

Safety & Wellbeing Deep Dive – HSWA Reforms

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Today

- Follow on from the Council workshop
- Quick recap of the HSWA reforms
- Governance and due diligence context
- What will change for MDC's critical risk framework
- What the Finance & Performance Committee will see through future reporting

Governance - Your due diligence obligations

- Acquire and update knowledge of health and safety matters
- Understand MDC operations and the hazards and risks generally associated with them
- Ensure MDC has, and uses, appropriate resources and processes to eliminate or minimise risks
- Ensure MDC receives and considers information about incidents, hazards and risks, and responds in a timely way
- Ensure there are processes for complying with duties, and that these are implemented
- Verify that these resources and processes are in place and being used

What has changed through the HSWA reforms

- Amendment Act 2026 received Royal Assent on 9 July 2026. Most changes commence 1 April 2027
- Critical risks receive greater focus
- ACOPs create a clearer compliance pathway
- Public land and recreational access duty is clarified and narrowed
- Officer duty is clarified as a governance duty
- Less duplication where other laws already manage the same risk

Critical risk assurance process

How MDC will show critical controls are in place and working



Main shift: from risks recorded in a register to evidence that the controls for our most serious risks are working.

Future reporting to F&P

Critical risk management will become a specific part of quarterly safety and wellbeing reporting

Critical risk status

Which risks have been reviewed and where each profile is up to.

Critical controls

The key controls that must be in place for each critical risk.

Verification checks

What checks have been completed and what they found.

Incidents and learning

Relevant incidents, near misses and emerging trends.

Gaps and actions

Where controls are not yet at the expected level and what is planned.

Forward programme

Which critical risk will be reviewed or deep-dived next.

The quarterly report will show controls, checks completed, gaps, actions and any areas needing governance visibility.

Example critical risk deep dive

Frontline Work

Example critical risk: serious harm from aggression, abuse or violence when working with or around the public.

Where exposure sits	Critical controls	How we verify	Governance assurance questions
➤ Customer facing services ➤ Regulatory work ➤ Community facilities ➤ Field-based roles	➤ Situational safety training ➤ Duress and communication systems ➤ Lone worker arrangements ➤ Site security and escalation processes	➤ Training records ➤ Testing of duress systems ➤ Incident and near-miss trends ➤ Site observations ➤ Review of control failures	➤ Are controls clearly defined? ➤ Are they consistently in place? ➤ Are they being checked? ➤ Where are the gaps? ➤ What is being done about them?

This is the style of information F&P will increasingly see through future deep dives.

Governance considerations

- What level of confidence do you have that MDC is identifying its highest consequence risks?
- Does quarterly reporting provide the right level of assurance on critical controls and gaps?
- Which critical risks would F&P like future deep dives to focus on?
- What else would help support governance oversight?