

Safety and Wellbeing Report to 31 May 2025

1. Critical Risk Update

Hazard Management Plan reviews

It was stated in our March 2025 report that Hazard Management Plan reviews were paused over December—February. These have recommenced and are now back on track as per the review timeline.

2. Wellbeing Update

Mental Wellbeing Training

Resilience and mental health awareness training will recommence in the new financial year.

3. General Update

4WD Refresher, LUV Refresher, Quad Refresher and Trailer Training

We are running a number of 4WD, LUV, Trailer use and Quad Bike trainings over May—July 2025.

Flu Vaccinations

Proactive4Health completed our flu vaccinations over April.

Site Inspections

The majority have been completed, with the final inspection to be completed in the second week of June. Nothing major has come from these and actions have been passed on to those responsible. Assembly points were an interesting topic at two sites—Taumarunui will change their assembly point and Kairanga will move the assembly point signage so it is more visible.

Situational Safety and Tactical Communication Training

Situational Safety and Tactical Communication (SSTC) training with an emphasis on sexual harassment and unacceptable behaviour is being organised for female field-based or customer-facing staff. We have identified a need to provide the standard SSTC training with this sexual harassment and unacceptable behaviour due to the increasing risk in this space. As we gather information from people leaders, we are also asking for rough numbers of staff in their teams who may also benefit from the standard SSTC training, so we can look to book these in too.

Health and Safety Software System

A business case for our move to Donesafe has been drafted and, at the time of writing this report, is going through its final round of feedback before it is shared with Exec for their approval. It will then go to the Information Systems Group (ISG) for final sign off. We are continuing to have small but frustrating issues with our current Health and Safety Management System, Vault.

Four Councils within the MW LASS are actively working to move to Donesafe, with another two indicating they intend to join within the next 18 months.

Health, Safety and Wellbeing Strategy

A plan is being drafted to action our strategy and give ourselves the best chance of moving from Performing to Leading when we next have a SafePlus assessment. This is still a draft plan, but currently the four key pieces of work include:

1. Team Health, Safety and Wellbeing Risk Workshops. Use the outputs to improve Due Diligence.
2. Identify mental wellbeing related risks and reasonably practicable controls and assurance.
3. Review what Health, Safety and Wellbeing related training and upskilling team leaders and managers receive.
4. Move from Vault to Donesafe.

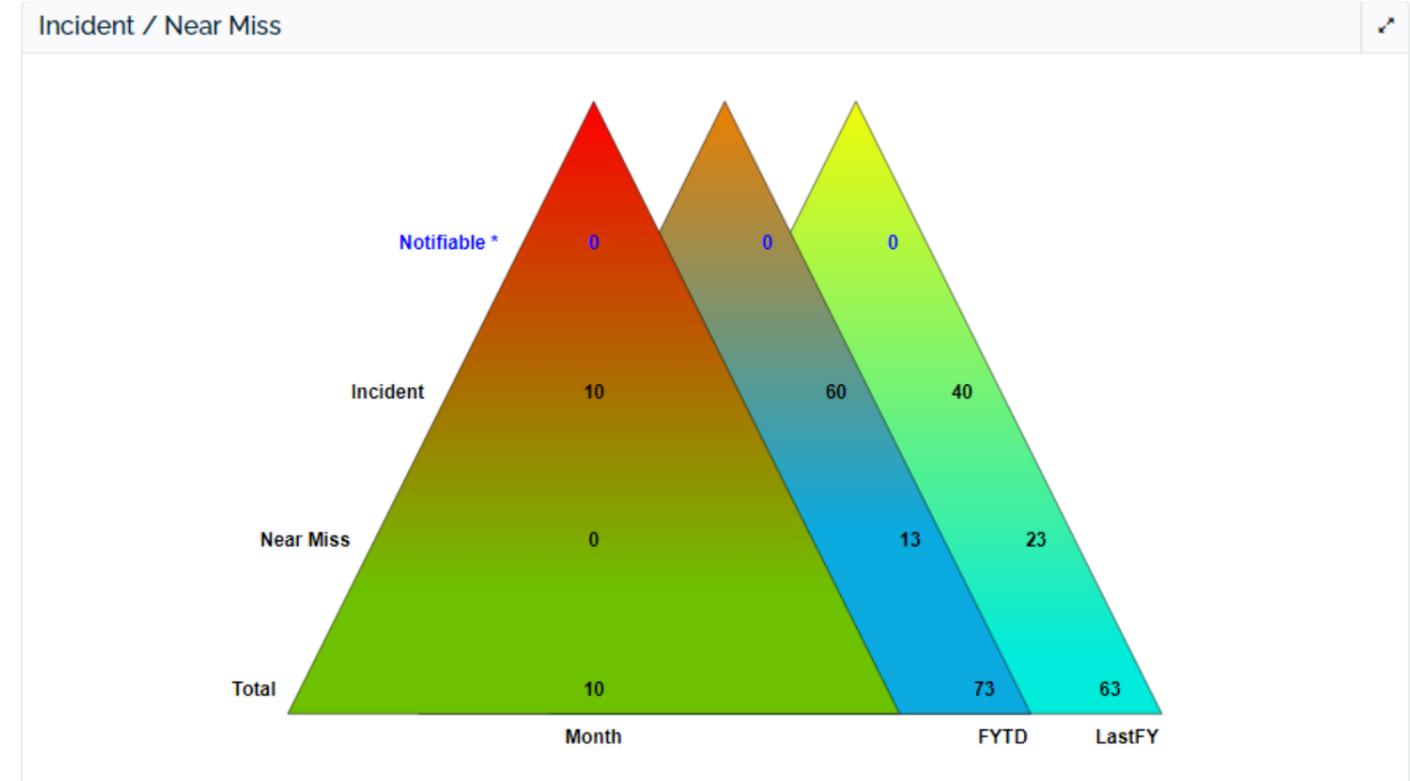
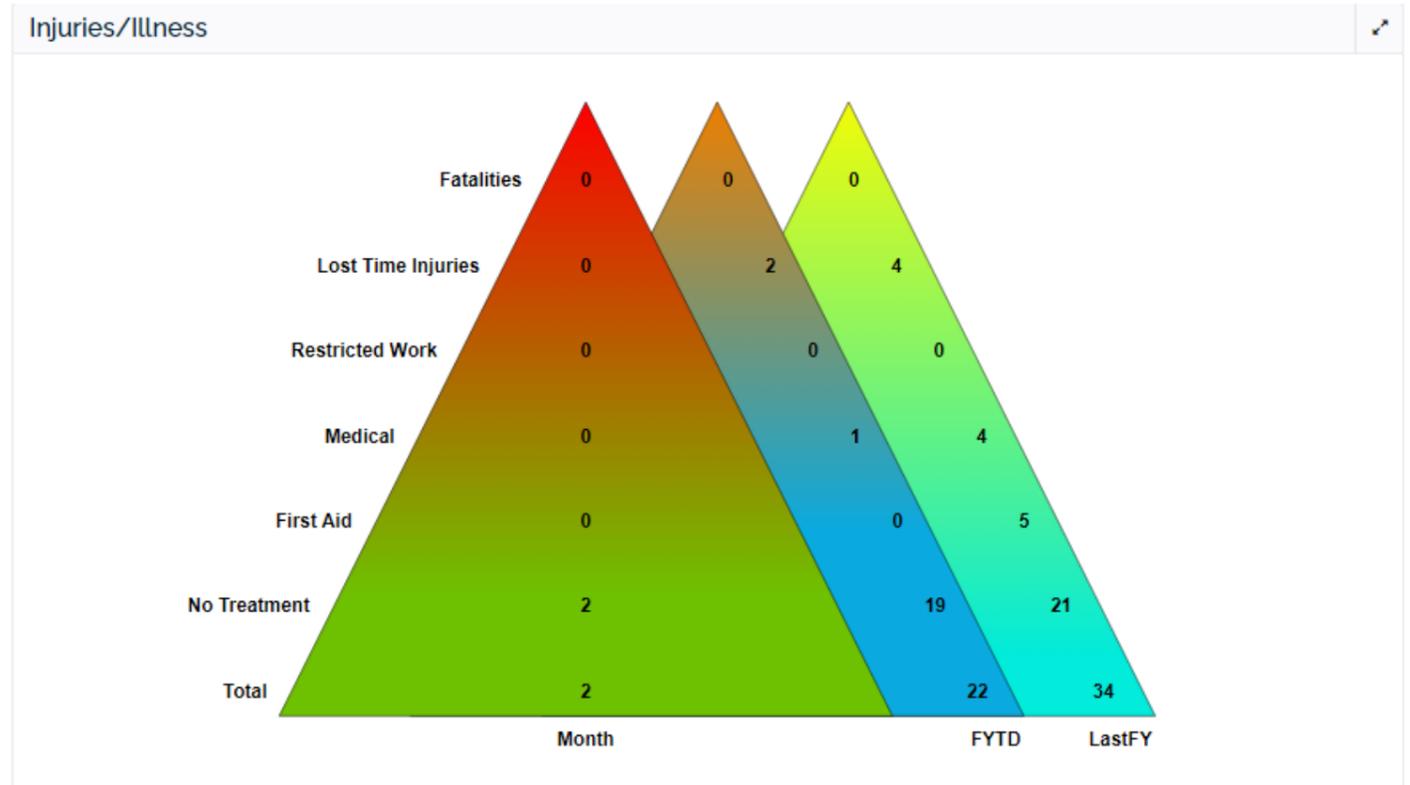
4. Notifiable Events (Staff) for 2024/25 FY

Notifiable Injuries / Illnesses	Nil
Notifiable Incidents	Nil

5. Progress on the Plan

Task	Month	Status	Comment
Review progress on objectives	Each meeting		Start Apr 25
HMP 3,18,27, 36 (Boats, water)	August		17 Oct 24
Fire Warden Training	August		22 Oct 24
Review - Generic TMPs	October		17 Oct 24
HMP 16 (Working on Roadsides)	October		17 Oct 24
HMP 12, 34 (Outdoor related)	October		15 Aug 24
HMP 17,22,24 (Outdoor related)	December		12 Dec 24
H & S Inspections - all sites	February		13 Jun 25
HMP 6,8,13 (Hazsub)	February		10 Apr 25
Skin Clinic	March		Will take place in Oct / Nov 25
Flu vaccinations	April		30 Apr 25
HMP 14,21,29 (Hazsub)	April		12 Jun 25
HMP 2, 7 (Confined Space, Work at Height)	June		12 Jun 25
Review - Biennial Plan	June		11 Jun 25

6. Performance Indicators



7. Lead Indicators

Lead Indicator	2024-25 (to date)	2023-24	2022-23	2021-22
Employees passed training	637	851	698	449
Investigations closed	53	84	65	60
Vault Checks completed	1483	924	559	693
Service Centre Inspections completed	10/11	9/11	11/11	-

One service centre inspection for the 2024/25 year is outstanding, but will be completed during June. Overall, these inspections have been really positive, with only minor recommendations related predominantly to signage.

Lead Indicator	May	April	March	February
Vehicle inspections completed	60% (84/140)	41% (57/140)	41% (57/140)	40% (56/140)
Quad / LUV / Motorcycle inspection completed	45% (15/33)	21% (7/33)	52% (17/33)	39% (13/33)
Heavy vehicle inspections completed	7	13	17	10

Over April a reminder to complete vehicle inspections went out to staff which has supported an improvement in these being completed in the month of May.

Quad / LUV / Motorcycle inspections dropped away significantly over April, but have returned to their normal pattern over May.

In comparison, heavy vehicle inspections have dropped in May.

People leaders that have completed mental health awareness training	80% (51/64)
Staff that have completed resilience training	25% (83/334)

The above numbers are the same as the previous report. Mental health awareness training and resilience training will recommence in the 2025/26 year.

We are in the process of working with a training provider to implement more Situational Safety and Tactical Communication training, including an offering which focusses on dealing with and responding to sexual harassment and inappropriate behaviour.

Selected Contractors in SiteWise	131 (down 7)
Selected Contractors Average Score	90% (no change)
All Contractors Average Score	84% (no change)
Assessments Out of Date	7 (down 7)
Account Expired	1 (no change)
Insurance Expired	20 (up 2)

Seven contractors who have never responded since we moved to SiteWise in 2022 have been removed from our selected contractors list. These contractors were moved into the system as their internal Horizons prequalification was still valid in 2022. These seven contractors have not been used by Horizons in the last three years and have not responded to any correspondence.