

Finance and Performance Committee

Meeting of 24 June 2026

Business Unit: People

Date Created: 25 May 2026

Safety and Wellbeing Report for Q3, 2025/26

Purpose Te Aronga o te Pūrongo

The purpose of this report is to update the Finance and Performance Committee on the latest Safety, Health 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 3 of the 2025-26 year.

Report prepared by:

Andrew Leighton

Safety and Wellbeing Adviser

Approved for submission by:

Kate Jarvis

General Manager - People

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 Not applicable.

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 identified, managed, stored, and used safely, with appropriate controls, training, and emergency procedures in place.
- 8.5 Notifiable events (ss23–24 HSWA)
Council must notify WorkSafe of any notifiable event, including serious injury, illness, or incident, and preserve the site until authorised otherwise.
- 8.6 Notification of particularly hazardous work (reg 26 Health and Safety in Employment Regulations 1995)
Council must ensure WorkSafe is notified 24 hours before particularly hazardous work begins, including where contractors are responsible for submitting the notification.

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 March 2026

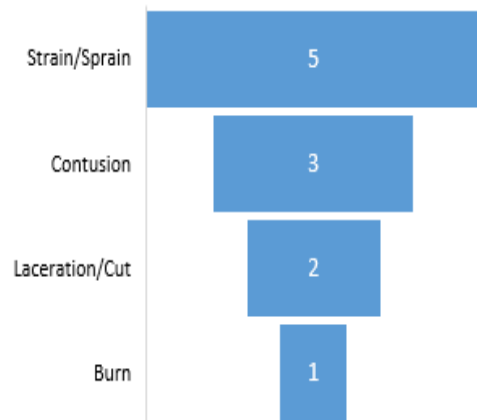
Lead and Lag Indicators

Indicator	Goal	Current
Notifiable incidents (lag)	0	0
Inductions for new staff	100%	99%
Contractors pre-qual	100%	95%
H&S engagement score	80%	78%

Significant Incidents:

There were no significant incidents in this quarter

Injuries This Quarter



Strategic Activities

Goal 2: Improve contractor management systems.

The contractor sign in and induction tool has been created and will shortly be rolled out to all MDC sites, including WTP's and pump stations.

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

Manawatū District Council proudly participated in Relay For Life 2026, with 26 staff and elected members taking part in the 24-hour event. The team raised an impressive \$2,000 in support of the Cancer Society, demonstrating MDC's ongoing commitment to community wellbeing and fundraising initiatives.

Health & Wellness

- Workstation Assessments: 10
- Vitae: 1
- Health Checks: 3
- Noise Cancelling Headphones - 2

Training

- My Everyday Wellbeing Webinars: 3
- Workplace River Safety - 1
- Situational Safety Training - 1

Audits & Compliance

Site Audits

- Roots Street WTP
- Rongotea Pump Station

SafePlus Assessment

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

Deep Dive

There was no deep dive this quarter.

Events Reported

