

Finance and Performance Committee

Meeting of 25 March 2026

Business Unit: People and Corporate
Date Created: 06 March 2026

Safety and Wellbeing Report

Purpose Te Aronga o te Pūrongo

The purpose of this report is to update the Finance and Performance Committee on the latest Safety and Wellbeing information relating to Council operations and H&S strategy.

Recommendations Ngā Tūtohinga

That the Finance and Performance Committee receives the Safety and Wellbeing report for Quarter 2 of the 2025-26 year.

Report prepared by:
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Safety and Wellbeing Adviser

Approved for submission by:
Frances Smorti
General Manager - People and Corporate

1 Background Ngā Kōrero o Muri

- 1.1 The Finance and Performance Committee receives this report on a quarterly basis for its information and oversight.

2 Strategic Fit Te Tautika ki te Rautaki

- 2.1 Not applicable as this is an operational item.

3 Discussion and Options Considered Ngā Matapakinga me ngā Kōwhiringa i Wānangahia

- 3.1 Identified trends and any remedial actions or options for consideration.

4 Risk Assessment Te Arotake Tūraru

- 4.1 The primary risk area associated with this report relates to Health, Safety and Wellbeing, where Council has a minimalist risk appetite. Regular monitoring of safety indicators, incidents, training, and audit activity provides assurance that risks are being appropriately managed and that Council continues to meet its duties under the Health and Safety at Work Act 2015.
- 4.2 There is also a reputational risk associated with Council's health and safety performance. Council maintains a cautious risk appetite in this area, recognising that incidents or poor safety practices could negatively affect public confidence in Council operations. Ongoing reporting and oversight help ensure transparency and support continuous improvement.
- 4.3 Lastly, legal compliance risks arise from Council's statutory obligations under health and safety legislation. Council has an averse to minimalist risk appetite in this area, meaning non-compliance is not acceptable except where risks are unavoidable or minimal. Current monitoring, training, and system improvements support Council in meeting these obligations.

5 Engagement Te Whakapānga

Significance of Decision

- 5.1 The Council's Significance and Engagement Policy is not triggered by matters discussed in this report. No stakeholder engagement is required.

Māori and Cultural Engagement

- 5.2 There are no known cultural considerations associated with the matters addressed in this report. No specific engagement with Māori or other ethnicity groups is necessary.

Community Engagement

- 5.3 There are no known community considerations associated with the matters addressed in this report.

6 Operational Implications Ngā Pānga Whakahaere

6.1 There are no operational implications with this report.

7 Financial Implications Ngā Pānga Ahumoni

7.1 There are no financial implications with this report.

8 Statutory Requirements Ngā Here ā-Ture

8.1 Primary duty of care (s36 HSWA)

Council must ensure, so far as is reasonably practicable, the health and safety of workers and others affected by council work.

8.2 Due diligence duties (s44 HSWA)

Elected members, must exercise due diligence to ensure the council complies with its duties.

8.3 Worker engagement, participation and representation (Part 3 HSWA)

Council must engage with workers and support participation practices.

8.4 Health and Safety at Work (Hazardous Substances) Regulations 2017

Council must ensure hazardous substances are safely managed, stored and used to minimise risks to workers, contractors and the public.

8.5 Notifiable events (ss23–24 HSWA)

Council must notify WorkSafe New Zealand when certain serious workplace injuries, illnesses or incidents occur.

9 Next Steps Te Kokenga

9.1 The next steps will be guided by the Committee's discussion and any actions agreed at the meeting.

Safety and Wellbeing Dashboard

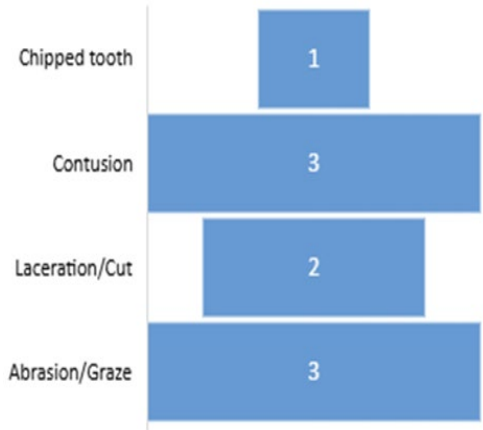
For the period ending 31 December 2025

Lead and Lag Indicators Strategic Activities Health & Wellness Audits & Compliance

Indicator	Goal	Current
Notifiable incidents (lag)	0	0
Inductions for new staff	100%	99%
Contractors pre-qual	100%	94%
H&S engagement score	80%	77%

Significant Incidents:
 There have been no significant incidents this quarter.

Injuries This Quarter



Goal 2: Improve contractor management systems.

With the adoption of Donesafe, this has provided us with a mobile tool for inducting and auditing contractors.

Goal 5: Show support and be involved in national health and wellbeing initiatives.

MDC took part in Mental Health Awareness Week with great participation. We had daily quizzes, kindness cards with a twist, shared daily wellbeing resources and some Pilates and spin classes

Goal 6: Update and improve the general functionality of the safety and wellbeing platform.

With the adoption of Donesafe an easy to use customisable mobile device friendly system for reporting incidents and hazards.

- Workstation Assessments: 10
- Vitae: 7
- GP Health Checks: 5
- Eye Tests: 7

Training

- First Aid: 13
- My Everyday Wellbeing Webinars: 3
- STMS: 2
- Dangerous Goods – 1
- Breathing Apparatus and Respirator Fitment and Training: 7

Site Audits

- Manawatu Waste Water Treatment Plant

SafePlus Assessment

The MWLASS Health, Safety and Wellbeing Practitioners Forum have agreed to hold SafePlus assessment during Q3/4 2025-26 year.

Deep Dive

The deep dive presented on this quarter was on the Native Plant Nursery.

Events Reported

