Facilities, is an annual measure, that will be reported at the end of Q4.

For a consolidated view of our non-financial performance, including variance reporting, see page 23. For an overview of our regulatory statistics, see page 25.

What we did and how we got there: **We engage**

Helping businesses and workers to understand how to meet their responsibilities to ensure work is healthy and safe

Key activities – to 31 December 2025

Increasing inspector presence where it matters most

- We completed 3,264 assessments in Q2, 12% more than over the same quarter last year, taking our total for 2025/26 to 6,976. In 2025/26 to 31 December, 71% of people who responded to our quarterly Intervention Effectiveness Monitoring (IEM) survey following a site visit reported that WorkSafe helped them find practical ways of improving health and safety.
- We targeted our activity to areas of critical risk. Of the assessments we completed in Q2, 77% were in the priority sectors of agriculture, forestry, construction and manufacturing.
- Additionally, we completed over 200 assessments relating to asbestos-related risk, as part of our targeted response to coloured sand contaminated with asbestos in Q2 (see page 6).
- We significantly uplifted our engagement with dairy, beef and sheep employers and workers in the agriculture industry in Q2, in line with our quarterly sector focus programme. This included early engagement with Dairy New Zealand, Federated Farmers, Beef + Lamb NZ, and Safer Farms prior to a national programme of workplace visits occurring. These visits were undertaken to improve awareness and drive practical improvement in the areas of managing vehicle and machinery risks and the management of hazardous substances. Inspectors delivered 600 proactive workplace assessments across the country, targeting risks identified in our priority sector plans.
- We commenced planning for our Q3 focus area, the wood manufacturing sub-sector. The primary emphasis for the upcoming quarter will be on machinery safety, with inadequate guarding, unsafe modifications, and poor maintenance identified as key contributors to harm. Additional focus areas will include the management of hazardous substances, and worker involvement in health and safety. Planned engagement includes collaboration with sector stakeholder groups such as the Employers and Manufacturers Association (EMA), Master Joiners Inc., Wood Processors and Manufacturers Association of NZ (WPMA), and the NZ Timber Industry Federation.

Financial performance

- Following the October Baseline Update, WorkSafe has commenced category-level reporting against our new multi-category appropriation *Workplace Relations and Safety – Workplace Health and Safety*.

For a detailed view of WorkSafe's financial performance, see page 17. A summary view of expenditure by category is also included on page 24.

Key performance indicators

- We have three measures for our engagement activities. In Q2, two engagement measures are on track. One engagement measure, “1.1 The percentage of employers who report that our guidance and information resources are useful” is reported as under target (58% against a target of 65%).

For a consolidated view of our non-financial performance, including variance reporting, see page 23. For an overview of our regulatory statistics, see page 25.

Ensuring guidance is clear, current and easy to access

- We continued to update our suite of guidance and information products for businesses and workers. In the year-to-date, 58% of employers surveyed reported they found them to be either very or extremely useful. We expect this result to continue to improve as we progress our ambitious guidance work programme.
- We implemented a process for analysing our guidance documents for currency and accuracy, using a new Guidance Agent AI tool. The Guidance Agent reviewed legislative changes against all 441 of WorkSafe’s guidance documents, flagging where updates may be needed. The findings of this work will inform our guidance work programme going forward.
- We worked with stakeholders to progress three additional Approved Codes of Practice (ACOPs) as part of the Health and Safety Reform Work Programme. Two of these are in agriculture, and the third is in construction – all within our priority sectors. All three are scheduled for completion by July 2026.
- We updated our endorsement policy for external health and safety guidance to create a more flexible and agile approach that complements WorkSafe’s own guidance function. We worked alongside key industry stakeholders to draft a policy which was then tested more widely with our Industry Advisory Group in November. The policy will be implemented in Q3.
- We completed our first AI pilot, to speed up the analysis of feedback on guidance. Work is underway to embed this pilot into core business operations.

Making it easy for people to confidently meet their obligations through more self-service options and better use of digital channels

- We created a new webpage to help businesses prepare for WorkSafe assessments, outlining what inspectors focus on and why they engage with workers. Proactive assessments allow WorkSafe to ensure that duty holders are meeting their health and safety obligations and give businesses and workers the opportunity to show how they identify and manage risks and get information and resources from our inspectors to help make improvements. This has since been shared with key stakeholders, and through social media.

Road Cone Digital Pilot

In Q2, we wrapped up the road cone digital pilot, after the project achieved its objectives six months early.

The hotline was facilitated by WorkSafe, with the objectives of giving the public a voice, identifying the root causes of concerns, and promoting an engagement and education approach for inspectors in relation to temporary traffic management (TTM). Over six months, we received more than 1,300 notifications and worked with road controlling authorities (RCAs) to look into them.

The pilot found 86% of sites were compliant with the use of cones and other TTM approved by RCAs in traffic management plans. We found that new risk-based guidance was not being applied by all councils – so while the use of road cones was largely in line with council-approved plans, they may still be considered excessive.

Our inspectors received training in TTM, and took an engagement and education approach, which will continue as part of business-as-usual site assessments. We will continue to work alongside NZTA and the industry steering group to help ensure guidance is applied consistently and that risk-based approaches are well understood.

Growing a consistent, approachable inspectorate across New Zealand

- We recruited a further 17 trainee Health and Safety Inspectors in Auckland, Hamilton, Napier, New Plymouth, Palmerston North, and Christchurch – our second intake this financial year since moving recruitment in-house. As at 31 December 2025, we had 199 inspectors and an additional 37 trainees.
- We continued the roll-out of the Inspector Manager Training Programme with Area and Regional Managers, to support our transition to the new integrated operating model. This series of workshops is building understanding of the regulatory framework — especially the Health and Safety at Work Act — and its practical application during inspector engagements. It also reinforces managers’ strategic role in achieving WorkSafe’s objectives and equips them with tools to lead frontline staff consistently and effectively.
- We commenced focused investigation skills training with 31 inspectors through workshops in Auckland and Wellington. The programme includes online modules and practical on-site activities covering scene attendance, interviews and working with victims. Additional workshops are planned for early 2026 as part of ongoing efforts to strengthen inspector capability and consistency nationwide.
- We continued work to improve our management and response to complaints. This included completing foundational work like mapping current processes, stocktaking more than 115 feedback channels, and drafting a master process. We also delivered several quick wins, including archiving 154 redundant mailboxes, decommissioning legacy URLs, reviewing the Complaints page on the WorkSafe website, piloting a QR code worker feedback survey, and developing a channel strategy which sets out how we use and manage our communication channels, so they work together and support our overall strategy.
- In Q2, we responded to 30 complaints (this includes complaints received in Q2, and those that remained open at the end of Q1). Twenty-six of these were resolved within 20 working days. The complexity of some complaints means they may take longer than 20 working days to fully resolve.

Supporting businesses and workers to manage the risk of asbestos

In Q2, we implemented a range of activity to support businesses, workers and the public to manage the risk of asbestos. This included the ongoing development of guidance, the delivery of education and awareness campaigns, engagement with industry groups, an uplift in assessments focused on asbestos risk, and co-ordinating responses to significant notifications relating to asbestos exposure:

- We continued updating our asbestos guidance. During Asbestos Awareness Week (17–23 November), we published content reminding tradespeople and businesses about protecting workers from asbestos exposure.
- We had – and continue to have – a strong role in the cross-agency response to coloured sand contaminated with asbestos. We were informed that batches of coloured sand used at educational facilities in Australia were found to contain two types of asbestos – tremolite and chrysotile. In response, our inspectors carried out over 200 site visits to engage with importers, suppliers, and workplaces found to be using the affected products – providing practical guidance and support on its safe handling and removal.
- Following the health and safety response to a potential health risk regarding asbestos contamination in materials used in fire-rated safety doors, we are updating the risk assessment section of our asbestos advice pack. This is in response to new technical information about variations in fire door installation which may result in exposure of fire door cores, even in doors that appear intact and undamaged. We want to ensure the guidance is clear, current, and easy to access.

Strengthening partnerships to support safer work through local networks

- We worked with landowners in Southland and Otago to deliver targeted safety messaging, practical guidance, and educational resources, following significant storms that caused severe damage to forestry lots and shelterbelts, creating significant hazards. The initiative aims to raise awareness of good practice and support rural communities during disaster recovery. Safety information has also been shared via social media and through key industry bodies and sector groups.
- We continued our engagement with key stakeholders on the new Dunedin Hospital project, applying an approach used on other major builds. The approach includes frequent visits and engagement focusing on managing overlapping duties, falls from height, moving machinery, and dust and fume risks. Inspectors attended staff inductions and toolbox talks, building strong relationships and trust across contractors and workers. This proactive engagement has resulted in minimal enforcement to date, demonstrating the effectiveness of collaboration and targeted intervention.
- We completed our campaign to raise awareness and support uptake of the new Forestry Approved Code of Practice (ACOP) among forestry businesses. In total, we delivered 10 workshops from Whangārei to Invercargill, reaching 344 forestry businesses. These were planned with Regional Wood Councils and delivered alongside Forest Owners Association (FOA), Forestry Industry Safety Council (FISC), and Forestry Industry Contractors Association (FICA). Alongside workshops, inspectors delivered 207 workplace assessments. Overall, feedback was positive, with participants valuing clarity and dialogue and industry welcoming the consolidated, plain-language ACOP and risk-based approach. We will incorporate learning from this approach into planning for future ACOP implementations across other industries.

Health and Safety Reform work programme

As part of WorkSafe’s Health and Safety Reform work programme, we are progressing three sub-programmes to improve how we engage.

Inspectorate – Capability Uplift

This supports the development and uplift of an integrated WorkSafe Inspectorate. This will develop a more supportive and consistent regulatory presence through improved recruitment, training, performance frameworks, and improved operating processes.

In our last report, we said we would:

- complete recruitment of another cohort of new Inspectors. ✓
- implement investigation milestones and process guidance. ●
- begin work on the review and redesign of the Inspectorate Pathway. ●
- ↳ **Comment on status:** There was a delay in recruiting the Organisation Design specialist to do the review and redesign of the Inspectorate Pathway, but work has now commenced.
- develop operational performance framework to lift visibility of performance. ●
- ↳ **Comment on status:** There was a delay resourcing this work. Completion is planned for Q3.
- develop a change management plan to ensure all new policies and processes relating to the Inspectorate work programme are sequenced to ensure effective implementation. ●

Future guidance – Industry Led Approach

This will ensure all our guidance is fit for purpose and hits the mark for businesses and individuals. It will ensure more user friendly, practical, and clear guidance is created through improvements in WorkSafe’s processes along with a re-focus on better support for industry led guidance and ACOPs, including more efficient endorsement processes.

In our last report, we said we would:

- progress the Guidance programme approved by the Minister, including the development of the ACOPs for Agriculture (Roles and Responsibilities), Agriculture (Safe Use of Farm Vehicles and Machinery) and Construction (Roles and Responsibilities). ●
- ↳ **Comment on status:** The guidance programme is currently rated amber due to the significant volume of work required to be completed by July. Delivery remains on track but is being closely monitored to ensure timelines are met.
- continue creating efficiencies in the existing ACOP process, analyse and validate findings from the AI pilot and identify further opportunities for AI pilots. ●
- update the Workplace Exposure Standards (WES) for hard and soft wood dust, welding fumes, and flour dust suite of guidance. ●
- complete the update of the Endorsement Policy ready for implementation. ✓
- clarify the role of volunteers and provide guidance, possibly a fact sheet, for volunteer associations. ●

Feedback Systems

This supports the Minister’s request for proportionate regulation and system responsiveness. Built from the Road Cone Hotline pilot, it will enable feedback from duty-holders, create systems for resolving complaints, and ensure we learn and adapt from real-world input.

In our last report, we said we would:

- complete the stocktake of feedback channels, begin developing consistent processes for managing complaints and feedback. ●
- review and increase satisfaction with the WorkSafe website. ●

KEY: ✓ complete; ● on track; ● minor risk; ● significant risk

What we did and how we got there: **We enforce**

Taking proportionate action against those who fail to meet their responsibilities to ensure work is healthy and safe.

Key activities – to 31 December 2025

Clear expectations and consistent enforcement

- We issued 1,039 improvement notices to duty holders, taking the total for 2025/26 to 2,294. The volume of notices can be affected by the number of assessments undertaken, the number and types of incidents that occur, and how we target risk. Our Q1 focus on horticulture, Q2 focus on beef and sheep farming also impacted the profile of businesses we visited. Improvement notices offer a chance to engage with businesses and workers about how to address health and safety risk. We also issued 254 prohibition notices in Q2.
- We published our updated Enforcement Decision-Making Model (EDM) to ensure consistency with the Solicitor-General’s Prosecution Guidelines. References requiring Inspectors to consider prosecution in certain circumstances have been replaced with references to consider investigation, so alternatives to prosecution are considered before any decision to prosecute.
- We also published a new policy in late December 2025 addressing the use of formal warnings as an alternative to prosecution. *How we use formal warnings* was developed in line with the Solicitor-General’s Prosecution Guidelines, and explains why, when, and how WorkSafe uses warnings, including the criteria we will apply when determining whether a warning is an appropriate response.
- We accepted two enforceable undertakings (EUs) this quarter, taking the total number of EUs accepted in 2025/26 to five. We are currently monitoring 16 EUs, representing the most significant level of activity in more than five years, as we have continued to embed a more proportionate and educative approach to enforcement. These undertakings include financial support for workers harmed at work and significant investment in health and safety initiatives.
- We accepted our first pre-charge EU under a refreshed process. This approach demonstrates a proportionate use of enforcement and served as a practical test case for the new process. The EU followed an incident where a worker sustained serious burn injuries. The agreement includes financial amends, a worker consultation initiative, sharing lessons learned with industry, delivery of training seminars for the electrical sector, and a donation to the Burns Support Group.

Financial performance

- Following the October Baseline Update, WorkSafe has commenced category-level reporting against our new multi-category appropriation *Workplace Relations and Safety – Workplace Health and Safety*.

For a detailed view of WorkSafe’s financial performance, see page 17. A summary view of expenditure by category is also included on page 24.

Key performance indicators

- We have four measures for our enforcement activities. In Q2, one enforcement measure is reported as complete and two are on track. One enforcement measure, “*The percentage of investigations in priority sectors (agriculture, forestry, manufacturing, and construction)*” is reported as under target (75% against a target of 80%).

For a consolidated view of our non-financial performance, including variance reporting, see page 23. For an overview of our regulatory statistics, see page 25.

Targeting critical risks

- Our quarterly sector focus programme continued supporting how we target critical risk in priority sectors. For example, in Q2, our focus on dairy, beef and sheep agriculture businesses saw guidance shared on nearly 70% of workplace assessments undertaken and enforcement or compliance activity undertaken on 41% of these visits. In Q3, our focus on wood manufacturing will drive practical improvements to machinery safety, with inadequate guarding, unsafe modifications, and poor maintenance identified as key contributors to harm.
- In Q2, 77% of workplace assessments, 81% of improvement notices and 85% of prohibition notices were in our four priority sectors of agriculture, forestry, manufacturing and construction.

Health and Safety Reform work programme

As part of our Health and Safety Reform work programme, we are progressing one sub-programme to improve how we enforce.

Enforcement – New Proportionate Approach

This will ensure we are a proportionate regulator with a consistent approach to enforcement with transparent decision making. It will strengthen the fairness and clarity of our enforcement and prosecution approach, including updating our decision-making model, enhancing our response to worker breaches, and ensuring alignment with the Solicitor-General's Guidelines.

In our last report, we said we would:

- complete the new pre-charge Enforceable Undertakings (EU) process and make available new policies for Prosecutions, Warnings and Victims. ✓
- continue training on Solicitor General guidelines and updated enforcement policies. ✓
- update the Enforcement Decision Making model (EDM) to align with the guidelines and updated policies. ✓

KEY: ✓ complete; ● on track; ● minor risk; ● significant risk

Significant prosecutions resolved

A company was held to account for a worker's serious injuries in a 10-metre fall. WorkSafe's investigation found fundamental failures in how the company managed the introduction of a new telecommunications tower. The company was charged for health and safety failures and was fined \$220,000.

An Auckland company was fined \$330,000 following the 2023 electrocution of a worker whose crane truck contacted powerlines. The worker had identified the risk but was still expected to complete the job. WorkSafe has online guidance available which is practical, legally grounded, and designed to help businesses and workers assess risk.

Three parties were sentenced following an incident in which a 16-metre trench collapsed during excavation works, trapping a worker under several tonnes of soil. The worker sustained serious injuries. The conduct of the parties departed from numerous industry standards and guidelines provided by industry authorities. WorkSafe was also not notified of the excavation work as was required. Two of the parties were each fined \$375,000 and the third (an individual) was fined \$60,000.

Discharged Enforceable Undertaking (EU)

We also discharged an EU, following the death of a worker in 2020 at a landfill, when they were struck by a loader driven by another worker. The company delivered all agreed actions, including installing AI-enabled cameras to detect people in hazardous zones and alert the driver, developing worker engagement tools, sharing learnings with industry, and funding community drug and alcohol education. These measures have improved workers safety, strengthened engagement, and delivered positive outcomes for the wider community.

What we did and how we got there: **We permit**

Allowing businesses and individuals to carry out high-risk work activities that need permission and monitoring licensees' activity to ensure it is safe

Key activities – to 31 December 2025

Improving the transparency and timeliness of decision-making

- We processed 662 permit applications or requests to renew an existing authorisation, across seven separate permitting regimes. 92% of these were decided and notified within agreed timeframes. We also maintained our focus on reducing long-dated applications. As at 31 December 2025, we had eight long-dated applications, compared to 83 at the same date in 2024.
- Between 1 July and 31 December, we achieved an average satisfaction rating of 84% (from applicants across the five permitting regimes we send satisfaction surveys for).

Strengthening oversight of third-party certifiers

- We are improving oversight and management of third-party compliance certifiers by progressing changes with focus on complaints, audits, and authorisation processes. The changes will enable us to be more consistent, transparent and risk based.
- We continued working with third party certifiers to develop and sign operational agreements. These agreements set out our expectations, focusing on roles and responsibilities, information sharing, dispute resolution, monitoring and engagement. Two operational agreements have now been signed, with the remaining agreements drafted with socialisation underway.

Financial performance

- Following the October Baseline Update, WorkSafe has commenced category-level reporting against our new multi-category appropriation *Workplace Relations and Safety – Workplace Health and Safety*.

For a detailed view of WorkSafe's financial performance, see page 17. A summary view of expenditure by category is also included on page 24.

Key performance indicators

- We have two measures for our permitting activities. In Q2, both permitting measures are on track.

For a consolidated view of our non-financial performance, including variance reporting, see page 23. For an overview of our regulatory statistics, see page 25.

Setting clear expectations for regulated parties.

- We notified two amusement device operators of a change in the regulatory treatment of their gravity-based bungee and giant swing type devices. Our revised determination is that these devices do not meet the definition of an Amusement Device and require transitioning to the Adventure Activities regime.
- We published two consolidated Safe Work Instruments covering *Mining and Quarrying Operations – Prescribed Competency Requirements for Certificates of Competence* and *Hazardous Substances – Modified Application of Controlled Substance Licence Requirements for Specified Class 1 [explosive] Substances*. These documents accompany formal Safe Work Instruments, and bring together all requirements in a single, clear document to support businesses and workers to understand what they need to do when working in these areas.

Health and Safety Reform work programme

As part of our Health and Safety Reform work programme, we are progressing a sub-programme to improve how we permit.

Permit – Reducing Regulatory Risk

This will ensure stronger system oversight. It aims to improve the consistency, transparency, and effectiveness of third-party authorisations for high-risk work. The programme focuses on monitoring third parties, improving stakeholder confidence, and ensuring consistent interpretations of regulatory requirements.

In our last report, we said we would:

- complete planned operational agreements with third-party certifiers. ●
- **Comment on status:** Operational agreements have made good progress. We have two signed agreements and the remainder drafted, with socialisation underway with third parties. Delays in review cycles have impacted on full completion.
- complete compliance certifier process improvements for both decision-making and compliance monitoring processes. High-risk regimes, including adventure activities, will then be completed. ✓

KEY: ✓ complete; ● on track; ● minor risk; ● significant risk

Improving safety through compliance certifier auditing

Our recently established Compliance Monitoring team has immediately improved WorkSafe’s assurance and oversight of our permitting regimes – reducing regulatory risk and improving safety. In Q2, 10 audits of compliance certifiers were completed.

Four audits identified major issues of non-compliance among compliance certifiers that required remediation.

Key Findings and Actions:

One audit revealed significant non-compliance by a certifier. As a result, we are proposing to increase the certifier’s audit frequency from once every four years to annually. The certifier has been invited to provide feedback before a final decision is made.

Another audit identified issues with the validity period of several compliance certificates. Validity periods are designed to ensure assets or individuals are re-certified at appropriate intervals to demonstrate compliance with the Hazardous Substances Regulations 2017. These periods are prescribed in Safe Work Instruments and performance standards. In addition to addressing the certifier’s conduct, we developed a regulatory clarification, which will be circulated to all compliance certifiers to reinforce adherence to this requirement.

What we did and how we got there: Energy Safety

Conducting energy safety audits and investigations and using communications and marketing campaigns to improve energy safety awareness among the public.

Key activities – to 31 December 2025

- We closed 70 energy safety investigations in Q2, taking the total for 2025/26 to date to 149. 94% of these were completed within 60 working days.
- We worked with the Ministry of Business, innovation and Employment to update businesses and workers about changes to the electricity and gas safety regulations. This included sending an update to our energy safety database of 7,500 subscribers. The update was informing them about the amendments made by the Government to the Electricity (Safety) Regulations 2010 and the Gas (Safety and Measurement) Regulations 2010.
- We commenced work on our next seasonal electricity and gas safety messaging campaign. As the risks can change between seasons, we deliberately provide two different seasonal campaigns each year targeting the different risks, for example, winter can focus on heating and electric blankets as examples, whereas summer might focus on use of BBQ's and cooking with gas in camping situations, caravans or RVs. Key messages will include broad general messaging from Claude the Cat, Checklist – the Summer Energy Safety checklist creative, safety when cooking with gas, general BBQ safety, working outdoors with RCDs. These safety messages will be delivered via digital channels – video on YouTube and TVNZ+, and display ads across Stuff and other prominent website networks and additionally target consumers at point-of-sale with physical posters/displays and also utilise social media channels like Facebook and Instagram. The campaign will start in January and will run until late March.

Financial Performance

- Following the October Baseline Update, WorkSafe has commenced category-level reporting against our new multi-category appropriation *Workplace Relations and Safety – Workplace Health and Safety*.

For a detailed view of WorkSafe's financial performance, see page 17. A summary view of expenditure by category is also included on page 24.

Key performance indicators

- We have one measure for our energy safety activities. In Q2, this measure is on track.

For a consolidated view of our non-financial performance, including variance reporting, see page 23. For an overview of our regulatory statistics, see page 25.

What we did and how we got there: Major Hazard Facilities, Petroleum & Geothermal

Providing guidance, conducting investigations, and addressing notifications relating to major hazard, petroleum and geothermal facilities.

Key activities – to 31 December 2025

- We undertook focussed assessments on the waste oil sector. This project is a recommendation from the coroner’s report after the fatality at Salters Cartage in 2015, which advised WorkSafe should undertake ongoing monitoring of the waste oil sector. Note, following the fatality and prior to the coroner’s findings, WorkSafe pro-actively undertook a review of the waste oil sector. Since the Coroner’s hearing in 2024, this work is one of the priorities in this year’s work plan. The findings of this project will be collated in Q3 and Q4.
- A recent incident involving two-phase fluid has highlighted critical challenges within geothermal operations, particularly overlapping responsibilities between upstream plant designers, suppliers, and operators. In response, WorkSafe has participated in discussions aimed at clarifying roles and improving safety measures across the sector.
- We engaged geothermal operators with the aim of improving collaboration in the sector. The engagements, led by WorkSafe’s Petroleum and Geothermal inspectors, have led to a significant shift: at least three major geothermal operators have agreed to work together to address health and safety issues more collectively. This collaboration focuses on sharing lessons learned and implementing strategies to enhance safe operations, marking a positive step toward industry-wide improvement.

Financial Performance

- Following the October Baseline Update, WorkSafe has commenced category-level reporting against our new multi-category appropriation *Workplace Relations and Safety – Workplace Health and Safety*.

For a detailed view of WorkSafe’s financial performance, see page 17. A summary view of expenditure by category is also included on page 24.

Key performance indicators

- We have one measure for our major hazard facilities, petroleum and geothermal activities. This measure is reported annually.

For a consolidated view of our non-financial performance, including variance reporting, see page 23. For an overview of our regulatory statistics, see page 25.

Organisational issues and risks

The following is a summary of our organisational risks and issues. This includes a summarised overview of our approach to risk and our response.

- The work to review our past compliance with the Holidays Act is continuing. The review aims to identify areas of non-compliance and determine any unpaid entitlements and payments to current and former employees. We have determined that an obligation is likely to arise, and have forecast that to be up to \$5 million. We have taken a prudent approach, by building the higher end of the estimate for the liability into our forecast.

What's next: strategic, corporate and operational

In Q3, we will progress the following activity, and report our progress in our next report:

- We will commence our Q3 sector focus on the wood manufacturing sub-sector. This will include engagement with key stakeholders, and a programme of pro-active site visits targeting specific risks, e.g. machine guarding.
- We will launch our next seasonal electricity and gas safety campaign. The campaign is being planned to start in January and will run until late March.
- The Harm Reduction Action Plan (HRAP) outlines how WorkSafe and ACC coordinate and fund harm prevention activities. WorkSafe has been working with ACC to update the plan which must be reviewed every three years. The current plan must be reviewed by the end of 2026. While progress has been made on defining the plan's purpose and a shared approach to leveraging both agencies' strengths, stakeholders have advised delaying finalisation until reforms advance through the legislative process. In the meantime, WorkSafe is strengthening its intervention design to ensure activities target areas with the greatest potential to reduce harm. This work will ensure WorkSafe's refreshed HRAP actions are clearly aligned with harm reduction outcomes and explain how the agencies will coordinate on common areas of focus.
- We will continue work on WorkSafe's new Statement of Performance Expectations 2026/27. This accountability will support us to turn the strategic objectives set out in our recently published Statement of Intent 2025/26 – 2028/29 into practical, on-the-ground action, and include clear measurable targets against which we will report. This will be published before the end of Q4.

What's next: Health and Safety Reform work programme

In Q3, we will progress the following activity, and report our progress in our next report:

Inspectorate – Capability Uplift

- Embed investigations milestones and the supporting tools.
- Develop and review the inspector pathway.
- Review of notifications and triage including the Triage Decision Model (TDM).
- Develop an operational performance framework to lift visibility of performance.
- Knowledge Management Framework – review and update of our key documentation relating to guidance.

Future Guidance – Industry led approach

- Continue progressing the Guidance programme approved by the Minister, including the development of the Approved Codes of Practice (ACOPs) for Agriculture (Roles and Responsibilities), Agriculture (Safe Use of Farm Vehicles and Machinery), Construction (Roles and Responsibilities).
- Continue planning to deliver industry-led ACOPs alongside industry and MBIE including principles and minimum standards for ACOPs.
- Begin implementation of new endorsement policy for industry-led guidance.
- Continue creating efficiencies in the existing ACOP process including the progression of AI pilots.
- Publish the updated Workplace Exposure Standards (WES) for hard and soft wood dust, welding fumes, and flour dust suite of guidance.

Feedback Systems

- Begin development of a digital solution to manage complaints and notifications processes.
- Conduct user experience review of the notification website pages and implement quick improvements.
- Roll out redesigned complaints and notifications processes into business practices.

Enforcement – new proportionate approach

- Continue phase 2 Enforcement Decision-Making review, with a focus on those sections relevant to breach of authorisation requirements.
- Design and implementation of a new enforceable undertaking (EU) form to increase EU uptake and reduce administrative burden.
- Update the quality control digital form to provide assurance of the quality and consistency of regulatory decision making and create a Power BI dashboard to enable data collection for effective reporting and drive continuous improvement.
- Embed new enforcement policies by continuing with awareness sessions.

Permit – Reducing Regulatory Risk

- Sign the remaining third-party operational agreements with third-party certifiers, and complete the next tranche.
- Implement compliance monitoring process improvement for adventure activities regime.
- Design process improvements for decision making processes within authorisations for other high-risk regimes.

Appendix 1: Financial Statements

Statement of comprehensive revenue and expenditure

\$000	Q2 2025/26 YTD Actual	Q2 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Revenue					
Revenue Crown	67,426	67,426	-	134,851	134,851
Interest Revenue	1,252	903	349	1,807	2,171
Other Revenue	781	506	275	1,012	1,100
Total Revenue	69,459	68,835	624	137,670	138,122
Expenditure					
Personnel	43,616	47,991	4,375	95,982	96,997
Contractors, Consultants & Professional Services	4,469	3,961	(508)	7,922	12,492
Depreciation	3,647	4,348	701	8,696	7,213
Other Expenditure	8,766	12,492	3,726	24,984	19,154
Total Expenditure (before Strategic Initiative expenditure)	60,498	68,792	8,294	137,584	135,856
Surplus/(deficit) before Strategic Initiative expenditure	8,961	43	8,918	86	2,266
Strategic Initiatives expenditure	3,463	4,000	537	8,000	13,919
Surplus/(deficit) after Strategic Initiative expenditure	5,498	(3,957)	9,455	(7,914)	(11,653)

Commentary

As at 31 December 2025, we reported a surplus of \$8.961m before Strategic Initiatives, compared to a budgeted surplus of \$0.043m. This variance was primarily driven by:

- **Higher revenue:** Additional interest revenue was received due to higher term deposit balances and higher other revenue due to timing of Safety case revenue and renewals of applications for licence holders.
- **Lower expenditure:** \$8.294m below budget due to delays in ICT project spend (both consulting and ICT expenditure) and higher vacancies, some of which are hold. The vacancy underspend has been redirected to temporary resource to accelerate delivery in the second half of the year.

After Strategic Initiatives, the surplus was \$5.498m. The rate of expenditure increased in Q2 compared with Q1 and forecast expenditure is planned to further accelerate in the second half of the financial year to deliver upon our strategy and the health and safety reforms. The full-year forecast shows a higher deficit position due to Strategic Initiatives expenditure being brought forward from future years. This additional spend is being funded from prior-year surpluses.

Revenue by area

\$000	Q2 2025/26 Actual	Q2 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Working safer levy	63,874	63,874	-	127,747	127,747
Major hazard facilities levy	1,345	1,345	-	2,690	2,690
Energy safety levies	2,207	2,207	-	4,414	4,414
Fees and Other Revenue	2,033	1,409	624	2,819	3,271
Total revenue	69,459	68,835	624	137,670	138,122

Commentary

Additional interest revenue was received due to higher term deposit balances and higher other revenue due to timing of Safety case revenue and renewals of applications for licence holders.

Multi-Category Appropriation (MCA)

MCA: Workplace Relations and Safety - Workplace Health and Safety

\$000	Engaging to Support Best Practice in Work Health and Safety	Enforcing Work Health and Safety Compliance	Authorising and Monitoring Work Health and Safety Activities	Energy Safety	Major Hazard Facilities, Petroleum and Geothermal	YTD Total	2025/26 Total
2025/26 YTD Revenue*	34,492	11,474	14,351	2,207	4,902	67,426	134,851
2025/26 YTD Expenditure*	30,491	10,111	12,715	2,291	4,890	60,498	137,584
Surplus/(Deficit)	4,001	1,363	1,636	(84)	12	6,928	(2,733)

*Advice from Deloitte was to report the multi-category appropriation (MCA) for the full financial year, rather than from when it was introduced (October 2025).

Commentary

The multi-category appropriation (MCA) was introduced to WorkSafe from October 2025. Included in the table above is the revenue and expenditure year to date. Excluded from the MCA is interest and other revenue, and strategic investment expenditure.

Expenditure by area

\$000	Q2 2025/26 YTD Actual	Q2 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Core Delivery (excl. Depreciation)	52,789	59,368	6,579	118,735	118,891
Depreciation	3,647	4,348	701	8,696	7,213
Specific Delivery (tagged funds)					
Whakaari	193	530	337	1,061	786
Energy Safety/ MHF/P&G	3,869	4,546	677	9,092	8,966
Strategic Initiatives	3,463	4,000	537	8,000	13,919
Total Specific Delivery	7,525	9,076	1,551	18,153	23,671
Total Expenditure	63,961	72,792	8,831	145,584	149,775

Commentary

Core Delivery expenditure was \$6.579m below budget due to:

- Personnel Costs – Higher number of vacancies resulting from a lag after restructure in filling establishment roles, as well as some roles being put on hold.
- ICT project costs – Developer squad resourcing was phased for Q1, however commercial processes were not completed till end of Q1, with resource onboarded at the end of October. This expenditure will be caught up in future months, with additional squads procured.

Whakaari expenditure was \$0.337m below budget due to the timing of the Coronial Inquiry, with more expenditure expected in Q3 and Q4 of 2025/26 for phase two of the inquest.

Energy Safety was \$0.677m below budget due to timing of advertising campaigns and personnel vacancies.

Strategic investment spend was \$0.537m below budget (\$0.960m below budget in Q1) due to delays with filling vacancies and delays in procurement/commercial processes. These were finalised during Q2 and expenditure subsequently increased.

Capital spend

\$000	Q2 2025/26 YTD Actual	Q2 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
ICT software	440	1,500	1,060	3,000	2,487
ICT hardware	1,809	1,250	(559)	2,500	2,219
Motor vehicles	-	400	400	800	975
Leasehold improvements	90	500	410	1,000	1,000
Total capital spend	2,339	3,650	1,311	7,300	6,681

Commentary

The timing of ICT hardware purchases in Q1 (laptop and mobile phone replacement) resulted in a temporary overspend, this is forecast to come in below budget by year end. Motor Vehicle spend is now planned for the end of the year, once the operating model review for vehicles is completed.

Memorandum accounts

\$000	Q2 2025/26 YTD Balance	Q2 2025/26 YTD Actual	Prior Year Total YTD
Major Hazard Facilities Levies			
Revenue	23,551	2,845	20,706
Expenditure	(22,383)	(1,144)	(21,239)
Total surplus/(deficit)	1,168	1,701	(533)
Add Crown Account surplus/(deficit)	1,553	(1,500)	3,053
Total surplus/(deficit) - WorkSafe held levies	2,721	201	2,520

Current financial position: Statement of financial position

\$000	Q2 YTD 2025/26 Actual	Q2 YTD 2025/26 SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Cash and bank	13,603	32,878	(19,275)	25,635	11,176
Investments	57,978	27,124	30,854	22,124	39,978
Debtors	2,447	3,371	(924)	7,054	2,707
Fixed assets	30,917	36,719	(5,802)	35,487	31,518
Total assets	104,945	100,092	4,853	90,300	83,379
Creditors and payables	6,755	7,779	1,024	8,193	4,807
Employment liabilities	6,998	8,570	1,572	8,314	9,538
Crown loan	16,562	16,275	(287)	11,820	11,562
Total liabilities	30,315	32,624	2,309	28,327	25,907
Net assets	74,630	67,468	7,162	61,973	57,472
Equity					
Capital reserves	35,063	35,778	(715)	35,778	35,063
Memorandum accounts	2,721	2,372	349	2,226	2,226
Accumulated surplus/(deficit) current year	36,846	29,318	7,528	23,969	(11,362)
Total Equity	74,630	67,468	7,162	61,973	57,472

Commentary

The balance in cash and bank is lower due to greater cash balances being held in investments (i.e. term deposits) to generate interest income.

Investments are higher due to overall timing of reinvestment of funds and to generate interest income.

Fixed assets are lower due to reduced capital expenditure in the prior year and continued lower spending in the current year to date.

Liabilities are lower than budgeted due to overall lower spending.

Equity is higher due to the actual surplus of \$5.498m compared to a budgeted deficit (after strategic investment) of \$3.957m.

Statement of cash flows

\$000	Q2 2025/26 YTD Actual	Q2 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Operating cash flows					
Receipts from Crown	67,425	67,425	-	134,851	134,851
Receipts from other revenue or interest	1,516	1,291	225	2,613	2,280
Payments to suppliers/employees	(65,450)	(62,268)	(3,182)	(134,609)	(147,124)
Net operating cash flows	3,491	6,448	(2,957)	2,855	(9,993)
Investing cash flows					
Receipts/(payments) for term deposits	(17,478)	-	(17,478)	5,000	2,734
Receipt from sale of property, plant and equipment	34	-	34		
Net asset purchase	(2,642)	(3,650)	1,008	(7,300)	(6,763)
Net investing cash flows	(20,086)	(3,650)	(16,436)	(2,300)	(4,029)
Financing cash flows					
Crown loan	-	-	-	(5,000)	(5,000)
Net financing cash flows	-	-	-	(5,000)	(5,000)
Cash movement					
Net increase/(decrease) in cash	(16,595)	2,798	(19,393)	(4,445)	(19,022)
Opening cash	30,198	30,080	118	30,080	30,198
Closing cash	13,603	32,878	(19,275)	25,635	11,176

Commentary

Payment to suppliers/employees are \$3.182m above budget due to the cash payment of our prior years FBT obligation, partially offset with lower expenditure.

Receipts/payment for term deposits are \$17.478m above budget which reflects the increase in funds placed in term deposits to optimise interest income.

Net asset purchases are \$1.008m below budget due to lower capital expenditure for the year.

Appendix 2: Non-Financial Performance

In Q2, we published a new Statement of Intent 2025/26 – 2028/29 (SOI). Additionally, an updated multi-category appropriation (MCA) structure was finalised for our Crown funding. As a result of these changes, we updated our performance framework. We will now report on 12 measures and targets included in our SOI, SPE and updated MCA.

Performance measures

Performance measure	Target	YTD Result	Status	Performance measure	Target	YTD Result	Status
<p>①②③ Overall: 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</p> <p>85%</p> <p>96%</p> <p>●</p>	85%	96%	●	<p>① Enforce: 2.3 The availability of enforceable undertakings is increased</p> <p>Achieved</p> <p>Achieved</p> <p>✓</p>	Achieved	Achieved	✓
<p>①② Engage: 1.1 The percentage of employers who report that our guidance and information resources are useful</p> <p>65%</p> <p>58%</p> <p>●</p> <p>→ Comment on status: Of 383 survey respondents who reported using WorkSafe materials in the last 12 months, 58% rated their usefulness as either very or extremely useful. This result may reflect product relevance, accessibility or alignment with business needs. We have an ambitious work programme in place to address the currency and quality of guidance, which will be informed by ongoing analysis of survey results. As we continue to refresh our guidance, we expect improvements to be reflected in future surveys.</p>	65%	58%	●	<p>③ Enforce: 2.4 The percentage of enforcement interventions resulting in a positive outcome or other resolution</p> <p>80%</p> <p>86%</p> <p>●</p>	80%	86%	●
<p>① Engage: 1.2 The percentage of health and safety guidance documents that have been assessed for being up to date in the last 24 months</p> <p>100%</p> <p>100%</p> <p>●</p>	100%	100%	●	<p>①②③ Permit: 3.1 The percentage of authorisations that WorkSafe decides and notifies within the agreed timeframes</p> <p>Q2: 73%</p> <p>92%</p> <p>●</p>	Q2: 73%	92%	●
<p>①②③ Engage: 1.3 The percentage of people who agree that WorkSafe staff helped the business to find practical ways to improve health and safety</p> <p>70%</p> <p>71%</p> <p>●</p>	70%	71%	●	<p>①② Permit: 3.2 The percentage satisfaction with the application process of people applying for authorisations</p> <p>Q2: 73%</p> <p>84%</p> <p>●</p>	Q2: 73%	84%	●
<p>①③ Enforce: 2.1 The percentage of improvement notices that are closed within the stated compliance period</p> <p>95%</p> <p>97%</p> <p>●</p>	95%	97%	●	<p>②③ Energy Safety: 4.1 Percentage of Energy Safety investigations that will be closed within 60 working days</p> <p>90%</p> <p>94%</p> <p>●</p>	90%	94%	●
<p>①② Enforce: 2.2 The percentage of investigations in priority sectors (agriculture, forestry, manufacturing, and construction)</p> <p>80%</p> <p>75%</p> <p>●</p> <p>→ Comment on status: Investigations are primarily reactive, driven by the nature and severity of incidents. We direct the majority of our investigation resource to sectors where the highest levels of workplace harm occur (agriculture, forestry, manufacturing and construction).</p>	80%	75%	●	<p>③ Major Hazard Facilities: 5.1 The percentage of major hazard facilities that improve workplace safety after being notified of a potential issue through interaction with the major hazard facilities inspectors*</p> <p>85%</p> <p>-</p> <p>-</p> <p><small>*This measure is reported annually, as the number of Major Hazard Facility employers surveyed is too low to meaningfully collate quarterly.</small></p>	85%	-	-

KEY: ✓ complete; ● on track; ● within 5 percentage points of target; ● > 5 percentage points below target

Financials – by category

(\$000)	Annual Budget	YTD Actual	% of Budget Spent
Engage	66,404	30,491	46%
Enforce	30,389	10,111	33%
Permit	24,668	12,715	52%
Energy Safety	6,398	2,291	36%
Major Hazard Facilities	9,725	4,890	50%
Total*	137,584	60,498	44%

**excludes Strategic Investment spend. Financials above reflect spend funded out of the current year appropriations.
Strategic investment is funded by prior year surpluses.*

Appendix 3: Regulatory Statistics

Engage: Workplace notifications and assessments

Workplace notifications are received from businesses and the public relating to workplace health and safety. Workplace assessments can be done in response to a notification or as part of a planned programme (proactive) — this is why we record more assessments than notifications.

Activity	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
Notifications	2,629	2,670	2,567	2,813	2,879
Assessments	2,917	3,366	3,380	3,712	3,264

**In Q2, we continued to deliver more assessments, in line with our strategy of prioritising early engagement with businesses and workers. This results in a 12% increase in workplace assessments in Q2, compared to the same quarter last year.*

Enforce: Improvement notices

Improvement notices are issued by a WorkSafe Inspector directing that a work health and safety risk be addressed.

Activity	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
Improvement notices	1,204	1,214	1,085	1,255	1,039

**The volume of notices issued can be affected by a range of factors, including the number of assessments undertaken, the number and types of incidents that occur, how we target risk, and how we apply regulatory decision-making. Our Q1 focus on horticulture, Q2 focus on beef, sheep and dairy farming, and uplift in proactive engagements, also impacted the profile of businesses we visited.*

Enforce: Prohibition notices

Prohibition notices are issued requiring activity to cease immediately if an inspector determines that a serious health or safety risk is occurring or could occur.

Activity	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
Prohibition notices	248	238	247	292	254

**The volume of notices issued can be affected by a range of factors, including the number of assessments undertaken, the number and types of incidents that occur, how we target risk, and how we apply regulatory decision-making. Our Q1 focus on horticulture, Q2 focus on beef, sheep and dairy farming, and uplift in proactive engagements, also impacted the profile of businesses we visited.*

Enforce: Prosecutions and enforceable undertakings (EU)

Prosecution is a process in which WorkSafe files charges for breaches of the law which may result in the court imposing financial penalties or other sanctions. An EU is a voluntary legally binding agreement between WorkSafe and a duty holder, generally used as an alternative to prosecution.

Activity	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2 [†]
Prosecutions disposed*	8	10	7	17	12

** Figures may change subject to appeal. Prosecutions withdrawn are excluded, except when they were withdrawn because an EU was accepted.*

† The number of prosecutions disposed can vary, depending on the volume and nature of cases before the court, and court scheduling. For example, the increase in Q1 relates to activity in July 2025, when a higher-than-usual number of prosecutions were disposed, most involving guilty pleas.

Permit: Authorisations

Authorisations include both new applications and renewal applications for permits to conduct certain high-risk work.

Activity	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
Authorisations*	394	304	354	424	425

**The number of authorisations processed in 2024/25 has been revised in our reporting. Regimes included are Asbestos, Adventure Activities, Amusement Devices, Certificates of Competence (Mining Board of Examiners), Controlled Substances Licences, Hazardous Substance Controls, Health and Safety in Employment (Pressure Equipment, Cranes and Passenger Ropeways) Regulations, Occupational Diving, and Petroleum, Energy Safety and MHF Safety Cases.*

Energy Safety: Investigations

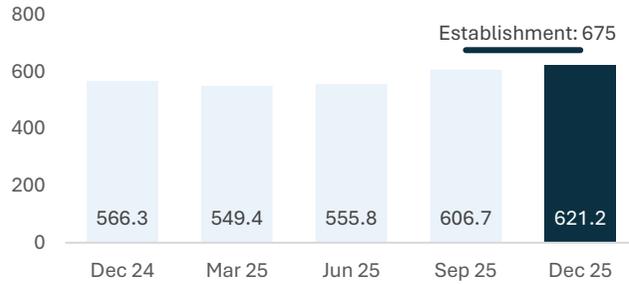
Any incident or accident (notifiable or non-notifiable) reported to WorkSafe results in an investigation. This can include non-workplace events, installation faults and products.

Activity	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
Investigations closed*	93	82	71	79	70

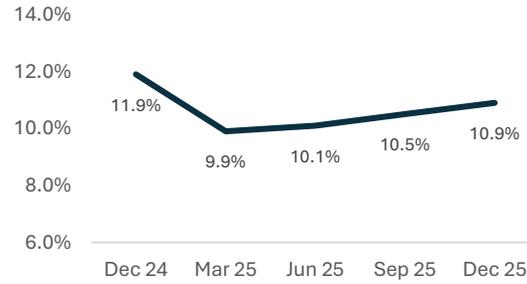
Appendix 4: Organisational Health

Personnel

Full-time Equivalent Staff



Personnel: Voluntary Turnover



Personnel costs

Total FTEs*	Total salary costs (YTD)	Average remuneration
621.2	\$39,638,865	133,637

**as per Public Service Commission definition (no casual or CE, employees only)*

Inspectorate capacity

Number of inspectors

	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
Inspectors*	185	190	193	205	199
Trainees	9	7	19	37	37
Total	194	197	212	242	236

**How we define inspectors for reporting purposes was revised in October 2025. Figures from 2025/26 are not directly comparable to previous years' data.*

Ratio of inspectors per 10,000 workers*

	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
	0.63	0.65	0.66	0.71	0.69

**How we define inspectors for reporting purposes was revised in October 2025. Figures from 2025/26 are not directly comparable to previous years' data.*

Contractors

Number of contractors – headcount

	2024/25			2025/26	
	Q2	Q3	Q4	Q1	Q2
	21	24	21	18	27

Contractor costs

	Actual (\$000)	Budget (\$000)	Variance (\$000)
OPEX	2,136	2,182	46
CAPEX	347	421	74