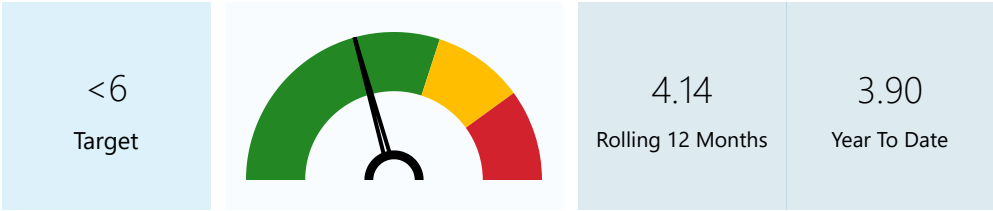


Lagging Performance

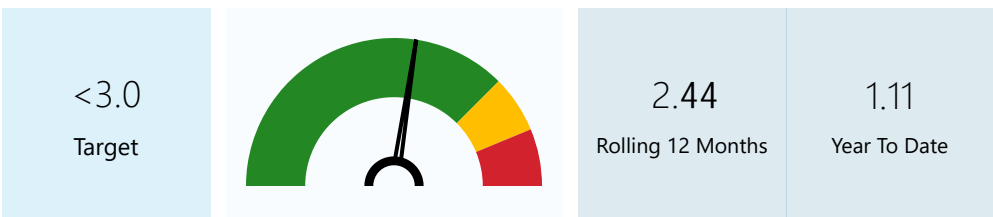
Total Recordable Injury Frequency Rate | TRIFR (TP&SP)

Number of recordable injuries per million hours worked.



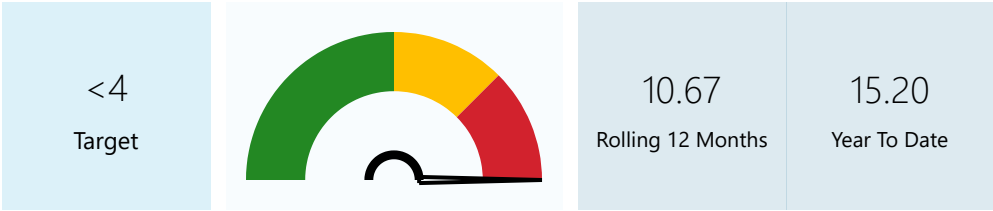
High Potential Incident Frequency Rate | HPIFR (TP&SP)

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	3
	Contact With Electricity	0	2
	Machinery, Plant & Stored Mechanical Energy	0	0
	Marine	0	0
	Hazardous Substances	0	2
	Aerial	0	0
	Confined Spaces	0	0
	Working At Height & Falling Objects	0	2
	Working Alone	0	0
	Unfit For Work	0	0
	*Public Safety	0	0

Leading Performance

Critical Control Assessments

	Assessments Completed	Controls Checked
Monitor FY 23/24	54	174

Leadership Observations & Conversations

Monitor FY 23/24	157
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ICAM Corrective Actions Status

7 Actions Raised
0 Actions Closed
10 Total Actions Open

Workplan Delivery

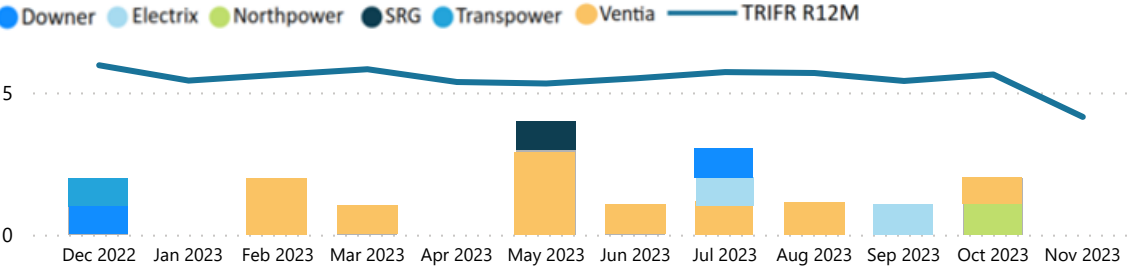
Leadership	●	Safe Work Environment	●
Wellbeing	●	Systems	●

Worksafe Notifications

1 Month	1 Year to date
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Total Recordable Injuries

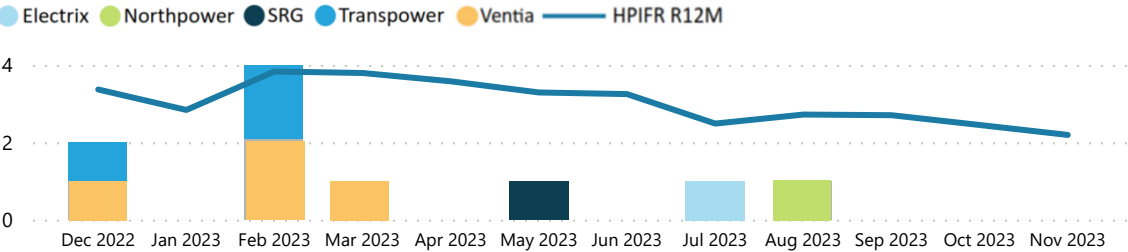


Company	Recordable Injuries R12M
Downer	2
Electrix	2
Northpower	1
SRG	1
Transpower	1
Ventia	10
Total	17

There were no recordable injuries which occurred in November, however a recordable injury was reported in Maximo in November from an incident which occurred in July 2023 where a Service Provider experienced a sore back from lifting a post insulator to a foundation (Omexom – Medical Treatment Injury).

The incident that was notified to WorkSafe, detailed on page 3, did not fit the criteria to be a recordable injury due to no lost time/medical treatment being required.

High Potential Incidents (L1&2)

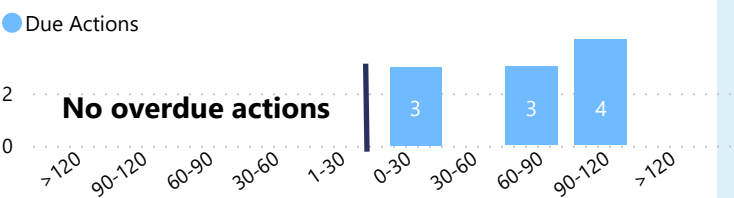


Company	HPIFR Incidents R12M
Electrix	1
Northpower	1
SRG	1
Transpower	3
Ventia	4
Total	10

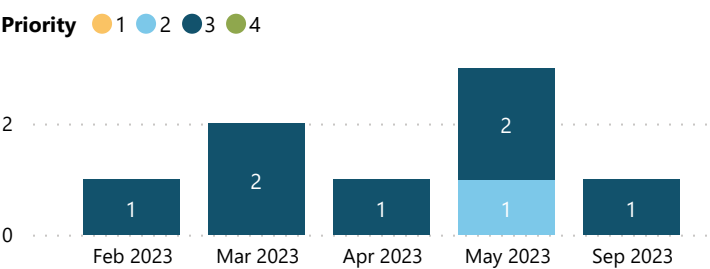
There were no high potential incidents in November.

HPIFR does not include Public Safety incidents. These are detailed on page 3.

ICAM Actions Due by Age (Days)

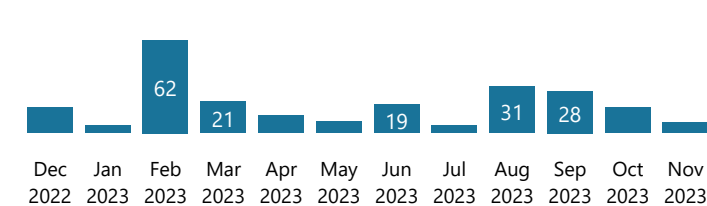


ICAM Actions Closed by Month



There are no overdue actions, seven new actions have been raised. These are listed on pages 4 & 5.

Number of Transpower Overspeeds



Safety Culture Use



0% Target  
0.006% Month

7 overspeed events were recorded during November pertaining to 5 employees.

There have been 157 Safety Conversations and 54 Critical Control Assessments conducted in November.

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 November, Working at Height and Falling Objects was the focus area.



Wellbeing

EAP Utilisation

Number of people accessing EAP service.

Target	Actual	On Track:
Monitor Only	18	NA

In November, 18 employees accessed the Employee Assistance Programme (EAP) services with nine employees starting new programmes with EAP. For 11% of cases, "work stress" was the main work issue. 89% 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%	4.8%	<span></span>

The number of staff with excessive leave (over 200 hours) is 46 as at the end of November. This is a 19% decrease in comparison to previous month. Operations Division have reduced the number of employees with excessive leave from 30 in July 2023 to 18 this month which is pleasing. The office close down will require 5 days of annual leave to be taken and staff have been asked to book this leave.

Workstation Assessment

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

Target	Actual	On Track:
>80%	85%	<span></span>

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 eleven workstation assessments requested in November.

Unplanned Leave

Percentage of days taken as sick or unplanned leave.

Target	Actual	On Track:
2%	2.6%	<span></span>

Unplanned leave has increased to 2.6% in November which is a 0.7% increase compared to October. This was expected as we reported an increase in Covid-19 last month. 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	<span></span>

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 will go live the 23rd of January.

Public Safety

Public Safety Initiatives

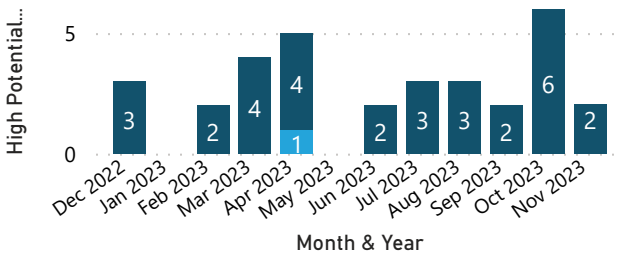
Number of public safety initiatives completed in the 23/24 year.

Target	Actual	On Track:
2	1	<span></span>

The Look Up and Live initiative is to be hosted by Eagle Technologies, the vendor for ArcGIS in NZ. A business case is being prepared for the Executive Committees of the EEA and ENA to be ready by March 2024. Transpower will continue to be involved with Look Up and Live through the EEA Public Safety Working Group. The EEA will be taking the lead on this going forward and has been marked as complete for Transpower purposes.

Number of Public Safety Incidents

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



There were two public safety incidents in November. The first was a threat made against helicopter pilot undertaking ALS work on the BEN-HAY-A line. This was reported to both the NZ Police and the CCA for investigation and follow up.

The second incident was while undertaking a routine Patrol of the HEP-ROS-A the Patroller discovered a Wattle Tree inside the MAD of the 110kV line requiring a forced outage after which the tree was removed.

Worksafe Notifications

1
Month

There was one WorkSafe notification made in November when a trainee received a low voltage electric shock (230V AC). After a low voltage circuit was isolated in a GIS basement by a tradesperson, the apprentice tested for voltage at the back of the single-phase outlet that was to be worked on. On confirmation that there was no voltage indicating on the multimeter, the apprentice proceeded to touch a terminal on the back of the single phase plug outlet & received an electric shock.

Positive Stories

In November, the new Service Provider Alignment Forum came together for the first time. The members on the forum represent each of the Tower Painting, Facilities Management and Grid Electrical Service Providers. The forum discussed recent incident investigations, safety alerts and opportunities to work together more collaboratively. The next meeting of the forum will be in March 2024.

The Health, Safety and Wellbeing strategy document was shared with the HSWLT and the Board HSW Committee. Two Critical Risk deep dives were also presented: Hazardous Substances and Marine.



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	December 2023
Keith Turner	2	2	8.5	December 2023
Michele Embling		2	8.2	December 2023
Owen Coppage	3	2		December 2023
Parekawhia McLean		2	7.0	December 2023
Vanessa Oakley	1	2	7.2	December 2023
Whaimutu Dewes	3	2		December 2023

Learnings and Insights

During November, six sites were visited by members of the GMT and the Transpower Board. The visits took place at Pakuranga substation to see the new reactor, the Marine Foundations project on the Henderson-Marsden A line, cables site visit in Auckland and two Tower Painting visits to the Bunnythorpe-Wilton A line and Peka Peka. There was also a visit to the Rangipo Power Station to understand the scale of the challenge in replacing part of the GIS switchboard in an underground power station along side Genesis.

GMT Site Visits 2023/2024

Name	Site Visits	Target	Average Self Assessment	Next Self Assessment
Alison Andrew	6	6	9.0	December 2023
Brigid Kelly	2	2	8.7	December 2023
Catherine Shaw	3	2	8.5	December 2023
Chantelle Bramley	3	2	9.3	December 2023
Cobus Nel	1	2	8.3	December 2023
David Knight	1	2	9.2	December 2023
John Clarke	8	2	8.8	December 2023
Mark Ryall	7	12	9.5	December 2023
Raewyn Moss	1	2	8.5	December 2023



Service Provider HSMS Audits

\* Summary of HSMS audit findings/observations by Transpower Auditors

One system audit was conducted in the last week of October, the final draft has been reviewed internally and forwarded for auditee review, feedback and confirmation of acceptance.

One systems audit was conducted in November, the draft report has been reviewed internally and forwarded for auditee review, feedback and confirmation of acceptance.

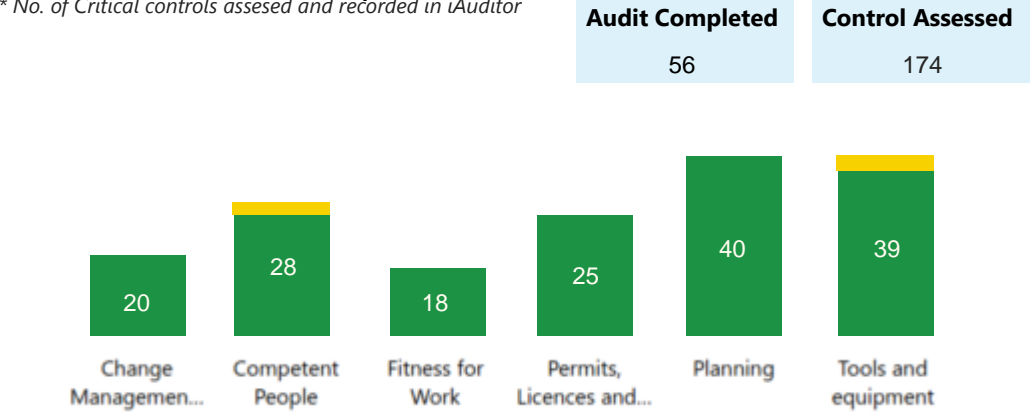
Two Service Provider systems audit are scheduled for November.

Transpower:

A review of Transpower assurance plan for 2024 / 2025 is underway.

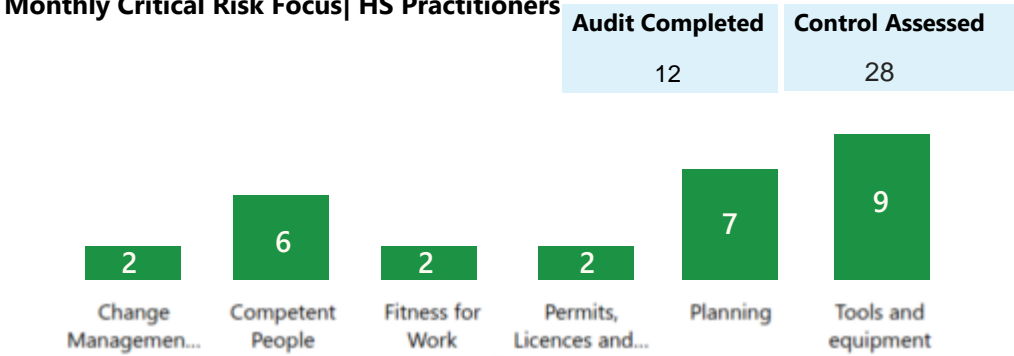
Critical Control Assessment | All Users

\* No. of Critical controls assesed and recorded in iAuditor



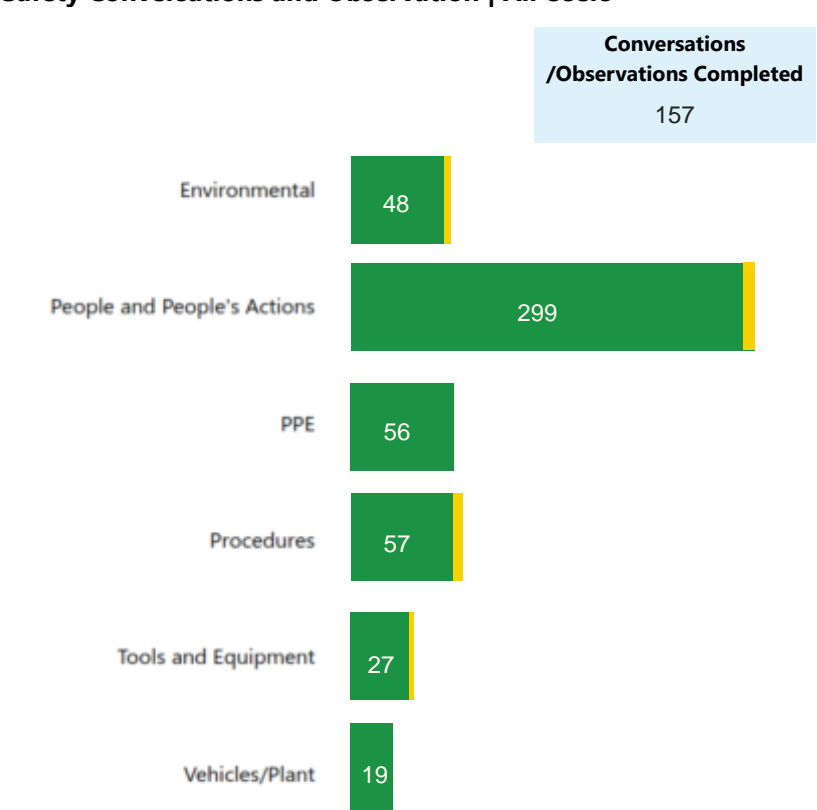
Of the 174 individually observed controls, 98% were assessed as Fully Effective. Four controls were assessed as Partially Effective. These related to Tools and Equipment (not wearing safety glasses in the yard and not wearing gloves) and Change Management (emergency response folder yet to be provided to site and fire evacuation notices yet to be installed).

Monthly Critical Risk Focus| HS Practitioners



The Critical Risk focus for November was Working at Height and Falling Objects. 28 controls were assessed and all were deemed Fully Effective.

Safety Conversations and Observation | All Users



Of the 524 individually observed controls, 97% were assessed to be Good Practices. 18 controls (3%) were rated as Minor Concerns which included earths out of test by a week, an AED battery running low, lights not working in the HVDC buildings, a failing key safe and messy sites. All items of concern have been rectified or been raised with the relevant SPM, SDM or PM to address.