Health Safety and Wellbeing - Auckland Transport

Activity update

Context

Event management reporting provides confidence that AT is on top of health and safety, highlights areas for improvements and training, and helps manage safety risks. Classification of risk consequences are commonly misunderstood. For the benefit of all system users, the definitions to the right have been implemented.

	Injury	Ill-Health
Extreme (21-25)	Multiple fatalities or long-term widespread health impacts. Includes notifiable incidents with potential for outcome.	Multiple fatalities or long-term widespread health impacts. Includes notifiable incidents with potential for outcome.
Major (16-21)	LTI>14 days or life-threatening consequences and notifiable deaths. Includes notifiable incidents with potential for outcome.	Permanent disability or irreversible health problems from injury and occupational illness, unlikely to return to work with significant modifications. Includes notifiable incident with potential for outcome.
Moderate (9 – 15)	LTI> One day and up to 14 days.	A diagnosed occupational illness case and moderate, minimal, local, or non-invasive intervention indicated up to severe but not immediately life threatening.

Key progress and insights

- In April 2024, there were two adverse work events identified as high potential (both major risk consequences) one related to violence, threats and aggression (VTA) where an AT staff was physically assaulted and one related to working inside or outside a vehicle where an AT staff slipped and fell on the footpath sustained an injury.
- Overall, **in April 2024** compared to March 2024:
  - Adverse work events decreased by 3% (Figure 1 and 4)
  - Hazards increased by 20% while there was no change in work pain and discomfort events compared to March 2024 (Figure 4)
  - Adverse work events identified as critical risks decreased 8% (Figure 2)
  - Customer & Network Performance (C&NP) reported less adverse work events identified as critical risk. It had a decrease in reporting by 5% (Figure 5)
  - Finance and Corporate Services (F&CS) no change compared to March 2024 and Public Transport and Active Modes (PT&AM) did not report adverse work events (Figure 5)
  - Total recordable injury frequency rate (TRIFR) and lost time injury frequency rate (LTIFR) decreased by 3% and 1% respectively due to a decreased in lost time injuries (three to two), medical treatment injuries did not change (one). In addition, there was a decrease of 5% in worked hours (Figure 6).

Key risks

- Low levels of adverse work event reporting from all AT business units raise the possibility that AT's representation of safety occurrences may not be accurate. We'll continue to communicate to these teams to determine what the barriers are to reporting.

Dashboard

Trend Reporting period: May23-April24 from Synergi 2.0 system data

30 Adverse work events including near misses — Apr 2024

24 Hazards — Apr 2024

2 High potential adverse work events — Apr 2024

7 Adverse work events with a moderate risk consequence — Apr 2024

0 Notifiable adverse work events reportable to WorkSafe — Apr 2024

Figure 1. All adverse work events including near misses

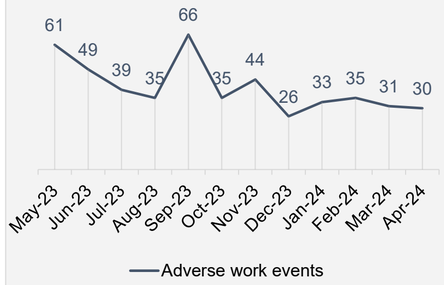


Figure 2. Total profile of critical risks and high potentials (HiPo) for adverse work events including near misses

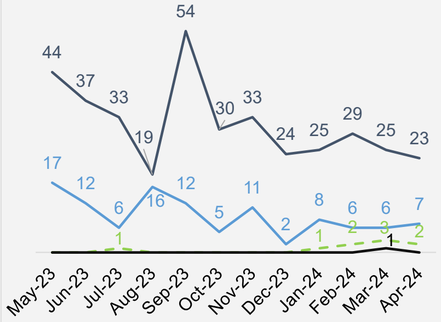


Figure 3. Total of all adverse work events with a moderate, major and extreme risk outcome

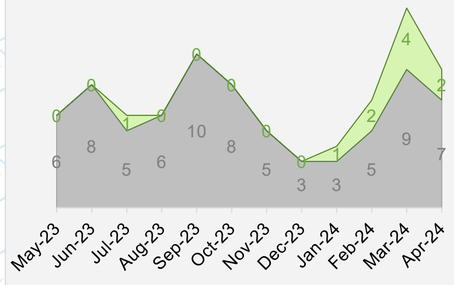


Figure 4. Total for all case types

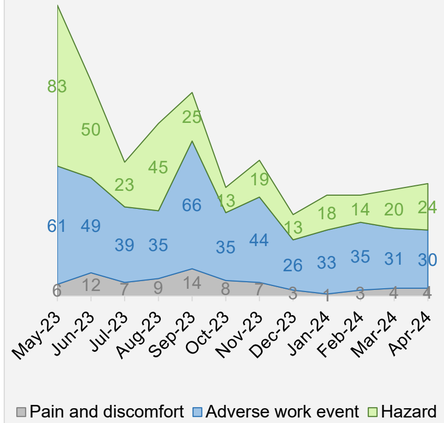
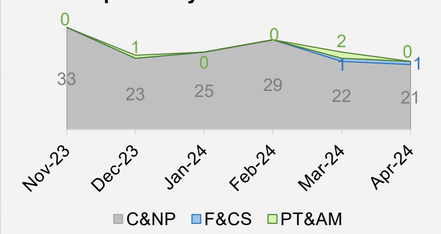
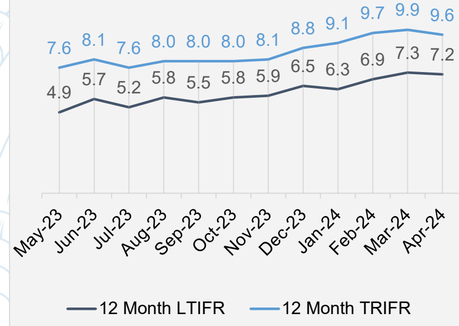


Figure 5. Total of critical risks reported by business units *



Due to the new structure, the business units name has been changed from November 2023.

Figure 6. Total recordable injury frequency rate (TRIFR) and Lost time injury frequency rate (LTIFR)



People and Performance - Auckland Transport

Update

AT's headcount remains within budget levels and continues to be managed under the resource governance group. Due to the appointment of new talent into vacancies, actual headcount has increased from 1735 in March to 1754 in April. Gender balance and ethnicity representation remains relatively unchanged from March to April and the median age of our workforce remains 43 with a slight increase in tenure from 4.3 years in March to 4.5 years in April.

Our voluntary turnover continues to fall to levels experienced pre-Covid and is 12.3% as at the end of April. The overall 12 month rolling average is 15% (15.6 percent in March compared to 19% at the end of the financial year June 2023).

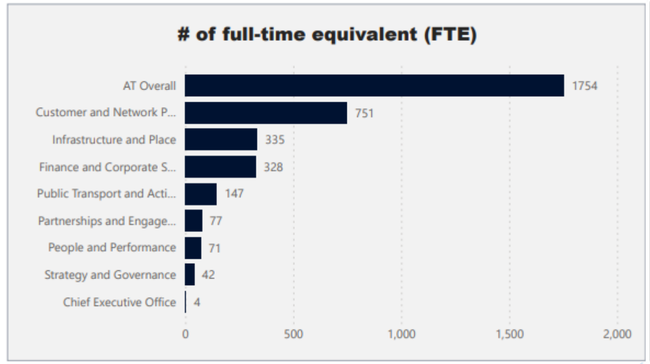
Unplanned leave remains at a fairly consistent thousand per month (1,001 in March and 1,063 in April) and with winter soon to arrive, this is expected to increase slightly over the coming months. Influenza and Covid vaccinations have been extended to AT team members throughout April.

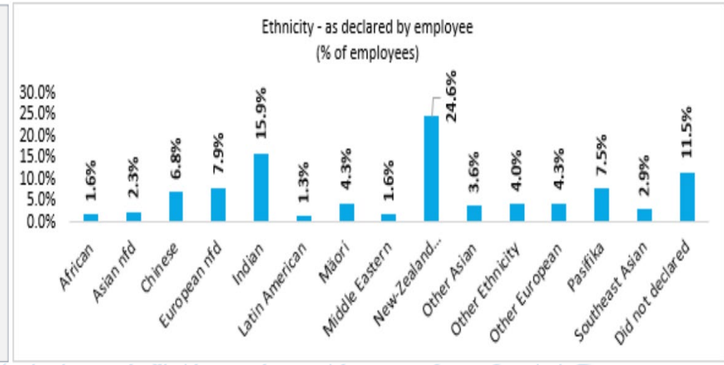
Overall our people metrics are tracking well and the deployment of our people strategy remains on track in support of the organisation.

Dashboard

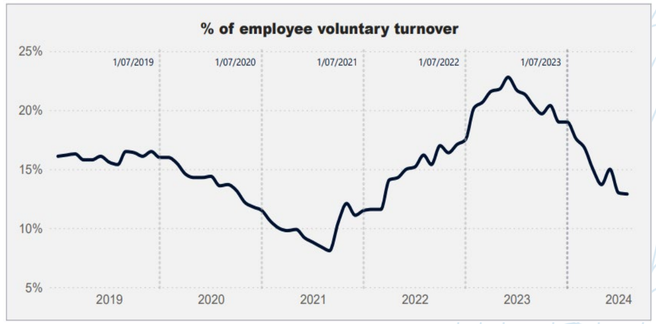
Reporting period: April24

1,754	1,782	56:44:2
Full Time Equivalents	**Total Headcount**	**Gender Male:Female:Diverse**





12.3%
Voluntary Turnover



1063
Unplanned Leave Days

Unplanned leave days

Date	April 2024				
Title	Sick Leave Days	Domestic Leave Days	Bereavement Leave Days	ACC Leave Days	Total
Total	**761**	**146**	**72**	**84**	**1,063**

Deaths and serious injuries (DSI) reporting

Transport safety progress

Context

Tāmaki Makaurau's commitment to Vision Zero is an ambitious transport safety vision with the goal of no deaths or serious injuries on our transport network by 2050. This strategy is aligned with the Auckland Plan 2050.

The draft Government Policy Statement (GPS) on Land Transport 2024 reaffirms the governments commitment to safety, *Road safety is a responsibility we all share, and improving road safety in an efficient manner is a priority for this Government.* The initial opportunities we see for delivering Vision Zero through this GPS are in continuing to partner strongly with NZ Police, advocating for the review of safety related fines and penalties, delivering fit for purpose safety infrastructure and targeting road safety education efforts. We will be engaging with our road safety partners over the next month to better understand these opportunities, this will then feed into our updated joint action plan.

Key progress

- **Growing insights**: Data and Analytics team are progressing the Integration of Accident Compensation Corporation and Ministry of Health data ready for prioritization. Modelling of the raw St John's data is underway now and it is expected to have a reporting dashboard available within the next six months. The Safety Intelligence Tool continues to be enhanced for the business to improve data insights.
- **Fatal crash reporting:** A fatal crash dashboard showing key themes and safe system gaps is now operational. There were 36 fatal crashes reported on local (AT) roads 2023/24 with 49 recommendations for Safety Improvements on those roads. Of these, 40 have been implemented and seven remain open. The work undertaken to refresh the Fatal Crash reporting has been submitted for an Association of Consulting and Engineering (ACE) award.
- On Katoa, Ka Ora: draft speed management plan, following signals from Government about changes to the speed limit setting rule, we have re-engaged with schools, to discern their thoughts on the proposals.

Key risks to Vision Zero

- The draft Government Policy Statement on Land Transport 2024 moved the infrastructure component from the safety activity class to local road improvements. This will mean funding for safety infrastructure will be limited due to competing priorities.
- There is no target for reducing Deaths and Serious Injuries in the draft Government Policy Statement, historically a lack of national targets has led to operational resources being redeployed to other focus areas.

Key insights

The Statement of Intent (SOI) deaths and serious injuries (DSI) target on the road network in Tāmaki Makaurau is on track which is no more than 640 DSI by end of the financial year 2023/2024.

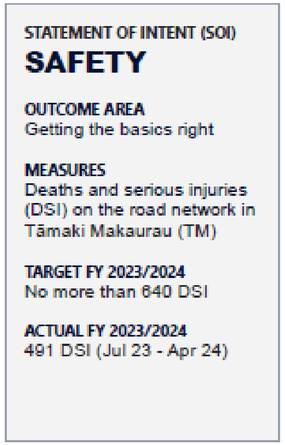
Overall DSI insights (past 12 months from May 2023 to April 2024)

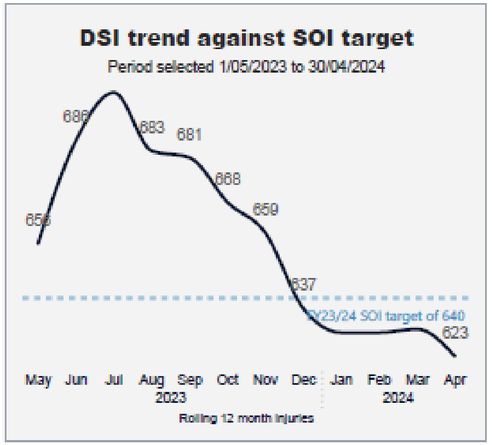
- 623 people were killed or seriously injured on Tāmaki Makaurau roads compared to 645 the previous year, a decrease of 3% year-on-year, where 39 people were killed and 584 were seriously injured.
- Most (88%) of the deaths and serious injuries occurred on Auckland Transports local roads.
- Just under half (48%) of reported deaths and serious injuries are experienced by people outside of vehicles (people walking, people cycling and motorcyclists).
- Pedestrian deaths and serious injuries from 104 to 126 represent a 21% increase year on year difference.
- Males account for 66% of DSI.
- In the past 12months, the highest proportion of deaths and serious injuries at 27% were seen in the 15-24yr age group, which represents 13% of Tamaki Makaurau's population.
- Māori represents 11% of Tāmaki Makaurau's population and 19% of deaths and serious injuries (43% of DSI ethnicities are recorded as unknown).

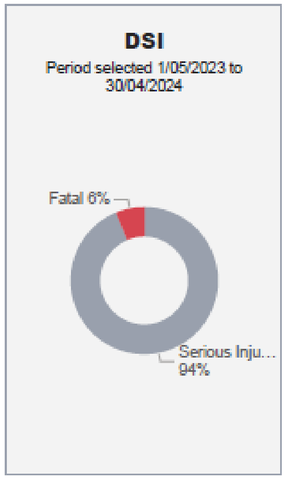
Crash attribute insights

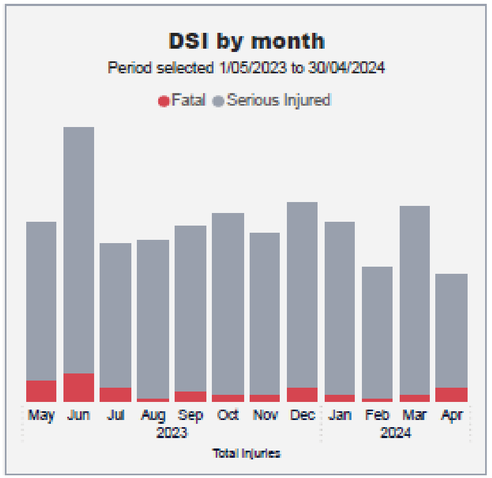
- Side impact and run off road crash movement types account for 57% of all local road DSI (31% and 26% respectively).

Death and serious injuries from Crash Analysis System (CAS)







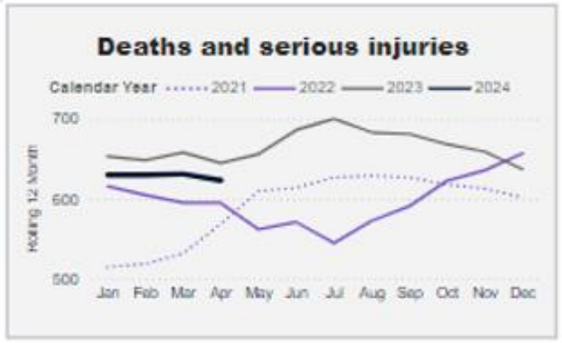


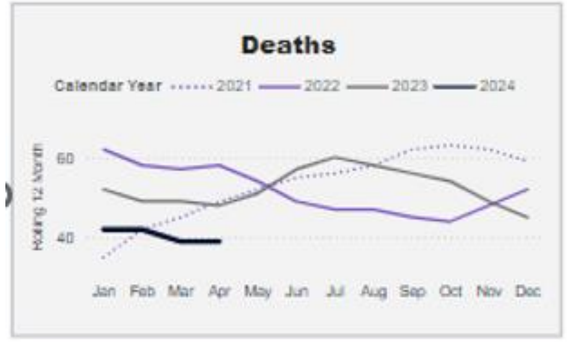
Injury data has been sourced from Auckland Transport's Crash Analysis System (CAS) database via Waka Kotahi API.

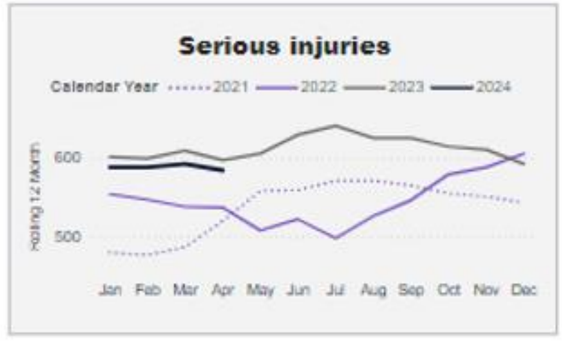
Deaths and serious injuries (DSI) reporting

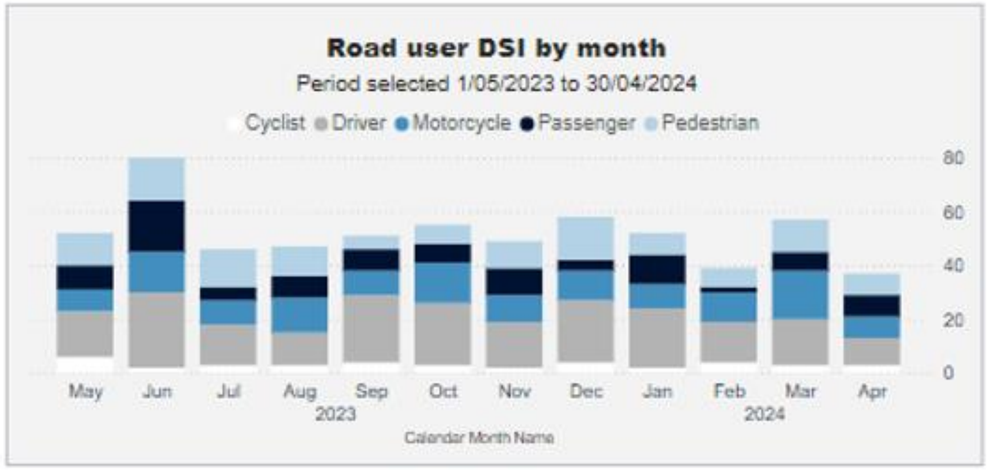
Road user DSI dashboard

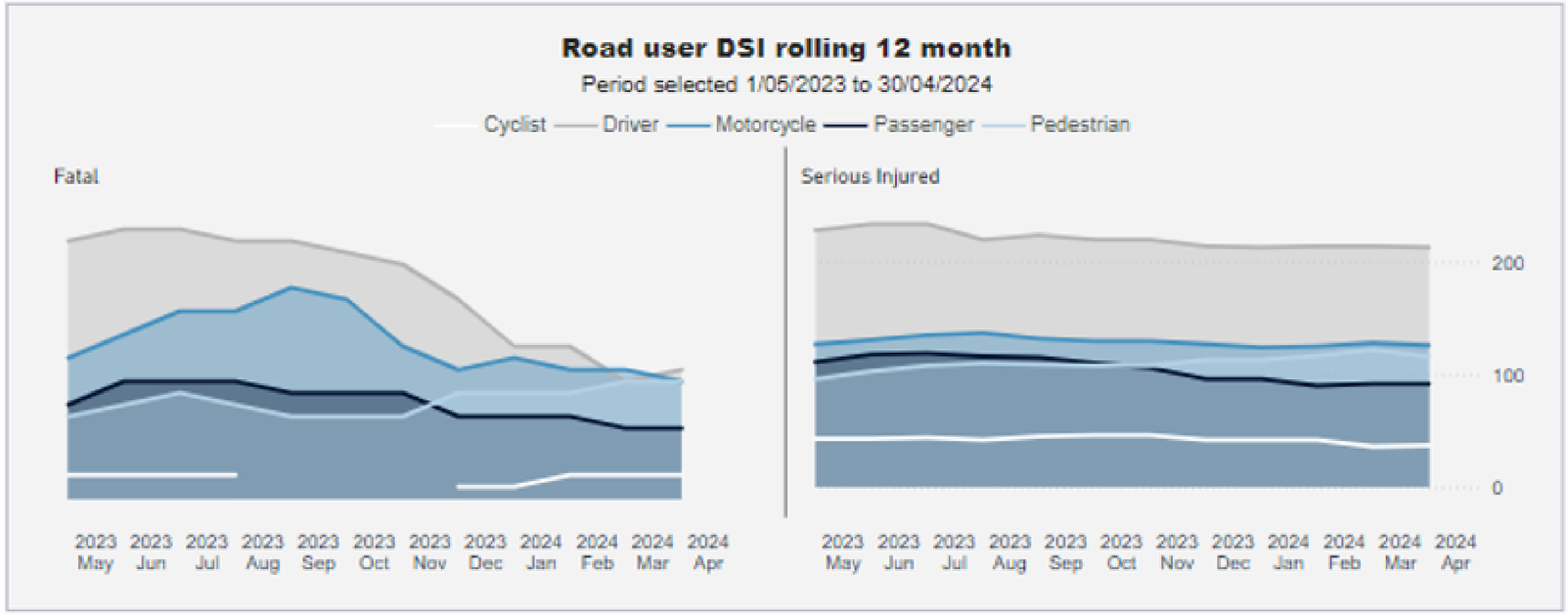
Death and serious injuries from Crash Analysis System (CAS)











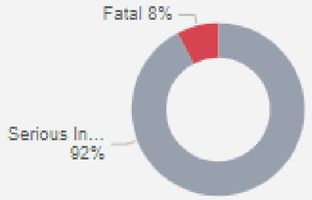
Injury data has been sourced from Auckland Transport's Crash Analysis System (CAS) database via Waka Kotahi API.
Definition: People walking include people on foot, wheeled recreational devices, wheelchairs and mobility scooters

Deaths and serious injuries (DSI) reporting

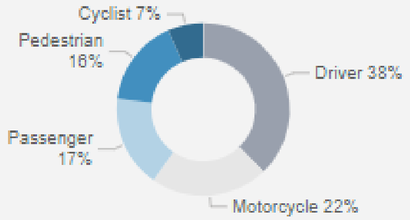
Five year Summary factors DSI dashboard – 2019 - 2023

Death and serious injuries from Crash Analysis System (CAS)

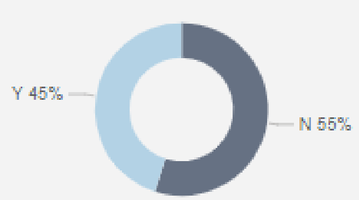
Injury severity
Period selected 1/01/2019 to 31/12/2023



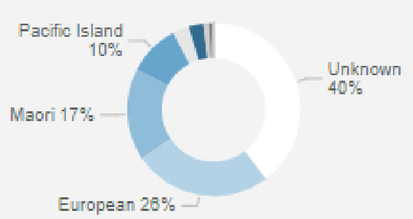
Road user
Period selected 1/01/2019 to 31/12/2023



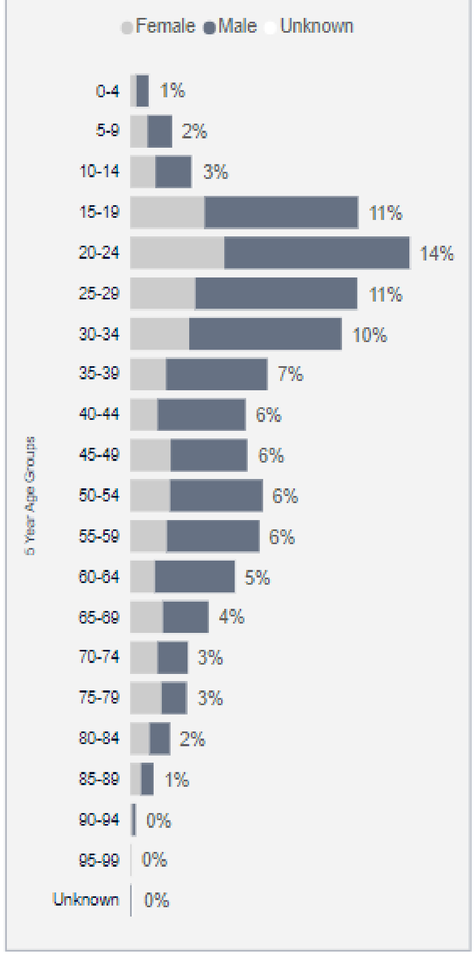
Vulnerable road user
Period selected 1/01/2019 to 31/12/2023



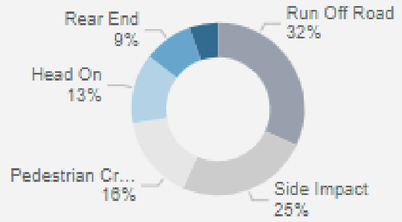
Ethnicity *
Period selected 1/01/2019 to 31/12/2023



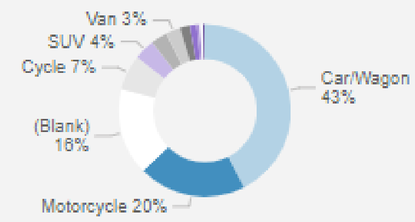
Gender and age
Period selected 1/01/2019 to 31/12/2023



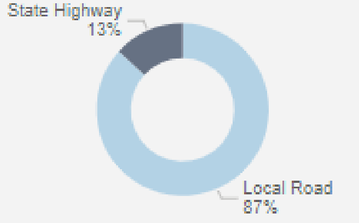
Crash movement
Period selected 1/01/2019 to 31/12/2023



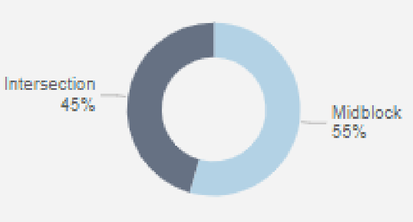
Vehicle type
Period selected 1/01/2019 to 31/12/2023



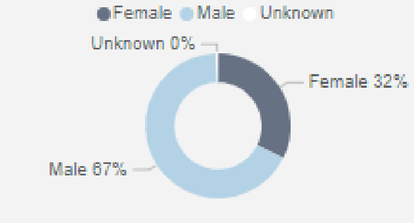
Local road or state highway
Period selected 1/01/2019 to 31/12/2023



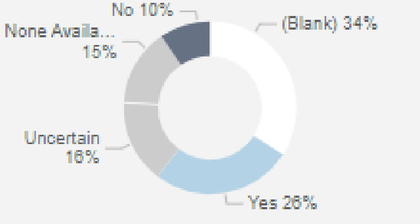
Intersection or midblock
Period selected 1/01/2019 to 31/12/2023



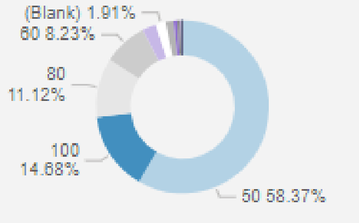
Gender
Period selected 1/01/2019 to 31/12/2023



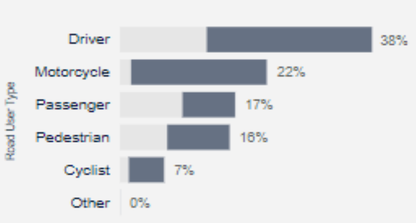
Driver restraint used
Period selected 1/01/2019 to 31/12/2023



Speed Limit
Period selected 1/01/2019 to 31/12/2023



Road user and gender
Period selected 1/01/2019 to 31/12/2023



Injury data has been sourced from Auckland Transport's Crash Analysis System (CAS) database via Waka Kotahi API.
* Ethnicity in CAS is based on the Traffic Crash Reports (TCRs) and, as such, dependent on visual identification by the attending Police Officer.
* Alcohol above the limit DSI includes all road users killed or seriously injured where drivers have been proven to be above the alcohol limit.