

Lagging Performance

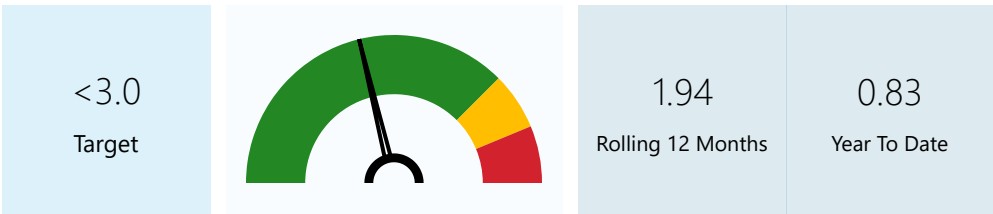
Total Recordable Injury Frequency Rate | TRIFR (TP&SP)

Number of recordable injuries per million hours worked.



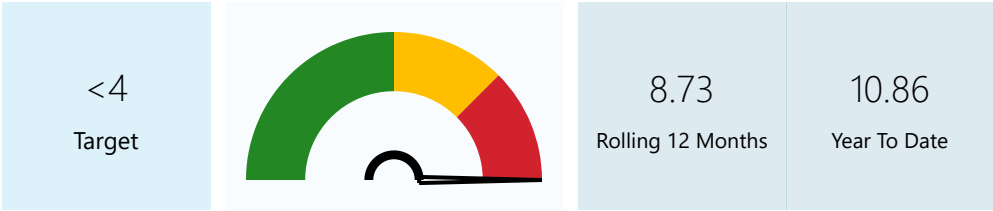
High Potential Incident Frequency Rate | HPIFR (TP&SP)

Number of high potential incidents per million hours worked.














Injury & Illness Severity Index (TP&SP)

Average number of calendar days lost due to personal injury.



Number of Serious Injuries and High Potential Incidents (L1&2) by Critical Risk

Risk	Month	Rolling 12 Month
 Vehicles	0	2
 Contact With Electricity	0	1
 Machinery, Plant & Stored Mechanical Energy	0	0
 Aerial	0	0
 Hazardous Substances	0	2
 Marine	0	0
 Confined Spaces	0	0
 Working At Height and Falling Objects	0	2
 Working Alone	0	0
 Unfit For Work	0	0
 *Public Safety	0	1

Leading Performance

Critical Control Assessments

	Assessments Completed	Controls Checked
Monitor FY 23/24	39	150

Leadership Observations & Conversations

Monitor FY 23/24	133
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ICAM Corrective Actions Status

0 Actions Raised
0 Actions Closed
7 Total Actions Open

Workplan Delivery

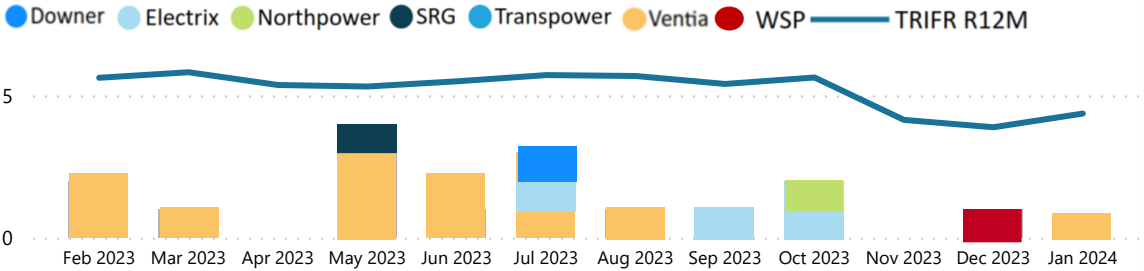
Leadership	●	Safe Work Environment	●
Wellbeing	●	Systems	●

Worksafe Notifications

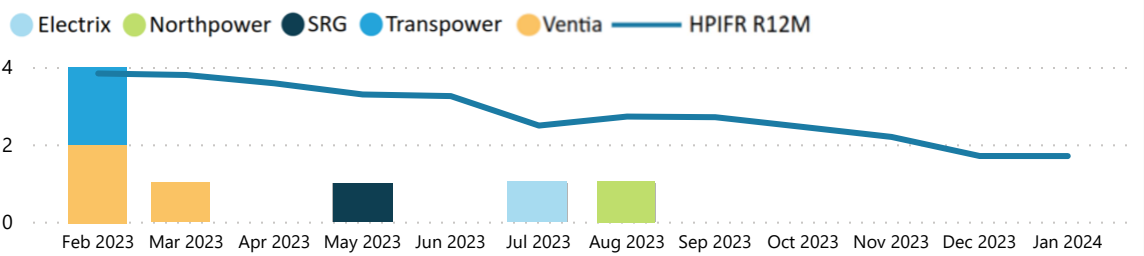
0 Month	1 Year to date
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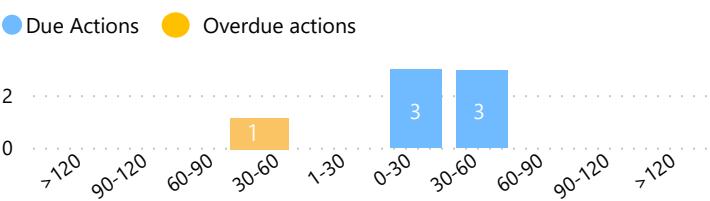
Total Recordable Injuries



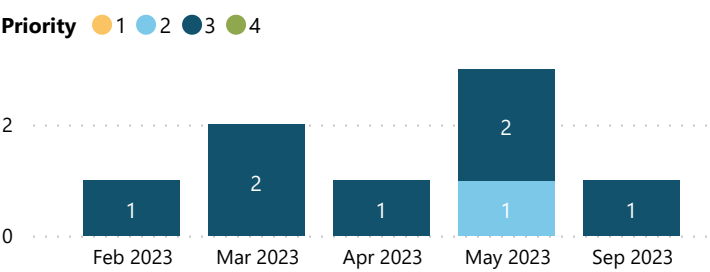
High Potential Incidents (L1&2)



ICAM Actions Due by Age (Days)



ICAM Actions Closed by Month



There is one overdue action, and no new actions have been raised. There are 7 open actions in total.

The action is in relation to incident 148422 in Maximo (Hydrogen release). The action is detailed on p5 of the report. This action has been slightly delayed due to leave.

Company	Recordable Injuries R12M
Downer	1
Electrix	3
Northpower	1
SRG	1
Ventia	11
WSP	1
Total	18

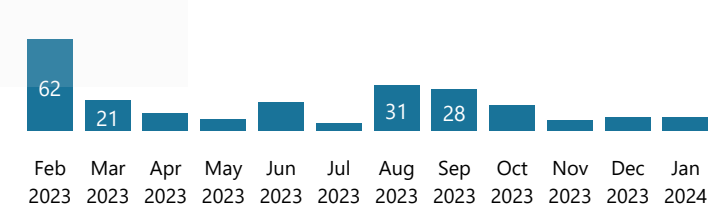
There was one recordable injury in December and one in January. In December, a contractor opened the vehicle gate on site and hit the back of their ankle causing a sprain. In January, an excavator operator was on the deck of the transporter to retrieve some tyres, when the deck broke and their foot went through the deck, causing an ankle sprain.

Company	HPIFR Incidents R12M
Electrix	1
Northpower	1
SRG	1
Transpower	2
Ventia	3
Total	8

There were no High Potential Incidents in December or January.

The injury and illness severity index (on page 1), tracks the average number of days off per Lost Time Injury LTI. It is currently tracking higher than the target, with ten LTI incidents in the past 12 months with a total of 66 days lost. The incidents range between 3 and 31 days off each, averaging to 7 days. The YTD measure is higher, as five LTI incidents which have occurred since July 1 2023, have resulted in 53 days lost.

Number of Transpower Overspeeds



Safety Culture use



0%
Target
0.009%
Month

9 overspeed events were recorded during January pertaining to 6 employees.

Assurance activity decreased in January, with a decreased number of Safety Conversations (133) and Critical Control Assessments (39).

Each month we focus on the critical controls for one of the 11 Critical Health and Safety Risks (but not to the exclusion of the other risks). In December, Working Alone was the focus area and in January, Public Safety was the focus.



Wellbeing

EAP Utilisation

Number of people accessing EAP service.

Target	Actual	On Track:
Monitor Only	20	NA

In January, 20 employees accessed the Employee Assistance Programme (EAP) services with nine employees starting new programmes with EAP. 5% of cases were work related with "work stress" being the main issue. 95% of cases were for personal issues, with "depression/anxiety" being the main issue.

Annual Leave Days

Percentage of staff with an excess of 25 days of annual leave accrued.

Target	Actual	On Track:
2%	5.5%	

The number of staff with excessive leave (over 200 hours) is 53 as at the end of January. This is an increase of 8 compared to last month. 23 of these employees are in the Operations Division. Staff with excessive leave continue to be encouraged to book annual leave.

Workstation Assessment

Percentage of new staff assessed within one month of commencing work.

Target	Actual	On Track:
>80%	85%	

Workstation assessments continue to be offered to all staff to ensure they have the required knowledge and skills to set up their workstations to avoid harm resulting from poor posture. There were 17 workstation assessments requested in December and January.

Unplanned Leave

Percentage of days taken as sick or unplanned leave.

Target	Actual	On Track:
2%	1.7%	

Unplanned leave has decreased to 1.7% in January which is a 0.8% decrease compared to December. This is normal for this time of year. Staff are encouraged to remain away from the office if they are unwell, and to take sick leave if they are unable to work.

H&S Engagement

H&S engagement survey dimension score.

Target	Actual	On Track:
8.5	9.2	

The third engagement survey for FY 23/24 was completed in November and the Engagement Score has remained stable at 8.3 (out of 10) which places Transpower in the Top 25% of benchmark. There was also no change to the health and safety score which remains at 9.2, demonstrating a positive response to the importance of H&S at Transpower. The next survey is currently live and will close the 7th of February.

Public Safety

Public Safety Initiatives

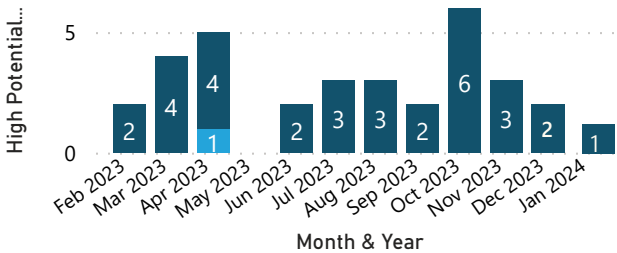
Number of public safety initiatives completed.

Target	Actual	On Track:
2	1	

Look Up and Live initiative has been transferred to the EEA with Transpower support including preparation of the Business Case for the Executive Committees of the EEA by March 2024.
The Initiative to be completed is the Telarc Public Safety Audit to NZS 7901 scheduled in March 2024.

Number of Public Safety Incidents

High Potential Severity (L1&L2) Other (L3&L4)



There were three public safety incidents in December and one in January. Two members of the public observed climbing the HVDC tower at a campground in Robin Hood Bay. The climbing deterrents were in place and functional.
A concrete pump vehicle was operating adjacent to a 110kV line and a landowner liaison found a 20 tonne excavator working within the MAD of the KAM-KPO lines. The Landowner Liaison educated the contractors as to the hazards.

Worksafe Notifications

There were no WorkSafe notifications made in December or January.

0	1
Month	YTD

Positive Stories

The Health, Safety and Wellbeing Plan has been finalised and year one priorities identified to inform the FY24/25 operational plan. The 11 Critical Risk assessment templates are in the final stages of development. These will be consulted with internal stakeholders and service providers in February/March 2024. It is anticipated that trial assessments will be conducted from April 2024.

In December the National Health, Safety and Wellbeing Committee organised a national office clean up in all offices to prepare for the new year. There was good participation across the offices and was well received as a positive team activity.



Incident	Incident Date	Summary	Priority	Maximo Action ID	Corrective Action	Due Date	Status	Milestones / Interim Controls
150220	26/07/2023	At Pakuranga a 17m long 5 sectional steel Oclyte lightning pole which had been assembled/compressed fell whilst being lifted by a specialist sub-contractor. There were no injuries, however a vehicle parked within the exclusion zone was damaged.	3	1874706	Transpower to confirm the 9 x Service Provider ICAM Actions identified in the report have been completed.	1/03/2024	APPR	Recommendation endorsed by NERG action owner assigned.
				1874707	Transpower to review alternative pole models or design solutions which include engineering controls to avoid slip fit joint poles from separating during erection/lifting of columns.	1/03/2024	APPR	Recommendation endorsed by NERG action owner assigned.
				1874711	Transpower to review the Service Provider updated lift plan template and process, to verify SP rather than sub-contractor lift plans completed for lifting.	31/01/2024	APPR	Recommendation endorsed by NERG action owner assigned.
150405	8/08/2023	Albany-Henderson-A whilst a sub-contractor excavator was traversing under an 11kV line, it encroached the 4m minimum approach distance (MAD) and tripped the line. There was no injury or asset/equipment damage.	3	1874714	TP to review SP updated general works inspection and test plan (ITP) (or similar mechanism) to ensure stop for safety protocols and identified planning, close approach/MAD, sub-contractor management.	31/01/2024	APPR	Recommendation endorsed by NERG action owner assigned.

Incident	Incident Date	Summary	Priority	Maximo Action ID	Corrective Action	Due Date	Status	Milestones / Interim Controls
148422	18/02/2023	At Haywards substation as a result of loss of oil through a screw-on oil filter cartridge on a temporary oil polishing system, Synchronous Condenser number 7 (SC7) tripped due to loss of lube oil, and hydrogen was released to the atmosphere in the SC7-10 basement. Power supplies were shutdown to allow SC7 hydrogen to dissipate, the site was evacuated and issue resolved safely, there were no injuries.	3	1874700	Transpower to develop and implement a management of change procedure such that “changes” to existing equipment are considered from a safety and reliability standpoint.	30/04/2024	APPR	Recommendation endorsed by NERG action owner assigned.
				1874702	Transpower to develop a procedure clarifying approach to hazard and Operability Study (HAZOP) process safety analysis, review and approval.	30/04/2024	APPR	Recommendation endorsed by NERG action owner assigned.
				1874703	Share learnings from incident including reminding delivery teams of importance of ensuring formal work management system processes are applied/followed for all work on TP assets and equipment.	31/12/2023	APPR	Recommendation endorsed by NERG action owner assigned.

Board Site Visits 2023/2024

Name	Site Visits	Target	Average Self Assessment	Next Self Assessment
Heather Simpson	1	2	7.2	June 2024
Keith Turner	2	2	8.5	June 2024
Michele Embling		2	8.2	June 2024
Owen Coppage	3	2	7.8	June 2024
Parekawhia McLean		2	7.8	June 2024
Vanessa Oakley	1	2	7.2	June 2024
Whaimutu Dewes	3	2	7.3	June 2024

Learnings and Insights

During December and January, four sites were visited by members of the GMT and the Transpower Board. The visits took place in the NCCN control room, a site visit with Northpower in Paraparaumu, the Cable Protection Zone in the Cook Strait and a tour of the Wellington control room with Minister Hon. Simeon Brown.

GMT Site Visits 2023/2024

Name	Site Visits	Target	Average Self Assessment	Next Self Assessment
Alison Andrew	7	6	8.8	June 2024
Brigid Kelly	2	2	8.7	June 2024
Catherine Shaw	3	2	8.5	June 2024
Chantelle Bramley	3	2	8.8	June 2024
Cobus Nel	1	2	8.3	June 2024
David Knight	1	2	8.7	June 2024
John Clarke	10	2	8.8	June 2024
Mark Ryall	8	12	9.5	June 2024
Raewyn Moss	2	2	8.5	June 2024

Service Provider HSMS Audits

* Summary of HSMS audit findings/observations by Transpower Auditors

The report for one systems audit conducted with Ventia in the December was completed in December, the other draft report for Electronet is currently under internal review.

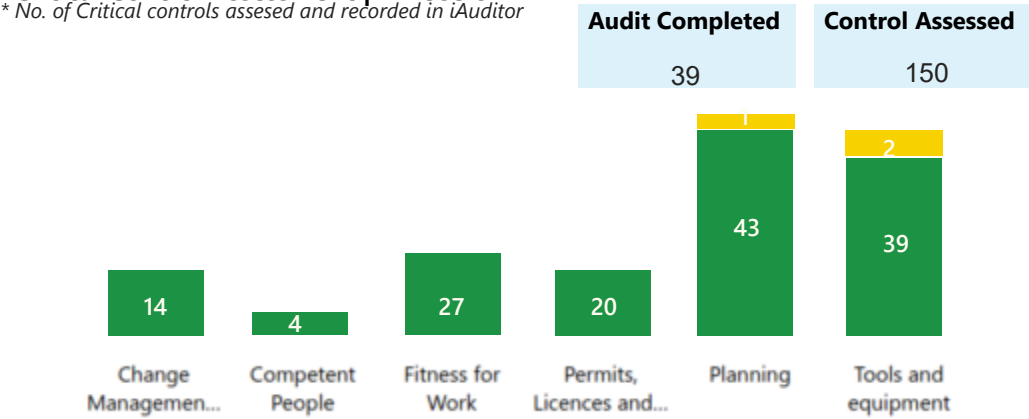
There were no Service Provider systems audits scheduled for January, one systems audit for SRG Global is due to be conducted in February and one for Northpower, originally due in February has been rescheduled to March 2024.

Transpower:

A review of Transpower assurance plan for 2024 / 2025 is underway. The proposed changes will be shared with the Health, Safety and Wellbeing Leadership team at their next session.

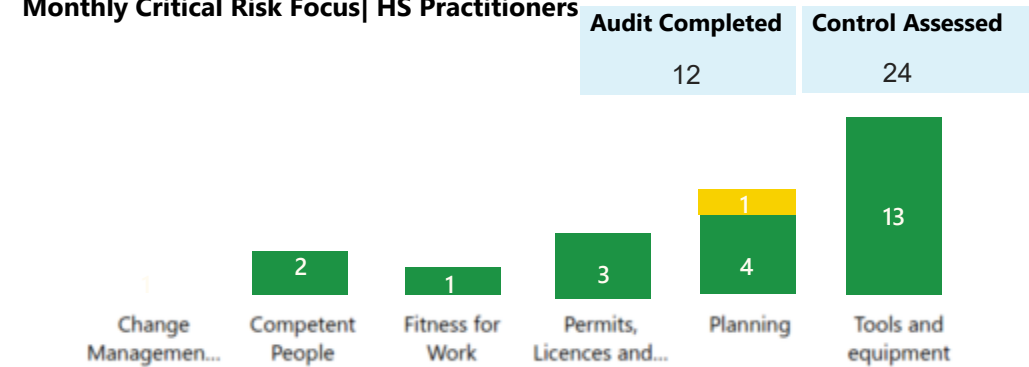
Critical Control Assessment | All Users

* No. of Critical controls assessed and recorded in iAuditor



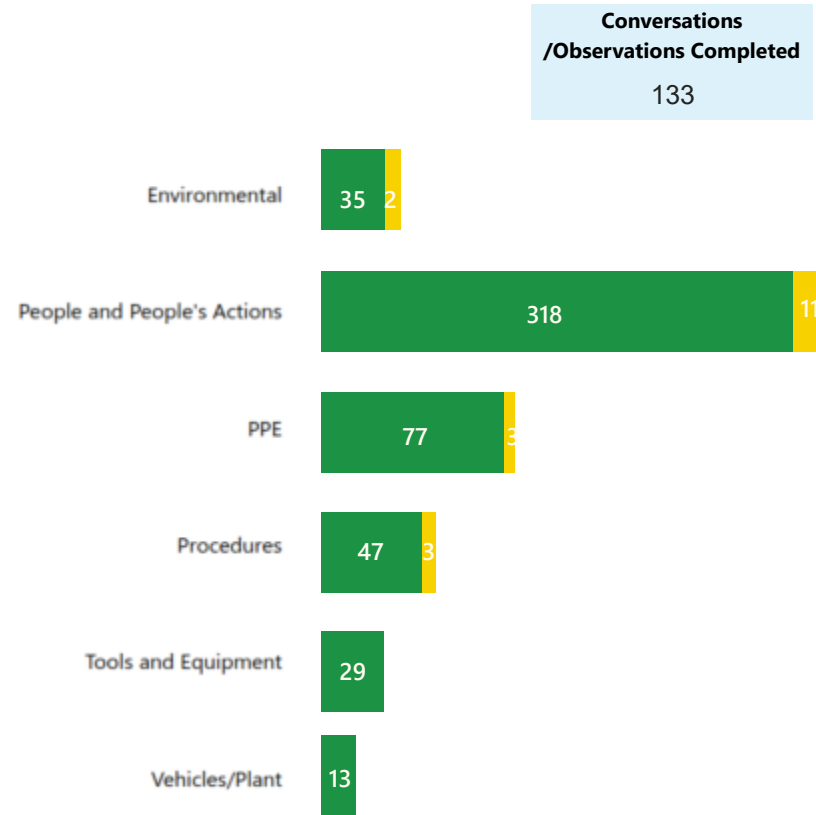
Of the 150 individually observed controls in January, 98% were assessed as Fully Effective. Three controls were assessed as Partially Effective. These related to Tools and Equipment (a portacom temporary power supply had been run across a vehicle access route with the potential for the vehicle to cause damage to it and a small scaffold was being used without a handrail) and Planning (gaps under ODS fence to be repaired). All items of concern have been rectified or been raised with the relevant SPM, SDM or PM to address.

Monthly Critical Risk Focus| HS Practitioners



The Critical Risk focus for December was Working Alone. No controls were assessed. The Critical Risk focus for January was Public Safety. 24 controls were assessed and 23 were deemed Fully Effective. 1 control was Partially Effective, regarding an overdue work order to fix a gap under the ODS fence.

Safety Conversations and Observation | All Users



Of the 538 individually observed controls in January, 96% were assessed to be Good Practices. 19 controls (4%) were rated as Minor Concerns which included out of date signage, EWP checklist not filled in, safety observer not wearing a safety observer band and no handrail on steps. All items of concern have been rectified or been raised with the relevant SPM, SDM or PM to address.