

WorkSafe

TE PŪRONGO O MAHI HAUMARU AOTEAROA

1 January – 31 March 2026

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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

Following strong momentum in the first half of 2025/26, this quarter focused on delivering on the changes already underway and strengthening how WorkSafe operates as a regulator. Our emphasis remained on critical risk, proportionate regulation, and ensuring our improved ways of working are reflected in how business and workers experience our engagement, enforcement and decision-making.

Overall, our results for Q3 continue to reflect good progress towards achieving our strategic intent. Engagement activity remained strong, with 2,842 workplace assessments completed during the quarter, taking the total to 9,836 for the year to date. As intended, our activity continued to be targeted to where risk of harm is greatest, with 81% of assessments undertaken in agriculture, forestry, construction and manufacturing. Feedback from businesses remains positive, with 72% reporting that WorkSafe helped them find practical ways to improve health and safety.

The Health and Safety Reform work programme continued to deliver tangible outcomes this quarter. We progressed the implementation of our more proportionate enforcement approach, accepting two further enforceable undertakings and issuing our first formal warning under the new policy introduced this year. These tools are supporting more flexible and timely regulatory responses, while maintaining a strong focus on accountability for serious harm. Our permitting function also maintained improved performance, with 93% of authorisations decided within agreed timeframes and high levels of applicant satisfaction. We are also continuing to advance the development of the new Approved Codes of Practice for construction (Roles and Responsibilities) and agriculture (Roles and Responsibilities and Safe Use of Farm Vehicles and Machinery) towards consultation, and readiness pilot for industry-led ACOPs is underway.

While Q3 reflects a year that is now firmly in delivery, we remain focused on maintaining momentum into the final quarter of the year. The coming quarter will be critical for completing key reform programme milestones, finalising performance expectations for 2026/27, and continuing to demonstrate that the changes we have made are improving how WorkSafe operates and how our regulatory approach is experienced in practice by business and workers.

Financial performance

As at 31 March 2026, WorkSafe reported a surplus of \$13.478 million before Strategic Initiatives, significantly higher than the budgeted surplus of only \$0.065 million. The favourable variance was driven by:

- Higher revenue, mainly from increased interest income due to larger term deposit balances, as well as higher licence application volumes and the timing of safety case renewals.
- Lower expenditure, the year-to-date underspend largely occurred in Q1 and Q2, following the organisational redesign, where it took longer than anticipated to fill vacancies. In addition, extended commercial and procurement processes delayed the rollout of some initiatives. The expenditure rate for Q3 has increased to ensure delivery of outcomes.

After Strategic Initiatives, the surplus was \$7.351 million, compared with a budgeted deficit of \$5.936 million. Strategic Investment expenditure increased in Q3 relative to previous quarters as activity ramped up to support delivery of the health and safety reforms.

Capital expenditure remains below budget (YTD \$2.450 million versus \$5.690 million), largely due to the timing of the ICT software development programme and deferred motor vehicle purchases, now expected in Q4 or the next financial year. Funding set aside for leasehold improvements also remains unspent, reflecting a strategic shift towards co-location with other departments and agencies.

This has been an unusual year as WorkSafe has emerged out of a period of significant change and reset. The SPE for next year will set out a budget that reflects a more settled operating model. For our financial statements for Q3, see page 17.

Non-financial performance

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

- 1.1 The percentage of employers who report that our guidance and information resources are useful: 59% 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 March 2026

Increasing inspector presence where it matters most

- We completed 2,842 assessments in Q3, taking our total for 2025/26 to 9,836. In 2025/26 to 31 March, 72% of people who responded to our quarterly Impacts and Effectiveness Monitor (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 the year to date, 81% were in the priority sectors of agriculture, forestry, construction and manufacturing.
- We engaged with industry and completed 595 planned health and safety assessments with wood product manufacturing businesses across the country, as part of our ongoing quarterly sector-focus programme targeting critical risks in priority sectors. For more information on how our quarterly sector-focus targets critical risk, see page 9.
- We commenced an investigation into businesses and organisations involved in operating the Mount Maunganui holiday park following the 22 January 2026 landslide. Our work will determine whether any of the businesses and organisations with a duty of care breached their responsibilities under Health and Safety at Work Act 2015.

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 Q3, 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 (59% against a target of 65%). This measure reports respondents who find our guidance ‘very useful’ or ‘extremely useful’. When ‘useful’ responses are factored in, the result increases to over 95% indicating that while there is opportunity to improve, the vast majority of users still find our guidance products helpful.

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 published a new regulatory clarification confirming that hardwood is an appropriate and compliant material for the feet of chlorine drum cradles under Regulation 12.1 of the *Health and Safety at Work (Hazardous Substances) Regulations 2017*. This clarification confirms that hardwood is compatible with chlorine (class 5.1.2) and provides greater certainty for duty holders handling chlorine storage and handling systems.
- We began scoping the work to determine where new or amended policy positions would be required for new concepts in the Health and Safety at Work Amendment Act, if enacted. We are supporting the Select Committee hearing the Bill with regulatory advice.
- We prepared for the release of asbestos and containment guidance in Q4, as these guidance developments near their final stages. We undertook consultation on both guidance suites during Q3. A review of guidance was completed to ensure it is consistent with the new hazardous substances in retail regulation. One artefact was removed from the website, with the remaining guidance confirmed as fit for purpose.
- We amended the Electric Vehicle (EV) Charging Safety Guidelines, removing a reference that had unintentionally created a barrier to EV uptake. The previous wording suggested that an employee's home could be considered a workplace, and that EV charging should only occur in a garage. A broader review is underway to modernise and strengthen electrical safety guidance, with sector consultation planned to begin in early 2026.

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

- We continued improving how we manage and respond to health and safety complaints. Our focus this quarter was on strengthening complaints and notifications processes, including progressing digital development and user-experience improvements to support clearer, more efficient engagement.

Partnering with business to achieve safer workplaces

The City Rail Link (CRL) is one of New Zealand's largest transport infrastructure projects – delivering twin 3.45km rail tunnels underground and two new underground train stations, among other aspects.

Our long-standing partnership with the project team, continued to demonstrate the value of early engagement and strong relationships. Since 2018, WorkSafe New Zealand has partnered with CRL to strengthen risk management and support safety innovation across all four major project sites.

As the project approaches completion, it has maintained industry leading performance and set a new benchmark in construction safety. More than 21.5 million hours have been worked with only two hospital-level incidents, an exceptional result for a project of this scale. Injury rates have also reduced significantly, falling from 5.95 to 1.1 per million hours worked, reflecting sustained safety leadership from project inception and strong collaboration between WorkSafe and the industry.

Throughout the project, we encouraged leaders to focus on critical risk, ensuring key controls were in place and functioning as intended, and continue improving how safety performance is measured and monitored. The CRL now stands as a strong example of what can be achieved through proactive safety culture, collaborative problem-solving, and a shared commitment to worker health and wellbeing.

Growing a consistent, approachable inspectorate across New Zealand

- We continued strengthening our inspectorate by progressing recruitment and training activity to ensure a consistent, well-supported regulatory presence across the country. Our most recent intake commenced training in late January 2026 and included 19 new inspectors – 17 trainees and two specialist inspectors (one in Mining and one in Quarrying). Training for this cohort is now well underway and will continue into Q4. As at 31 March, we had 203 inspectors and 47 trainees.
- We also progressed training with a previous cohort of recruits, who joined us in Q4 2024/25. As at 31 March, these 17 trainees had completed six months of training, with many now progressing through their final assessments and expected to receive their warrants.
- In Q3, we responded to 38 complaints with 25 resolved within 20 working days, taking the total number of complaints received for 2025/26 to 68. A key theme in Q3 was complaints from individuals dissatisfied with WorkSafe’s decision not to intervene following a notification. Most of these decisions related to matters that did not meet threshold for further regulatory intervention. In some cases, initial assessment or action occurred but did not progress to a full investigation. A smaller number of complaints related to matters that fell outside WorkSafe’s role or were considered better placed with another agency. As in previous quarters, more complex complaints may take longer than 20 working days to fully resolve.

Strengthening partnerships to support safer work through local networks

- In Q3, we continued to strengthen our partnerships with industry and health and safety leaders to support practical improvements across sectors and ensure our regulatory focus is well understood.
- Members of our Board and Executive Leadership Team met with the GM Safety Forum Steering Group and chief executives from Foodstuffs North Island, Port of Auckland, Fletcher Building Ltd, Fonterra, and Chorus. This meeting was productive, with both parties identifying opportunities to strengthen collaboration and extend the reach of WorkSafe’s health and safety messages across major sectors and supply chains. The Forum is also contributing to WorkSafe’s Industry Advisory Group, supporting the development of future guidance.
- We delivered the keynote address at the National Health and Safety Leaders’ Summit in Auckland, outlining our evolving regulatory focus and priorities. This session reinforced our approach to improving system wide health and safety outcomes and received positive feedback from attendees.

- We engaged directly with the professional health and safety community through a webinar delivered to the NZ Institute of Safety Management. The session focused on the role of guidance as a primary lever for harm reduction, outlining our guidance reform programme, the move toward industry-led ACOPs, the updated endorsement policy, and our more iterative, sector-based approach to developing practical, accessible guidance. The webinar highlighted the important role health and safety professionals play as system influencers who connect regulation with workplace practice.
- We also shared insights from our agriculture sector programme delivered in Q2 with industry partners, including DairyNZ, Federated Farmers, Beef + Lamb NZ, and Safer Farms. With their early engagement and support, the programme delivered 680 proactive workplace visits across sheep and beef business nationwide. The visits helped to raise awareness and support practical improvements, particularly around managing vehicle and machinery risks and hazardous substances. With 81% of assessed businesses employing fewer than five employees, the findings highlighted the need for practical, accessible guidance. These insights are now being shared with industry partners and are informing the next phase of our work lift compliance and reduce harm across the sector.

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:

- embed investigations milestones and the supporting tools. ✓
- develop and review the inspector pathway. ✓
- review notifications and triage including the Triage Decision Model (TDM). ●
- **Comment on status:** Review of Notifications and Triage processes has been completed, with prioritised activities to align to Whakaari actions and feedback systems requirements.
- develop an operational performance framework to lift visibility of performance. ●
- Knowledge Management Framework – review and update our key documentation relating to guidance. ●
- **Comment on status:** Initial review carried over to Q4.

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:

- 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). ●
- **Comment on status:** Progress continues as work moves towards public consultation, with timing influenced by external dependencies, including certainty around the HSWA Amendment Bill.
- continue planning to deliver industry-led ACOPs alongside industry and MBIE including principles and minimum standards for ACOPs. ●
- begin implementation of the new endorsement policy for industry-led guidance. ●
- continue creating efficiencies in the existing ACOP process including the progression of AI pilots. ●
- **Comment on status:** Progression continues and is currently on track, reporting amber due to delivery risks.
- publish the updated Workplace Exposure Standards (WES) for hard and soft wood dust, welding fumes, and flour dust suite of guidance. ●

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:

- 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. ●
- **Comment on status:** The rollout of the redesigned complaints and notifications processes is underway and slightly behind schedule due to minor resourcing challenges, with no expected impact on key milestones.

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 March 2026

Clear expectations and consistent enforcement

- In Q3, we continued to apply a consistent, proportionate approach to enforcement, ensuring duty holders are held to account when risks are not adequately managed.
- We issued 1,134 improvement notices to duty holders, taking the total for 2025/26 to 3,345. 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 sector focus programme can also change the profile of businesses we visit each quarter. Improvement notices offer a chance to engage with businesses and workers about how to address health and safety risk. In the year to date, we have also issued 809 prohibition notices.
- We accepted two enforceable undertakings (EUs) this quarter, taking the total number of EUs accepted in 2025/26 to seven – six post-charge and one before charges were laid. These undertakings include financial support for workers harmed at work and significant investment in health and safety initiatives.
- We also issued our first formal warning issued in February under a new policy introduced in December 2025. Formal warnings are another tool available to us, to use as an alternative to prosecution where appropriate. The warning relates to a funeral services business that continued embalming work at a mortuary despite a prohibition notice issued for ventilation and PPE concerns involving hazardous substances. We determined that a formal warning was a more appropriate and proportionate response.
- We initiated six prosecutions in Q3, taking the total to 19 for the year to date. Further, in total, 41 prosecutions have been disposed so far this financial year. In the year-to-date, 88% of our disposed prosecutions (excluding those withdrawn) and EUs had a positive outcome – where the party was ultimately held to account.

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 Q3, 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%). Investigations are primarily reactive, driven by the nature and severity of incidents, and with the majority occurring in priority sectors.

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

- We continued to target our engagement and enforcement activity to the areas where we know the greatest risk of harm exist. For example, in the year to date, 81% of workplace assessments, 80% of improvement notices, 87% of prohibition notices, and 75% of our investigations were in our four priority sectors of agriculture, forestry, manufacturing and construction.
- We continued to target critical risk in priority sectors through our quarterly sector focus programme. In Q3, WorkSafe concluded a focussed programme of proactive health and safety assessments in the wood product manufacturing sector, targeting high risk areas including machinery safety, hazardous substances and work-related health risks such as wood dust exposure. Through the 595 planned assessments nationwide completed as part of this programme, inspectors identified machinery guarding, hazardous substances inventories and ineffective local exhaust ventilation as the most common areas requiring improvement. Education and guidance were provided in 83% of assessments. Where serious risks were identified, appropriate enforcement action was taken. Enforcement was required in 54% of assessments.
- Ahead of assessments commencing, WorkSafe engaged with key sector groups, including the Employers and Manufacturers Association (EMA), Master Joiners Inc., the Wood Processors and Manufacturers Association of New Zealand (WPMA), and the New Zealand Timber Industry Federation. This engagement outlined the purpose and focus of the programme and was supported by the distribution of industry specific information packs. Inspectors also received targeted predelivery briefings, with an emphasis on machinery safety risks relevant to the sector, supporting a consistent and well-informed approach across regions.
- The site visit phase concluded at the end of March, and WorkSafe is now progressing analysis and reporting, with findings to be shared back with industry and sector groups. Insights from this programme will inform future guidance and targeted regulatory activity, supporting WorkSafe’s objective of reducing harm in high-risk manufacturing environments.

Significant prosecutions resolved

A manufacturing business was sentenced on 23 March 2026 after it pleaded guilty to three Health and Safety at Work Act 2015 charges arising from two serious workplace incidents at its Gisborne sawmill in June and July 2024. The first incident related to a stack saw kickback that caused a worker severe arm injuries, and the second a forklift incident that crushed another worker causing lifechanging spinal, pelvic and leg injuries. The company failed to carry out competent risk assessments, ensure adequate machine guarding, implement effective traffic management, properly train and certify forklift operators, maintain forklift safety features, and notify WorkSafe of the first notifiable event. Fines totalled \$601,250 across the three charges, with court costs, alongside reparation of \$10,000 to the first injured worker and \$80,000 to the second, plus consequential loss payments. The Judge described the company’s safety approach as “cavalier,” noted its significant departure from industry standards, and imposed fines notwithstanding claims of insolvency and impending liquidation, emphasising accountability and deterrence.

In another case, a manufacturing business was charged under the Health and Safety at Work Act 2015 following an incident from April 2023 in which a worker’s hand was crushed during cleaning and maintenance work. The machinery was activated by another worker while servicing was underway, and our investigation found that the business had failed to implement a safe system of work or provide adequate instruction, training, and supervision for cleaning and maintenance activities. The case highlights three critical lessons that every business with machinery must act on: Lockout failures – procedures that are designed to prevent one worker turning a machine on while another worker is working on it. Incomplete risk assessments – risk assessments should not be tick-boxes assessments, they need to systematically identify every way a worker could be harmed during cleaning, maintenance and repairs, not just during normal operation. Training and supervision. The court fined the company \$200,000 and ordered reparation totalling \$58,000 comprising \$33,000 for emotional harm and \$25,000 for consequential loss.

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 – Taking a 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:

- 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. ✓

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

Enforceable undertakings

We accepted an enforceable undertaking (EU) from Container Movers Ltd (CML) following the fatal incident on 9 October 2023, where a worker was crushed between a truck's stabiliser leg and a trailer-mounted container crane. The EU replaces charges previously laid under the Health and Safety at Work Act 2015.

CML will deliver a programme of harm-prevention activities, including financial amends to the victim's family, development of AI-enabled pedestrian detection camera technology, and industry knowledge sharing through roadshows and targeted publication. CML will also partner with Waikato Tainui to support a transport trade work-experience programme. The undertaking will help improve safety across the transport and logistics sector by accelerating the uptake of innovative risk reduction technologies and strengthening industry understanding of critical risks.

We also accepted an EU from Pact Steel Limited (PSL) following an incident on 10 April 2024, where a worker sustained fatal head injuries after falling approximately one metre from a steel beam while attempting to rotate it using a turning bar. The EU commits PSL to a focused suite of initiatives aimed at preventing recurrence and lifting sector capability, including financial amends to the victim's family, enhanced worker and leadership competency, and investment in safer steel handling systems to minimise risk. Broader benefits will be delivered through industry safety publications, multilingual construction sector guidance and HASANZ scholarships, supporting improved safety awareness and practices beyond the business.

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 March 2026

Improving the transparency and timeliness of decision-making

- We processed 940 permit applications or requests to renew an existing authorisation, across six separate permitting regimes. 93% of these were decided and notified within agreed timeframes. We also maintained our focus on reducing long-dated applications. As at 31 March 2026, we had seven long-dated applications.
- Between 1 July and 31 March, we achieved an average satisfaction rating of 86% (from applicants across the five permitting regimes we send satisfaction surveys for).
- Design work also commenced on improving decision-making processes within the authorisation regimes for Adventure Activities, Amusement Devices and Asbestos. This work focuses on strengthening consistency, efficiency and transparency across authorisation decisions.

Strengthening oversight of third-party certifiers

- We progressed the staged implementation of operational agreements with third-party certifiers to strengthen oversight and assurance arrangements. Three operational agreements were completed during the quarter, including agreements with recognised safety auditors for the Adventure Activities regime (Qualworx and AdventureMark) and the Mining Board of Examiners. Progress also continued on the remaining agreements, with further agreements expected to be completed in Q4.
- Work progressed on the development of compliance monitoring processes to support oversight of the Adventure Activities regime. These processes are being finalised and prepared for delivery in Q4, aligned with planned external engagement with Adventure Activities Operators.

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 Q3, 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.

- Following a change in the regulatory treatment and classification of gravity-based bungy jump and giant swing type devices that use recovery winches, we successfully transitioned the two affected operators into the Adventure Activities regime and in Q3 assessed 15 bungy trampoline devices and six other large gravity-based devices. We are now transitioning one of the large devices across to the Adventure Activities regime.
- We began working with MBIE to plan the transition of the Scaffolding Certificate of Competence scheme (the scheme) back to WorkSafe. This transition is intended to ensure continuity of the scheme and minimise any impact on industry. We are working with key partners to establish a working group and develop a clear transition plan to support successful implementation of the scheme.

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:

- Sign the remaining third-party operational agreements with third-party certifiers and complete the next tranche. ●
- **Comment on status:** Progress has continued, however, completion of the remaining operational agreements is dependent on third-party internal review processes and finalisation of financial agreements, resulting in a slight timing delay. Completion of the International Accreditation New Zealand and the Certification Board for Inspection Personnel agreements are expected in Q4.
- Implement compliance monitoring process improvement for adventure activities regime. ●
- Design process improvements for decision-making processes within authorisations for other high-risk regimes. ●

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

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 March 2026

Energy safety investigations

- We closed 58 energy safety investigations in Q3, taking the total for 2025/26 to date to 207. 95% of these were completed within 60 working days.

Independent technical review

- We commissioned an independent technical review of advice given on the New Zealand Electricity (Safety) Amendment Regulations 2025. The review was carried out by Graham Kenyon, a UK-based chartered engineer with over 30 years of electrical engineering experience. The review concluded that the regulatory advice was sound and technically justifiable. It also identified a set of residual risks, some already mitigated, and others requiring further guidance which is under development with sector groups invited to participate. The changes support modern energy systems, including renewable generation, battery storage, backup power, and electric vehicle charging, and enable safer, more resilient electricity supply.

Energy Safety Campaign

- Our summer Energy Safety campaign ran from January - March 2026. Our messaging focused on gas cooking, safety in tents and campers, and being safe with tools when DIYing around the home. The campaign ran across a range of digital and physical channels including social media, YouTube, TVNZ+ and in retailers like Mitre 10. An end-of-campaign Performance data report will be available in Q4

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 Q3, 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 March 2026

Regulating Major Hazard Facilities, Petroleum & Geothermal

- In Q3, we completed 15 site visits to major hazard facilities to improve workplace safety. We survey major hazard facilities to track progress where potential changes have been identified, which we will report as a result at year-end.
- We also processed 97 authorisations relating to major hazard facilities, petroleum, geothermal and energy safety. This includes 82 certificates of competency, 11 safety cases, and four energy safety exemptions.
- We published the *A Year in Review* report. The report provides up-to-date information for those who use, manufacture, store, sell, transport or import hazardous substances. It includes regulatory insights; incident learnings; case studies; updates from working groups; and links to industry guidance for major hazard facilities, petroleum and geothermal operations, and hazardous substances. The report helps improve health and safety by giving businesses clear insights to strengthen their compliance practices and better understand emerging risks to prevent serious incidents.

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.

- We continue to monitor delivery highlighted through our performance results. As at 31 March, two non-financial performance measures included in our Statement of Performance Expectations 2025/26 (SPE) and our Statement of Intent 2025-2029 are reported as under target. These relate to perceptions of the usefulness of our guidance and the proportion of investigations undertaken in priority sectors.
- Both results are influenced by how they are defined, including what is counted within scope and how results are recorded. In the case of guidance usefulness, the reported results capture only those respondents who rated guidance as *very* or *extremely useful*. Investigation activity is prioritised based on the severity of harm, with sector considered alongside other risk factors. Work is underway across our guidance and regulatory programmes to support improvement over time, and performance will continue to be monitored through Q4 and into 2026/27 through our upcoming SPE for 2026/27.

What's next: strategic, corporate and operational

In Q4, we will progress the following activity, and report our progress in our next report:

- Prepare our Statement of Performance Expectations (SPE) for 2026/27, which will translate the strategic objectives set out in the Statement of Intent 2025/26–2028/29 into clear and measurable annual commitments. Prior to publication, we will finalise our performance measures and targets, engage with MBIE and the Minister's office to ensure alignment with portfolio expectations, and complete internal governance and assurance processes.

What's next: Health and Safety Reform work programme

In Q4, we will progress the following activity, and report our progress in our next report:

Inspectorate – Capability Uplift

- Deliver the operational performance framework
- Deliver prioritised Notifications and Triage process improvements (including reform actions and feedback systems requirements)
- Design the enhanced Inspectorate pathways
- Develop data and digital requirements to support uplift (including Atlas Mobile Pilot)
- Review training, recruitment and onboarding to ensure alignment to future uplift. This will inform any requirements
- Knowledge Management Framework – review and update key documentation relating to guidance.

Future Guidance – Industry led approach

- Proposed Agriculture and Construction ACOPs have been submitted to the Minister for her approval post public consultation.
- Continue planning to deliver industry-led ACOPs alongside industry and MBIE including principles and minimum standards for ACOPs.
- Continue the implementation of the Endorsement Policy with the establishment of full end-to-end processes.
- Guidance Products will continue to be reviewed and updated with reprioritisation across other existing guidance products.
- Work on AI Pilots will continue in a phased approach to allow for robust testing.
- Publish the updated Workplace Exposure Standards (WES) for hard and soft wood dust, welding fumes, and flour dust suite of guidance.

Feedback Systems

- Complete iteration 1 of a digital solution to manage complaints and notifications processes.
- Complete user experience review and interviews for notifications
- Complete rollout of redesigned complaints and notifications processes into business practices.

Enforcement – taking a proportionate approach

- Develop quality control dashboard and look to design quality control forms for additional regimes (Notifications and Triage, Authorisations and Advisory)
- Document and design Enforceable Undertakings Cost Recovery process
- Define remaining EDM updates, including potential changes due to legislation reform (phase 3)

Permit – Reducing regulatory risk

- Discovery and design for compliance monitoring within Asbestos regime.
- Delivery of process improvements for decision making processes within authorisations for Adventure Activities, Amusement Devices and Asbestos regimes.
- Signing of International Accreditation New Zealand and Certification Board for Inspection Personnel agreement in Q4.

Appendix 1: Financial Statements

Statement of comprehensive revenue and expenditure

\$000	Q3 2025/26 YTD Actual	Q3 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Revenue					
Revenue Crown	101,138	101,138	-	134,851	134,851
Interest Revenue	1,866	1,355	511	1,807	2,414
Other Revenue	1,109	759	350	1,012	1,363
Total Revenue	104,113	103,253	861	137,670	138,628
Expenditure					
Personnel	64,274	71,987	7,713	95,982	91,654
Contractors, Consultants & Professional Services	7,741	5,942	(1,799)	7,922	12,040
Depreciation	5,544	6,522	978	8,696	7,094
Other Expenditure	13,076	18,738	5,662	24,984	20,019
Total Expenditure (before Strategic Initiative expenditure)	90,635	103,188	12,554	137,584	130,807
Surplus/(deficit) before Strategic Initiative expenditure	13,478	65	13,415	86	7,821
Strategic Initiatives expenditure	6,127	6,000	(127)	8,000	12,128
Surplus/(deficit) after Strategic Initiative expenditure	7,351	(5,936)	13,288	(7,914)	(4,307)

Commentary

As at 31 March 2026, WorkSafe reported a surplus of \$13.478m before Strategic Initiatives, compared with a budgeted surplus of \$0.065m. This result was driven by:

- **Revenue** was above budget primarily due to higher interest income from increased term deposit balances, together with higher licence application volumes and the timing of safety case renewals.
- **Expenditure** remained below budget, reflecting underspend in ICT, higher than expected personnel vacancies, and lower training costs. While some vacancy-related savings remain as vacancies were put on hold, a portion of these savings has been redeployed to temporary resourcing to support accelerated delivery of initiatives in the final two quarters of the year.

After Strategic Initiatives, the surplus was \$7.351m, compared with a budgeted deficit of \$5.936m. Expenditure increased during Q3, relative to earlier quarters, as activity ramped up to support delivery of the health and safety reforms.

Revenue by area

\$000	Q3 2025/26 Actual	Q3 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Working safer levy	95,810	95,810	-	127,747	127,747
Major hazard facilities levy	2,018	2,018	-	2,690	2,690
Energy safety levies	3,311	3,311	-	4,414	4,414
Fees and Other Revenue	2,975	2,114	861	2,819	3,777
Total revenue	104,113	103,253	861	137,670	138,628

Commentary

Interest revenue increased due to higher term deposit balances, while other revenue was higher reflecting additional safety case income and licence holder application renewals.

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 Crown Revenue*	51,737	17,211	21,526	3,311	7,353	101,138	134,851
2025/26 YTD Interest & Other Revenue	387	127	648	47	1,767	2,975	2,819
2025/26 YTD Expenditure*	45,551	19,142	15,229	3,707	7,007	90,635	137,584
Surplus/(Deficit)	6,573	(1,803)	6,945	(349)	2,113	13,478	86

*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 table is the strategic investment expenditure which is being funded out of reserves not the MCA.

Expenditure by area

\$000	Q3 2025/26 YTD Actual	Q3 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Core Delivery (excl. Depreciation)	78,829	89,051	10,222	118,735	114,603
Depreciation	5,544	6,522	978	8,696	7,108
Specific Delivery (tagged funds)					
Whakaari	306	796	490	1,061	715
Energy Safety/ MHF/P&G	5,956	6,819	863	9,092	8,381
Strategic Initiatives	6,127	6,000	(127)	8,000	13,919
Total Specific Delivery	12,389	13,615	1,226	18,153	21,224
Total Expenditure	96,762	109,188	12,426	145,584	142,935

Commentary

Core Delivery expenditure was \$10.222m below budget due to:

- Personnel Costs – Due to delays in filling vacancies assumed in the budget following the organisational redesign, resulting in a higher underspend in Q1 and Q2, with the expenditure rate increasing as the year has progressed, alongside less training and development expenditure.
- ICT project costs – Developer squad resourcing was phased from Q1, however commercial processes were not completed till the end of Q1, with resource onboarded at the end of October. This expenditure has picked up pace and will continue to increase in Q4.

Whakaari expenditure was \$0.490m below budget due to the timing of the Coronial Inquiry, with more expenditure expected in Q4 of 2025/26 for phase two of the inquest.

Energy Safety was \$0.863m below budget due to timing of advertising campaigns and personnel vacancies.

Strategic investment spend is now \$0.127m over SPE budget, compared with \$0.537m under budget at the end of Q2. This reflects accelerated deliveries in Q3 to support the Health and Safety Reforms. While the forecast spend is higher than originally anticipated in the SPE budget for 2025/26, the total programme spend remains within the approved budget. While the programme has revised its forecast and the trend is expected to continue, progress remains constrained by recruitment challenges and delays in procurement and commercial processes.

Capital spend

\$000	Q3 2025/26 YTD Actual	Q3 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
ICT software	300	2,250	1,950	3,000	875
ICT hardware	2,045	1,875	(170)	2,500	2,179
Motor vehicles	-	600	600	800	488
Leasehold improvements	104	750	646	1,000	605
Total capital spend	2,450	5,475	3,025	7,300	4,147

Commentary

Capital spend was \$3.025m below budget due to:

ICT software spend is lower largely reflecting changes in capitalisation assumptions and timing of planned investments.

ICT hardware saw a temporary overspend earlier in the year due to timing of the device replacements.

Vehicle expenditure remains below forecast in Q3 pending completion of the fleet review, with spending now expected in Q4, although lower than originally anticipated.

Property expenditure is also lower and is expected to remain so, reflecting a strategic shift toward co-location rather than property upgrades.

Memorandum accounts

\$000	Q3 2025/26 YTD Balance	Q3 2025/26 YTD Actual	Prior Year Total
Major Hazard Facilities Levies			
Revenue	23,551	2,845	20,706
Expenditure	(23,262)	(2,023)	(21,239)
Total surplus/(deficit)	289	822	(533)
Add Crown Account surplus/(deficit)	2,225	(828)	3,053
Total surplus/(deficit) - WorkSafe held levies	2,514	(6)	2,520

Current financial position: Statement of financial position

\$000	Q3 YTD 2025/26 Actual	Q3 YTD 2025/26 SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Cash and bank	9,039	31,165	(22,126)	25,635	6,529
Investments	65,978	27,124	38,854	22,124	43,858
Debtors	2,321	1,657	664	7,054	1,942
Property, plant and equipment	7,836	12,356	(3,372)	11,269	8,361
Intangible assets	20,988	24,360	(4,520)	24,218	18,931
Total assets	106,162	96,662	9,500	90,300	79,621
Creditors and payables	5,131	4,846	(285)	8,193	8,616
Employment liabilities	7,992	8,656	664	8,314	6,980
Crown loan	16,562	16,546	(16)	11,820	-
Total liabilities	29,685	30,048	363	28,327	15,596
Net assets	76,477	66,614	9,863	61,973	64,025
Equity					
Capital reserves	35,063	32,505	2,558	35,778	34,268
Memorandum accounts	2,514	2,403	111	2,226	2,207
Accumulated surplus/(deficit) current year	38,900	31,706	(7,194)	23,969	27,550
Total Equity	76,477	66,614	9,863	61,973	64,025

Commentary

Cash and bank balances are lower, reflecting a greater proportion of funds held in interest bearing investments (term deposits).

Investments are higher due to the timing of reinvestment of funds to optimise interest income.

Property, plant and equipment and intangible assets are lower, reflecting reduced capital expenditure in the prior year and continued lower investment in the current year to date.

Liabilities are lower than budget, consistent with overall lower expenditure levels. The Crown loan is forecast to be paid off this financial year.

Equity is higher, reflecting an actual surplus of \$7.351m, compared with a budgeted deficit of \$5.936m after Strategic Initiatives.

Statement of cash flows

\$000	Q3 2025/26 YTD Actual	Q3 2025/26 YTD SPE Budget	Variance	2025/26 SPE Budget	2025/26 Forecast
Operating cash flows					
Receipts from Crown	101,138	101,138	-	134,851	134,851
Receipts from other revenue or interest	2,534	1,928	606	2,613	3,551
Payments to suppliers/employees	(96,985)	(98,220)	1,235	(134,609)	(136,227)
Net operating cash flows	6,687	4,846	1,841	2,855	2,175
Investing cash flows					
Receipts/(payments) for term deposits	(25,430)	-	(25,430)	5,000	(3,146)
Receipt from sale of property, plant and equipment	34	-	34		35
Net asset purchase	(2,450)	(5,475)	3,025	(7,300)	(4,163)
Net investing cash flows	(27,846)	(5,475)	(22,371)	(2,300)	(7,274)
Financing cash flows					
Crown loan	-	-	-	(5,000)	(18,570)
Net financing cash flows	-	-	-	(5,000)	(18,570)
Cash movement					
Net increase/(decrease) in cash	(21,159)	(629)	(20,530)	(4,445)	(23,669)
Opening cash	30,198	30,080	118	30,080	30,198
Closing cash	9,039	29,451	(20,412)	25,635	6,529

Commentary

Payment to suppliers/employees are \$1.235m below budget due to overall lower expenditure.

Receipts/payment for term deposits are \$25.430m above budget which reflects the increase in funds placed in term deposits to optimise interest income.

Net asset purchases are \$3.025m below budget due to lower capital expenditure for the year.

Appendix 2: Non-Financial Performance

In Q3, 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
<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>95%</p> <p>●</p>	85%	95%	●
<p>①② Engage: 1.1 The percentage of employers who report that our guidance and information resources are useful</p> <p>65%</p> <p>59%</p> <p>●</p> <p>→ Commentary on status: Of 583 survey respondents who reported using WorkSafe materials in the last 12 months, 59% rated their usefulness as either very or extremely useful. While this is a slight improvement from the year-to-date result reported in Q2, which was 58%, this indicates there is still more work to do to strengthen our guidance offerings. 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 – including multiple in-development Approved Codes of Practice (ACOPs), and ongoing review of existing guidance. As we progress our industry-led guidance work programme, we expect to see long-term improvements to our results. Additionally, note that this result does not capture responses that rated our guidance as “useful,” which is the midpoint on the scale respondents are asked to use when rating our guidance. When “useful” responses are factored in, the result increases to over 95%, indicating that while there is opportunity to improve, the vast majority of users still find our guidance products helpful.</p>	65%	59%	●
<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 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>72%</p> <p>●</p>	70%	72%	●
<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>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>→ Commentary on status: Investigations are primarily reactive, driven by the nature and severity of incidents. The majority of our investigation resource is deployed to sectors where the highest levels of workplace harm occur (agriculture, forestry, manufacturing and construction).</p>	80%	75%	●

MEASURE SOURCE: ① SPE; ② SOI; ③ MCA

Performance measure	Target	YTD Result	Status
<p>① Enforce: 2.3 The availability of enforceable undertakings is increased</p> <p>Achieved</p> <p>Achieved</p> <p>✓</p>	Achieved	Achieved	✓
<p>③ Enforce: 2.4 The percentage of enforcement interventions resulting in a positive outcome or other resolution</p> <p>80%</p> <p>88%</p> <p>●</p>	80%	88%	●
<p>①②③ Permit: 3.1 The percentage of authorisations that WorkSafe decides and notifies within the agreed timeframes</p> <p>Q3: 76%</p> <p>93%</p> <p>●</p>	Q3: 76%	93%	●
<p>①② Permit: 3.2 The percentage satisfaction with the application process of people applying for authorisations</p> <p>Q3: 76%</p> <p>86%</p> <p>●</p>	Q3: 76%	86%	●
<p>②③ Energy Safety: 4.1 Percentage of Energy Safety investigations that will be closed within 60 working days</p> <p>90%</p> <p>95%</p> <p>●</p>	90%	95%	●
<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>	85%	-	-

*This measure is reported annually, as the number of Major Hazard Facility employers surveyed is too low to meaningfully collate quarterly.

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	45,551	69%
Enforce	30,389	19,142	63%
Permit	24,668	15,229	62%
Energy Safety	6,398	3,707	58%
Major Hazard Facilities	9,725	7,007	72%
Total*	137,584	90,635	66%

* These figures exclude 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 total	2025/26 to 31 March
Notifications	10,402	8,119
Assessments	13,170	9,836

Enforce: Improvement and prohibition notices

Improvement notices are issued by a WorkSafe Inspector directing that a work health and safety risk be addressed. 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 total	2025/26 to 31 March
Improvement notices	5,194	3,345
Prohibition notices	1,002	809

Enforce: Formal warnings

A formal warning is used as an alternative to prosecution. It does not replace other enforcement tools, such as improvement notices, and does not prevent WorkSafe from taking further regulatory action if required.

Activity	2024/25 total	2025/26 to 31 March
Formal warnings	Not applicable ¹	1

¹ WorkSafe's Formal Warning policy was introduced in 2025/26, to improve our suite of enforcement tools and implement a more proportionate approach to enforcement. As such, WorkSafe issued its first formal warning in 2025/26.

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 total	2025/26 to 31 March
Prosecutions disposed ¹	39	41
Enforceable undertakings accepted ²	3	7

¹ Figures may change subject to appeal. Prosecutions withdrawn for any reason are included. In 2024/25, six prosecutions were withdrawn, including three that were withdrawn as EUs were accepted post-charge. In 2025/26 to date, 11 prosecutions have been withdrawn, including six withdrawn as EUs were accepted, and one withdrawn as a formal warning was issued post-charge.

² In addition to the six EUs accepted after charges were laid in 2025/26 to date, one was accepted pre-charge. WorkSafe implemented its policy for pre-charge EUs in 2025/26. As such, WorkSafe did not accept any pre-charge EUs in 2024/25.

Permit: Authorisations

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

Activity	2024/25 total	2025/26 to 31 March
Authorisations processed ¹	1,419	1,219

¹ Regimes included are Asbestos, Adventure Activities, Amusement Devices, Certificates of Competence (Mining Board of Examiners), Controlled Substances Licences, 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

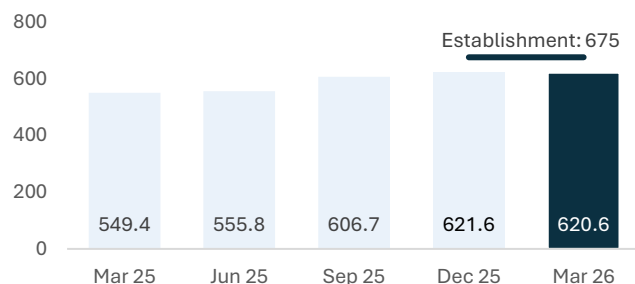
Any incident or accident (notifiable or non-notifiable) reported to WorkSafe results in an investigation. This can include non-workplace events, installation faults and products.

Activity	2024/25 total	2025/26 to 31 March
Energy safety investigations closed	332	207

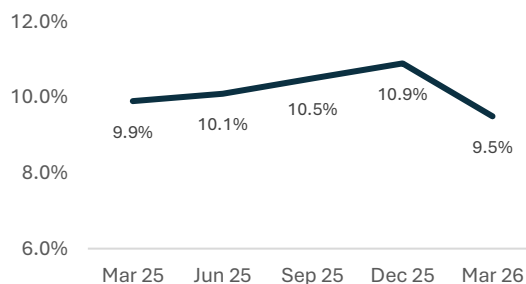
Appendix 4: Organisational Health

Personnel

Full-time Equivalent Staff



Personnel: Voluntary Turnover



Personnel costs

Total FTEs*	Total salary costs (YTD)	Average remuneration
620.56	\$60,434,532	\$140,744

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

Inspectorate capacity

Number of inspectors

	2024/25		2025/26		
	Q3	Q4	Q1	Q2	Q3
Inspectors*	190	193	205	199	203
Trainees	7	19	37	37	47
Total	197	212	242	236	250

*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		
	Q3	Q4	Q1	Q2	Q3
	0.65	0.66	0.71	0.69	0.70

*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		
	Q3	Q4	Q1	Q2	Q3
	24	21	18	27	19

Contractor costs¹

	Actual (\$000)	Budget (\$000)	Variance (\$000)
OPEX	4,208	3,030	(1,178)
CAPEX	74	588	513

¹ To align with contractor headcount, this table excludes consultant spend.