2025 Workforce insights programme: employers and workers

Final report: 21 August 2025

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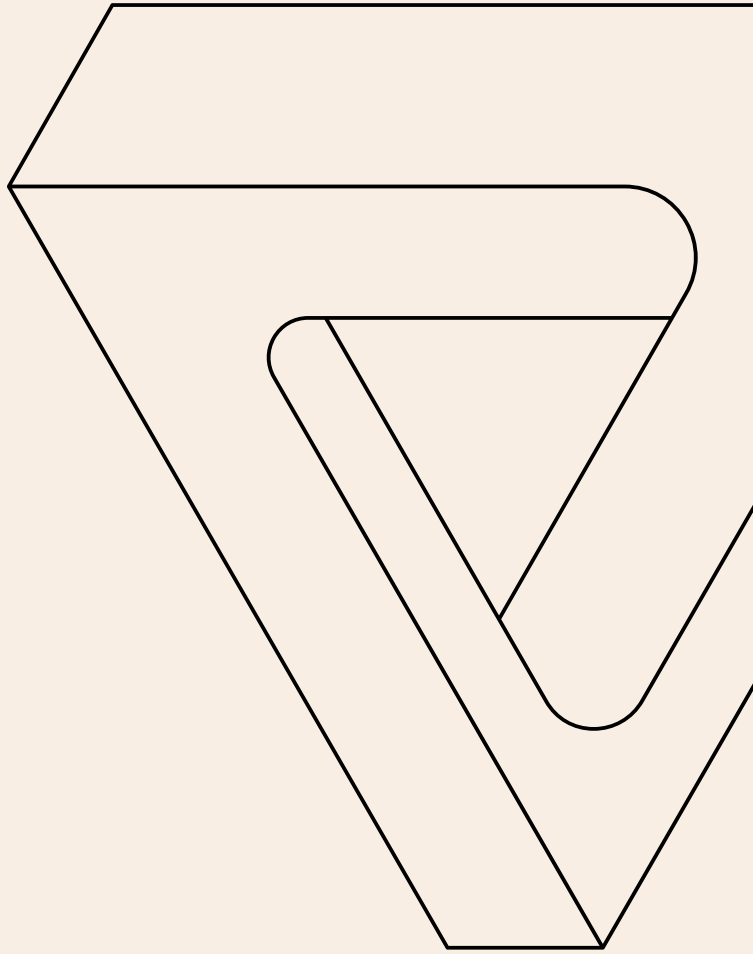
Table of contents



01

Summary of findings

Summary of findings

01

2025 sees stronger health and safety cultures with shared responsibilities and worker engagement.

- Both employers and workers report more formal worker engagement processes than in 2025. This includes regular H&S agenda items, H&S reps, standard reporting processes (worker survey only), and other regular worker consultation processes. Toolbox talks and informal discussions are also more common. *See pages 20 and 46).*
- Worker satisfaction with employer response to H&S issues has improved since 2023 (up seven points to 74%). *See page 50.*
- Since 2023, more workers agree that:
  - 'Everyone from the boss down is always trying to improve safety' (up 5 points to 69%). *See page 53.*
  - 'I'm comfortable having an honest conversation about health and safety with anyone at my work including bosses and co-workers' (up 5 points to 85%). *See page 53.*
  - 'I often stop and take time to think about what safety measures will keep me safe doing a task' (up 4 points to 72%). *See page 54.*
- More workers say that they are less likely to be injured if they follow all the health and safety guidelines (up 5 points to 78%). *See page 54.*

02

Both employers and workers are getting better H&S training and education.

- Since 2023, more employers have:
  - Received relevant and useful education and training (up 5 points to 39%). *See page 68.*
  - Searched for H&S information online and via trusted business contacts. Information and guidance is easier to find and understand (e.g. 71% of employers who sought guidance found it easy to find, up 8 points). *See page 69.*
  - Found relevant and useful information and guidance on H&S in the last 12 months (up 4 points to 59%). *See page 70.*
- Employer awareness of the HASANZ register has increased (up 4 points to 21%). *See pages 72 and 73.*
- Since 2023, more workers have:
  - Received H&S information that is relevant and useful (up 10 pts to 74% of all workers) and easy to understand (up 12 pts to 75% of all workers) *See pages 62 and 63.*
  - Received online or printed information (up 8 points to 58%) and had informal conversations about H&S (up 6 points to 39%) in 2025. *See page 59.*

03

Risk management processes are common, but opportunities exist to address significant gaps.

- Three quarters (77%) of employers have made a change to improve H&S practices over the last 12 months. *See pages 23 to 25.*
- Vast majorities (over 90%) of employers with workers exposed to airborne substances, silica dust, musculoskeletal risks, risks from working around vehicles/mobile machinery, farm vehicles and powered machinery do something to control these risks. *See pages 28 to 39.* However, more can be done. For example:
  - Over half of employers with workers exposed to airborne substances haven't provided training on risk management in the last 12 months. *See page 29.*
  - One in five construction sector employers don't provide PPE to mitigate silica dust harm. *See page 31.*
  - One in four agriculture employers never ensure appropriate rollover protection is fitted to vehicles that need it. *See page 37.*
- Only 48% of employers regularly review the effectiveness of H&S risk controls and only 48% regularly seek to identify new risks. *See page 22.*
- Only 44% of employers always explain the why behind their approach when they communicate to staff about H&S. *See page 49.*

Summary of findings

04

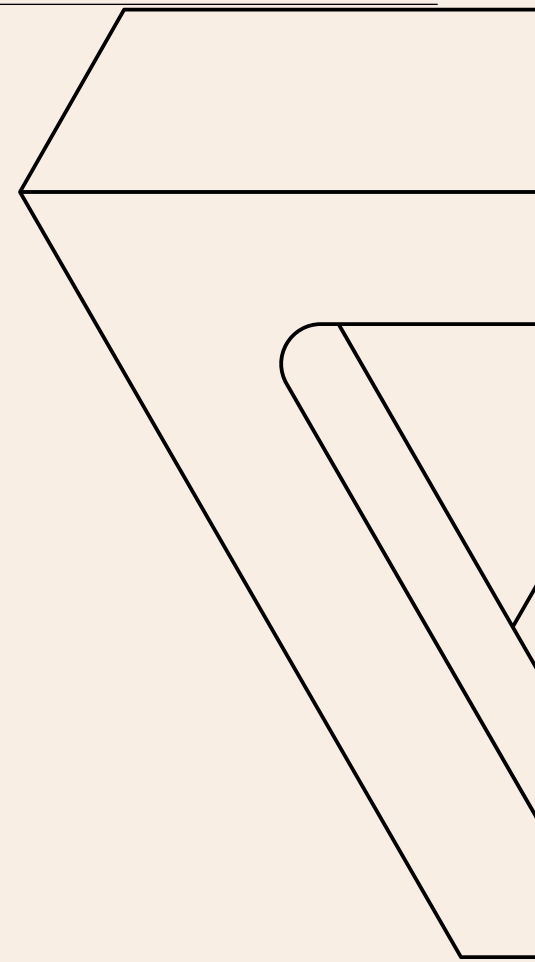
A system lens highlights the often independent role of communications and guidance in strengthening health and safety cultures.

- Employer data modelling* allows us to examine how worker harm is reduced from a system perspective. **See model overleaf** and further detail on pages 42-44**.**
- Broadly, employer knowledge and beliefs, worker engagement, and professional advice and support (including from WorkSafe) are interdependent factors that shape safety outcomes. The right employer mindset, both directly and indirectly through worker engagement, drives action.
- Employer mindset is fundamental to effective worker engagement – worker education and training, coupled with open and trusting dialogue, shape employer action. The need for employers to explain the 'why' behind their health and safety approach can lead employers to seek expert advice.
- Interestingly, the lack of a strong link between employer mindset and professional guidance/information means this guidance often operates independently. This suggests that with the right guidance, action can precede attitudinal change. This means communications can work without first waiting for the right leadership mindset in less mature workplace cultures.

05

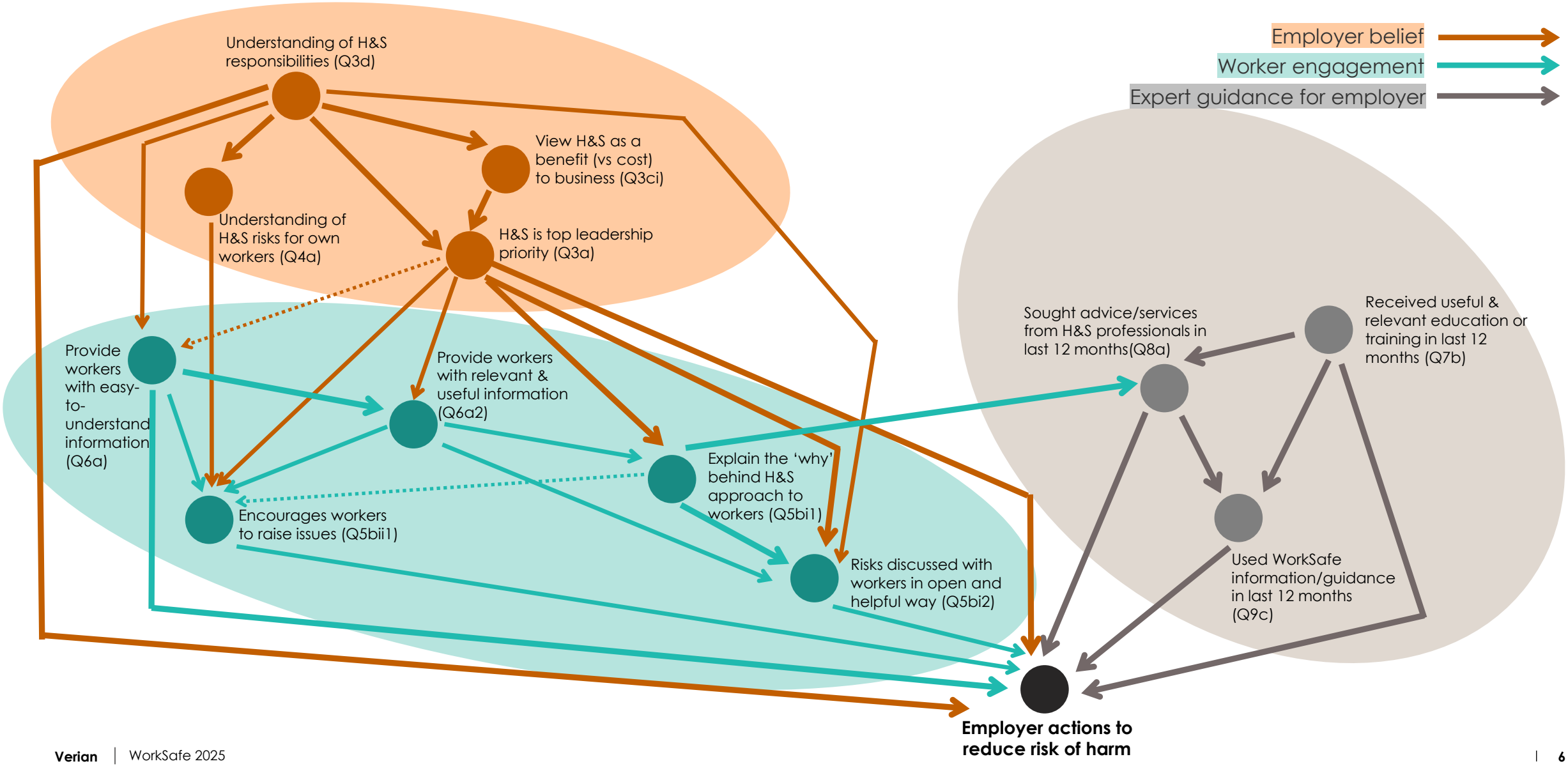
WorkSafe communications play a crucial role in reducing harm.

- The modelling also shows that WorkSafe information and guidance directly (and effectively) influences employers to take action to reduce the risk of worker harm. This is often in combination with other professional experts and guidance.
- New questions included in the 2025 survey show that 31% of employers and 25% of workers have used WorkSafe guidance or information in the last 12 months to help them identify and manage H&S risks (and around three quarters or more found this information and guidance useful). *See page 64 and 76.*



*A Bayesian Belief Network uses a machine learning algorithm to determine the underlying structure of data – how one driver affects another, in what direction, and how powerfully.

How influences interact to drive employer action (Bayesian Belief Network)



02

Research purpose and method

The task at hand

WorkSafe's role is to influence businesses and workers to meet their responsibilities to ensure work is healthy and safe. Since 2019, WorkSafe has commissioned research with workers and employers (every two years) to help shape targeted and effective communications and interventions.

The 2025 research reflects WorkSafe's refreshed strategy and will be used to assist WorkSafe to:

- Understand and incorporate workplace cultural settings in its new direction
- Assess whether WorkSafe is focussing on the right things to make the biggest differences
- Develop guidance to improve health and safety practice
- Measure its impact by monitoring how effective its activities are at improving the health and safety practices of businesses and workers.

In 2025, the research focusses on the four sectors where most acute and chronic harm occurs: agriculture, construction, forestry and manufacturing.

Māori and Pasifika workers experience higher rates of acute harm than others. Considerable effort was made in the 2025 research to ensure these groups are adequately represented in the high-risk sectors surveyed. See note on data limitations related to Pacific worker representation on page 10.

Specific research objectives

Specific objectives in 2025 are to:

- Assess business maturity with health and safety and measure current employer perspectives on workplace culture to understand the contextual barriers that workers face in staying healthy and safe
- Measure workers' own attitudes towards health and safety practices
- Measure the prevalence of risk management measures undertaken in NZ
- Assess worker engagement and participation in health and safety practices in the workplace
- Understand the role of education, training, guidance and professional advice in influencing businesses and workers to meet their health and safety responsibilities
- Measure awareness and perceptions of WorkSafe.

The employer survey was substantially re-designed in 2025 to reflect the refreshed strategy. This means that most of the employer survey measures serve as benchmarks for comparisons with future survey waves.

The 2025 worker survey remains largely unchanged allowing for extensive comparisons with previous waves.

Research methodology

EMPLOYER SURVEY

A nationwide survey of 1,643 employers* carried out from 24 March to 6 June 2025.

*This includes 47 businesses with no employees but that have contractors, temps or freelance staff working for them.

- **Methods:** nationwide online survey using a combination of push-to-web (letter) and phone pre-calls.
- **Sample frames:** ACC database of levy payers with liable earnings in last two years, supplemented with Martins employer database.

  In addition, forestry employers were sourced from the Safetree Certified Contractor register for forestry (26 employers) and a WorkSafe Forestry email list (6 employers).
- **Average interview length:** 16-minutes.

Data are weighted using February 2024 Statistics NZ enterprise population data: business size within industry groupings (ANZSIC06) and overall detailed industry groups.

WORKER SURVEY

A survey of 1,824 workers* aged 18 years and over. Fieldwork ran from 24 March to 15 June 2025.

*This includes employees working for wages or salary, self-employed people, those working without pay in a family business, and an employer if they personally carry out the day-to-day work done by those they employ.

- **Methods:** Online panel survey (1,167); face-to-face intercept interviews (200) with workers in construction and manufacturing in South Auckland, Te Rapa and Whangarei; and a push to web survey (451) targeting workers in agriculture, construction, forestry and manufacturing.
- **Main sample frames:** online panel and electoral roll.
- **Average interview length:** 13-22 minutes (varied by method).

Data are weighted using 2023 Census population data: age by gender within industry groupings, ethnicity within industry groupings, and industry overall.

Data limitations

All surveys have limitations. The limitations relating to this survey are noted below.

Self-reported information

All data in this report are based on self-reported information only. This should be taken into account when reading the report, particularly when reading findings related to levels of self-reported harm. As these are self-reported, they are not comparable with published industry harm statistics (for example, ACC claim data).

The surveys are samples of the target populations

The surveys of workers and employers are samples of the target populations of workers and employers. There are a number of limitations with these sample surveys with issues related to coverage and non-response (these apply to all sample surveys) that cannot be fully adjusted for. These factors mean that compared with a Census the findings from the sample surveys may not exactly represent the actual behaviours or attitudes of the surveys' target populations.

Weighting of the data to known population characteristics (described on the previous page) addresses these issues, but only with respect to the variables used in the weighting.

Research method changes in worker survey

To produce more robust numbers of agriculture, manufacturing, and construction workers, the 2025 methodology consists of proportionally more interviews in these sectors conducted using non-online panel surveying (PTW for agriculture, and both PTW and face-to-face interviews for construction and manufacturing). These method changes may account for some differences in survey results over time.

Pacific worker under-representation

Pacific worker representation in the high risk sector survey samples is very good. However, due to a relatively small number of Pacific workers in the 'other' sector grouping, Pacific workers are under-represented in total sample results (4% vs 7% in the worker population).

Other notes to the reader

Reporting conventions

Percentages displayed in graphs may not total 100% due to rounding or because respondents were able to select multiple response options.

A 'nett' result represents a combined percentage summarising responses to a question, e.g. 'nett agree' includes those who selected either 'strongly agree' or 'agree'. Nett percentages are calculated from raw data and therefore may not exactly match the sum of the rounded percentages in the chart.

Significance testing

Statistical significance testing has been conducted at the 95% confidence level.

Arrows indicate statistically significant increases or decreases between survey waves, whether for the total sample or specific subgroups.

Triangles denote subgroups in 2025 that are statistically significantly higher or lower compared to the total sample or other subgroups.

For clarity, the notation of statistical significance of subgroups is sometimes omitted from charts with numerous significant differences – for example, when all high-risk sectors are more likely than average to have harm reduction measures in place. This is noted in the page footer.

The following page provides details on the number of interviews completed in each industry, along with the corresponding maximum margins of error.

Quality and privacy standards

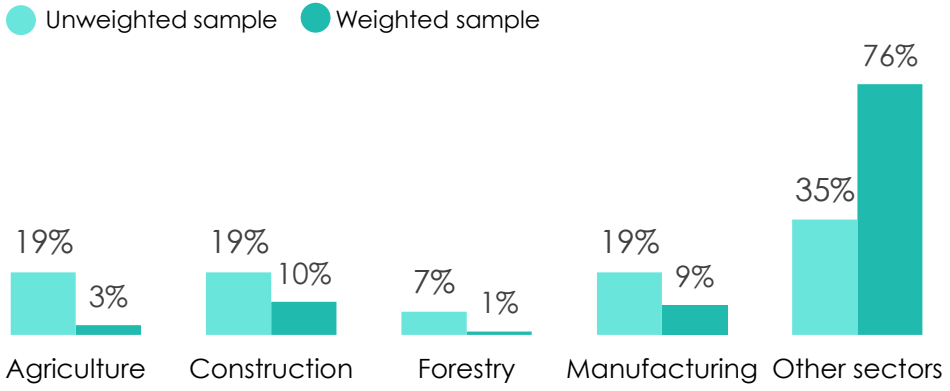
This research has been carried out in accordance with the Research Association of New Zealand Code of Practice and Privacy 2023, the ESOMAR code of conduct, and ISO 20252 standards. All survey responses were collected and stored in accordance with data privacy standards. Respondent identities remain anonymous and no personally identifiable information is reported.

Sample sizes and margins of error

Disproportionately more workers and employers were surveyed in the high risk sectors for robust sector analysis. Weighting ensures the total samples reflect population characteristics.

1,824 workers were surveyed in total. The adjusted* maximum margin of error is +/-3.2% (at the 95% confidence level).

Worker survey – industry profile

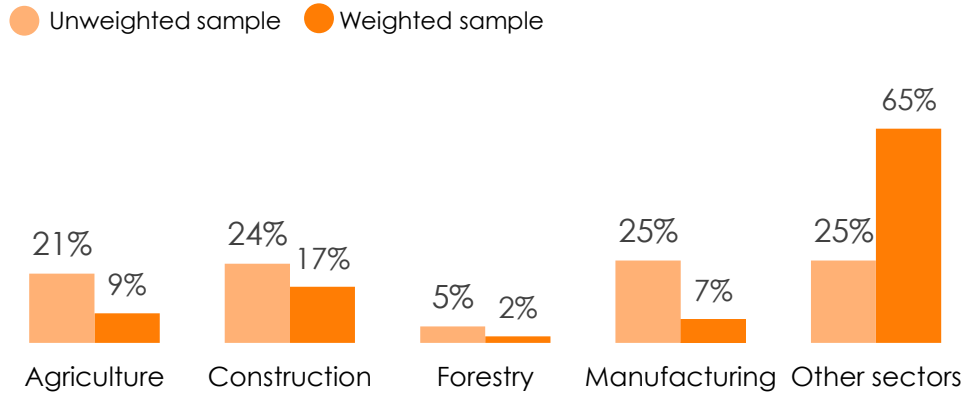


	Agriculture	Construction	Forestry	Manufacturing	Other sectors
Unweighted sample size	344	351	132	350	647
Maximum margin of error^	+/-5.3%	+/-5.2%	+/-8.5%	+/-5. 2%	+/-3.9%

*Other sectors consists of Mining (0.3%), Electricity and gas/Water and waste (3%), Wholesale trade (4%), Retail trade (10%), Accommodation (6%), Transport (4%), Information media and telecommunications (1%), Financial and insurance services (2%), Rental, hiring and real estate services (0.4%), Professional, scientific and technical services (13%), Administrative and support services (4%), Public administration and safety (7%), Education and training (9%), Healthcare and social assistance (10%), Arts and recreation services (1%), and Other (3%).

1,643 employers were surveyed in total. The adjusted* maximum margin of error is +/-4.2% (at the 95% confidence level).

Employer survey – industry profile



Agriculture	Construction	Forestry	Manufacturing	Other sectors
338	396	84	414	411
+/-5.3%	+/-4.9%	+/-10.7%	+/-4.8%	+/-4.8%

*Other sectors consists of Commercial fishing (0.2%), Mining (0.4%) Electricity and gas/Water and waste (0.5%), Wholesale trade (5%), Retail trade (9%), Accommodation/food services (7%), Transport, postal and warehousing (3%), Information media and telecommunications (0.3%), Financial and insurance services (2%), Rental, hiring and real estate services (4%), Professional, scientific and technical services (11%), Administrative & support services (4%), Public administration & safety (0.7%), Education and training (4%), Health care & social assistance (3%), Arts and recreation services (2%), and Other services (11%).

^ Calculated at the 95% confidence level and assuming simple random sampling. Maximum margins of error assume a survey result of 50%. As the survey result moves closer to 0% or 100% the margin of error decreases.
*The margins of error associated with the total sample levels have been adjusted to account for the design effects produced by the weighting process.

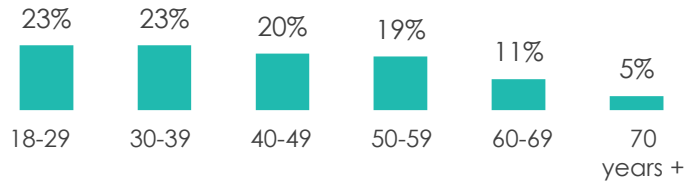
Worker profile

Gender

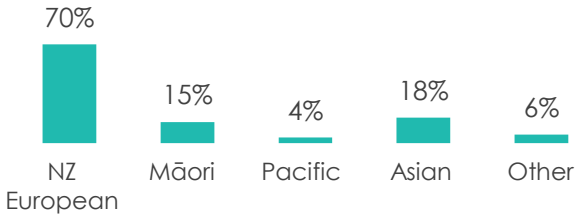
51% Male

49% Female

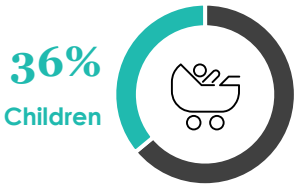
Age



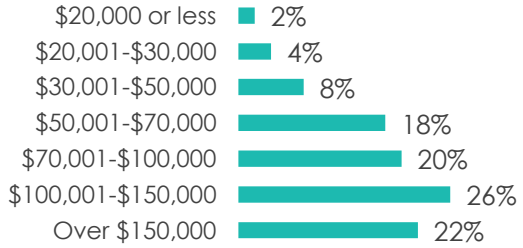
Ethnicity



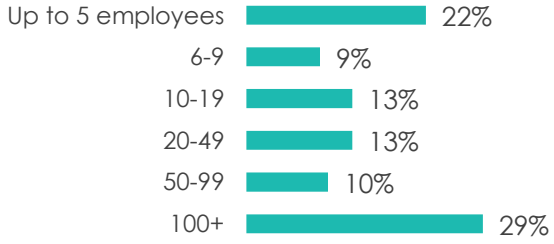
Dependent children



Household Income

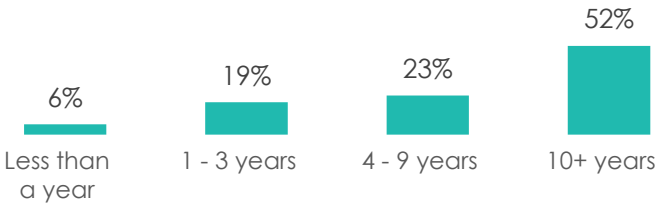


Size of employer

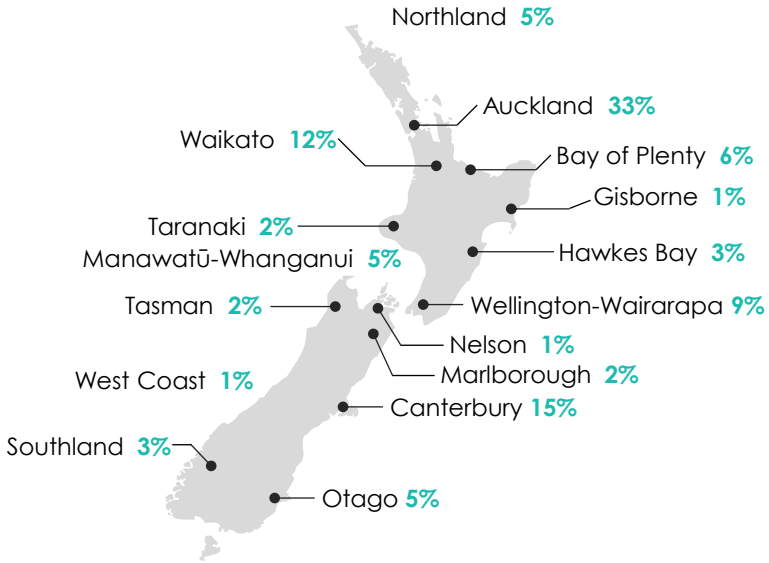


Origin of workers

Length of time in industry



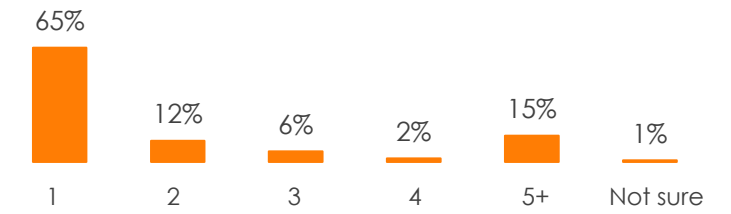
Locations of work



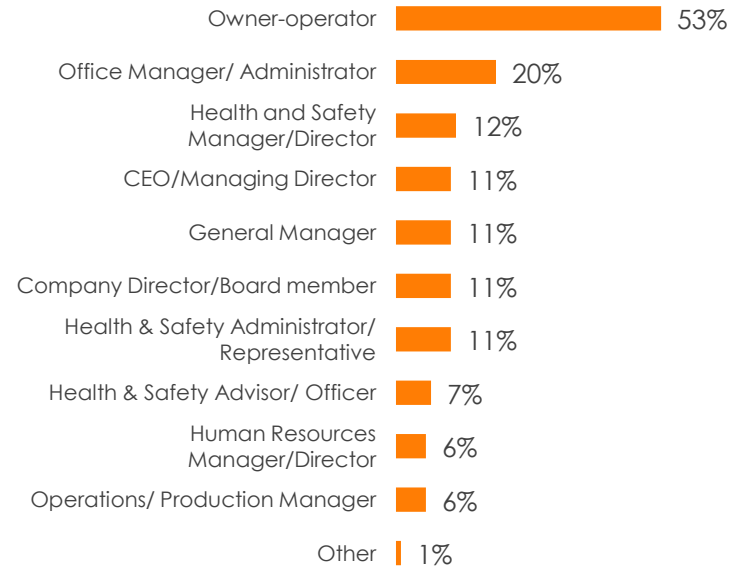
All data on this chart is weighted. Base: All workers (1,824). Source: S3, S4, S5, S6, S8, Q1a, Q1f, Q12, Q13, Q15 (worker questionnaire).

Employer profile

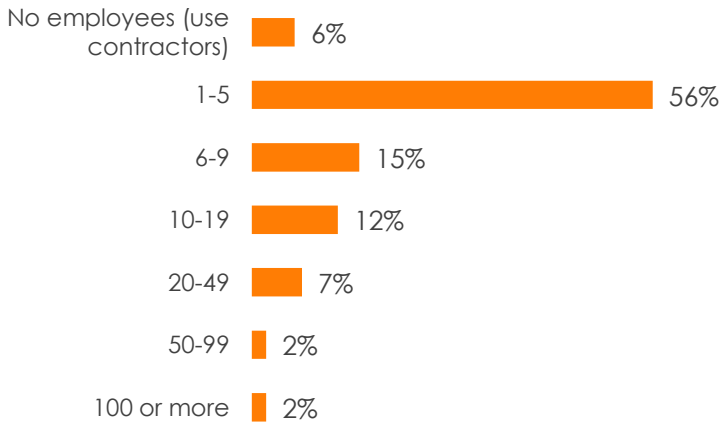
Number of sites



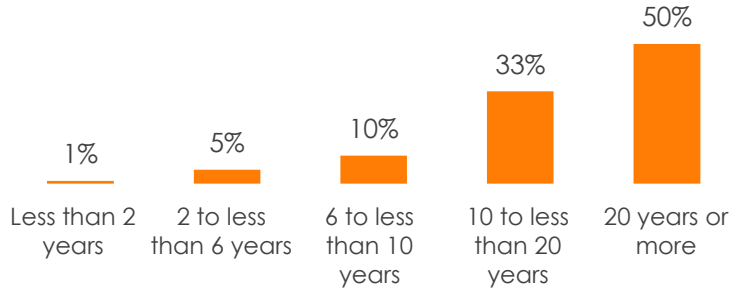
Respondent's role



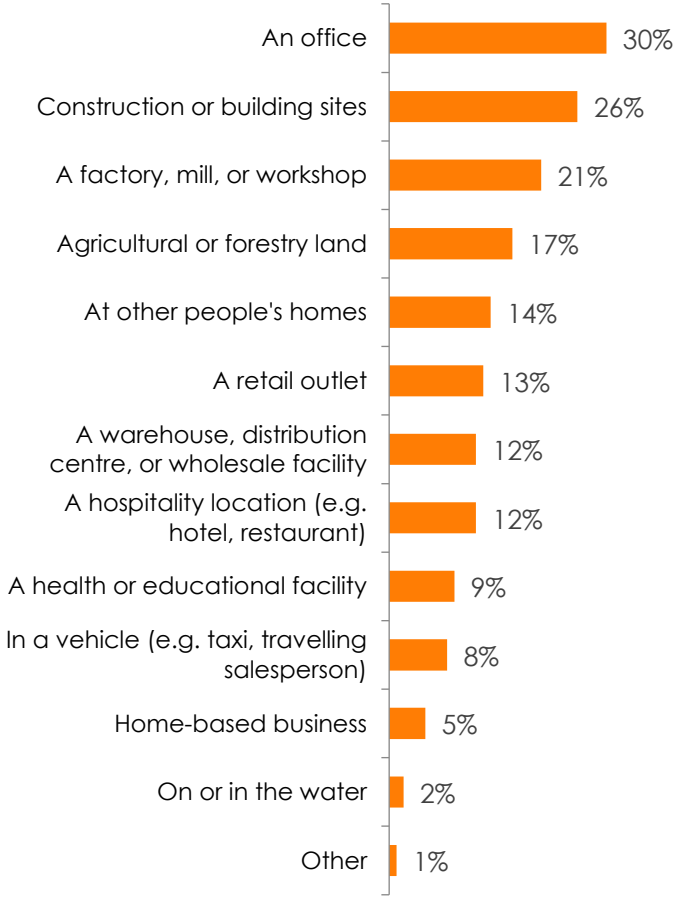
Number of employees



Length of time in industry



Location of work



All data on this chart is weighted. Base: All employers (1,643)
Source: Employer questionnaire - S1, S2, S3, Q2, Q10, Q11.

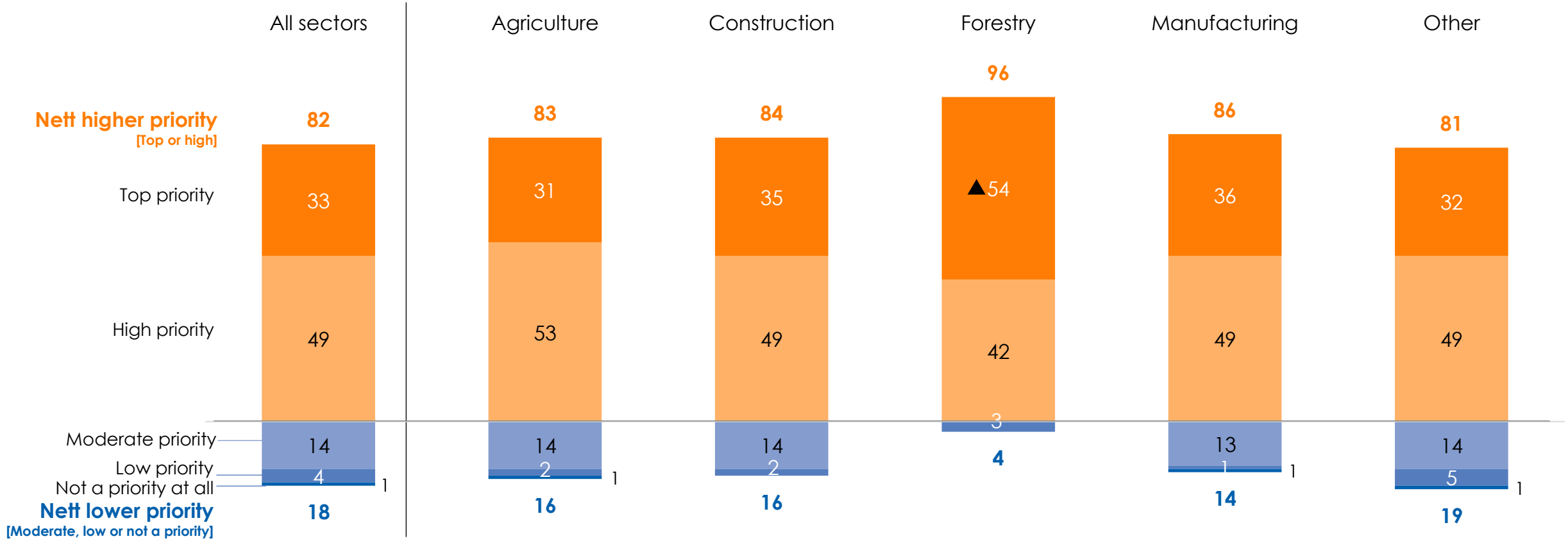
03

Business maturity

Around one in five employers' leaderships don't place a higher priority on health and safety. However, forestry employers are especially likely to make it a top priority.

Leadership's prioritisation of health and safety

%



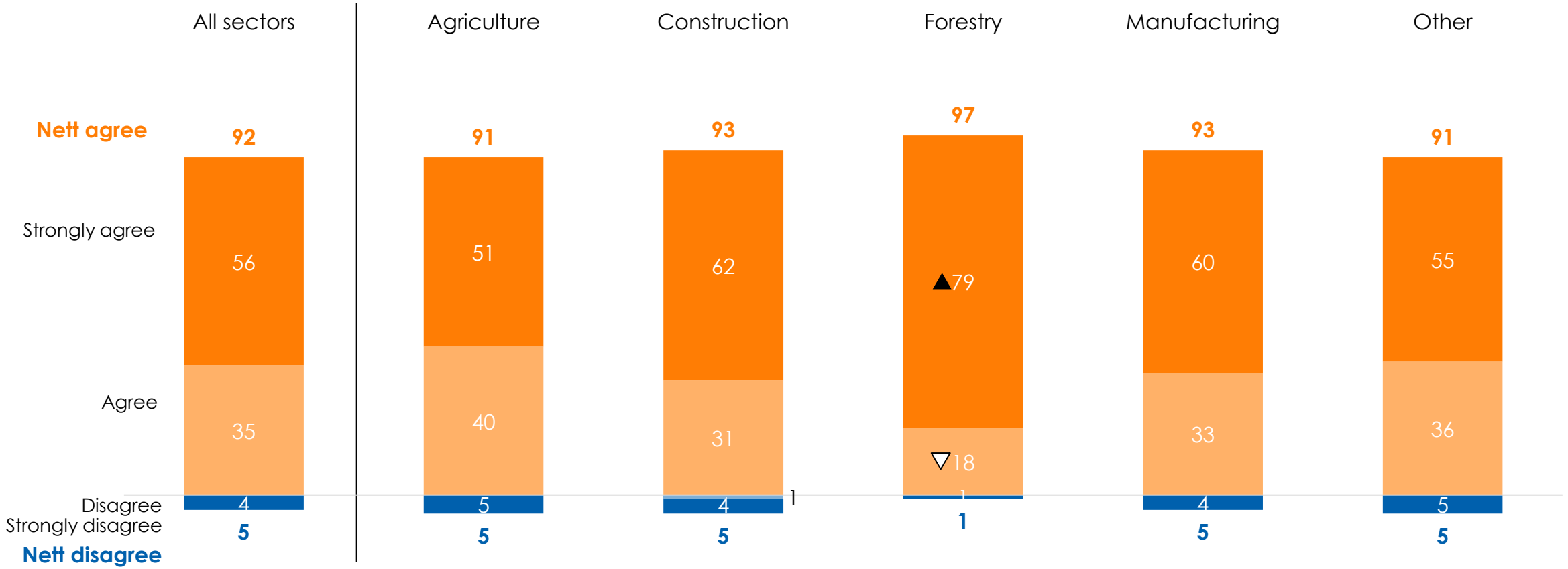
Base: All employers (1,643), Agriculture (338), Construction (396), Forestry (84), Manufacturing (414) and Other sectors (411).
Source: Employer questionnaire – Q3a. *'Don't know' responses are included in the base but are not shown on the chart. They range from 0% to 1%.

▲▽ Significantly higher or lower than 2025 total sample

Just over half of employers strongly believe there's a shared commitment to health and safety, highlighting an opportunity to strengthen collective responsibility.

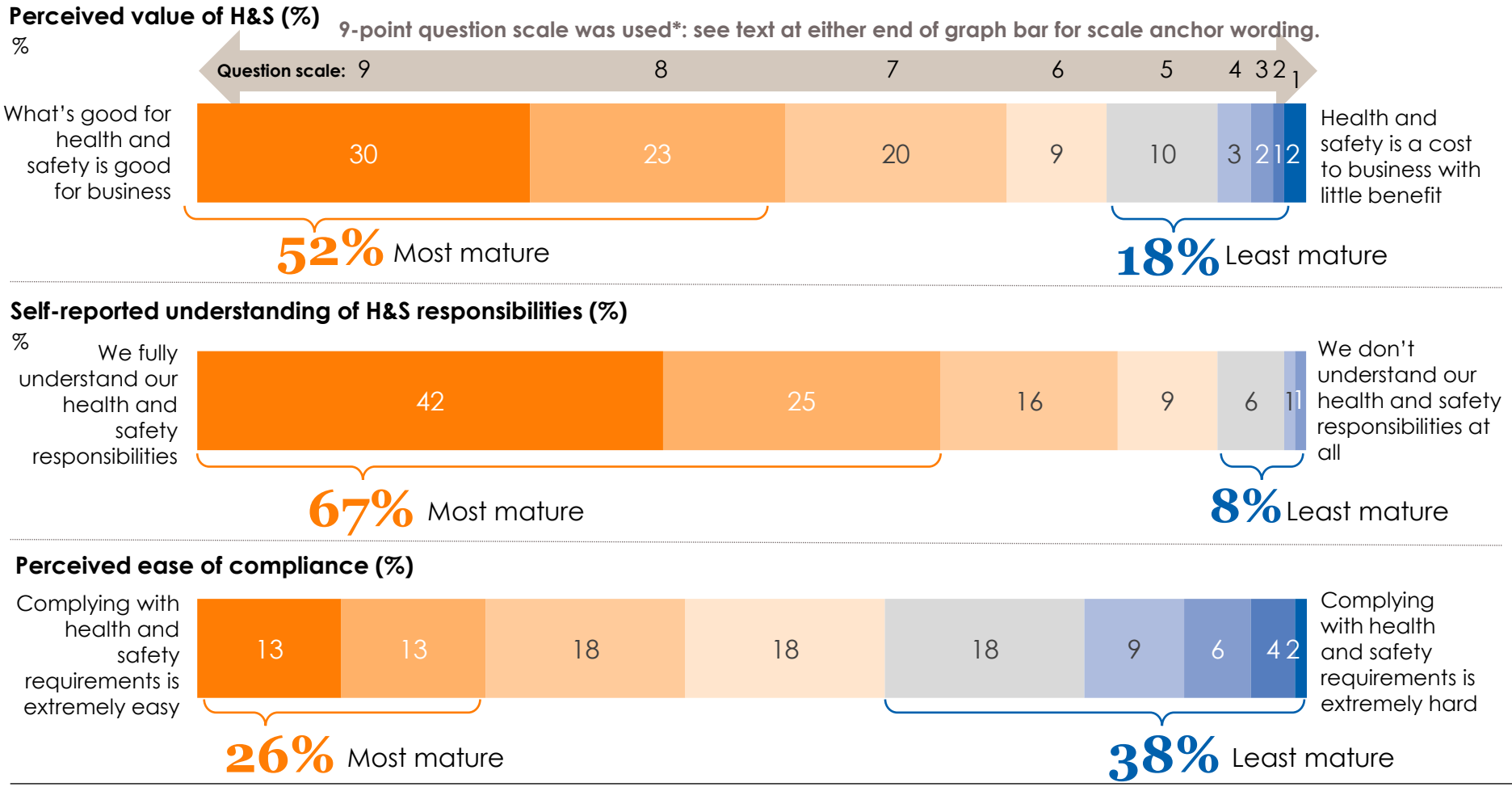
In this business, everyone actively looks out for each other's health and safety

%



Base: All employers (1,643), Agriculture (338), Construction (396), Forestry (84), Manufacturing (414) and Other sectors (411).
Source: Employer questionnaire – Q3b. *'Don't know' and 'neither' responses are included in the base but are not shown on the chart. 'Neither' ranges from 0% to 4%' and 'don't' know' ranges from 0% to 2%.

While two thirds of employers rate their understanding of H&S responsibilities highly, this is not matched by the value they place on H&S or the perceived ease of compliance.



Proportion with most mature viewpoint (8 or 9 out of 9)

Agriculture: **50%**
Construction: **42%**
Forestry: **58%**
Manufacturing: **51%**
Other: **56%**

Agriculture: **57%**
Construction: **63%**
Forestry: **79%**
Manufacturing: **68%**
Other: **68%**

▽ Agriculture employers are significantly less likely to rate this attribute a 9 out of 9 (30% vs 42% of all employers).

▽Agriculture: **15%**
Construction: **17%**
Forestry: **26%**
Manufacturing: **17%**
▲Other: **31%**

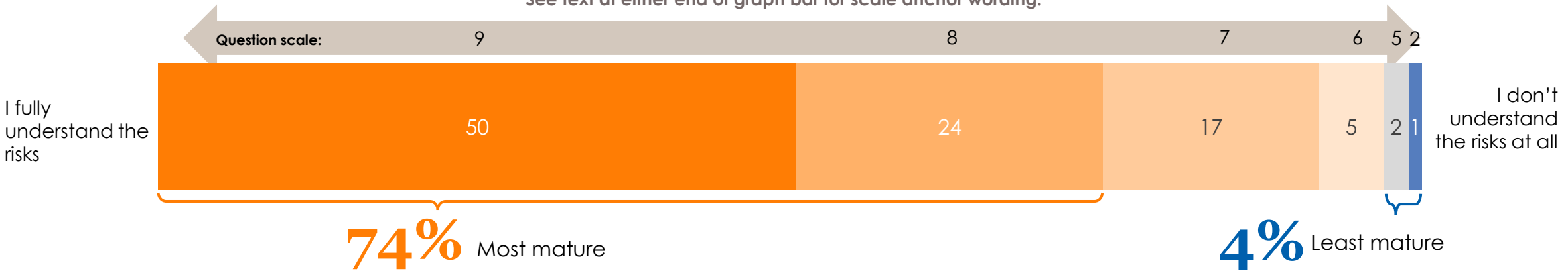
Base: All employers (1,643), Agriculture (338), Construction (396), Forestry (84), Manufacturing (414) and Other sectors (411).
Source: Employer questionnaire – Q3c, Q3d, Q3e. *A 9-point scale was used for each dimension shown. 'Don't know' responses (ranging from 0% to 1%) are included in the base sizes but not shown on the chart.

Three quarters of employers believe they have close to a full understanding of the H&S risks in their business. Agriculture employers are less confident of this than other employers.

Self-reported understanding of H&S risks associated with the work carried out by workers in their business

%

9-point question scale was used. The scale points of 1, 3 and 4 are not shown on chart as 0% of employers chose these rating points*.
See text at either end of graph bar for scale anchor wording.



74% Most mature

Proportion with most mature viewpoint
(8 or 9 out of 9)

Agriculture: **68%**
Construction: **73%**
Forestry: **81%**
Manufacturing: **73%**
Other: **75%**

4% Least mature

Proportion with least mature viewpoint
(1 to 5 out of 9)

Agriculture: **4%**
Construction: **4%**
Forestry: **4%**
Manufacturing: **3%**
Other: **4%**

▽ Agriculture employers are significantly less likely to rate their understanding as a 9 out of 9 (37% vs 50% of all employers).

Base: All employers (1,643), Agriculture (338), Construction (396), Forestry (84), Manufacturing (414) and Other sectors (411).
Source: Employer questionnaire – Q4a. *Also, 0% of employers selected 'don't know'

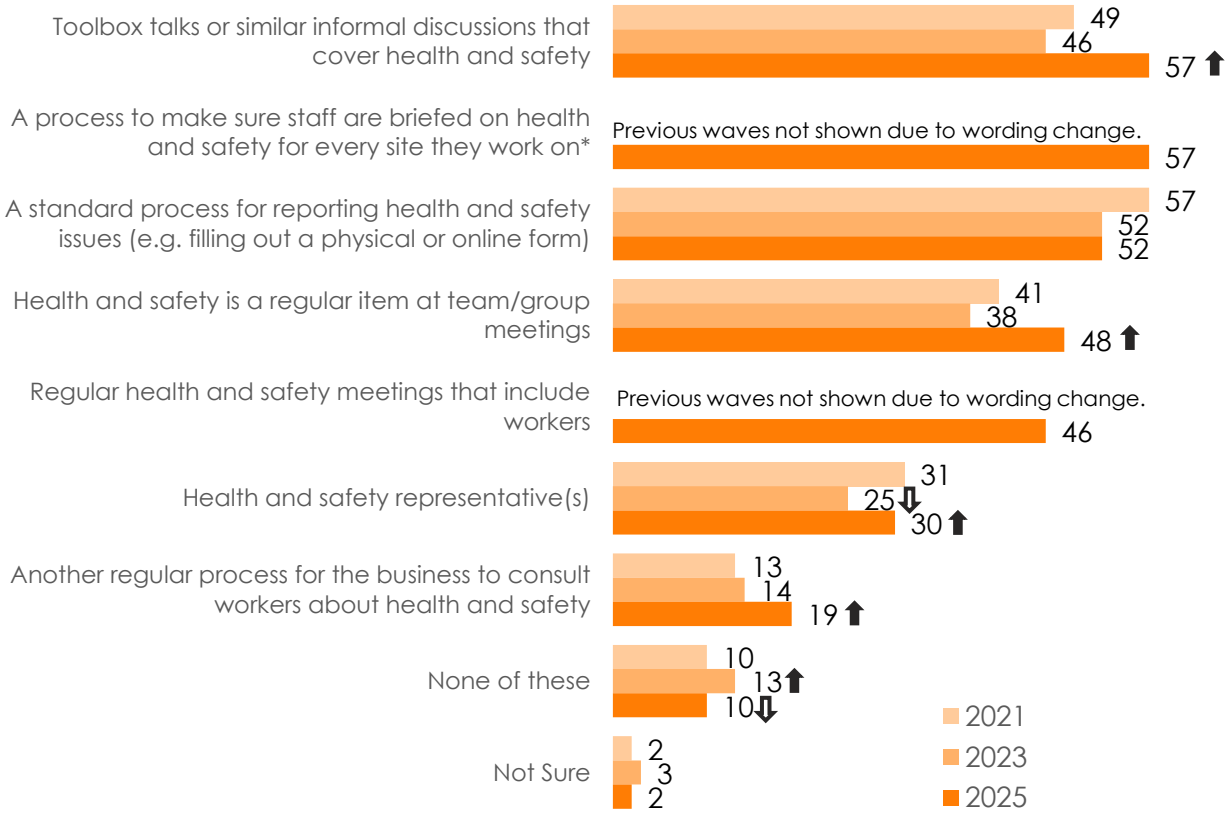
04

Risk management

H&S practices are more prevalent than two years ago, with more informal discussions and regular agenda items in team meetings. The number of H&S reps has returned to 2021 levels.

Positive health and safety practices in the workplace

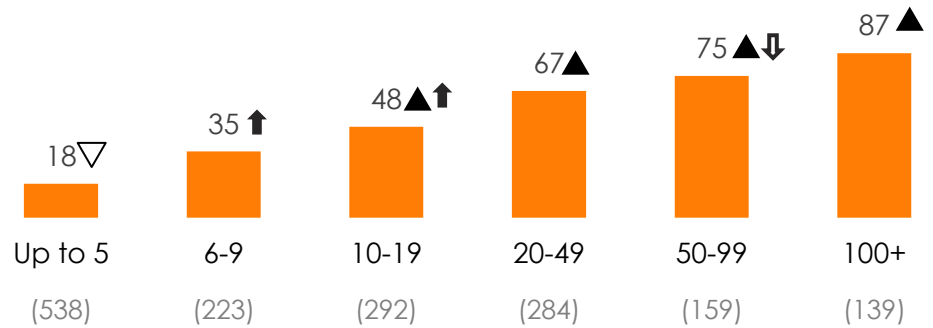
% All employers



Health and safety practices increase with business size. Over one in seven (15%) employers with up to 5 employees implemented none of the practices shown in the chart on the left. This compares to only 3% of employers in larger businesses.

Health and safety representatives

%



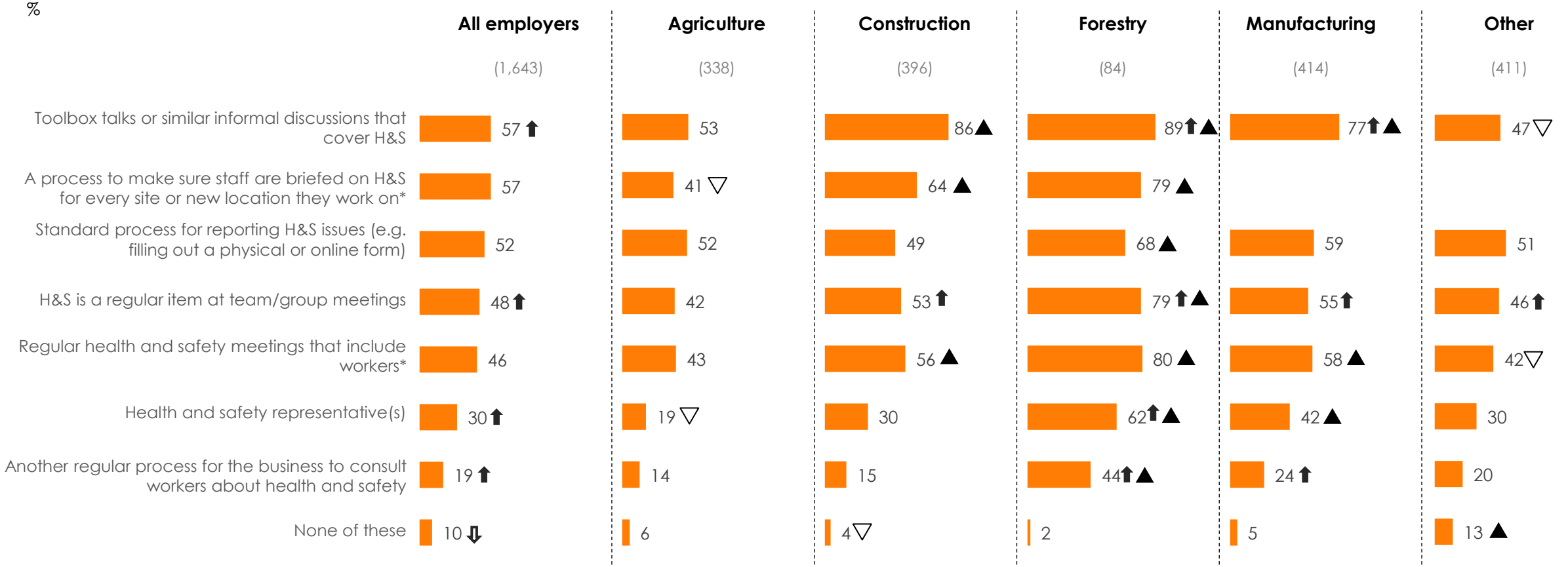
Base: All employers (2,672 in 2021, 2,494 in 2023, 1,643 in 2025).
Source: Employer questionnaire – Q5a. *Only agriculture, construction and forestry sector employers were asked about this practice (n=818).

Significant increase/decrease since last wave
Significantly higher or lower than other sectors

Forestry has the strongest H&S practices, followed by construction and manufacturing. Since 2023, these sectors have seen several increases. While most agricultural workplaces have H&S practices, some are less common than in other high risk sectors.

Positive health and safety practices in the workplace

%



Source: Employer questionnaire – Q5a. *Only agriculture, construction and forestry sector employers were asked about this practice. The statement for this practice was reworded in 2025 so is not comparable to previous surveys.

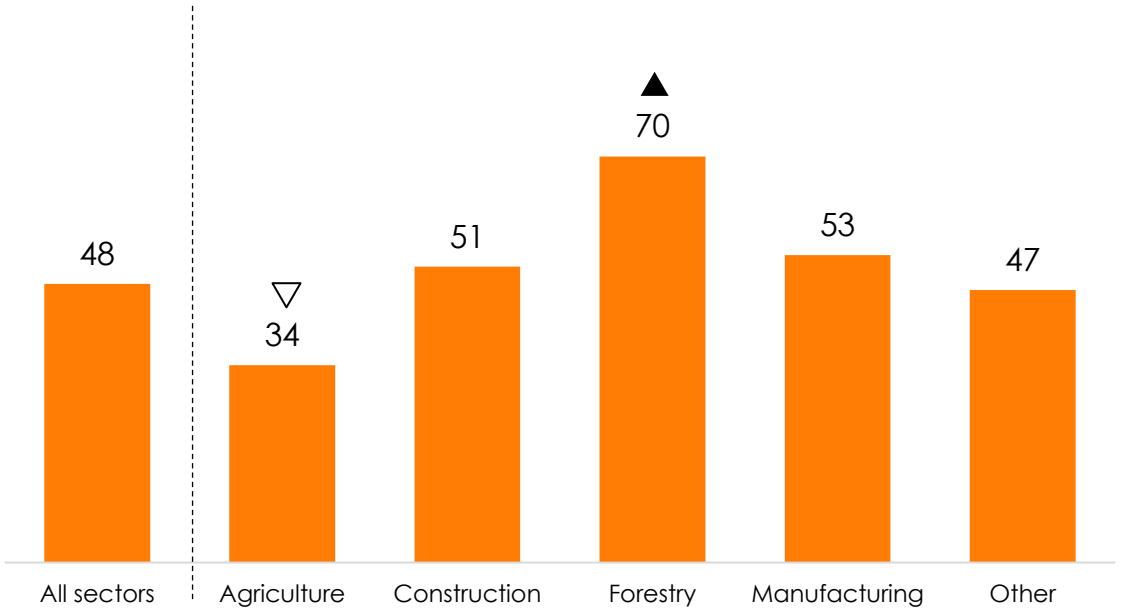
⬆⇩ Significant increase/decrease since last wave

▲▽ Significantly higher or lower than 2025 total sample

Only around half of employers undertake regular reviews to check the effectiveness of H&S risk controls, and the same proportion regularly seek to identify new risks.

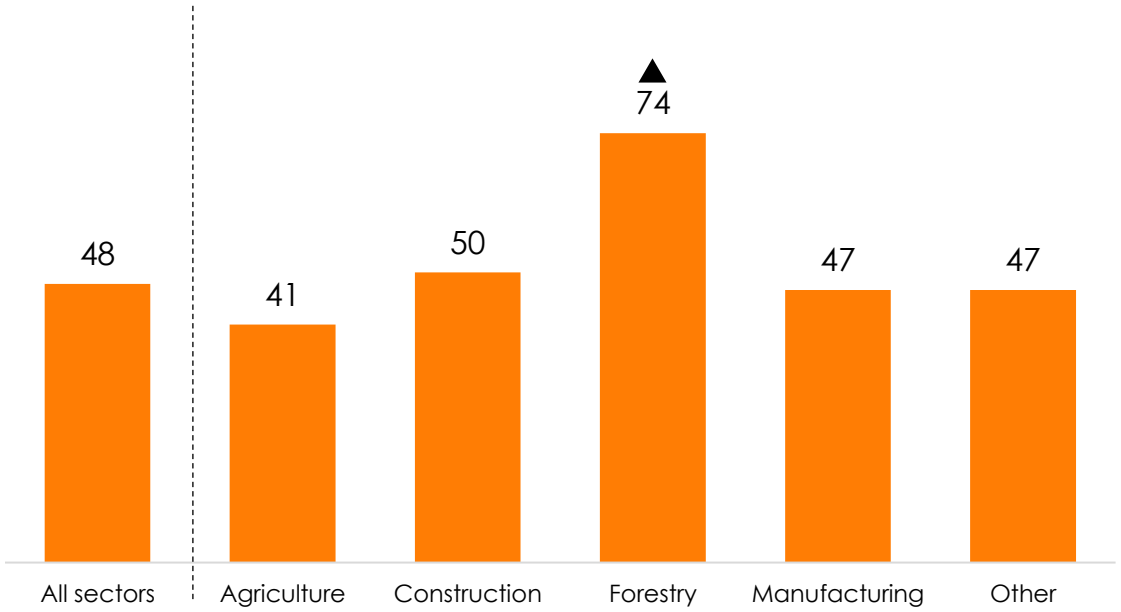
Reviews to check whether health and safety risk controls are working

% that undertake these regularly



Reviews to identify new health and safety risks in the business

% that undertake these regularly



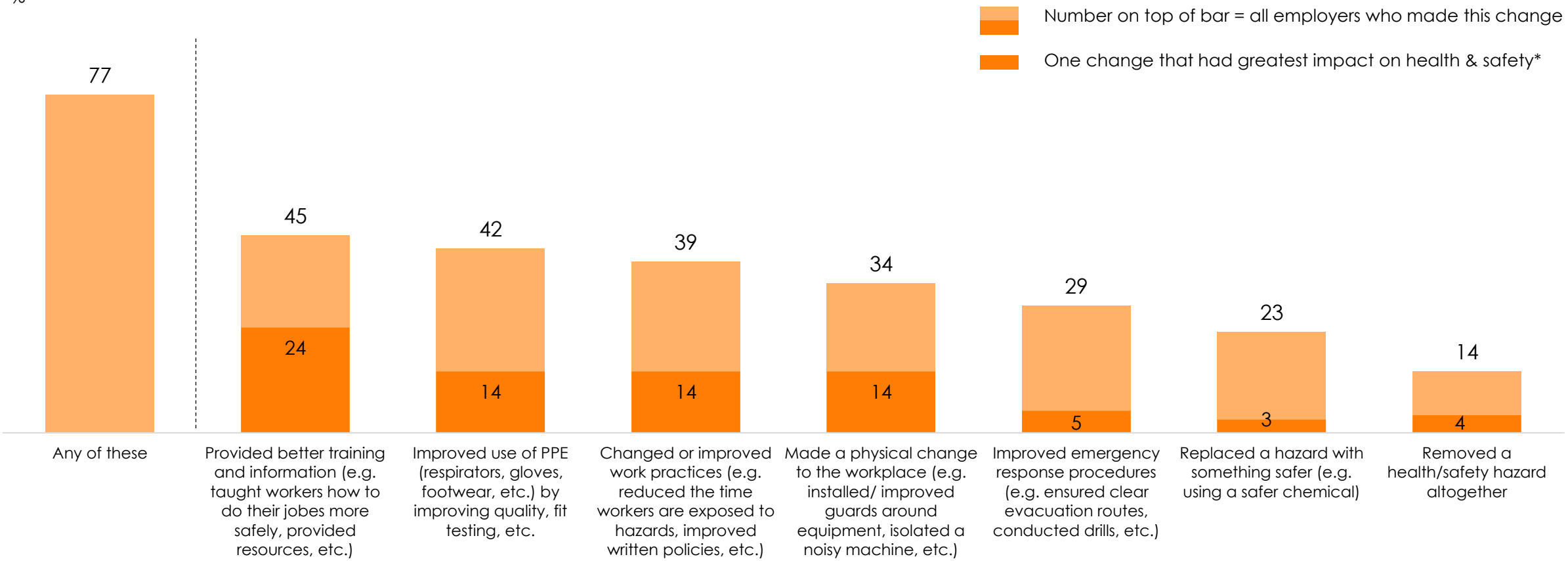
Base: All employers, 1,643
Source: Employer questionnaire – Q4bi, Q4bii.

▲▽ Significantly higher or lower than 2025 total sample

Around three quarters of employers have made a change to improve H&S in the last 12 months. While a range of changes are evident, training tops the list and is perceived to have the greatest impact.

Business changes made to improve health and safety in last 12 months

%



Base: All employers, (1,643)
Source: Employer questionnaire – Q4ci, Q4cii

*If employers made more than one change, they were asked which change had the greatest impact. If employers only made one change, this one change has been included in this chart as having the greatest impact.

Some sector variations in improvement changes are evident – manufacturing leads in implementing any kind of improvement, while construction stands out for its emphasis on PPE and forestry for changed work practices (including physical changes).

Business changes made to improve health and safety in last 12 months – sector analysis

% (all changes)

	All sectors	Agriculture	Construction	Forestry	Manufacturing	Other
Any of these	77	77	85	80	86 ▲	74▽
Provided better training and information	45	46	51	51	54	42
Improved use of PPE	42	45	59▲	43	60 ▲	35▽
Changed or improved work practices	39	35	41	52	53 ▲	37
Made a physical change to the workplace	34	40	29	45	46 ▲	33
Replaced a hazard with something safer	23	26	18	23	25	24
Improved emergency response procedures	29	17▽	18 ▽	39	30	33▲
Removed a health/safety hazard altogether	14	18	15	16	20	13

All employers (1,643), Agriculture (338), Construction (396), Forestry (84), Manufacturing (414) and Other sectors (411).
Source: Employer questionnaire – Q4ci

▲▽ Significantly higher or lower than 2025 total sample

The primary reason why employers implement changes to improve health and safety is their own commitment to fulfilling their responsibility to protect workers' health and wellbeing. The requirements of suppliers, customers, and business partners are a bigger driver in construction than other sectors.

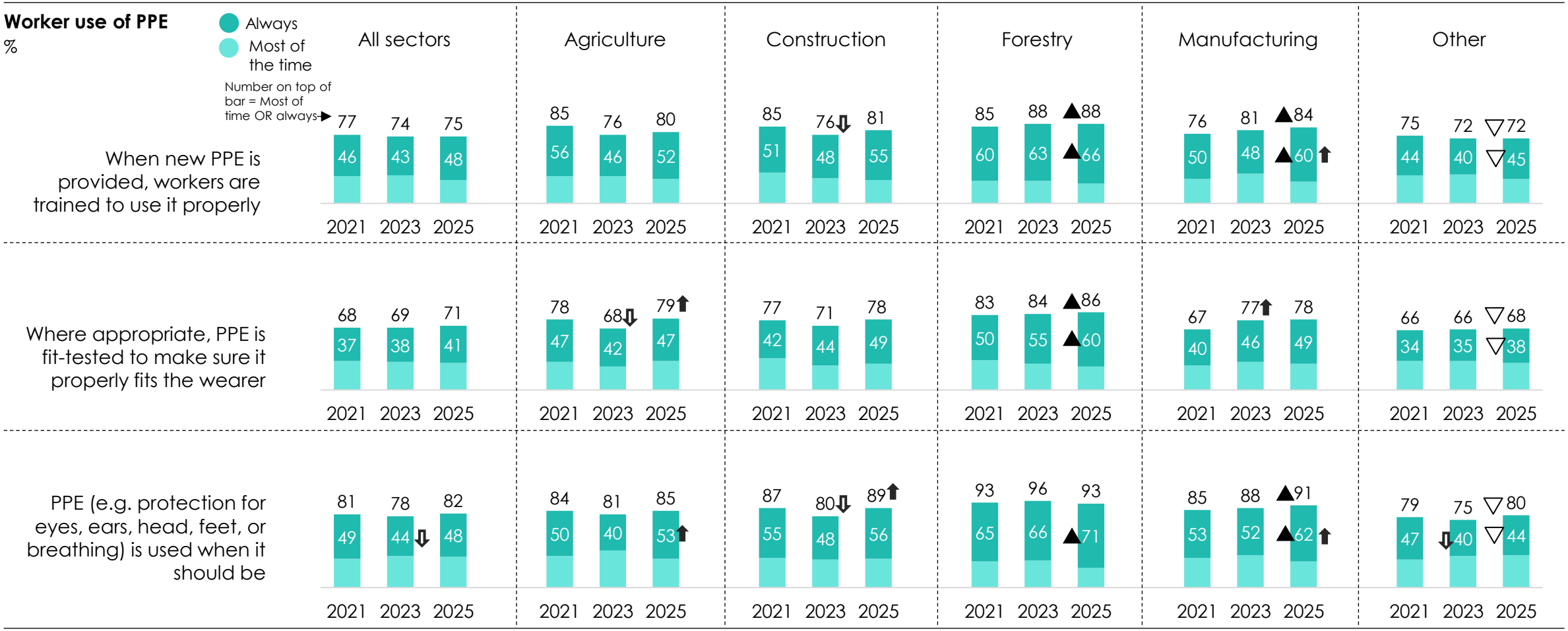
Motivations for making changes to improve health and safety

%

	All sectors	Agriculture	Construction	Forestry	Manufacturing	Other
Of our own accord, to meet our responsibilities to protect the health and safety of workers	77	82	76	75	79	76
In response to a suggestion by workers	23	18	19	21	23	25
To meet industry standards	18	18	23	31	20	16
It was part of changes the business made to improve productivity and profitability	17	20	14	19	20	17
In response to a health and safety incident or near miss	13	12	13	20	13	12
We were required to by WorkSafe or another regulator	8	3	6	10	9	9
We were required to by a supplier, customer, or another business partner	8	3	16 ▲	11	7	6
Other	4	3	5	1	2	4

All employers that have made changes to improve health and safety (1,382), Agriculture (266), Construction (357), Forestry (69), Manufacturing (372) and Other sectors (318).
Source: Employer questionnaire – Q4d

Under half of workers feel workers are always trained to use PPE properly and that PPE is always fit tested and used when it should be. However, PPE related improvements are evident in three of the four high risk sectors since 2023.



Source: Worker questionnaire – Q7f

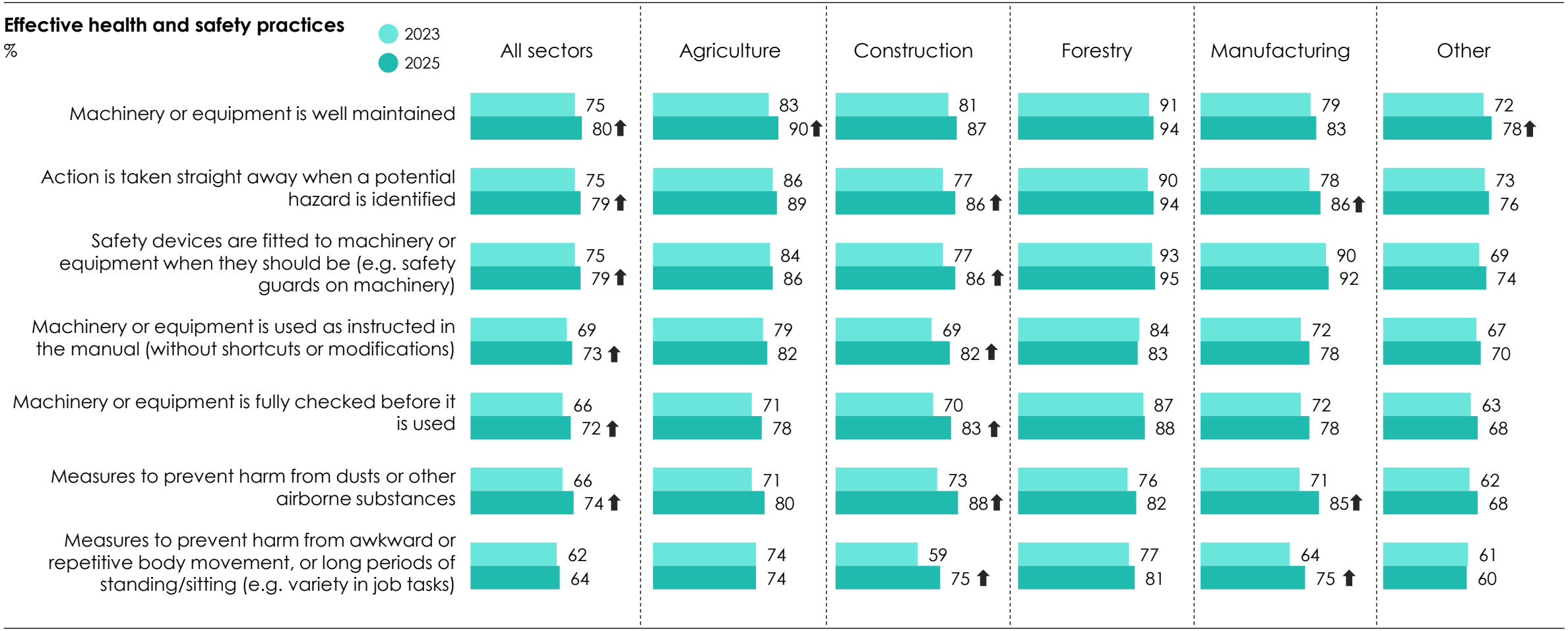
Base: All workers excluding 'not applicable' responses. 2025 base sizes vary from 1,534-1,616 (all sectors), 290-329 (agriculture), 336-343 (construction), 126-131 (forestry), 320-335 (manufacturing), 455-478 (other).

⬆⬇ Significant increase/decrease since last wave

▲▽ Significantly higher or lower than 2025 total sample

Improvements are evident since 2023 relating to the maintenance and use of machinery and equipment, hazard identification, and harm prevention from airborne substances. Improvements largely stem from construction and manufacturing.

Effective health and safety practices
%



Source: Worker questionnaire – Q7fii

Base: All workers excluding 'not applicable' responses. 2025 base sizes vary from 1,439-1,657 (all sectors), 296-338 (agriculture), 309-329 (construction), 125-130 (forestry), 316-338 (manufacturing), 381-542 (other).

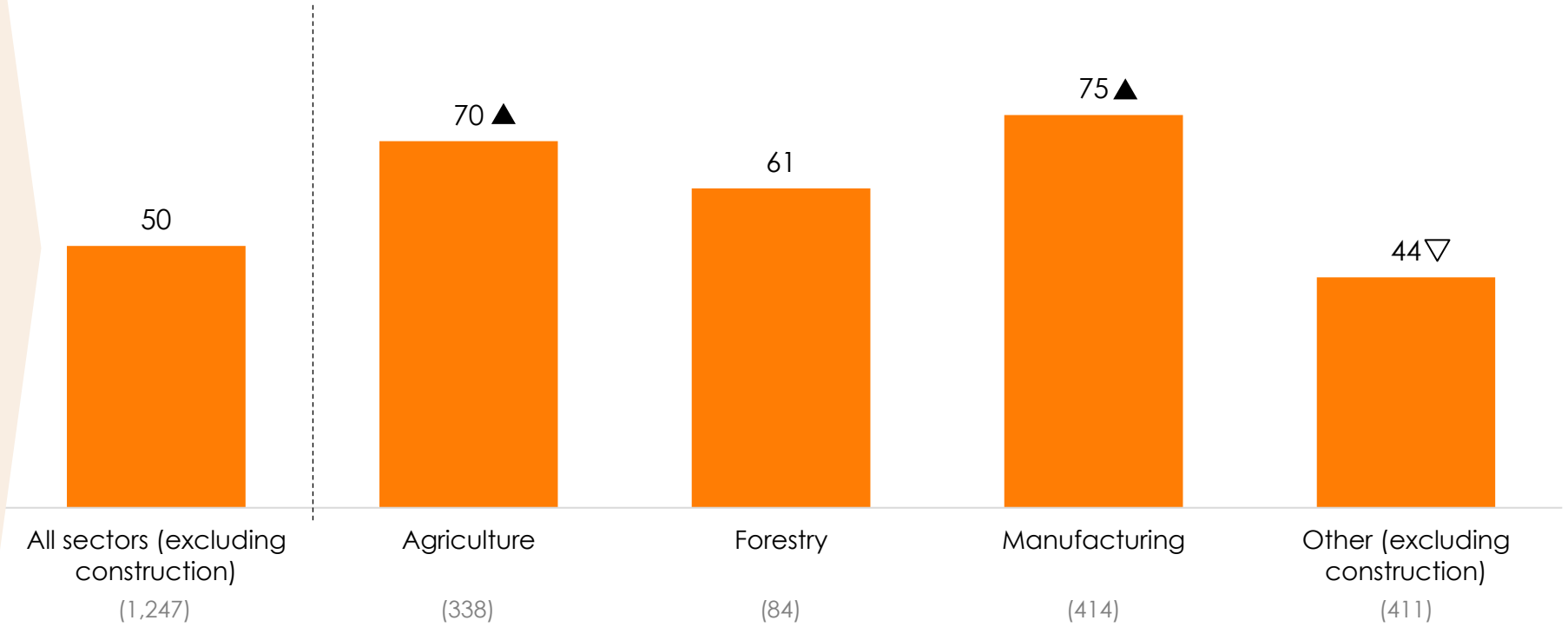
⬆⇩ Significant increase/decrease since last wave

✖ Statistically significant subgroup differences from the total sample are not shown on the chart because almost all practices are more commonly undertaken in each high risk sector.

Half of employers report having workers who are exposed to airborne substances. This is especially common in the manufacturing and agriculture sectors.

Airborne substances: The survey defined airborne substances including dusts, gases, smoke, exhaust fumes, chemical mists or sprays, vapours from paints, chemicals or cleaning products, etc.

% of employers with workers exposed to airborne substances

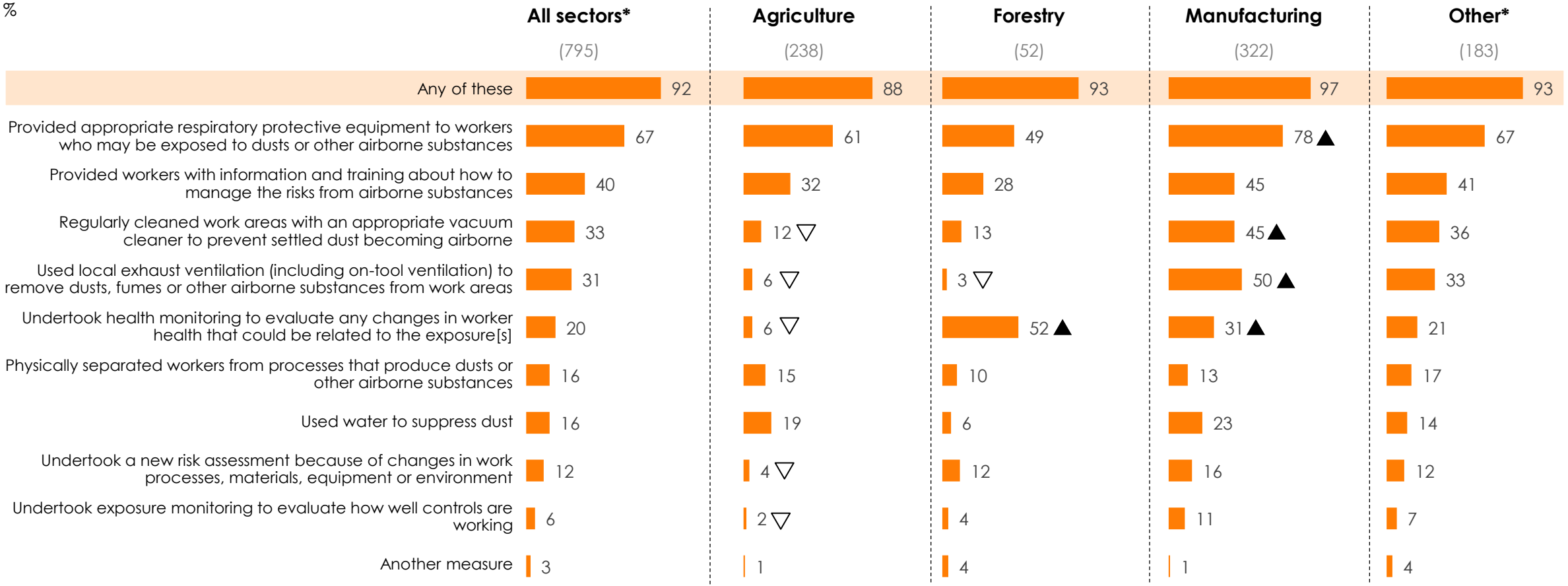


Base: All employers (1,643)
Source: Employer questionnaire – Q4ei

▲▽ Significantly higher or lower than 2025 total sample

Most employers with airborne exposure risks take protective measures. Respiratory protective equipment is widely used, especially in manufacturing. Forestry often uses health monitoring, while manufacturing frequently uses local exhaust ventilation, regular cleaning, and training.

Actions taken in the last 12 months to manage worker risks to airborne substances



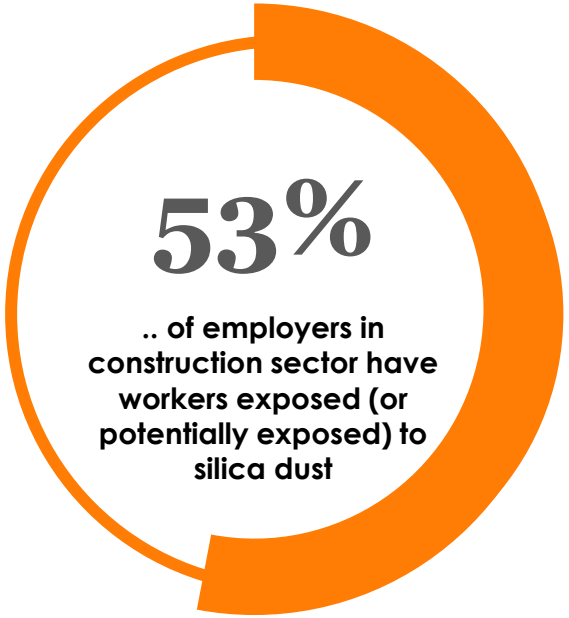
Base: Employers with work that involves airborne substances (*excludes construction sector).
Source: Employer questionnaire – Q4fi. 'Don't know,' 'None of the above,' and 'Prefer not to say' responses are included in the base but are not shown on the chart.

▲▽ Significantly higher or lower than 2025 total sample

Just over half of employers have workers exposed (or potentially exposed) to silica dust.

Construction sector employers with workers exposed to silica dust

Silica dust:
The survey stated that silica dust could be from using power tools with stone, concrete or brick, demolition work, abrasive blasting, jackhammering, mixing cement, or working around others who are doing these tasks.

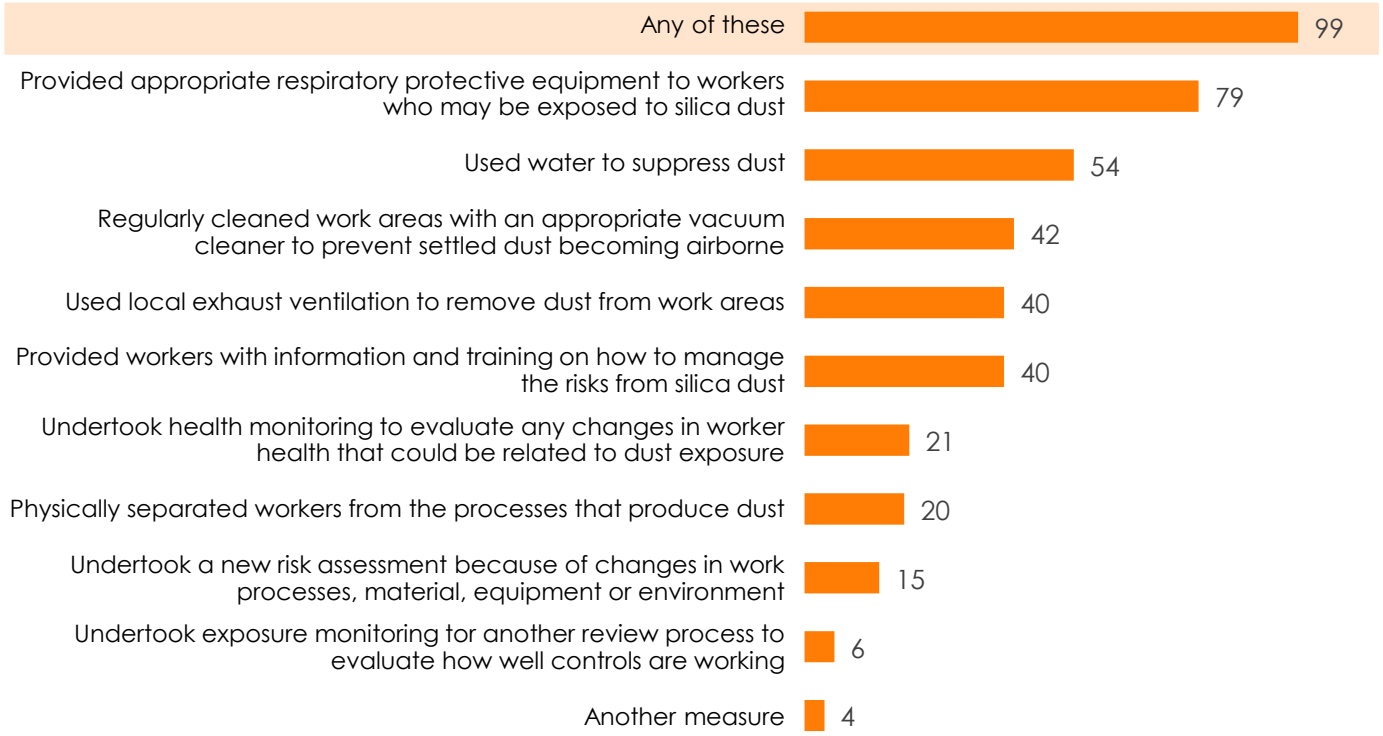


Base: Employers in construction sector (396)
Source: Employer questionnaire – Q4eii.

Respiratory protective equipment is the most widely used measure to reduce harm from silica dust, followed by water suppression. Clean work areas, local exhaust ventilation, and worker training are also commonly used to control exposure.

Construction sector employer actions taken in the last 12 months to manage worker risks to silica dust

%



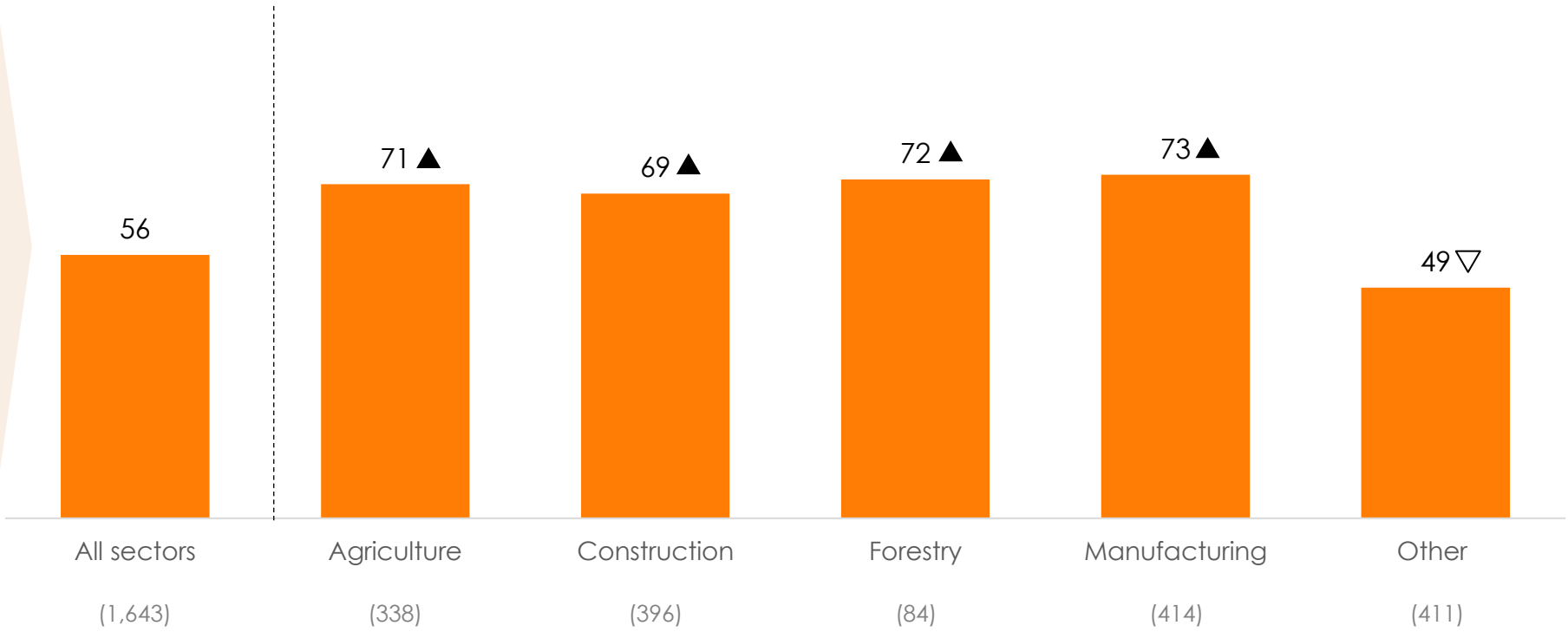
Base: Employers in construction with workers exposed (or potentially exposed) to silica dust (228),
Source: Employer questionnaire - Q4fii

Around seven in ten or more employers in each of the high risk industries report having workers who are exposed to musculoskeletal risks.

Musculoskeletal risks:

The survey defined these as including heavy lifting/moving or carrying, forceful or repetitive movements, awkward grip, cramped or tiring positions, vibration.

% of employers with workers exposed to musculoskeletal risks



Base: All employers
Source: Employer questionnaire – Q4eiii

▲▽ Significantly higher or lower than 2025 total sample

Most employers who recognise that their workers need protecting from musculoskeletal risks have done something to identify and control these risks in the last 12 months. Training and task variation are common practices. Lifting aids are common in manufacturing, construction, and 'other' sectors.

Practices to identify and control musculoskeletal risks

%

	All employers with this risk	Agriculture	Construction	Forestry	Manufacturing	Other
	(1,168)	(237)	(311)	(63)	(324)	(233)
Any of these	91	85	88	84	91	93
Provided workers with training on how to do their tasks and use their equipment safely and correctly	48	40	39	46	54	53
Varied workers' tasks so they are not always doing the same tasks	43	47	45	33	45	42
Provided workers with lifting aids to move and handle loads	39	26▽	40	5▽	47	41
Modified worker tasks to accommodate for previous, existing, or new injuries or conditions	27	21	28	23	31	26
Reduced load weights so they are smaller and easier to handle	26	25	28	13	30	25
Provided workers with adjustable workstations so individuals can modify for different work tasks (any workstations, not just computer workstations)	19	8▽	7▽	17	19	25▲
Undertook a new risk assessment because of changes in work processes, materials, equipment or environment	10	4▽	13	11	13	9
Automated a process or task so people don't have to handle loads	9	14	5	3	12	10
Another measure	3	3	3	6	2	3

▲▽ Significantly higher or lower than 2025 total sample

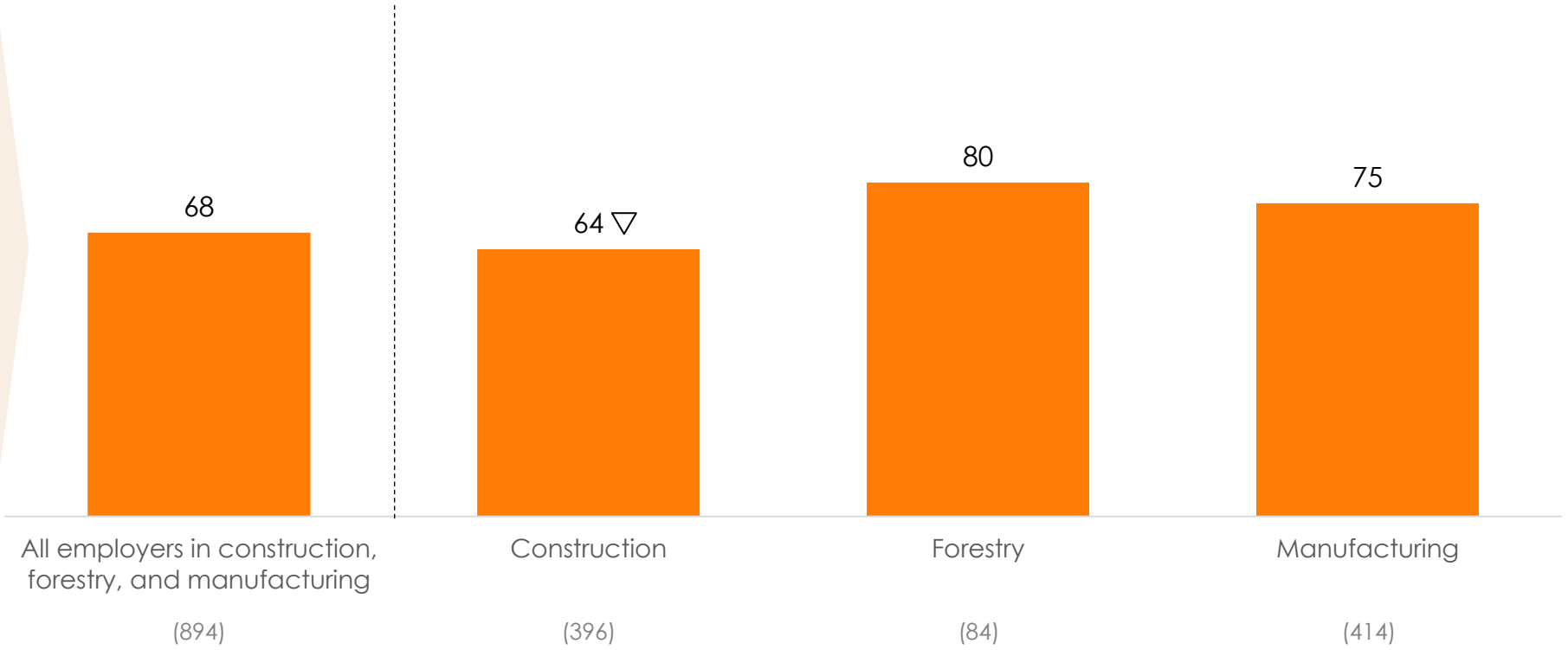
Source: Employer questionnaire - Q4fiii. Base varies (see chart)
Base: Employers with workers exposed to (or who need protecting from) musculoskeletal risks.

Worker risks from vehicles or mobile machinery are most common in forestry and manufacturing, followed by construction.

Risks from working around vehicles or mobile machinery:

The survey gave examples of forklifts, cranes, earthmoving equipment, harvesting equipment etc.

% of employers with workers who work around vehicles or mobile machinery

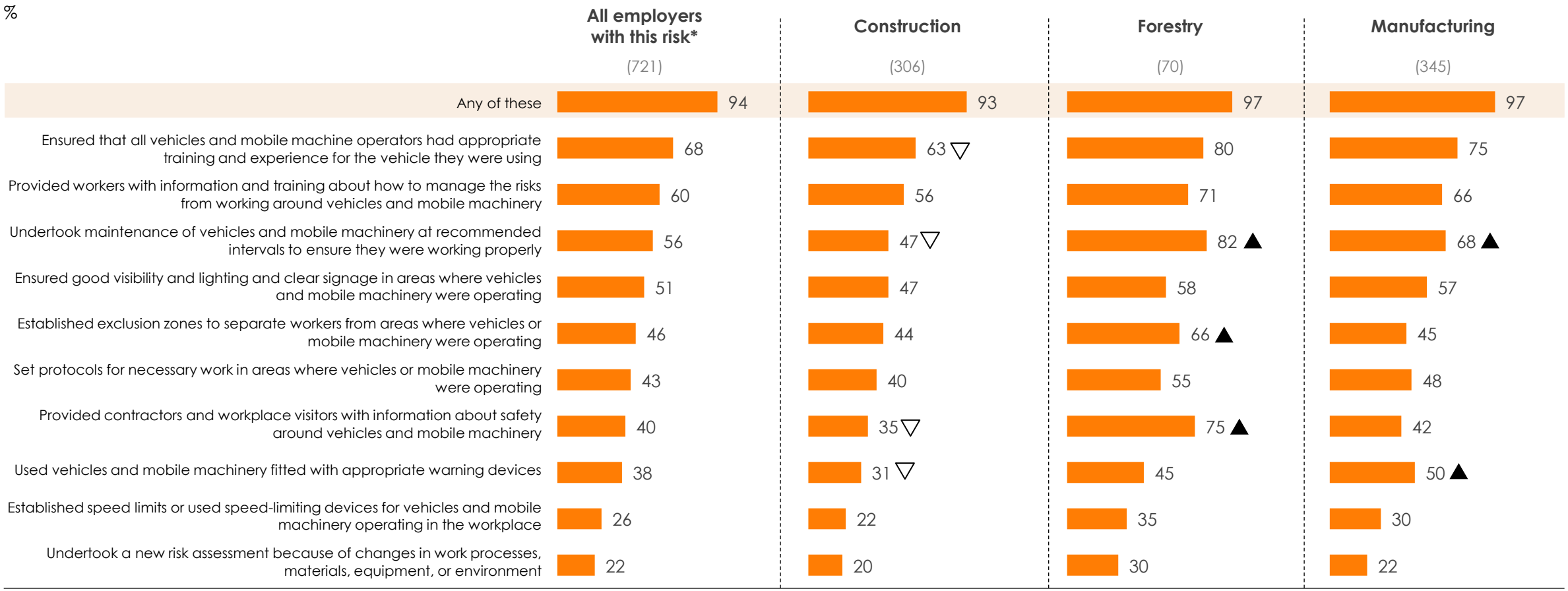


Base: All employers in construction, forestry and manufacturing.
Source: Employer questionnaire – Q4eiv

▲▽ Significantly higher or lower than 2025 total sample

Most employers with vehicle and mobile machinery risks have done something to identify and control them in the last 12 months. Training and experienced operators is most common. On average, forestry and manufacturing employers have done more than construction employers.

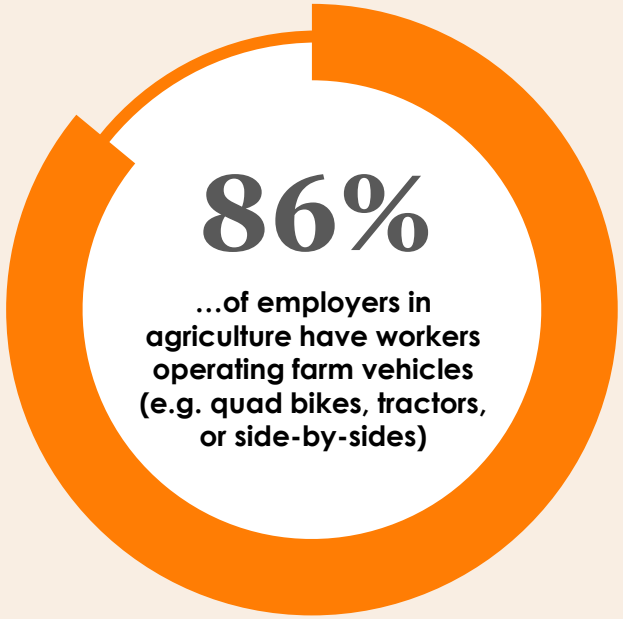
Practices to identify and control risks to workers from working around vehicles and mobile machinery



Source: Employer questionnaire - Q4fiv (*excludes agriculture and other sectors).
Base: Construction, forestry, and manufacturing employers with work that involves vehicles or mobile machinery.

Personal locator beacons, speed restricting devices, and using alternatives in difficult terain are fairly uncommon actions taken in the agriculture sector to reduce worker risks from operating farm vehicles.

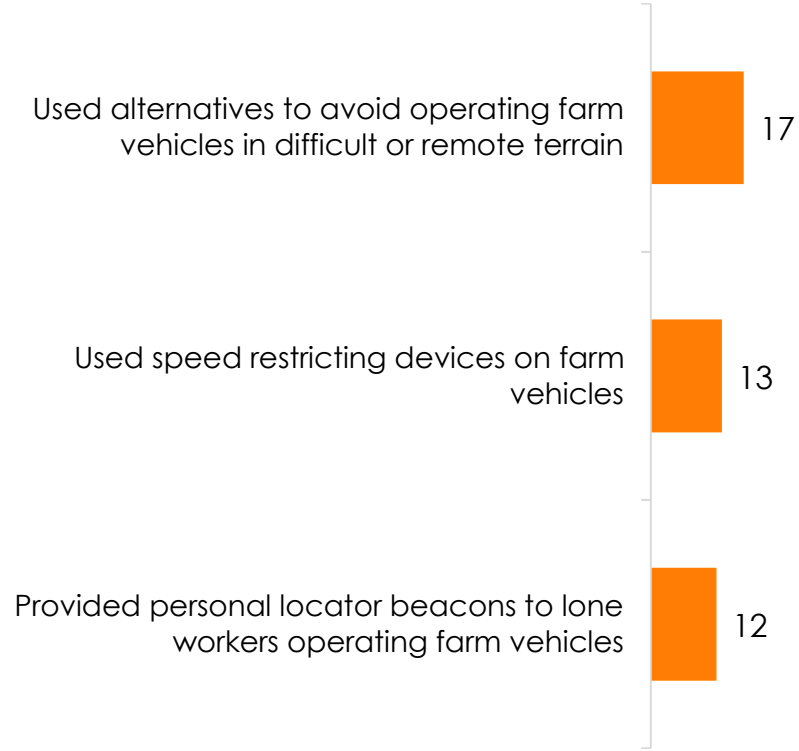
Worker use of farm vehicles



Source: Employer questionnaire - Q4ev.
Base: Employers in agriculture sector (338)

Actions taken in last 12 months to reduce risks to workers from operating farm vehicles

%

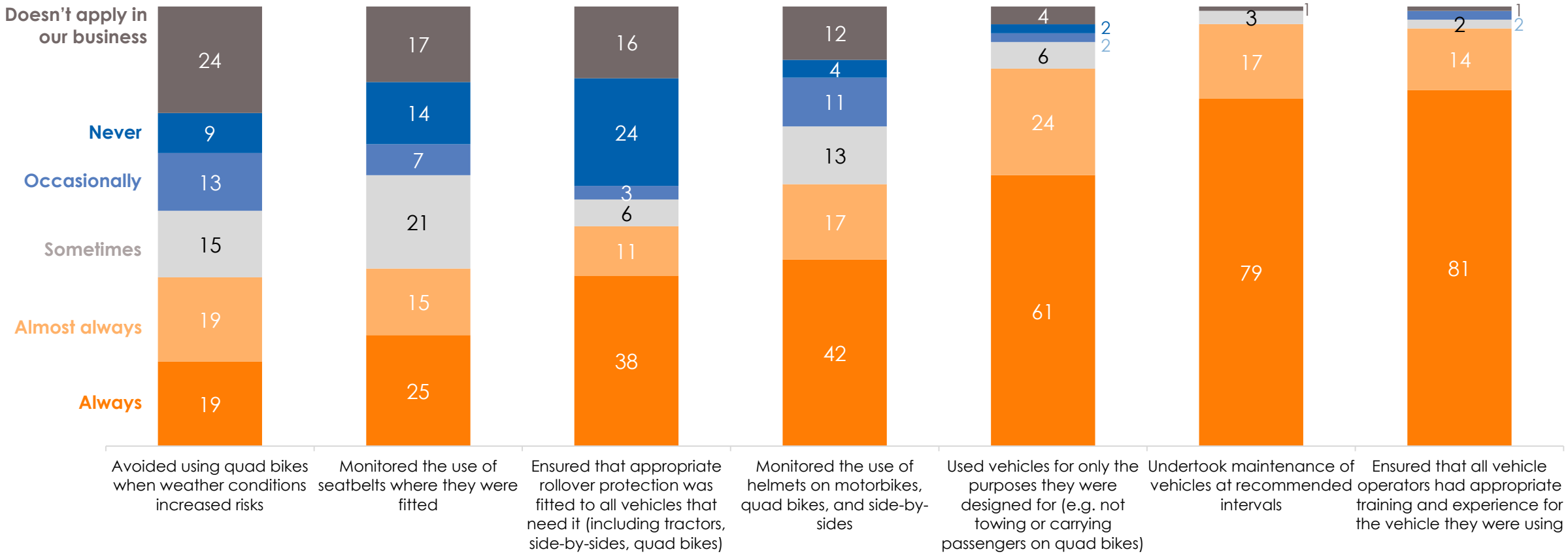


Source: Employer questionnaire – Q4fv1
Base: Employers in agriculture sector with workers operating farm vehicles (279)

Employers in agriculture rely on training and operator experience, vehicle maintenance, and the sensible use of operating vehicles to control risks. Adapting use to the weather conditions, seatbelt monitoring, rollover protection, and monitoring helmet use is much less common.

Frequency of actions taken in last 12 months to control risks to workers from operating vehicles

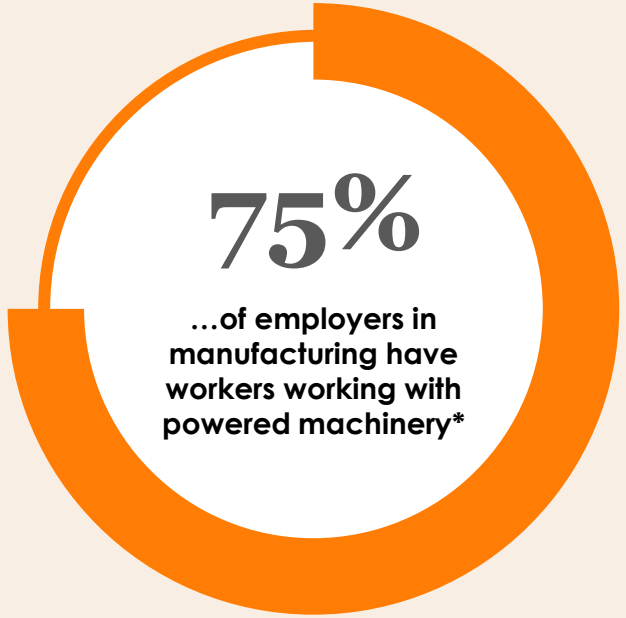
%



Source: Employer questionnaire - Q4fv2.
Base: Employers in agriculture sector with workers that operate farm vehicles (e.g. quad bikes, tractors, or side-by-sides (279)

Effective safety device use and machine controls are the most common actions employers in the manufacturing sector have taken in the last 12 months to control worker risks from powered machinery. Presence-sensing systems are uncommon.

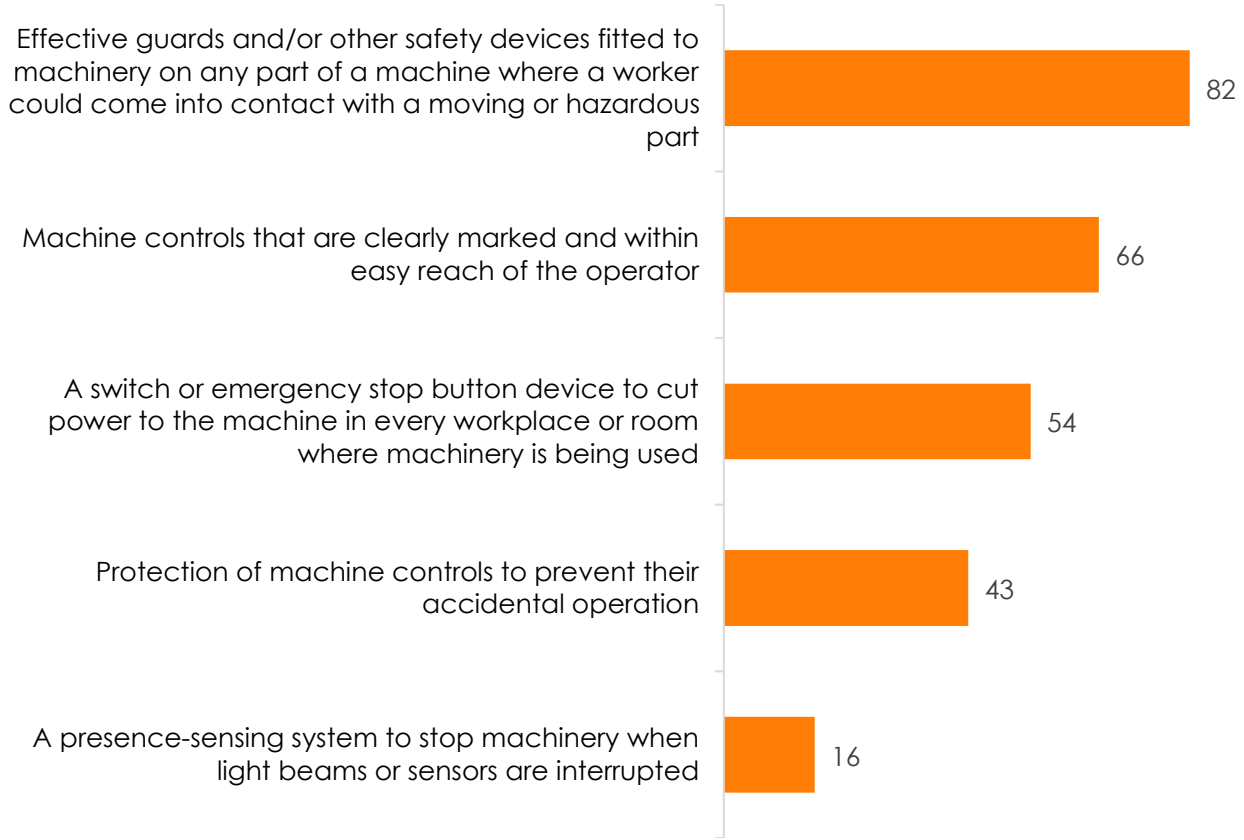
Worker use of powered machinery



* Examples given in the survey were cutting, or sawing machines, lathes, punches, presses, conveyor belts, hydraulic equipment, compressors, mixers, packaging machines, etc

Source: Employer questionnaire - Q4evi,
Base: Employers in manufacturing sector (414)

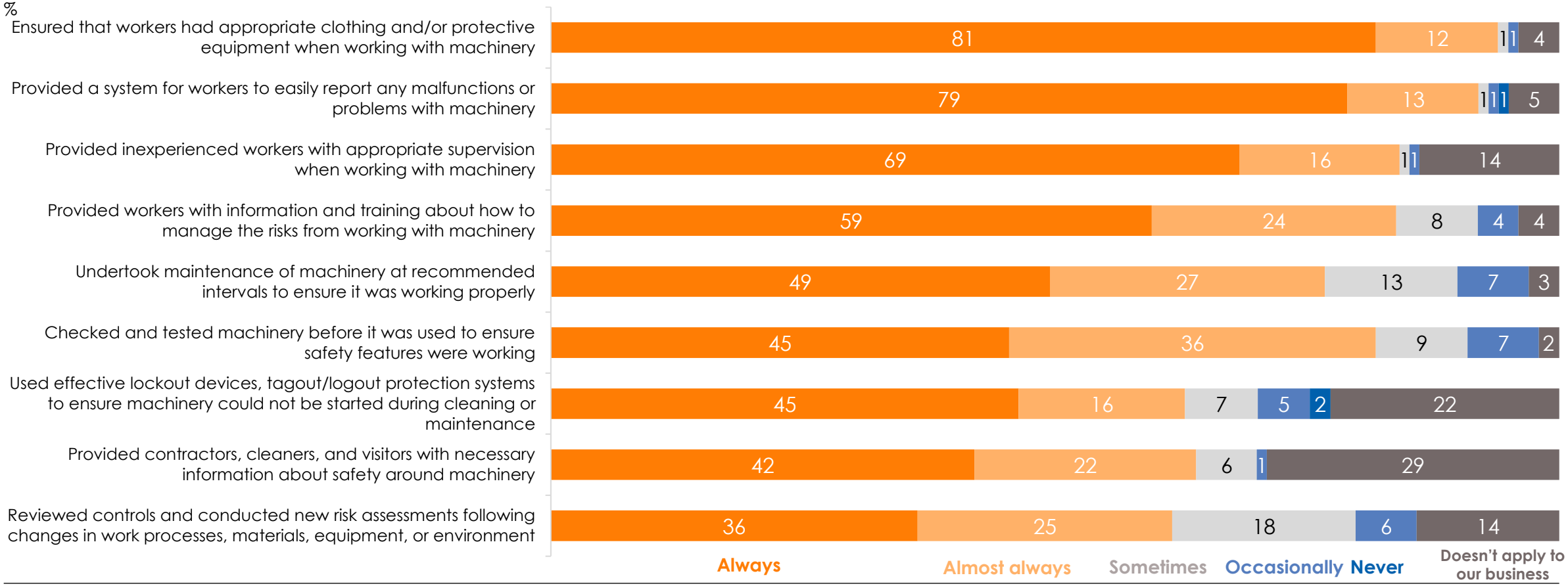
Actions taken in the last 12 months to control worker risks from powered machinery



Source: Employer questionnaire - Q4fv1.
Base: Employers in manufacturing sector with workers working with powered machinery (333)

Employers in manufacturing most commonly control worker risk of harm from powered machinery with PPE, systems for reporting malfunctions, and the supervision of inexperienced workers. Reviews, targeted education, and protection measures during cleaning/maintenance are much less common.

Frequency of actions taken in last 12 months to control risks to workers from powered machinery



Source: Employer questionnaire - Q4fvi2.
Base: Employers in manufacturing sector with workers that operate powered machinery (333)

Worker incidences of sexual harassment, and exposure to threats of violence at workplaces, are now closer to 2021 levels. Proportions of just under six in ten employers report having policies or guidelines in place for bullying and harassment, and violence.

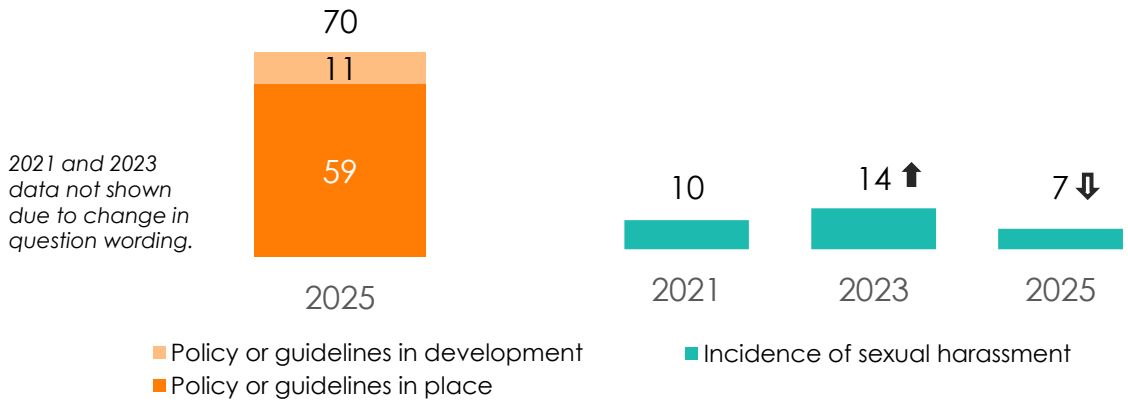
Bullying and harassment (including sexual harassment)

%

A policy in place is more common among employers in forestry (73%), manufacturing (60%), and other sectors (63%), and less common among construction (50%) and agriculture(45%) employers. This is due to the higher proportion of smaller employers in agriculture and construction.

2025 incidence is higher among women under 30 (20%).

2025 incidence among all workers 18+ across sectors: agriculture (8%), construction (6%, down 12 pts since 2023), forestry (13%, up 9 pts since 2023), manufacturing (5%), and other sectors (8%, down 6 pts since 2023).

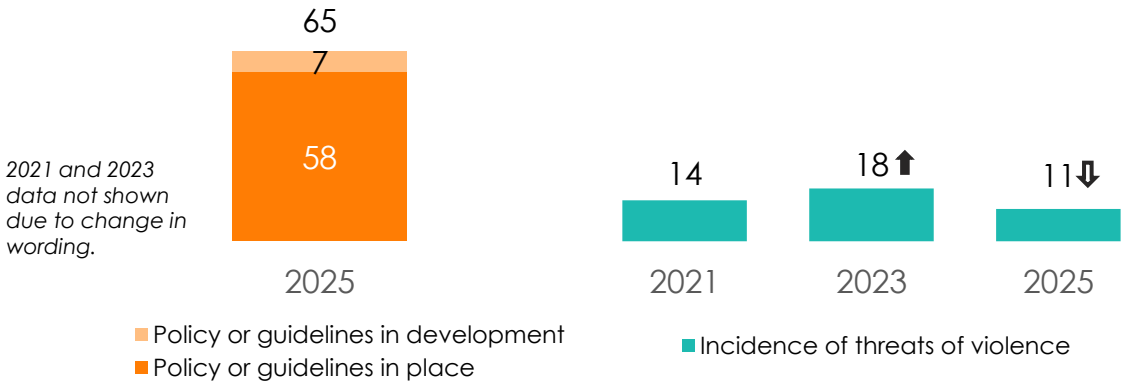


Violence (including threats of violence)

%

A policy in place is more common among employers in forestry (71%), manufacturing (61%), and other sectors (61%) than among employers in construction (53%) and agriculture(46%). This is due to the higher proportion of smaller employers in agriculture and construction.

2025 incidence across sectors: agriculture (10%), construction (9%, down 12 pts), forestry (17%), manufacturing (5%, down 7 pts since 2023), and other sectors (12%, down 7 pts since 2023).



Base: All employers (1,643) and all workers (1,824)

Source: Employer questionnaire - Q4g/h (Policy in place and policy in development), Worker questionnaire - Q2g (incidence of unwanted sexual attention at workplace in last 12 months), Q2h (incidence of exposure to threats of violence at workplace in last 12 months).

05

The most powerful influences on employer action

What drives employers taking action?

We used a Bayesian Belief Network to understand what drives employers taking action to reduce the risk of harm, the factors they are influenced by, the relative importance of those factors, and how the factors interact to influence action.

A Bayesian Belief Network uses a machine learning algorithm to determine the underlying structure of data – how one driver affects another, in what direction, and how powerfully.

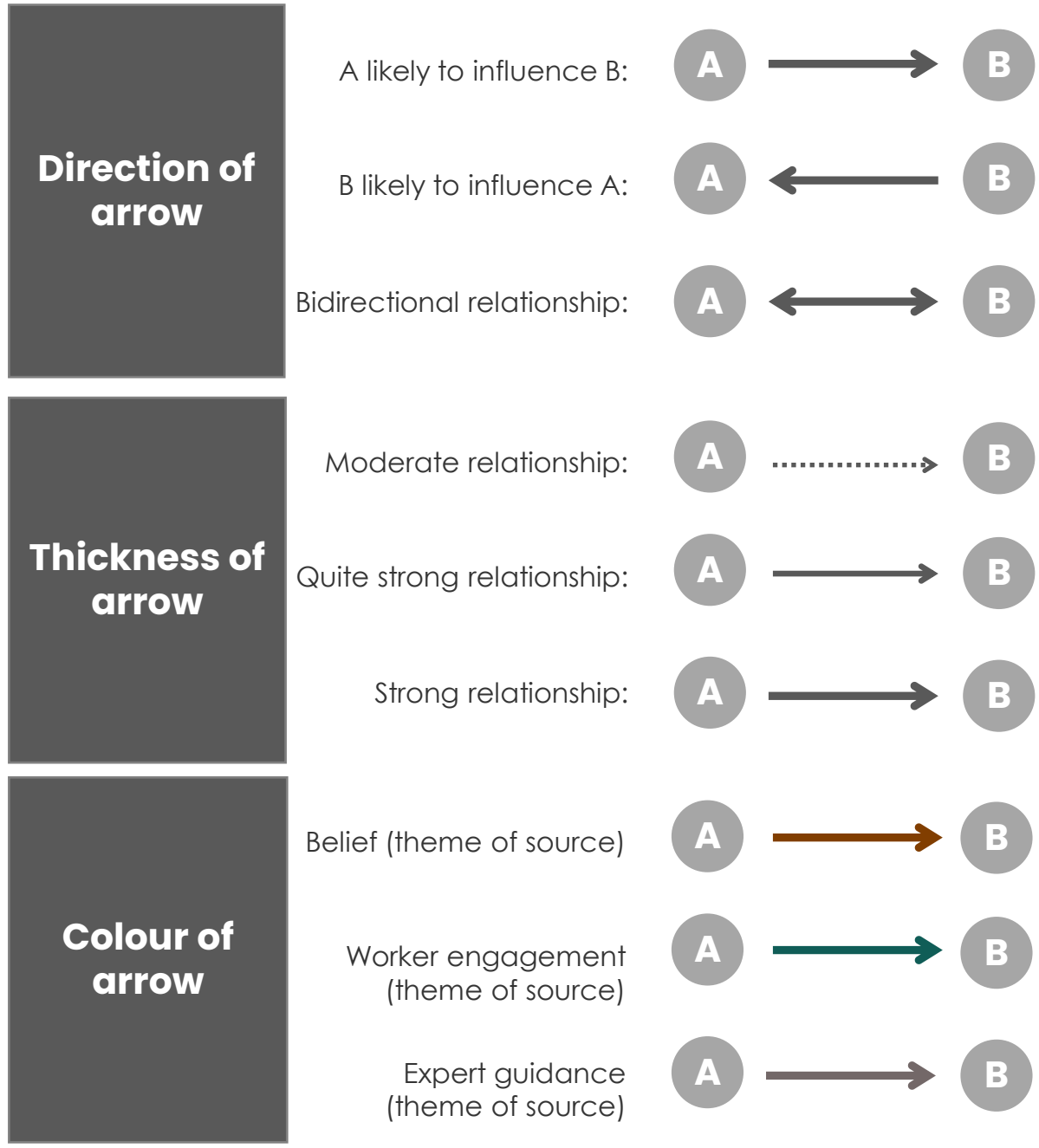
The diagram to the right illustrates how the relationships revealed by the Bayesian Belief Network are depicted on the following pages.

Note:

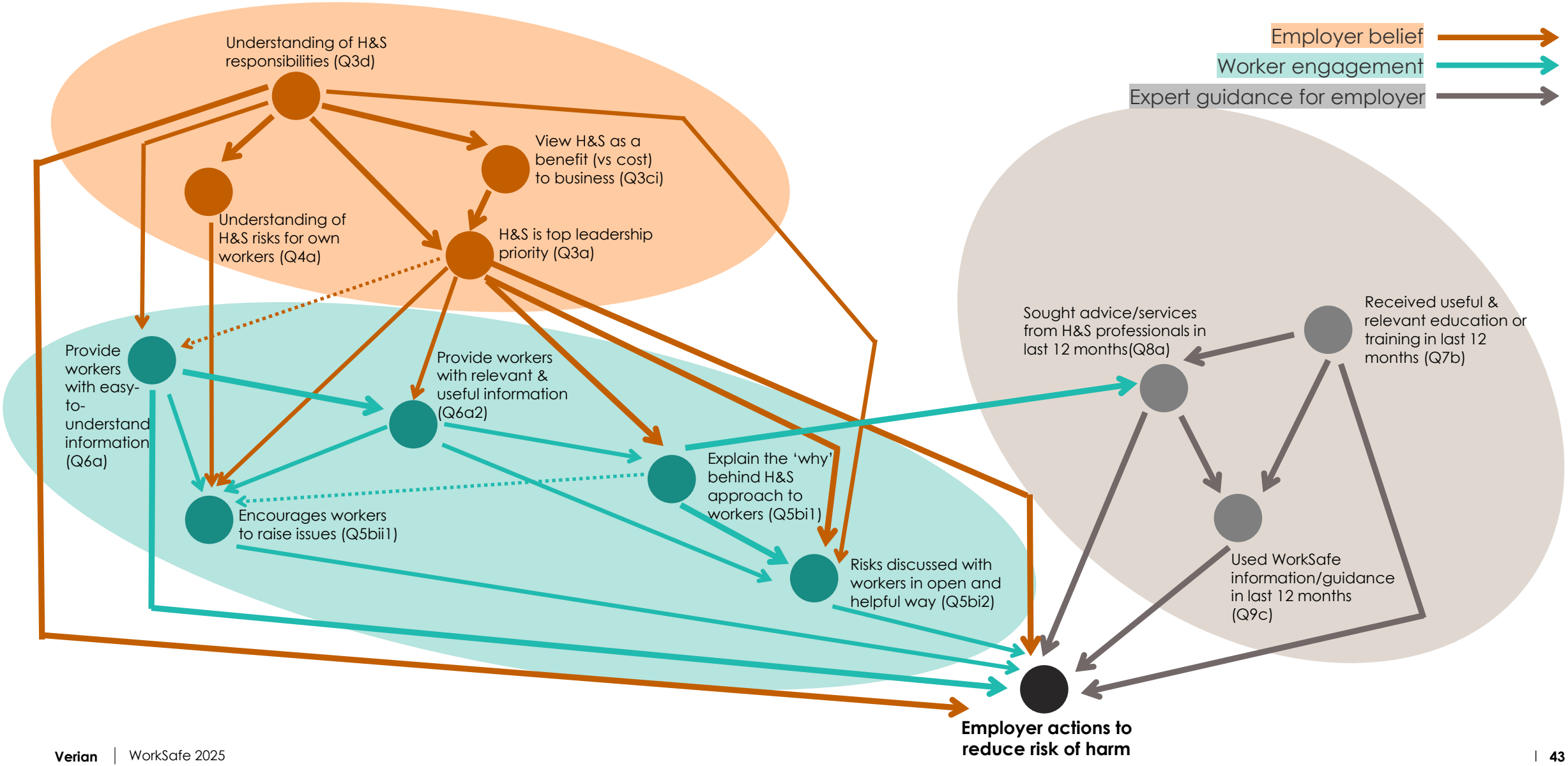
(1) The analysis was undertaken with employers in the four high risk sectors.

(2) The outcome variable reflecting 'employer action' was constructed using various survey variables that depict desired actions, e.g. business health and safety forums and processes (Q5a), regular reviews of risk controls (Q4bi), regular reviews to identify new risks (Q4bii), actions taken to manage worker exposures to (Q4ci, Q4ei to Q4h). The survey questionnaire asked employers about the actions they had taken in response to various types of exposures. Since the number of questions varied depending on the specific exposure, we calculated the proportion of possible actions taken within each industry. This proportion was then used as an input in the construction of the outcome variable.

(3) Twenty-six potential drivers of employer action were included in the survey. Thirteen of these potential drivers had at least a moderate level of influence on employer action and were used in the BBN.



How influences interact to drive employer action (Bayesian Belief Network)



Key learnings from the Bayesian Belief Network

The data modelling reveals three interconnected themes that significantly influence employer actions to mitigate worker harm. This analysis highlights the importance of belief, worker engagement, and expert guidance in driving employer actions to enhance workplace safety.

Employer belief

Employer knowledge of their health and safety responsibilities has a strong and direct influence on action.

Employer belief in health and safety as a business investment is reinforced by their confidence in understanding their responsibilities. This belief drives leadership to prioritise health and safety, which in turn influences employer actions directly and indirectly through worker engagement.

Worker engagement

Worker engagement is fostered in a workplace culture that values health and safety.

Open conversations about risks and encouragement from employers for workers to raise issues directly result in employer action.

Providing clear, relevant, and useful information is essential for this dialogue.

Explaining the rationale behind health and safety approaches also promotes open dialogue, leading some employers to seek professional advice.

Expert guidance

- Expert guidance drives employer action regardless of the value that the organisation places on health and safety. This insight suggests that action can precede attitudinal change, highlighting the importance of providing expert guidance to initiate positive change.
- WorkSafe's information and guidance, as well as third-party guidance, are proving instrumental in prompting employers to reduce harm risks.

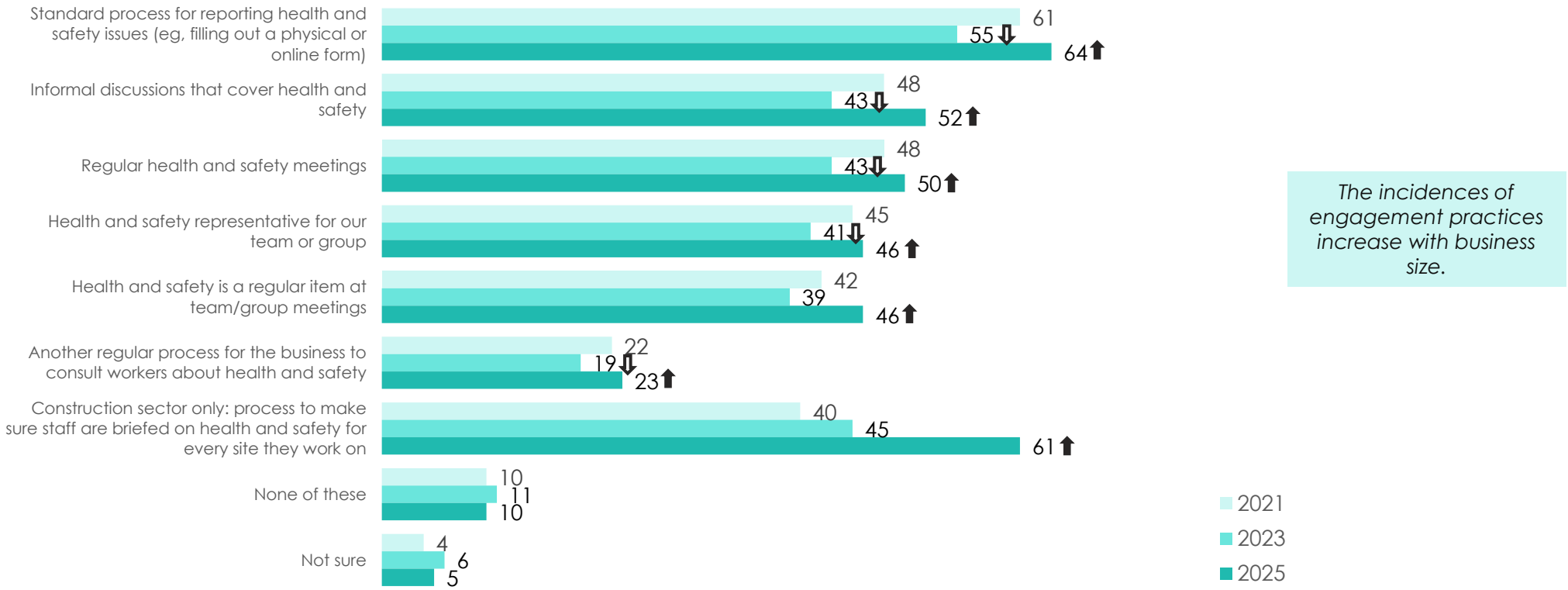
06

Worker engagement

Since 2023, most formal worker engagement practices have become more common often reverting to 2021 levels.

Formal worker engagement practices – All sectors

%



The incidences of engagement practices increase with business size.

Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025), Construction sector workers (427 in 2021, 345 in 2023, 351 in 2025).
Source: Worker questionnaire – Q6a

⬆⬇ Significant increase/decrease since last wave

Greater engagement is evident across most sectors, but especially construction.

Formal worker engagement practices by sector
%

	All sectors	Agriculture	Construction	Forestry	Manufacturing	Other
Standard process for reporting health and safety issues (eg, filling out a physical or online form)	64⬆	54▽⬆	61⬆	86 ▲⬆	72 ▲⬆	64⬆
Informal discussions that cover health and safety	52⬆	58⬆	68 ▲⬆	79 ▲	55	48▽⬆
Regular health and safety meetings	50⬆	46	69 ▲⬆	81 ▲	65 ▲	46▽⬆
Health and safety representative for our team or group	46⬆	30▽	50⬆	67 ▲	56 ▲	45⬆
Health and safety is a regular item at team/group meetings	46⬆	41	60 ▲⬆	79 ▲	59 ▲	42▽⬆
Another regular process for the business to consult workers about health and safety	23⬆	20	35 ▲⬆	56 ▲	31 ▲⬆	20▽
Construction sector only: process to make sure staff are briefed on health and safety for every site they work on			61⬆			

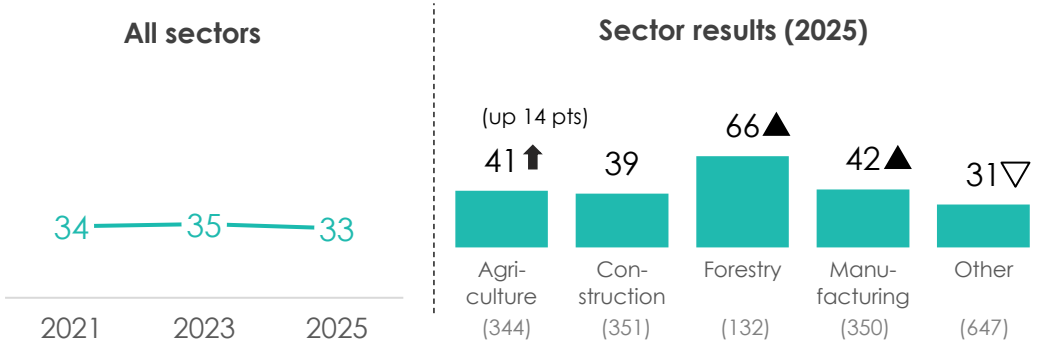
Base: All workers (1,824), Agriculture (344), Construction (351), Forestry (132), Manufacturing (350) and Other sectors (647).
Source: Worker questionnaire – Q6a

▲▽ Significantly higher or lower than 2025 total sample
⬆⇩ Significant increase/decrease since last wave

Of the one third (33%) of workers who raised an issue or made a suggestion to their employer about H&S in the last 12 months, 62% report that changes were made as a result and 66% received feedback on how the issue was dealt with.

Proportion of workers who raised an issue or made a suggestion about H&S in the last 12 months

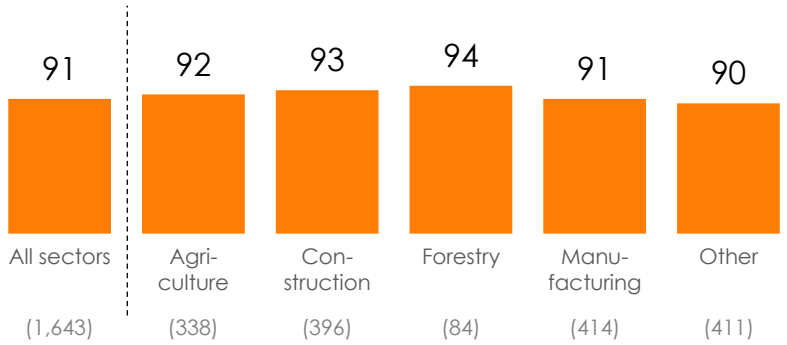
%



Base: All workers (1,824 in 2025)

Proportion of employers who agree they provide feedback on what they've done (when workers raise a H&S issue or make a suggestion)

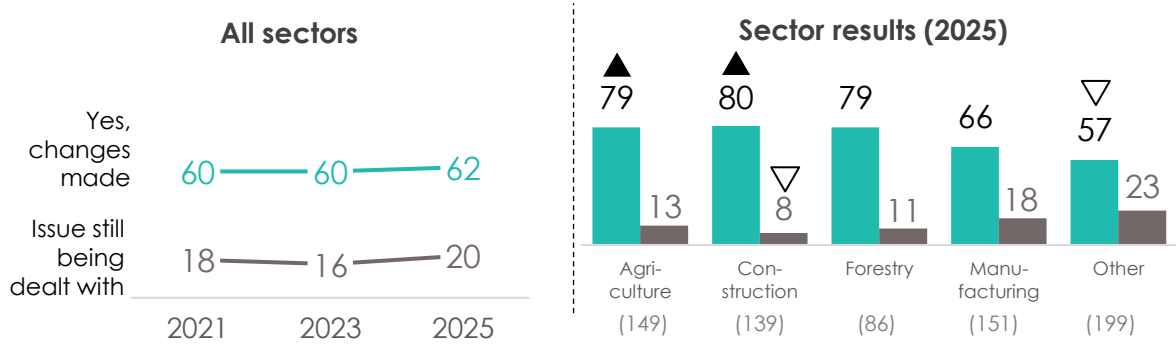
%



Base: All employers (1,643 in 2025).

Worker views on whether any changes were made as a result

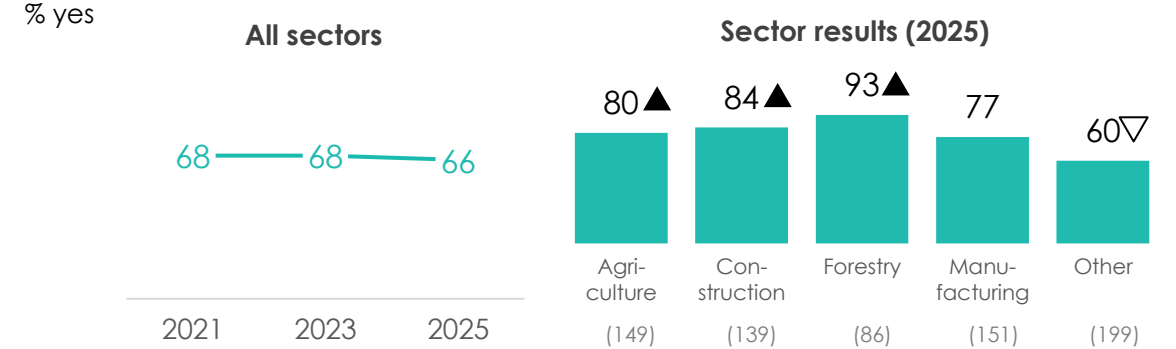
%



Base: All workers who raised an issue or made a suggestion in the past 12 months (724 in 2025).

Workers' views on whether boss, manager, or supervisor provided feedback about how the issue has been dealt with

% yes



Base: All workers who raised an issue or made a suggestion in the past 12 months (724 in 2025).

Source: Worker questionnaire – Q6d, Q6e, Q6f, Employer questionnaire – Q5bi

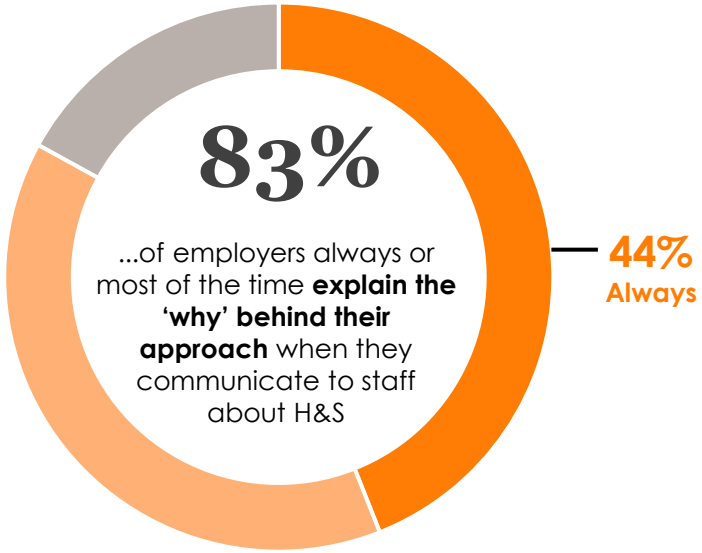
▲▽ Significantly higher or lower than 2025 total sample

⬆⇩ Significant increase/decrease since last wave

Most employers say they explain the reasons behind their safety practices, encourage workers to report safety concerns, and positively recognise those who demonstrate safe behaviour.

Employer perceptions on engaging workers in health and safety

%



% 'always or most of the time' by sector:
Agriculture = 86%
Construction = 82%
Forestry = 95%
Manufacturing = 92% ▲
Other = 82%

% agree (nett) by sector:
Agriculture = 89%
Construction = 93%
Forestry = 98%
Manufacturing = 95%
Other = 91%

▽ Agriculture employers are less likely to strongly agree with this sentiment (42% vs 53% on average).
▲ Forestry employers are most likely to strongly agree (72% vs 53% on average).

% 'always or most of the time' by sector:
Agriculture = 78%
Construction = 78%
Forestry = 88%
Manufacturing = 78%
Other = 80%

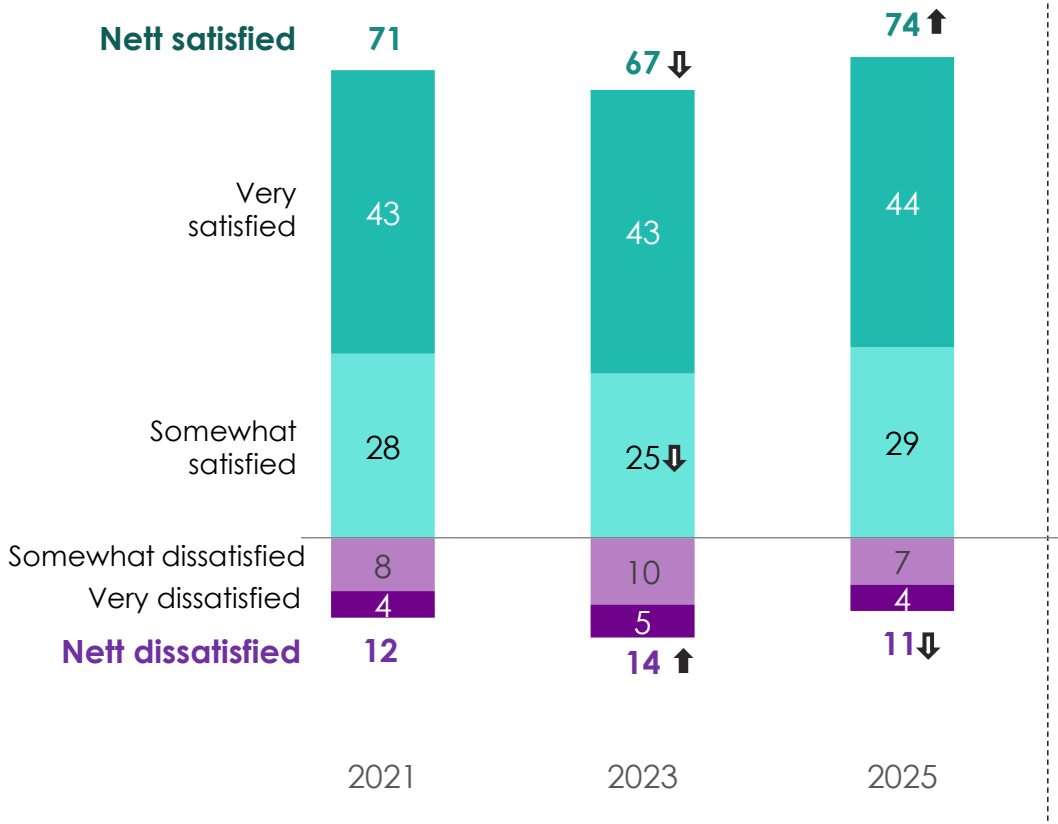
▲ Forestry employers are more likely to strongly agree with this sentiment (67% vs 47% on average).

Base: All employers in 2025 (1,643)
Source: Q5bi, ii

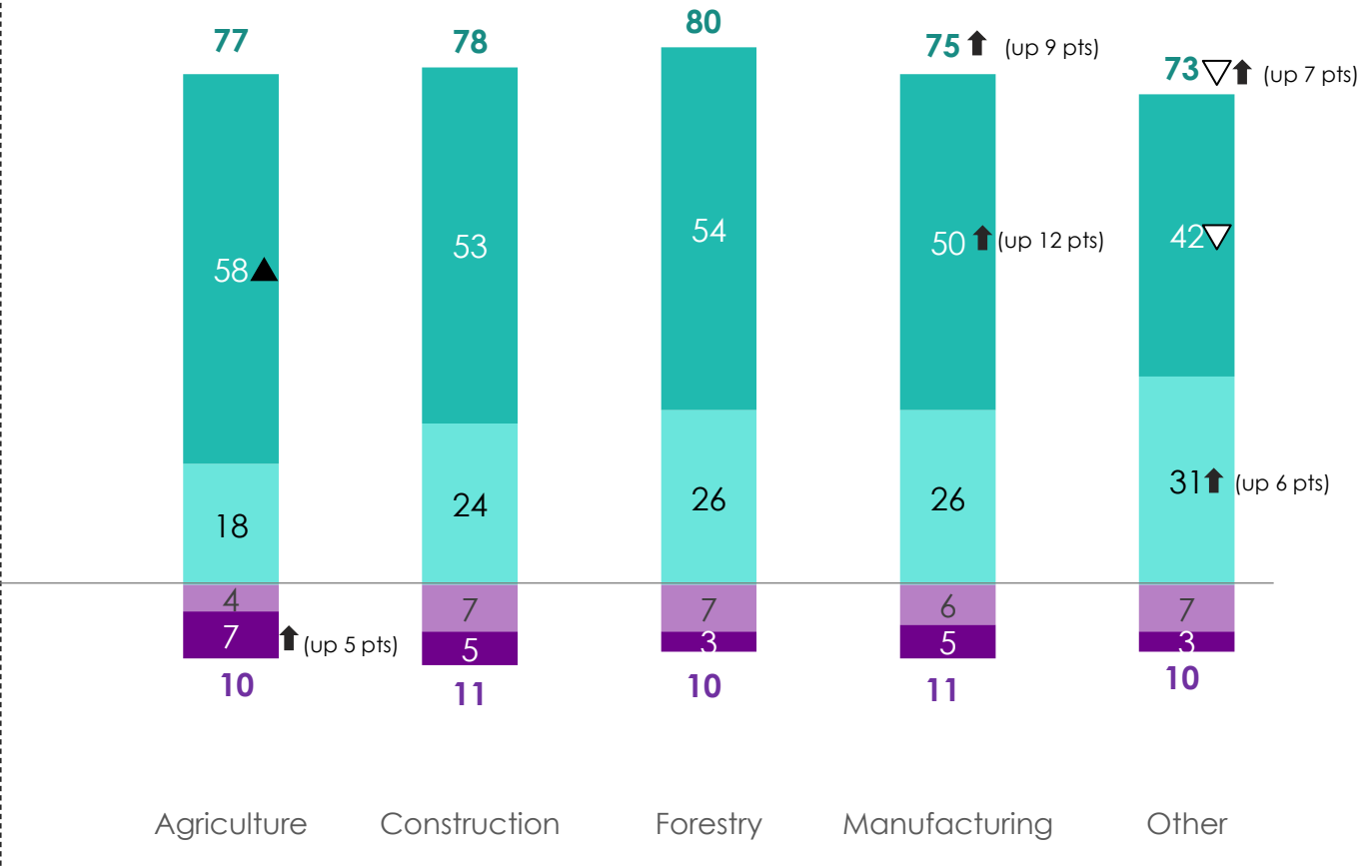
▲▽ Significantly higher or lower than 2025 total sample

Worker satisfaction with the employer's response to H&S issues raised by workers has bounced back after a decline in 2023. This improvement largely stems from the manufacturing sector.

Worker satisfaction with the way employer deals with the health and safety issues workers raise
%



Worker satisfaction by sector
%



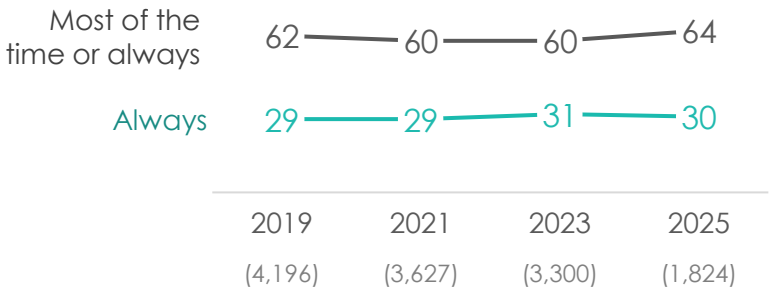
Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025)
Source: Worker questionnaire – Q6c

Note: The chart does not show 'neither satisfied' ratings (11% in 2025 for the total sample) or 'don't know ratings (5% in 2025 for the total sample).

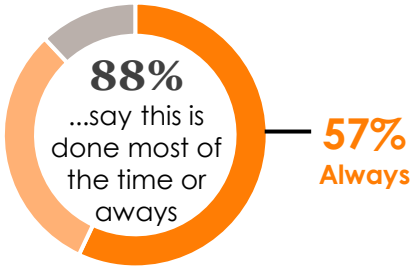
⬆⇩ Significant increase/decrease since last wave
△▽ Significantly higher or lower than 2025 total sample

Employers are more likely than workers to feel that risks are discussed in an open and helpful way.

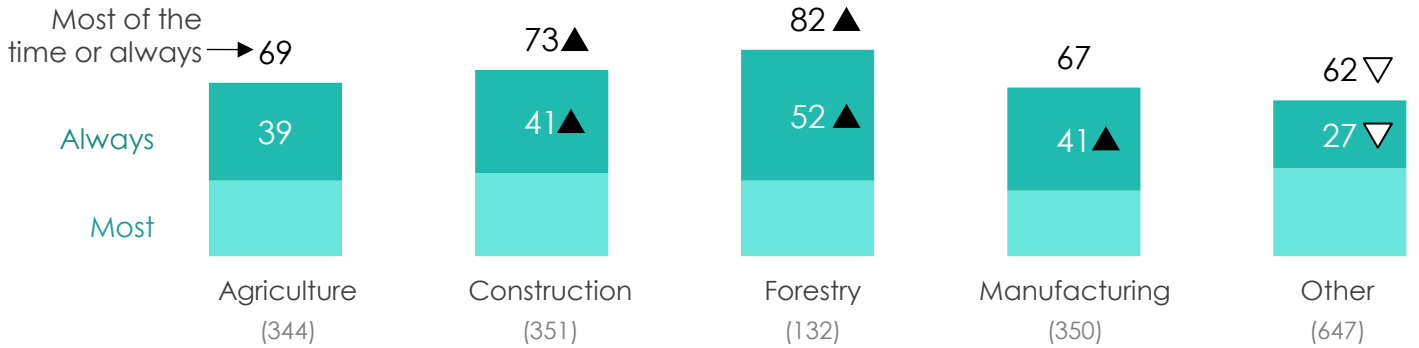
H&S risks are discussed in an open and helpful way*
Workers
%



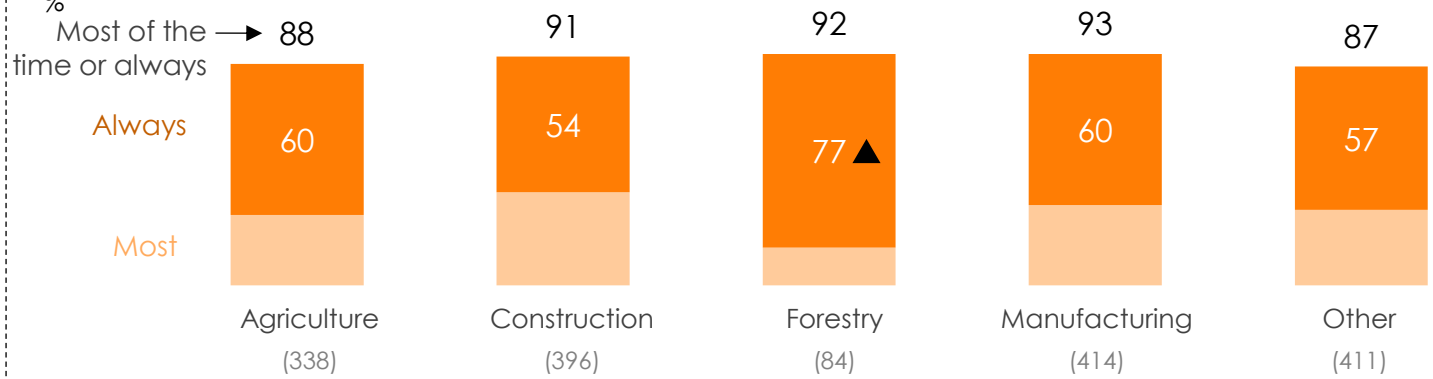
H&S risks are discussed in an open and helpful way*
Employers (2025)
%



2025
%



2025
%



Base: All employers in 2025 (1,643)

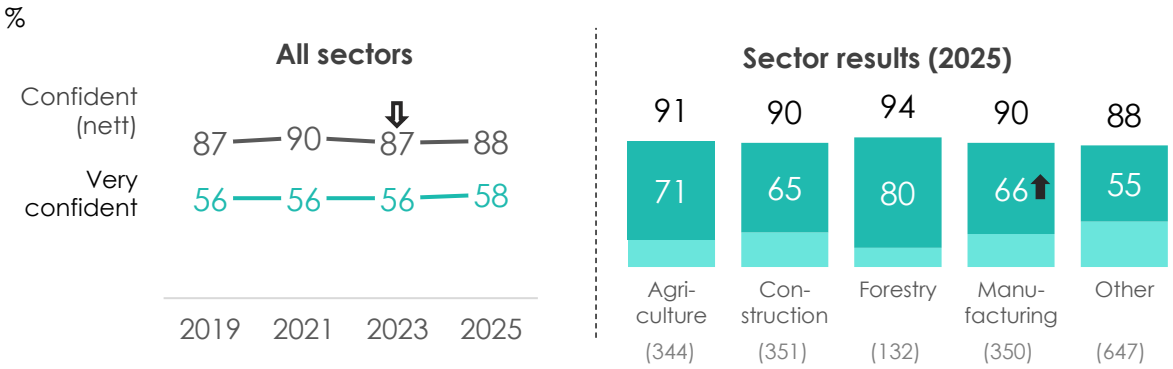
Source: Employer questionnaire – Q5bi, Worker questionnaire – Q7e.
*Full statement: Things that put health and safety at risk (such as hazards, near misses, and accidents) are discussed in an open and helpful way.

Note: historical data not shown for employer results due to change in question approach.

⬆⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

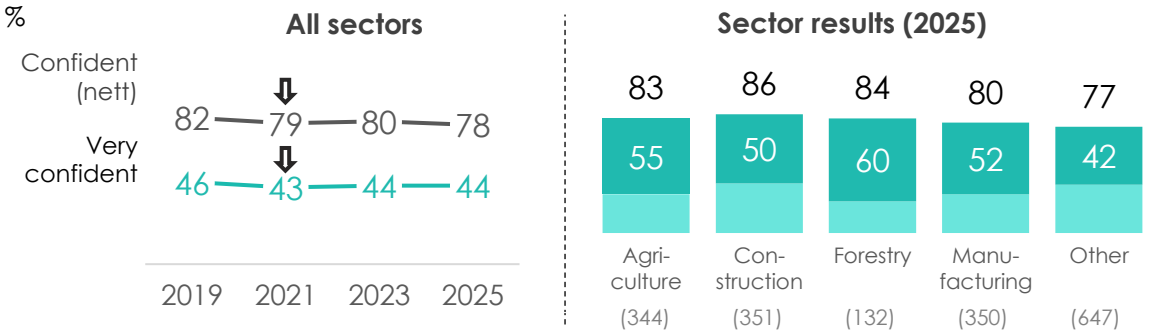
Since 2023, there is some strengthening in worker confidence at a sector level. Manufacturing workers show greater assurance in their knowledge and confidence to voice concerns.

Confidence in having the knowledge and skills to keep safe at work

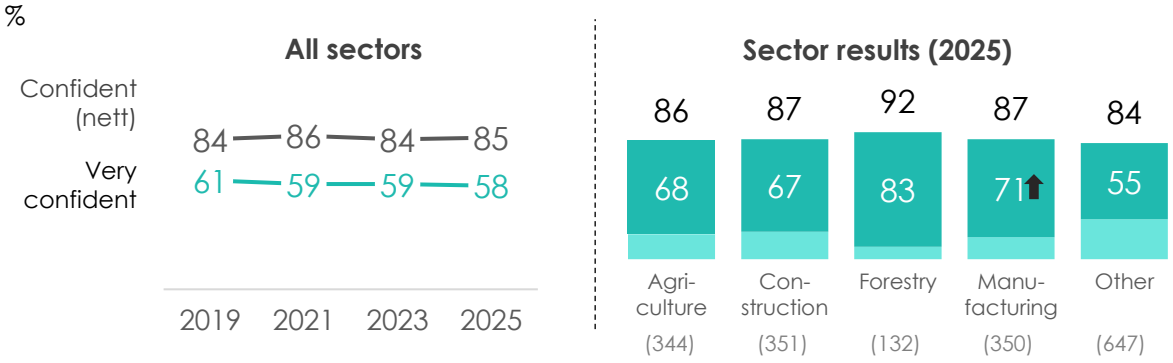


⬆ Very confident (Manufacturing up 11pts to 66%)

Confidence in having the knowledge and skills to make sure you don't get long-term health problems from your work

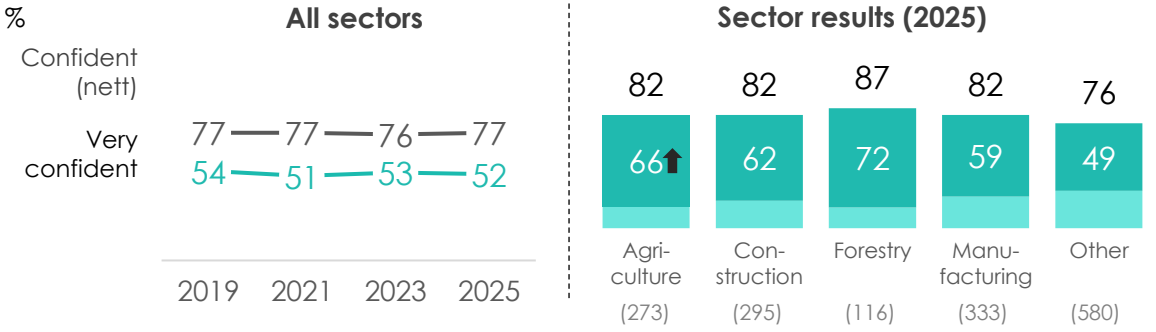


Confidence to speak up, or say no, if you're asked to do something that's risky



⬆ Very confident (Manufacturing up 12pts to 71%).

Confidence that your boss would totally support you if you suggested stopping work because of a potential hazard*



⬆ Very confident (Agriculture up 15pts to 66%);

Base: All workers in 2025 (1,597 to 1,824); *Excludes self-employed.
Source: Q7d

X Number on top of bar = Nett confidence (4 or 5 out of 5)
= Very confident (rating of 5 out of 5)
= Rating of 4 out of 5

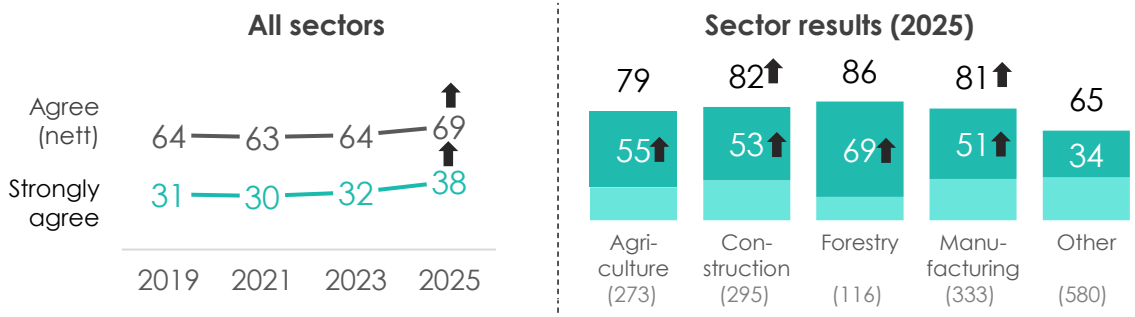
⬆⬇ Significant increase/decrease since last wave

✖ Statistically significant subgroup differences from the total sample are not shown on this chart as all attitudes are generally more commonly held by workers in the high risk sectors.

Since 2023, employees' views on safety cultures have become more positive, particularly regarding the collective commitment to enhancing safety and the sense that they can openly discuss health and safety matters with anyone within the organisation.

Everyone from the boss down is always trying to improve safety*

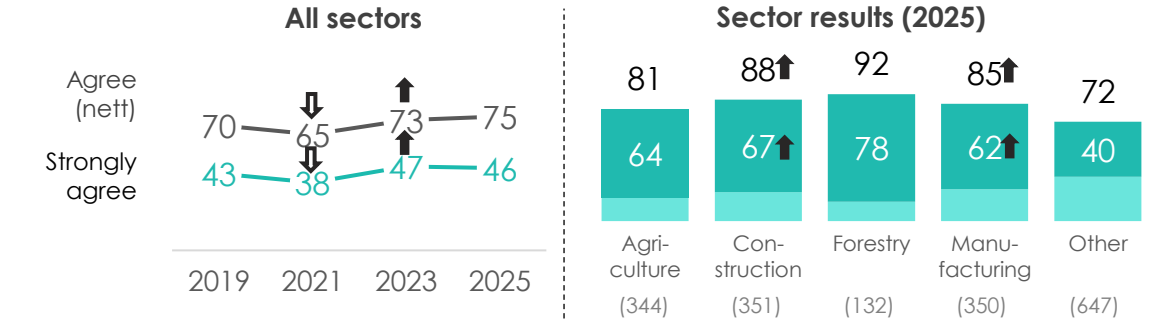
%



⬆Strongly agree (Agriculture up 17pts to 55%, Construction up 13pts to 53%, Forestry up 15pts to 69%, Manufacturing up 15pts to 51%);
⬆ Nett agree (Construction up 9pts to 82% , Manufacturing up 15pts to 81%).

I always have a say in decisions that affect my health and safety

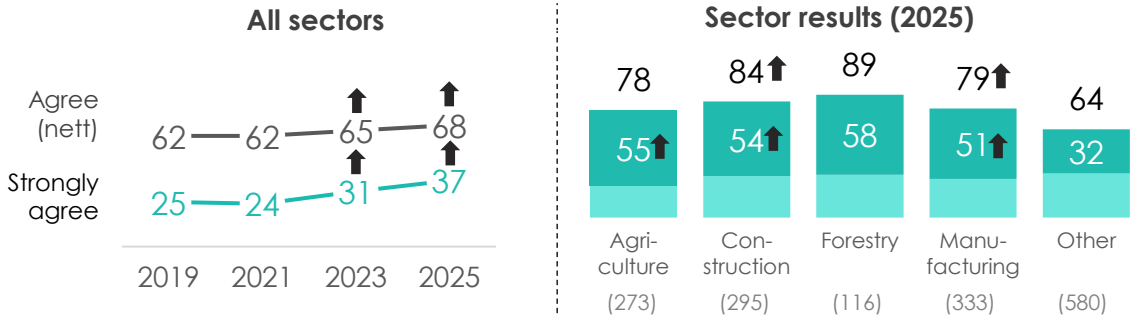
%



⬆Strongly agree (Construction up 15pts to 67%, Manufacturing up 18pts to 62%);
⬆Nett agree (Construction up 13pts to 88%, Manufacturing up 13pts to 85%).

At my work, workers give each other tips and advice about keeping safe*

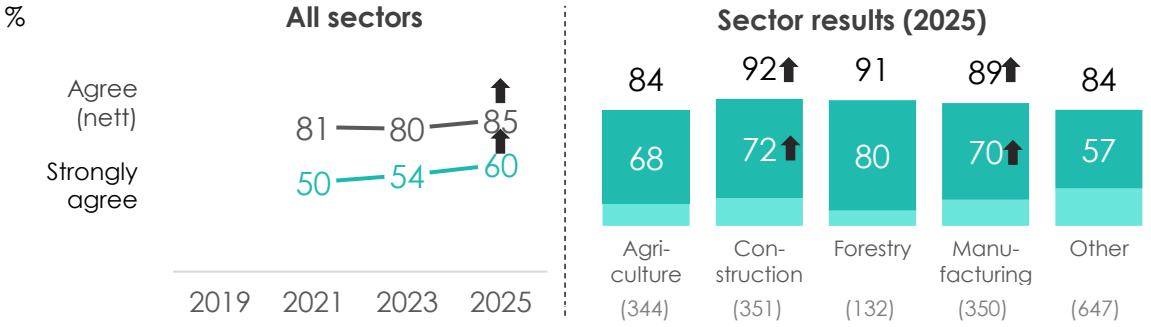
%



⬆Strongly agree (Agriculture up 18pts to 55%, Construction up 21pts to 54%, Manufacturing up 21pts to 51%);
⬆Nett agree (Construction up 15pts to 84% , Manufacturing up 13pts to 79%).

I'm comfortable having an honest conversation about health and safety with anyone at my work including bosses and co-workers

%



⬆Strongly agree (Construction up 15pts to 72%, Manufacturing up 22pts to 70%);
⬆Nett agree (Construction up 10pts to 92%, Manufacturing up 12pts to 89%).

Base: All workers in 2025 (1,597 to 1,824); *Excludes self-employed.
Source: Q7a

X Number on top of bar = Nett confidence (4 or 5 out of 5)
= Very confident (rating of 5 out of 5)
= Rating of 4 out of 5

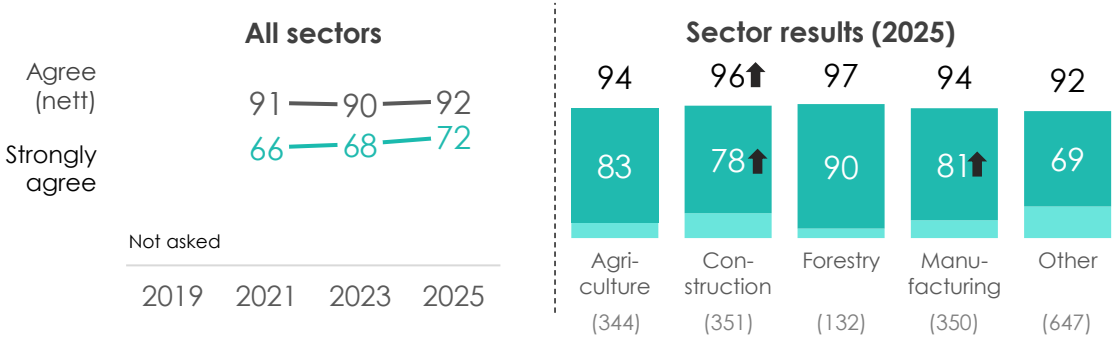
⬆⬇ Significant increase/decrease since last wave

✖ Statistically significant subgroup differences from the total sample are not shown on this chart as all attitudes are generally more commonly held by workers in the high risk sectors.

There is evidence that workers are now more intentional in thinking about what measures will keep them safe and appreciate the effectiveness of following H&S guidelines.

I accept responsibility for my actions at work, even when I make a mistake^

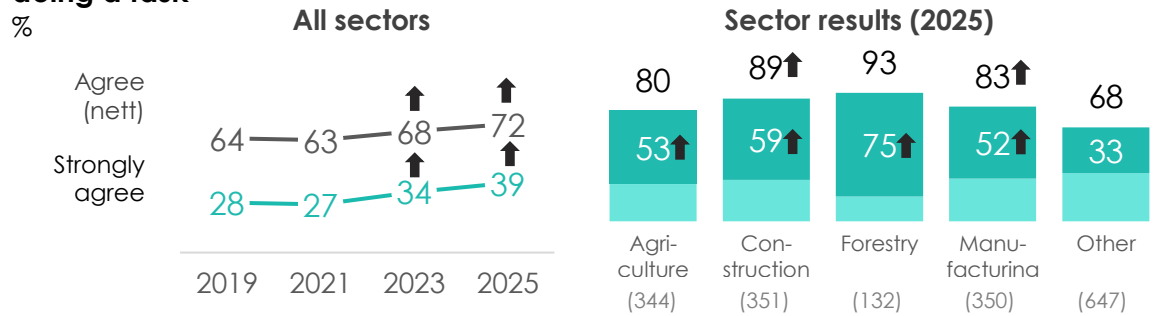
%



⬆Strongly agree (Construction up 12pts to 78%, Manufacturing up 14pts to 81%);
⬆Nett agree (Construction up 8pts to 96%).

I often stop and take time to think about what safety measures will keep me safe doing a task^

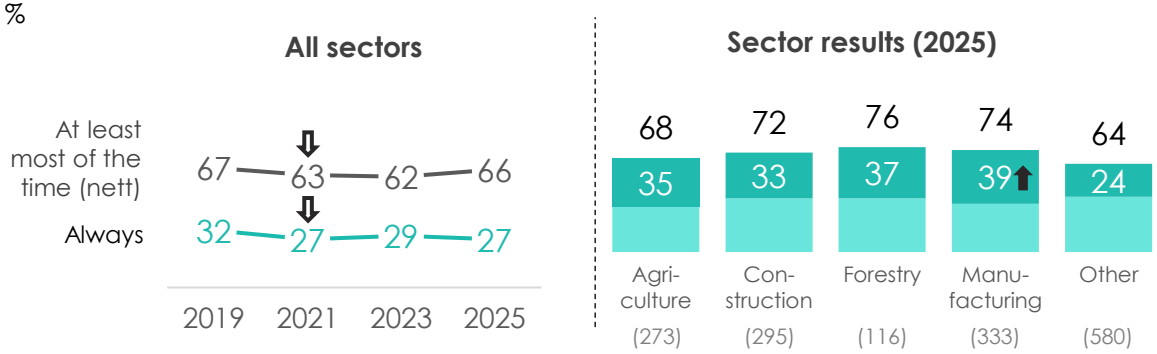
%



⬆Strongly agree (Agriculture up 16 pts to 53%, Construction up 15pts to 59%, Forestry up 12pts to 75%, Manufacturing up 21pts to 52%);
⬆Nett agree (Construction up 14pts to 89%, Manufacturing up 15pts to 83%).

Workers report hazards, near misses and accidents to bosses/supervisors*

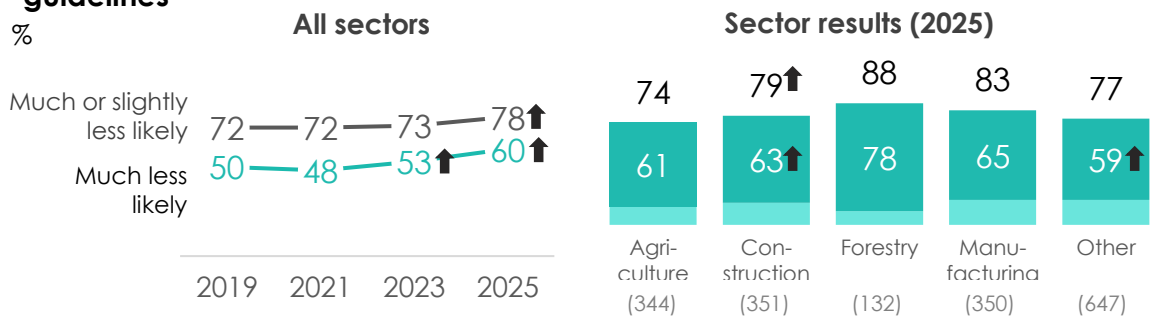
%



⬆Always (Manufacturing up 9pts to 39%).

Perceived likelihood of being injured/harmed if follow all health and safety guidelines

%



⬆Much less likely (Construction up 11pts to 63%);
⬆Much or slightly less likely (Construction up 13pts to 79%, Other up 7pts to 59%).

Base: All workers in 2025 (1,597 to 1,824); *Excludes self-employed.
Source: Q7a, 7b and 7e

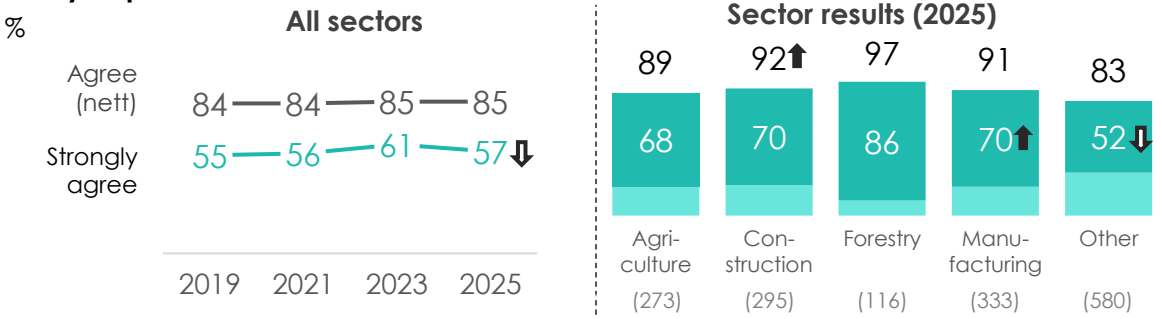
X Number on top of bar = Nett confidence (4 or 5 out of 5)
= Very confident (rating of 5 out of 5)
= Rating of 4 out of 5

⬆⇩ Significant increase/decrease since last wave

✖ Statistically significant subgroup differences from the total sample are not shown on this chart. ^This attitude is generally more commonly held by workers in the high risk sectors.

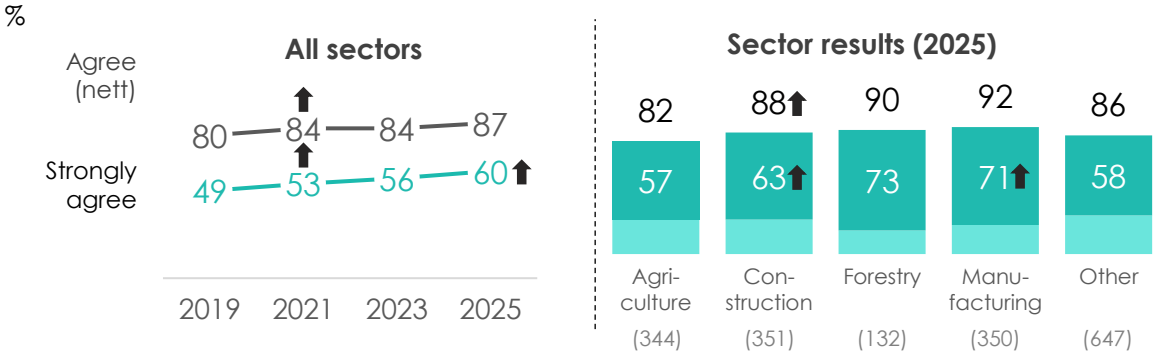
Since 2023, worker belief in the importance of looking out for others' safety has strengthened in some of the higher risk sectors but weakened in 'other' sectors.

Making the effort to look out for the health and safety of the people I work with is really important to me*^



⬆Strongly agree (Manufacturing up 12pts to 70%);
⇩ Strongly agree (Other down 9pts to 52%);
⬆Nett agree (Construction up 9pts to 92%).

Always sticking to the health and safety guidelines is the right thing to do



⬆ Strongly agree (Construction up 9pts to 63%, Manufacturing up 13pts to 71%);
⬆ Nett agree (Construction up 7pts to 88%).

Base: All workers in 2025 (1,597 to 1,824); *Excludes self-employed.
Source: Q7a

X Number on top of bar = Nett confidence (4 or 5 out of 5)
= Very confident (rating of 5 out of 5)
= Rating of 4 out of 5

⬆⇩ Significant increase/decrease since last wave

✖ Statistically significant subgroup differences from the total sample are not shown on this chart. ^This attitude is generally more commonly held by workers in the high risk sectors.

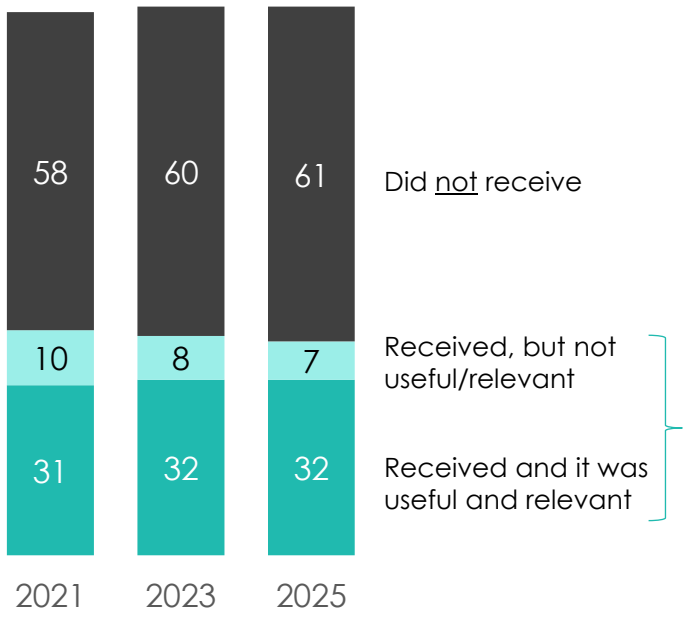
07

Worker training and education

Consistent with 2023, nearly one third of all workers have received useful and relevant training or education in the last 12 months.

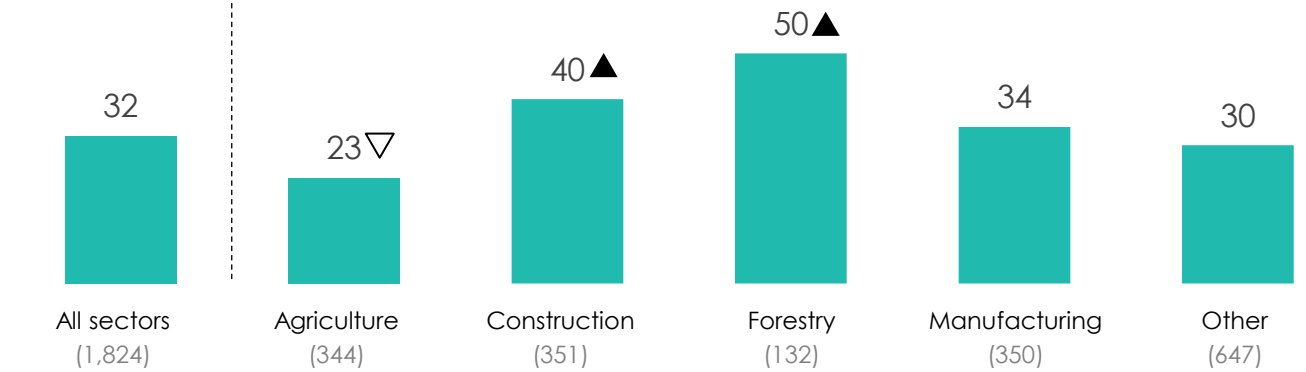
Whether useful and relevant training or education received in the last 12 months (based on all workers)

%



Proportion of all workers that received useful and relevant training/education in the last 12 months

%



Base: All workers in 2021 (3,627), in 2023 (3,300), 2025 (1,824) Source: Worker questionnaire – Q6g and Q6i

▲▽ Significantly higher or lower than 2025 total sample

⬆⬇ Significant increase/decrease since last wave

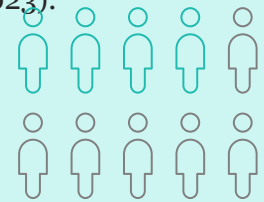
Eight in ten recipients of training or education covering health and safety in the last 12 months found it useful and relevant.

All sectors

%

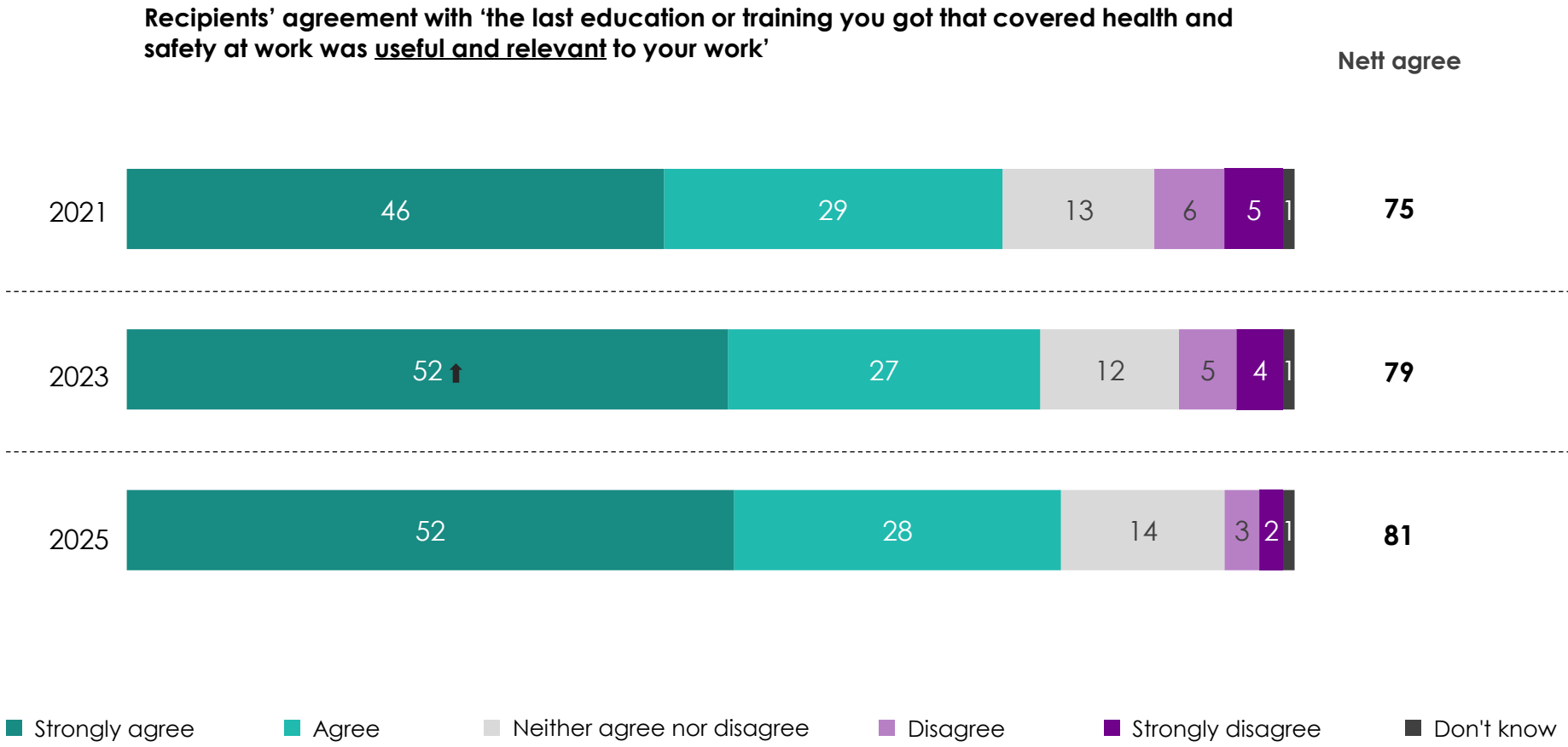
In the last 12 months...

Around 4 in 10 workers (39%) received some kind of formal training, course, study, or mentoring programme that covered health and safety at work (42% in 2021, 40% in 2023).



This is higher in forestry (62%) and construction (51%), than in manufacturing (45%) agriculture (30%), and other sectors (37%).

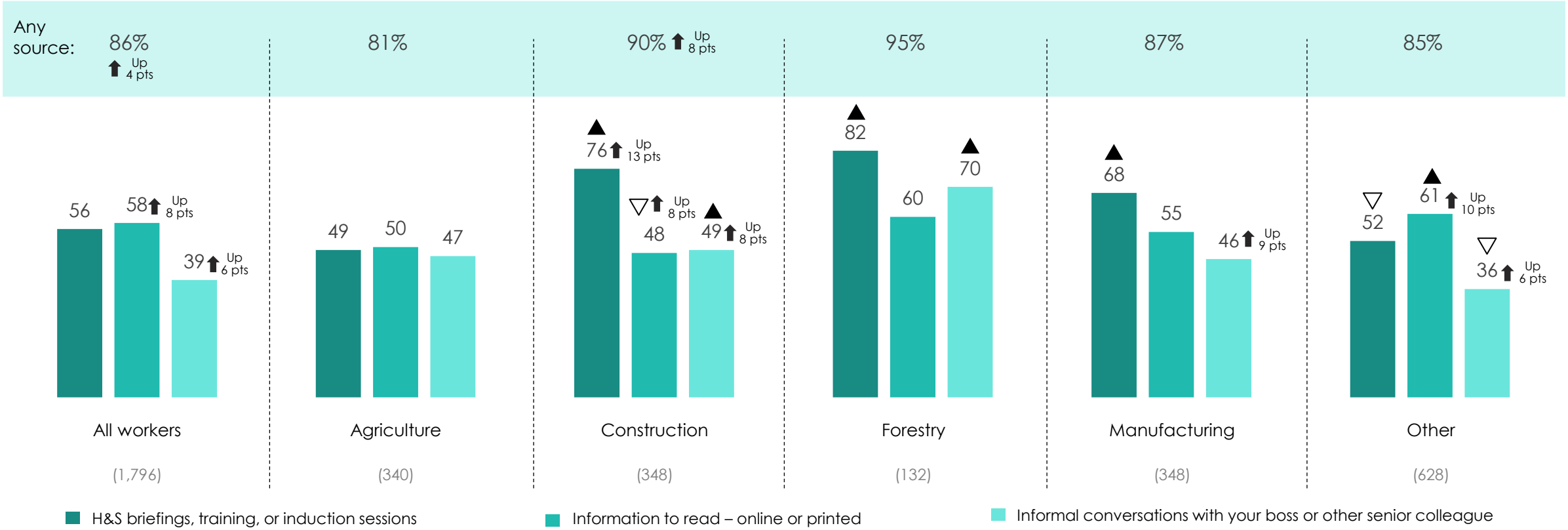
Recipients' agreement with 'the last education or training you got that covered health and safety at work was <u>useful and relevant</u> to your work'



Base: All workers in 2021 (3,627), 2023 (3,300), 2025 (1,824). Base of graph: All workers who received training/education in last 12 months (1,567 in 2021, 1,405 in 2023, and 754 in 2025)
Source: Worker questionnaire – Q6g and Q6i

Written information and informal conversations are more common in 2025 (compared to 2023). All types of health and safety information have become more prevalent in construction.

How organisation provided information on how to keep healthy and safe at work in the last 12 months
%



Base: All workers (excluding missing information for 28 respondents). Source: Worker questionnaire – Q6j.

⬆⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

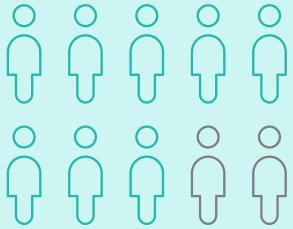
Since 2023, workers have found employer-provided health and safety information easier to understand. Nearly eight in ten employers say they consistently provide workers with easy to understand H&S information.

All sectors
%

In the last 12 months...

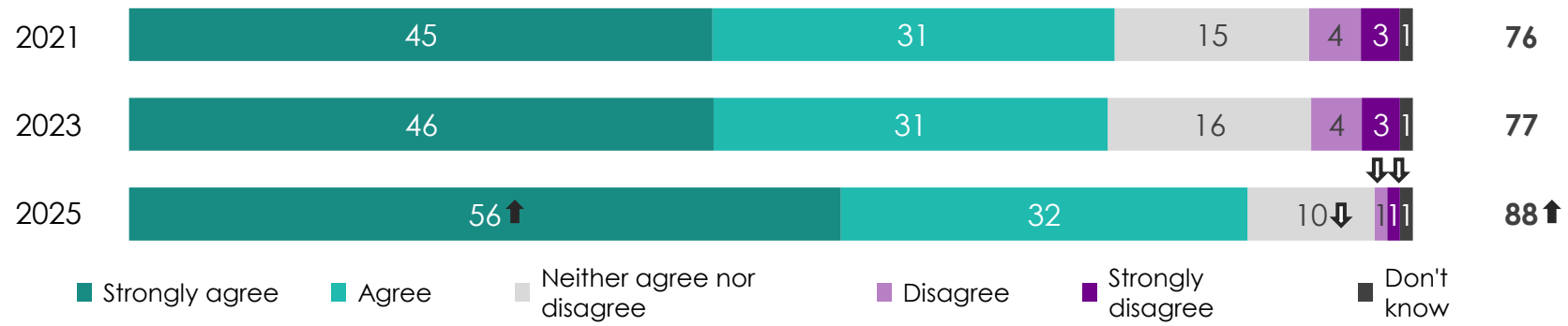
86%

...of workers say their employer provided them with information about how to keep healthy and safe at work (versus 84% in 2021 and 82% in 2023).



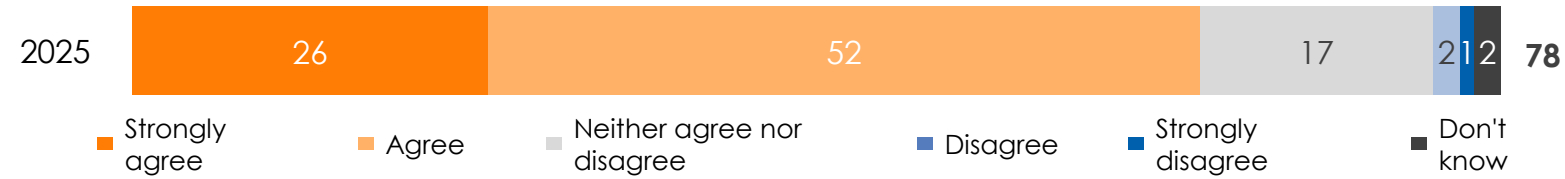
Base: All workers 2025 (1,824).

Worker recipients' ratings of H&S information being easy to understand



Base: All workers who received H&S information in last 12 months (3,178 in 2021, 2,780 in 2023, 1,545 in 2025).

Employers' perception of consistently providing workers with easy to understand H&S information



Base: All employers (1,643).

Sector results (nett agree):
Agriculture (80%)
Construction (83%)
Forestry (93%)
Manufacturing(77%)
Other (76%)

▲Employers in forestry are more likely to strongly agree that the information they provide workers is useful and relevant (43% vs 26% on average).

Source: Worker questionnaire – Q6j and Q6k, and employer questionnaire – Q6a.

⇧⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

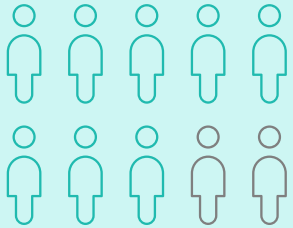
Likewise, workers' perceptions of the usefulness and relevance of the health and safety information have improved since 2023. Nearly eight in ten employers say they consistently provide workers with useful and relevant H&S information.

All sectors
%

In the last 12 months...

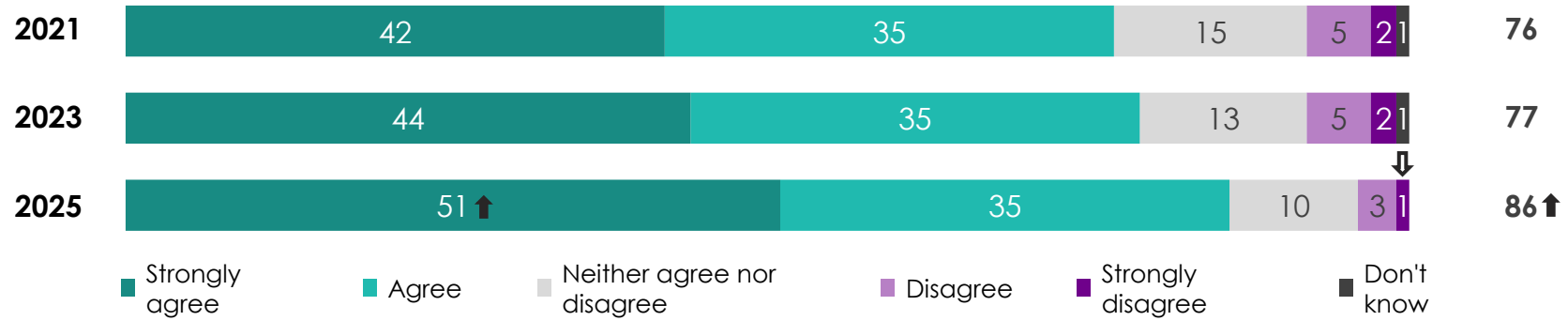
86%

...of workers say their employer provided them with information about how to keep healthy and safe at work (versus 84% in 2021 and 82% in 2023).



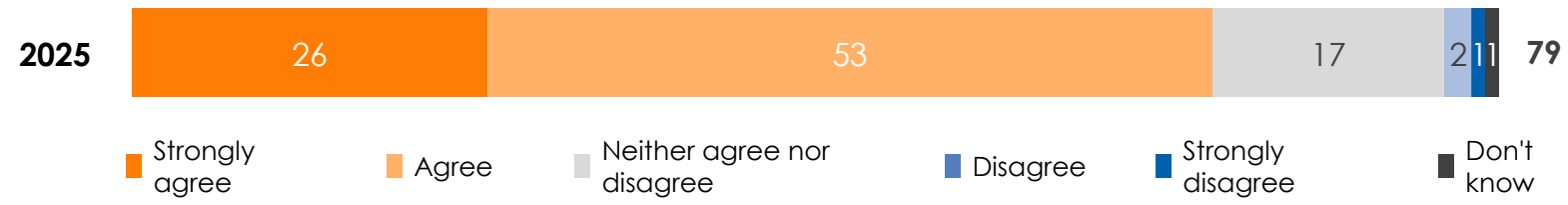
Base: All workers 2025 (1,824).

Recipient worker ratings of H&S information being useful and relevant to their work



Base: All workers who received H&S information in last 12 months (3,178 in 2021, 2,780 in 2023, 1,545 in 2025).

Employers' perception of consistently providing workers with useful and relevant H&S information



Base: All employers (1,643).

Sector results (nett agree):
Agriculture (85%)
Construction (85%)
Forestry (93%)
Manufacturing(81%)
Other (76%)

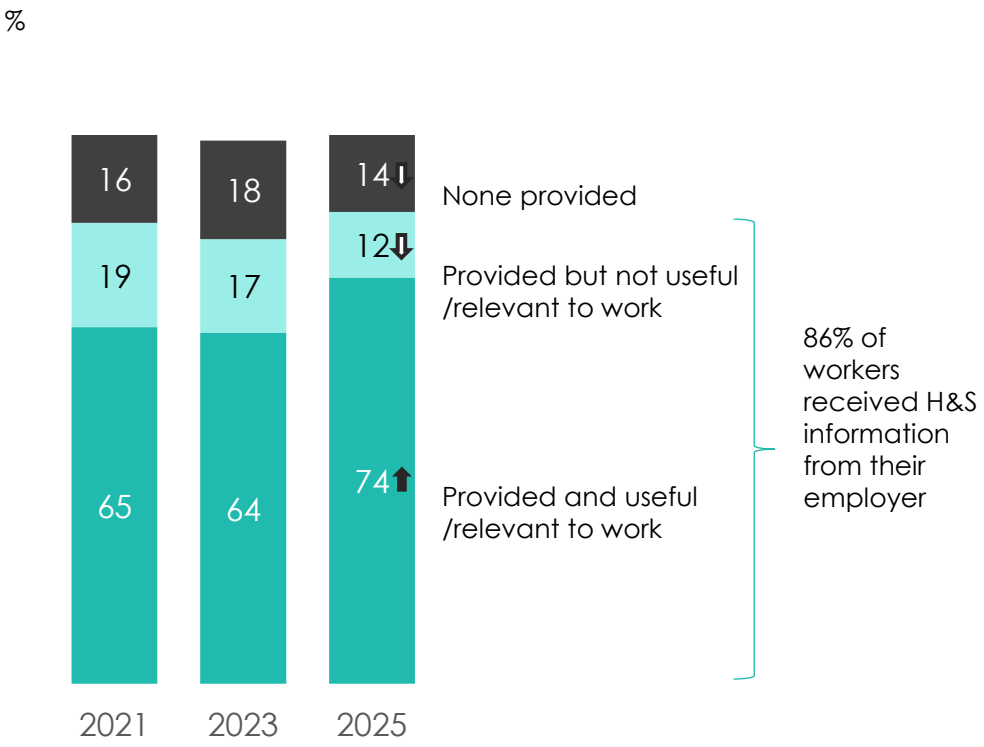
▲Employers in forestry are more likely to strongly agree that the information they provide workers is useful and relevant (54% vs 26% on average).

Source: Worker questionnaire – Q6j and Q6k, and employer questionnaire – Q6a.

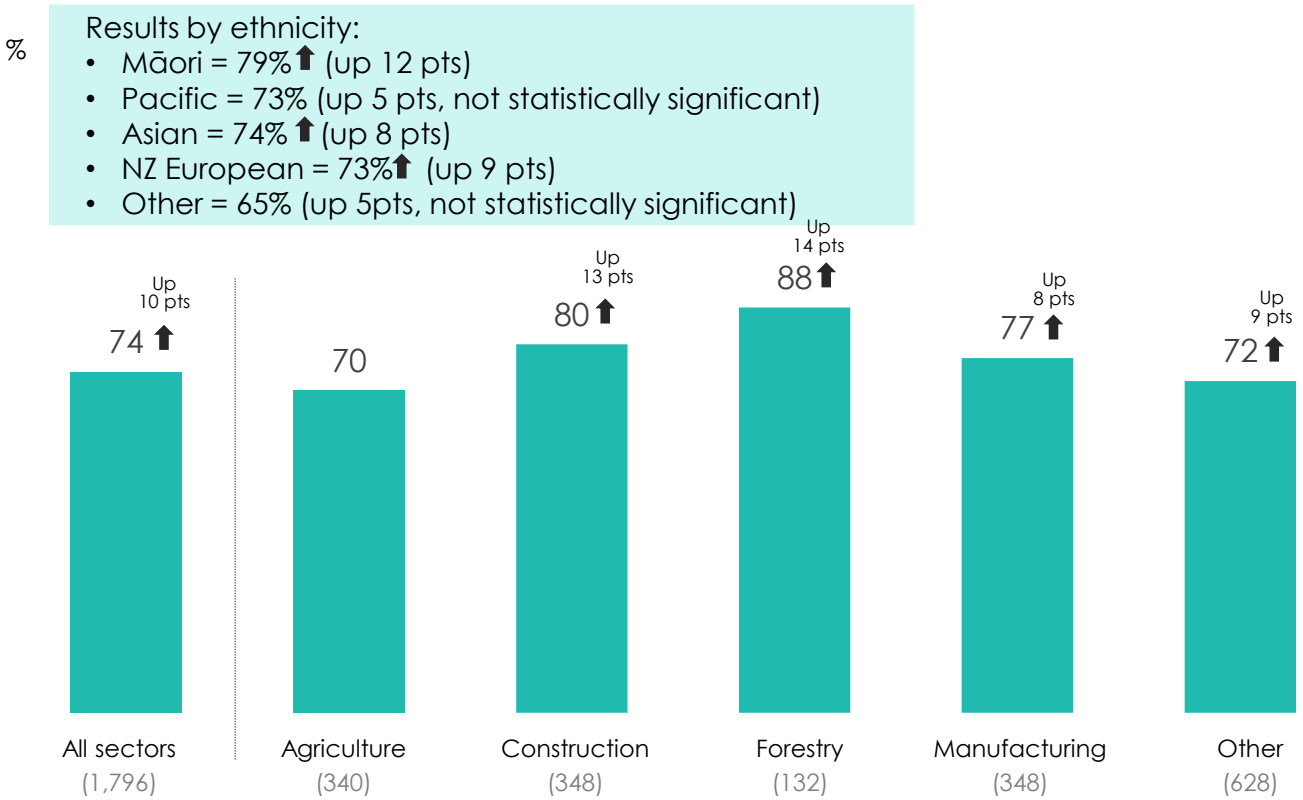
⬆⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

Nearly three quarters of all workers received useful and relevant H&S information from their employer in the last 12 months. This reflects an increase on 2023 and stems from most sectors.

Whether useful and relevant H&S information provided by employer in the last 12 months (based on all workers)



Proportion of all workers that received useful and relevant H&S information in the last 12 months

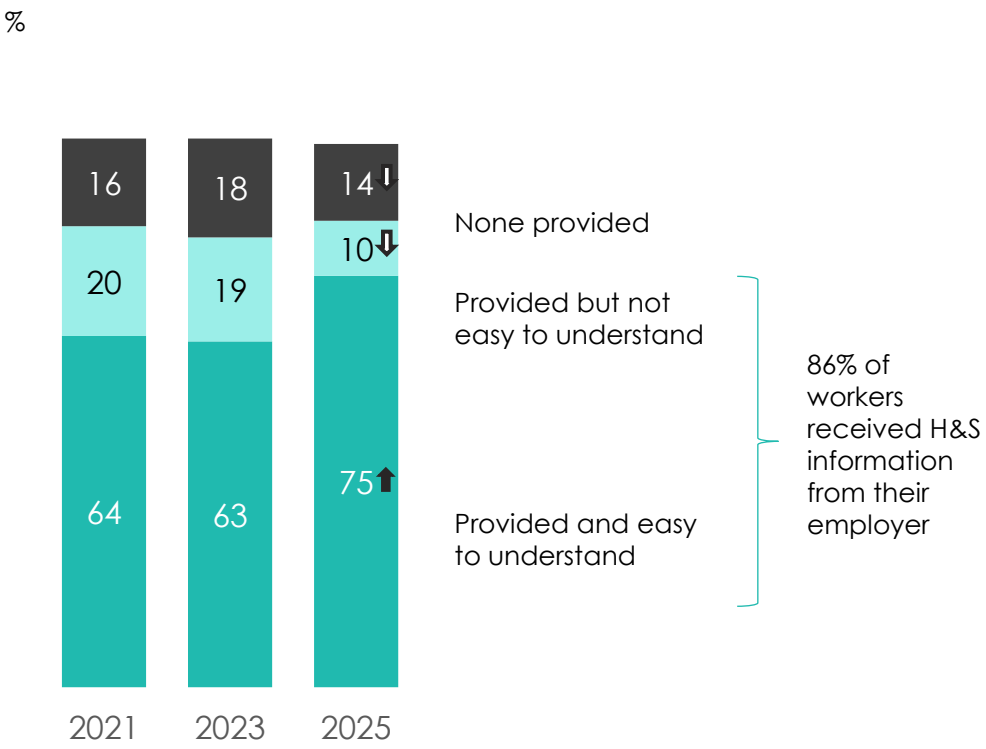


Base: All workers in 2021 (3,627), 2023 (3,300), 2025 (1,796 – excludes missing information for 28 respondents)
Source: Worker questionnaire – Q6j and Q6k

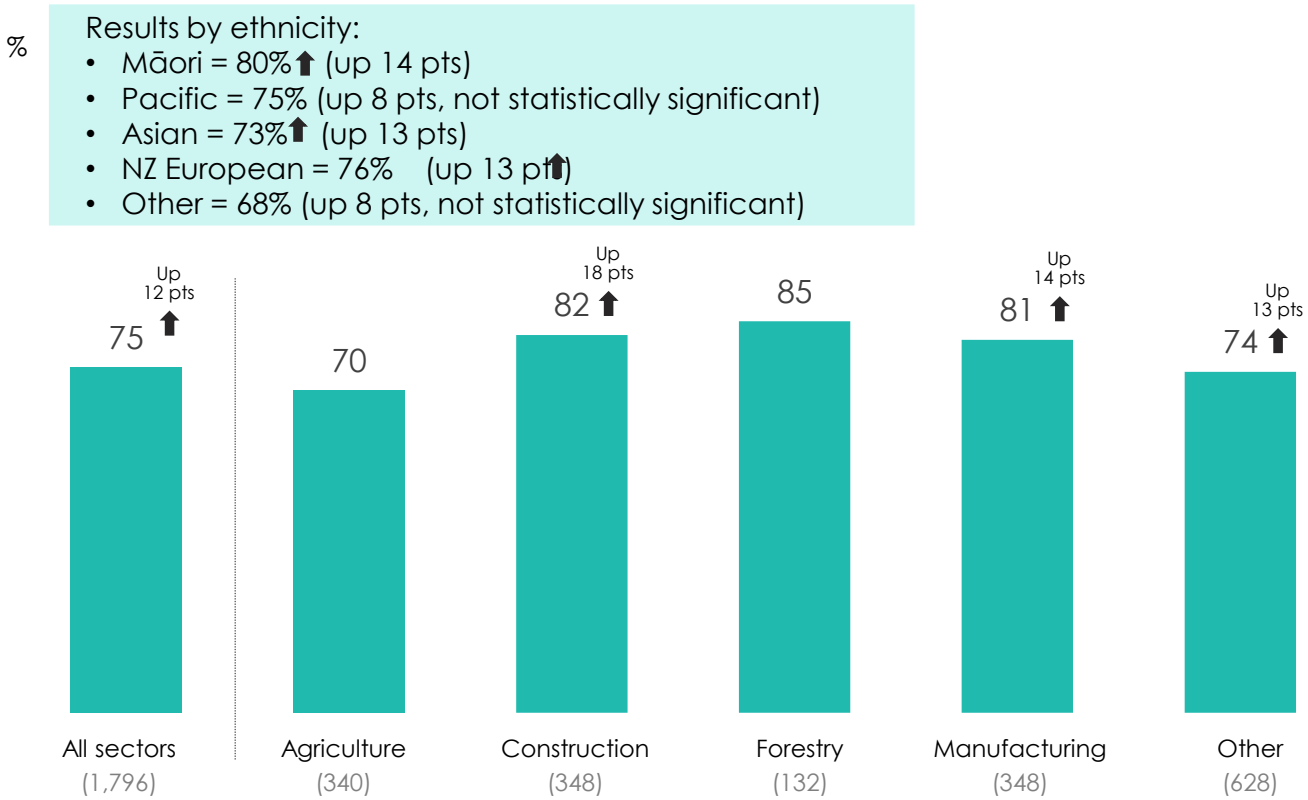
⬆⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

Over three quarters of all workers received H&S information from their employer in the last 12 months that was easy to understand. This reflects an increase on 2023 and especially stems from the construction, manufacturing, and other sectors.

Whether easy to understand H&S information provided by employer in the last 12 months (based on all workers)



Proportion of all workers that received easy to understand H&S information in the last 12 months



Base: All workers in 2021 (3,627), 2023 (3,300), 2025 (1,796 – excludes missing information for 28 respondents)
Source: Worker questionnaire – Q6j and Q6k

⬆⇩ Significant increase/decrease since last wave
▲ Significantly higher or lower than 2025 total sample

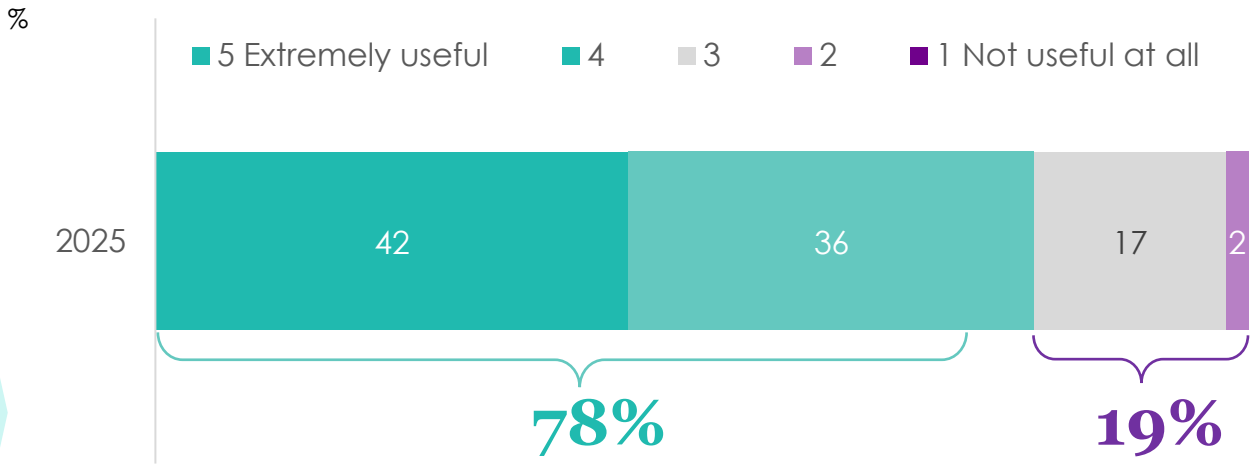
One quarter of workers have used WorkSafe guidance or information for risk management. Over three quarters of these workers found it useful.

Worker use of WorkSafe information and guidance

Agriculture: 22%
▲Construction: 35%
▲Forestry: 44%
Manufacturing: 30%
▽Other: 21%

Source: Worker questionnaire - Q9c.
Base: All workers (981)
Note: This question was included after fieldwork had begun, so the base size is lower than the total sample of workers in the survey.

Perceived usefulness of WorkSafe guidance or information



Proportion with rating of 4-5

Agriculture: 75%
Construction: 79%
Forestry: 77%
Manufacturing: 83%
Other: 76%

Proportion with rating of 1 to 3

Agriculture: 24%
Construction: 19%
Forestry: 23%
Manufacturing: 17%
Other: 18%

Source: Worker questionnaire, Q9d.
Base: Workers who used WorkSafe guidance or information in the last 12 months (279)

▲▽ Significantly higher or lower than 2025 total sample

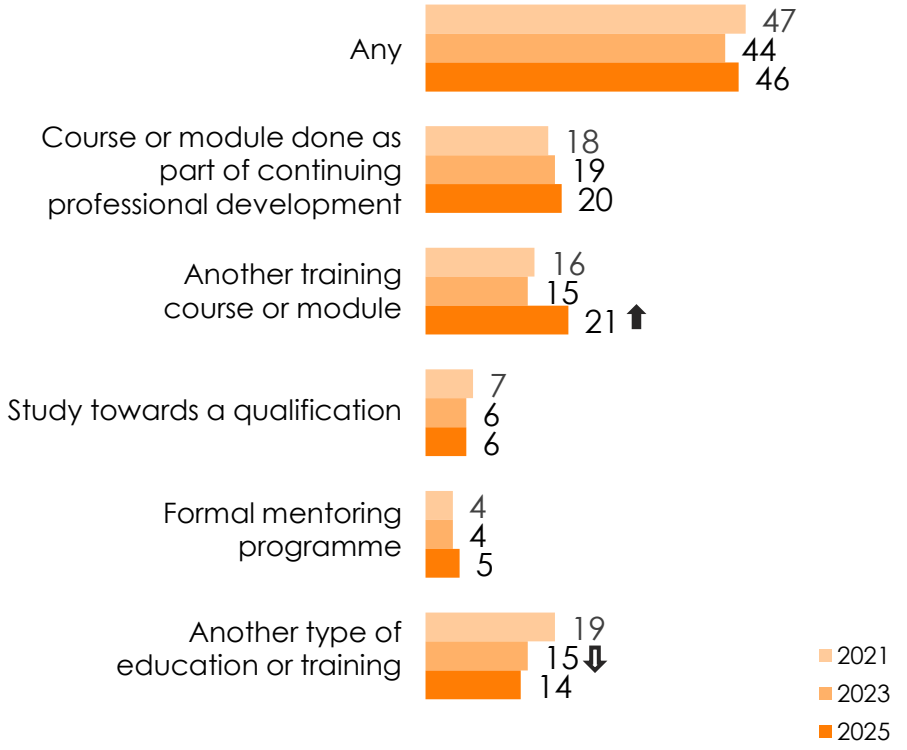
08

Employer training and education

Just under half of employers (46%) received education or training on H&S in the last 12 months. More education and training recipients felt it was relevant and useful than in 2023.

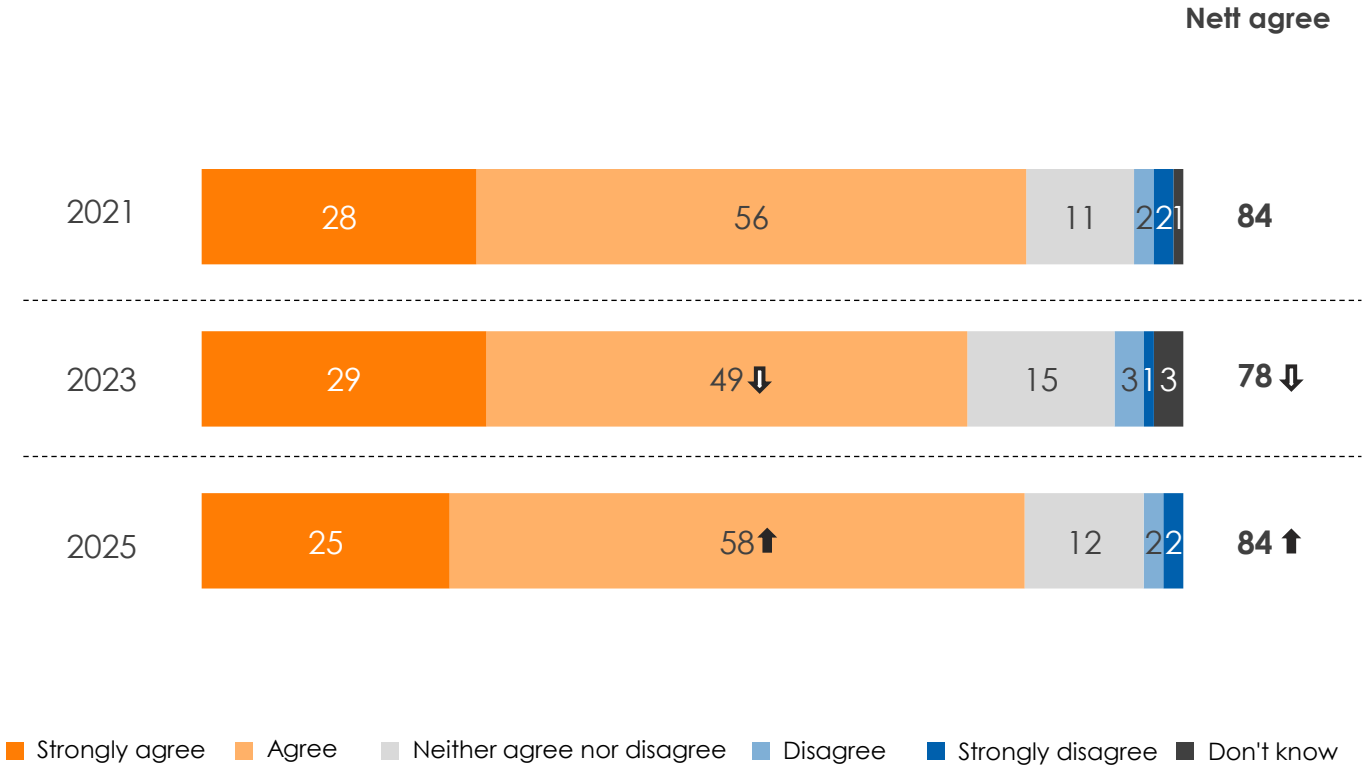
Training/education employers have received in the last 12 months

%



Recipients' agreement with 'the education or training was <u>useful</u> and relevant to your work'

%



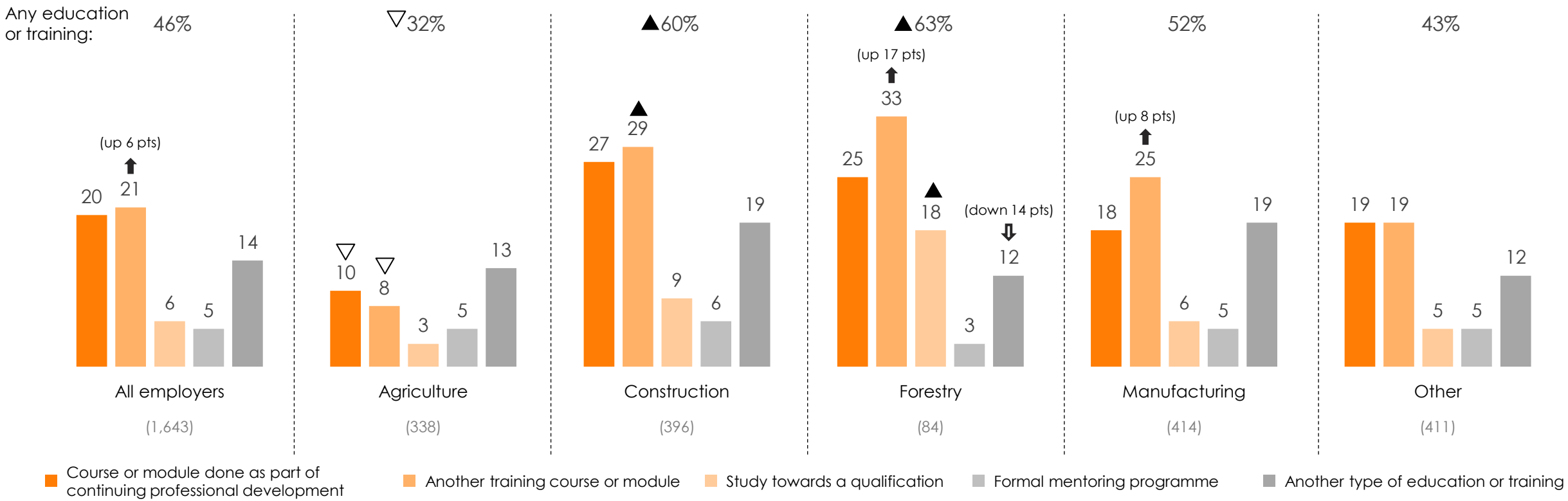
Base: All employers (2,672 in 2021, 2,494 in 2023, 1,643 in 2025) Base: Employers who received education/training in the last 12 months (1,539 in 2021, 1,399 in 2023, 897 in 2025)
Source: Employer questionnaire – Q7a & Q7b

Employer training and education is lower in agriculture than the other high risk sectors.

Training/education employers have received in the last 12 months

%

Training/education rises markedly with business size (from 41% for up to 5 employees to 74% for 50+ employees).



**Education and training was defined as that which supported the employer to manage the health and safety risks in their business – even if the education or training was not just about health and safety.*

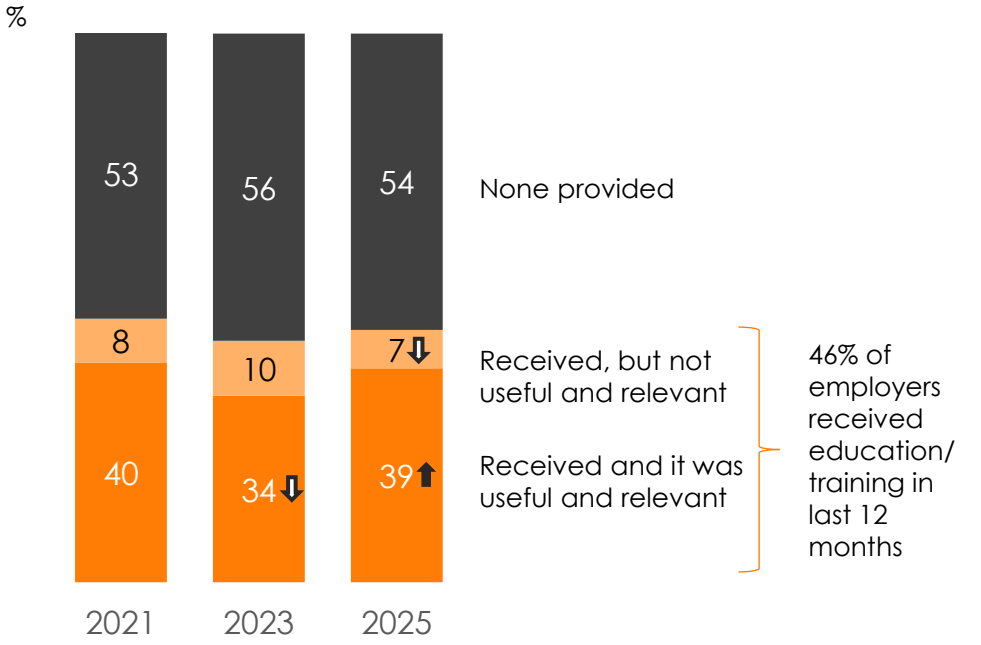
Source: Employer questionnaire – Q7a

⬆⬇ Significant increase/decrease since last wave

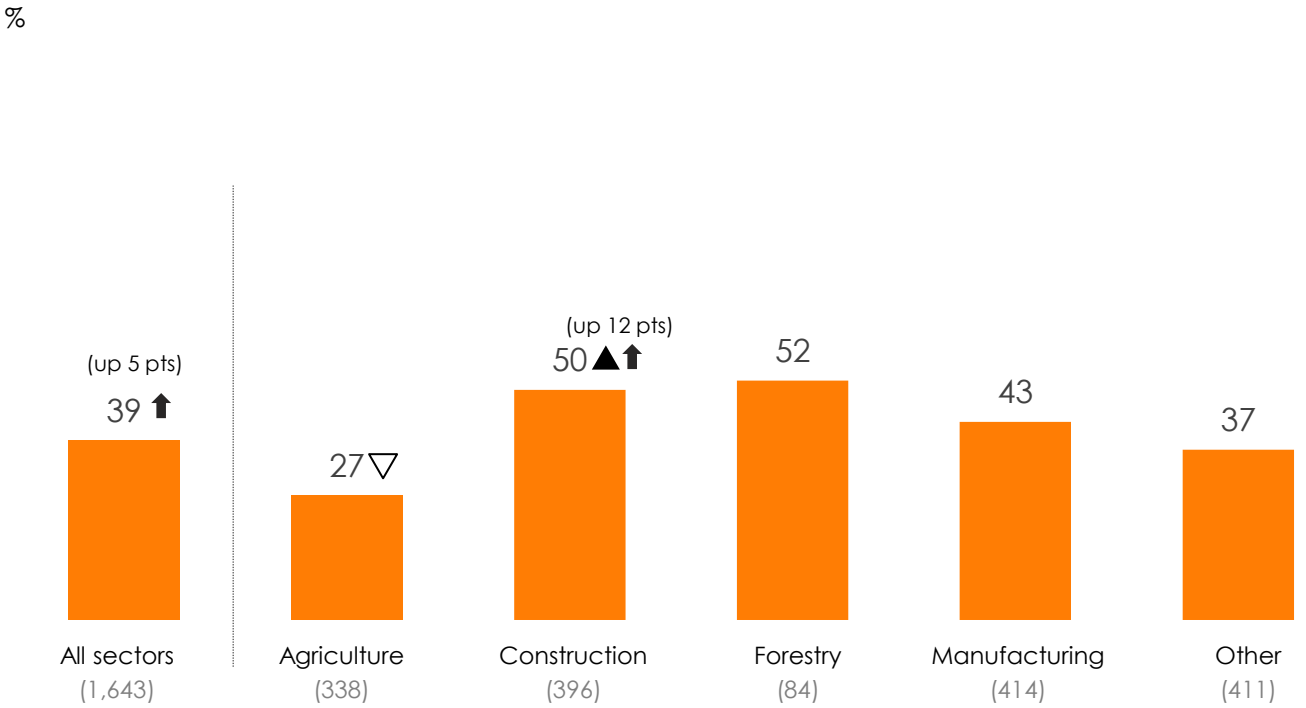
▲▽ Significantly higher or lower than 2025 total sample

The incidence of relevant and useful employer education or training over the last 12 months has increased since 2023 (up five points to 39%). This especially stems from an increase in the construction sector.

Whether useful and relevant education or training received by employers in last 12 months (based on <u>all</u> employers)



Proportion of <u>all</u> employers that received useful and relevant education or training in the last 12 months



*Incidence refers to the proportion in the total employer population that received useful and relevant training or education

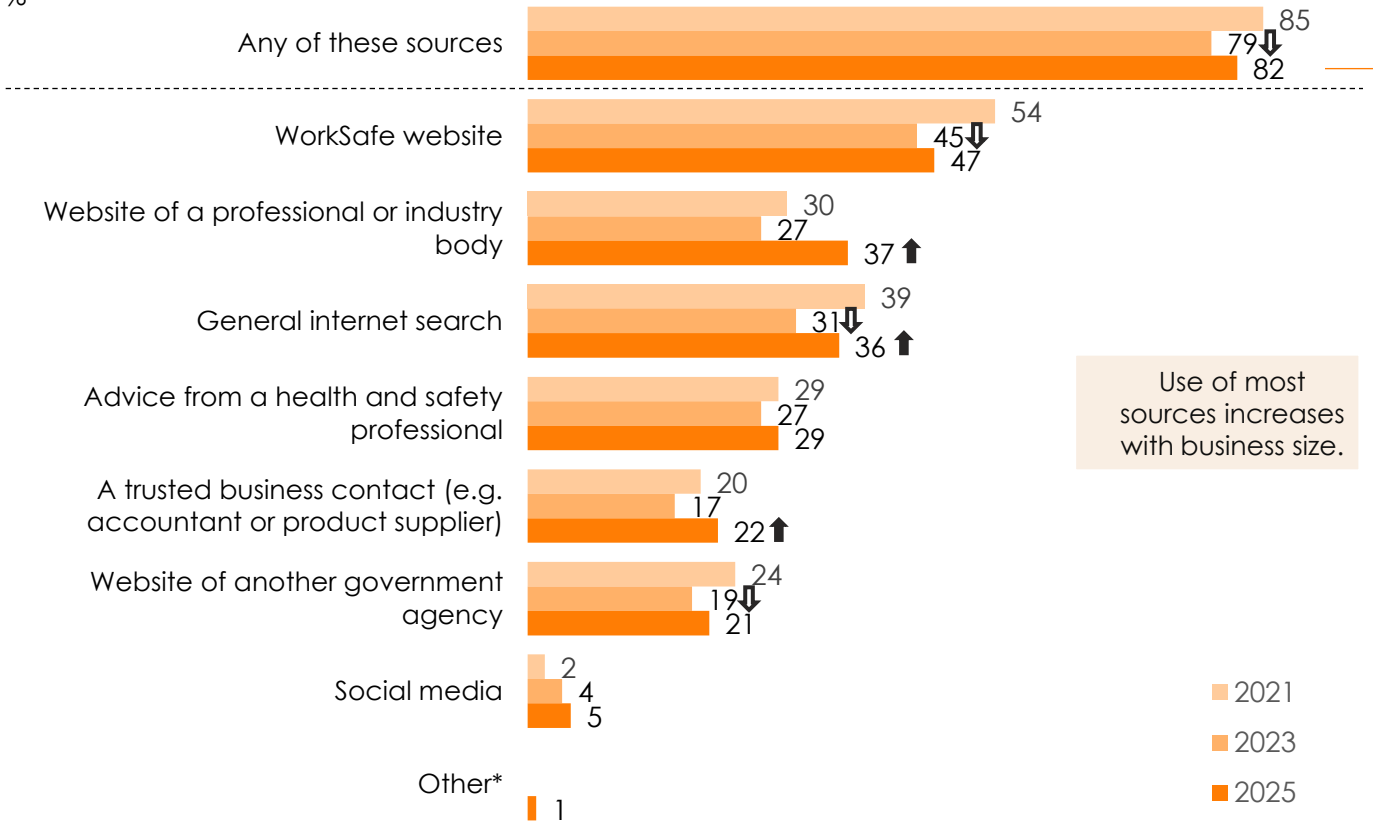
Base: All employers (2,672 in 2021, 2,494 in 2023, 1,643 in 2025)
Source: Employer questionnaire – Q7a/b

⇧⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

Since 2023, more employers are searching for H&S information online and via trusted business contacts. Information and guidance is easier to find and understand in 2025 than in 2023.

Employer sources of H&S information and guidance used in last 12 months

%



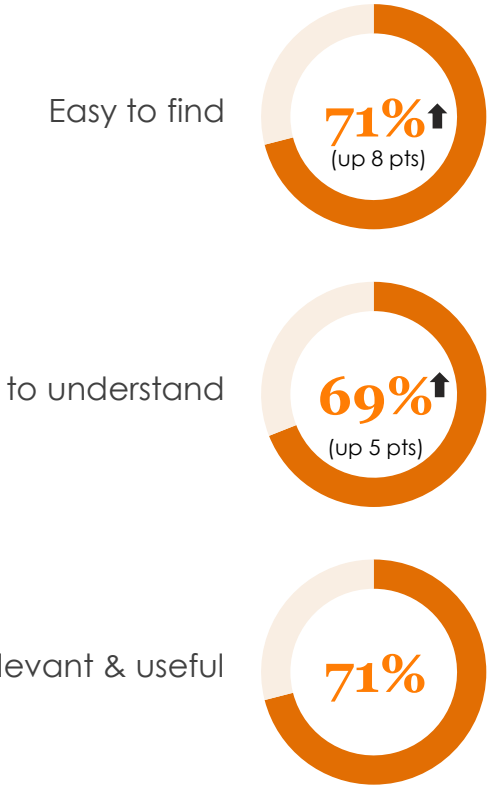
Use of most sources increases with business size.

Base: All employers (2,672 in 2021, 2,494 in 2023, 1,643 in 2025)

Ratings of information/guidance <u>based on employers who sought this</u>

% gave positive ratings

All sectors



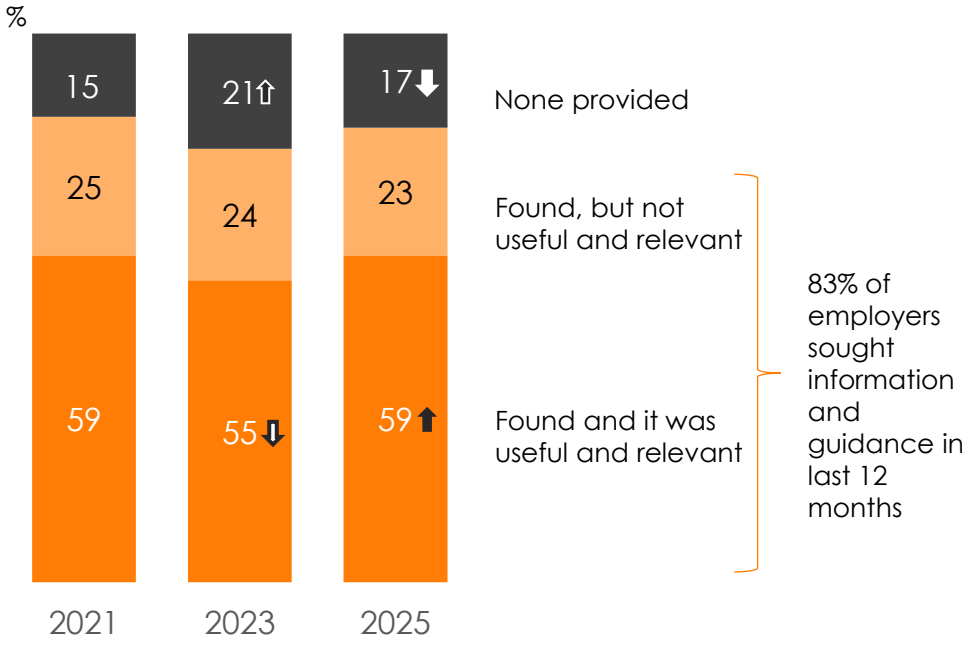
Base: Employers who sought H&S information and guidance in the last 12 months (1,463)

Source: Employer questionnaire – Q6b/c. *The 'other' category was included for the first time in 2025.

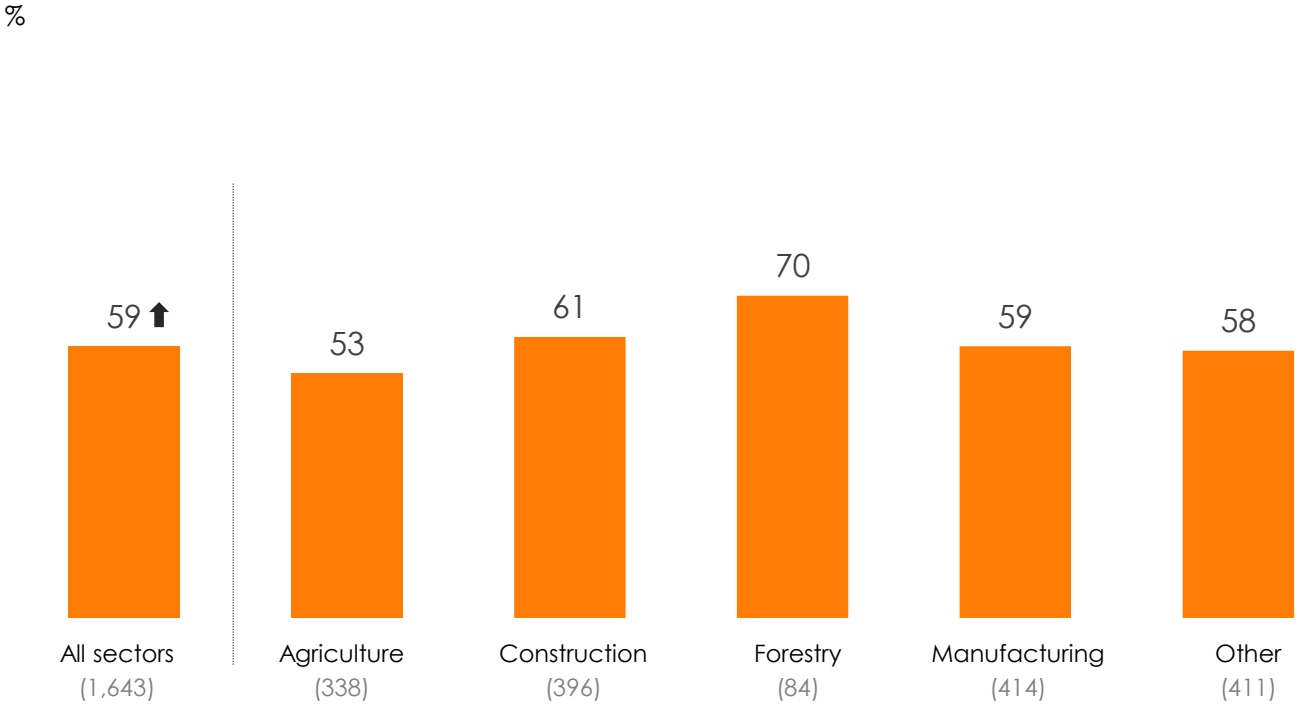
⬆⇩ Significant increase/decrease since last wave

More employers found relevant and useful information and guidance on health and safety in the last 12 months (an increase of four points since 2025).

Whether employer found relevant and useful information and guidance in last 12 months (based on all employers)



Proportion of all employers that found relevant and useful information and guidance in the last 12 months



*Incidence refers to the proportion in the total employer population that sought and found useful and relevant information

Base: All employers (2,672 in 2021, 2,494 in 2023, and 1,643 in 2025)
Source: Employer questionnaire – Q6b/c

⇧⇩ Significant increase/decrease since last wave

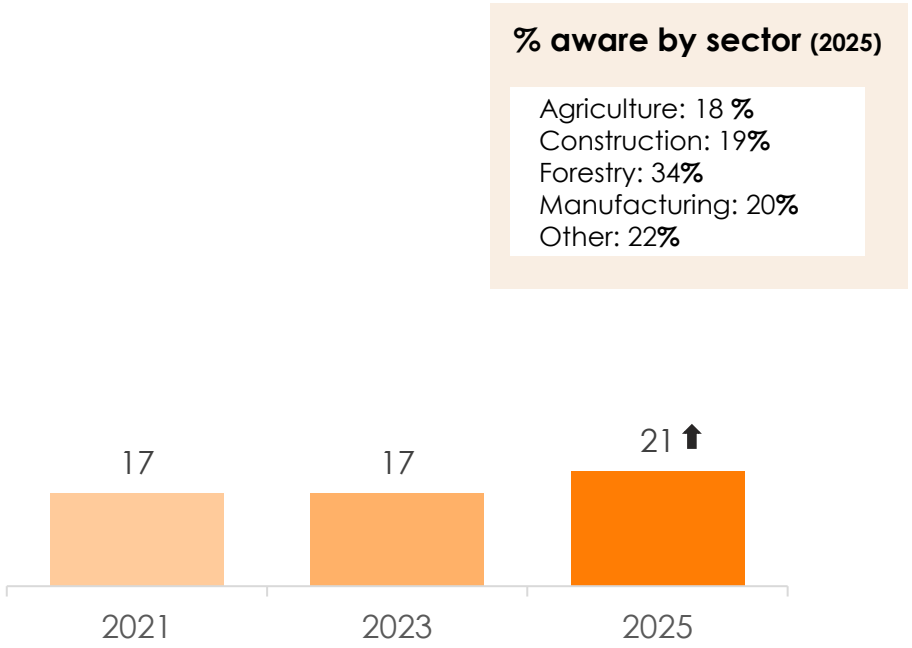
09

Professional advice

Awareness of the HASANZ Register has increased since 2023 (up four points to 21%). Five percent of employers who are aware of it say their business contacted a professional found on the Register.

Awareness of HASANZ Register

% aware



Base: All employers (2,672 in 2021, 2,494 in 2023, 1,643 in 2025) Source: Q8b.

Use of Register (based on those aware of it)

%

Base: Aware of HASANZ register (488 in 2025) Source: Q8c.
Previous waves not shown due to change in question wording.

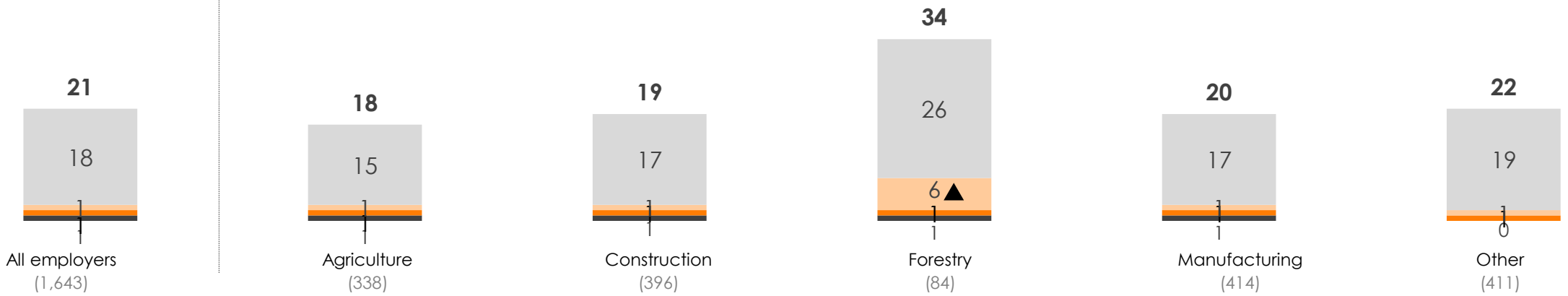
⬆⇩ Significant increase/decrease since last wave

Awareness of the HASANZ Register is highest in Forestry. Both awareness and use of the Register is more common in larger businesses.

Awareness and use of HASANZ register by sector

Number on top of bar = total % aware

Awareness of HASANZ also climbs steeply with business size. Over half (55%) of large employers (50+ employees) are aware of the Register and 8% say their business has used it to source a professional.



Base: All employers (base sizes shown on chart).
Source: Employer questionnaire – Q8b/c.

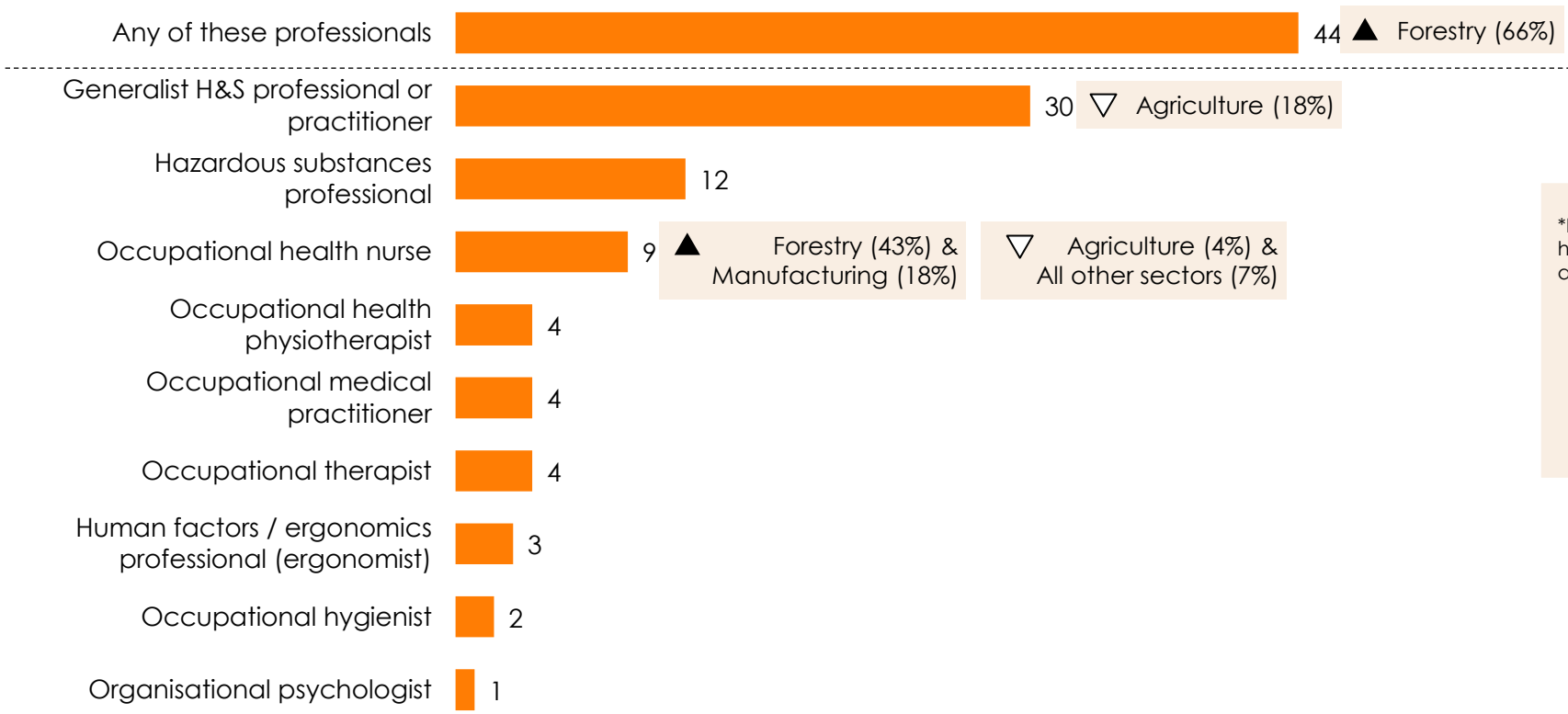
⬆⬇ Significant increase/decrease since last wave

△▽ Significantly higher or lower than 2025 total sample

Over four in ten (44%) employers indicate their business has sought internal or external advice or services from a H&S professional in the last 12 months, most commonly a generalist H&S practitioner.

Professional sources of advice/services used in last 12 months

%



*Note, the figure on this page for 'any of these professionals' is higher than the 29% of employers who said they sought advice from a health and safety professional on page 69. This may be because:

- Q6b was used for the result on page 69. A list of seven possible sources (with health and professionals being just one) was used in Q6b.
- Q8a was used for the results on this page. Respondents were shown nine types of health and safety professionals. Also, respondents were told that the professional could be within or outside of their organisation.

Base: All employers (1,643 in 2025)
Source: Employer questionnaire – Q8a. Historical results not shown due to a change in question wording.

▲▽ Significantly higher or lower than 2025 total sample

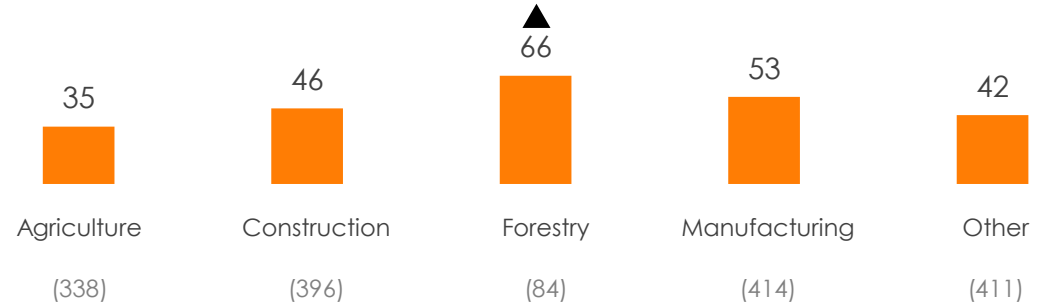
Seeking professional advice or services is most commonly reported by larger employers and employers in the forestry sector.

Sought advice or services from professionals about health and safety at work (past 12 months)

%

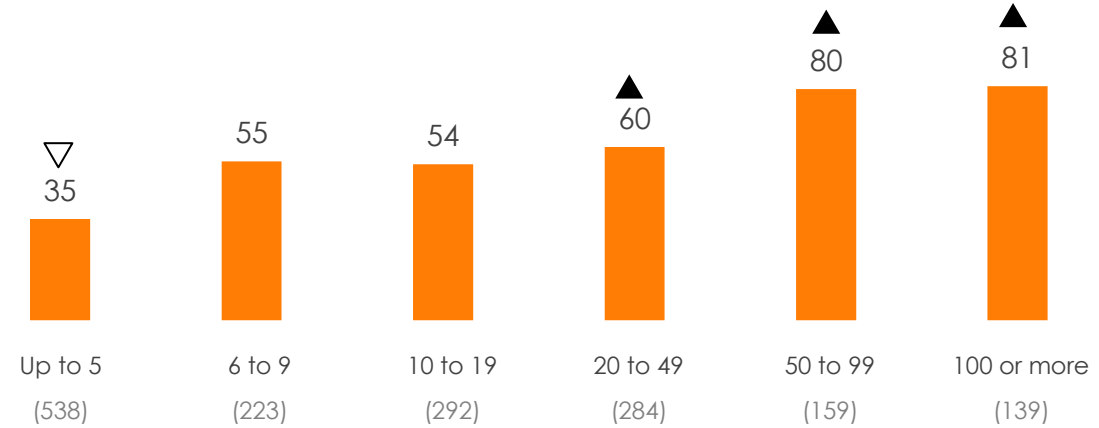
By sector

%



By business size (number of employees)

%



Base: All employers (1,643).

Source: Employer questionnaire – Q8a
Respondents were shown a list of nine types of professionals. Each % on this page is the proportion of employers who sought advice or services from at least one of these nine professionals.

▲▽ Significantly higher or lower than 2025 total sample

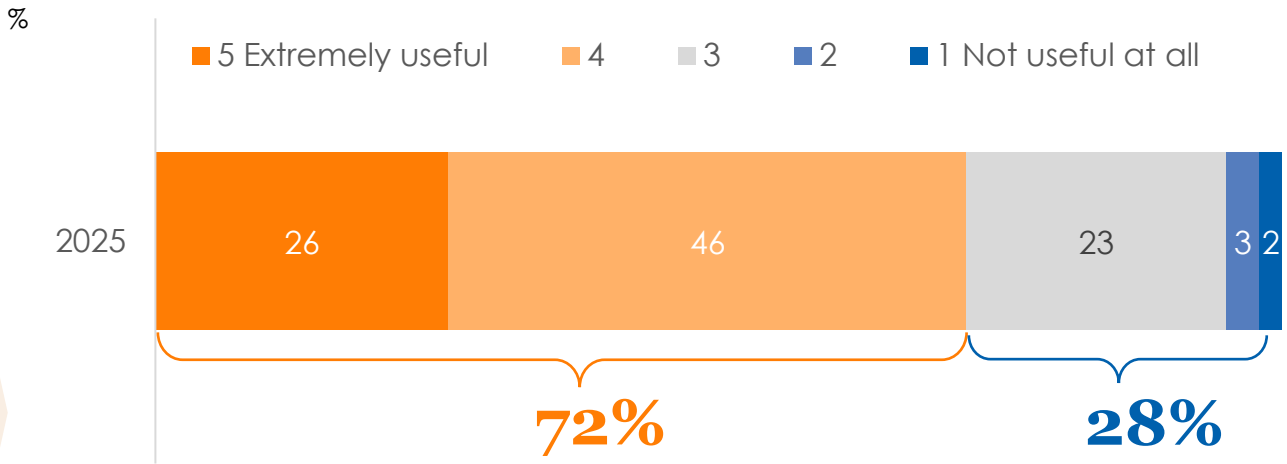
Three in ten employers haved used WorkSafe guidance or information for risk management. Nearly three quarters of these employers found it useful.

Employer use of WorkSafe information and guidance

▽Agriculture: 23%
▲Construction: 41%
▲Forestry: 51%
Manufacturing: 38%
▽Other: 28%

Source: Employer questionnaire - Q9c.
Base: All employers (1,627)

Perceived usefulness of WorkSafe guidance or information



Proportion with rating of 4-5

Agriculture: 68%
Construction: 70%
Forestry: 65%
Manufacturing: 68%
Other: 74%

Proportion with rating of 1 to 3

Agriculture: 32%
Construction: 30%
Forestry: 35%
Manufacturing: 32%
Other: 26%

Source: Employers questionnaire, Q9d.
Base: Employers who used WorkSafe guidance or information in the last 12 months (736)

▲▽ Significantly higher or lower than 2025 total sample

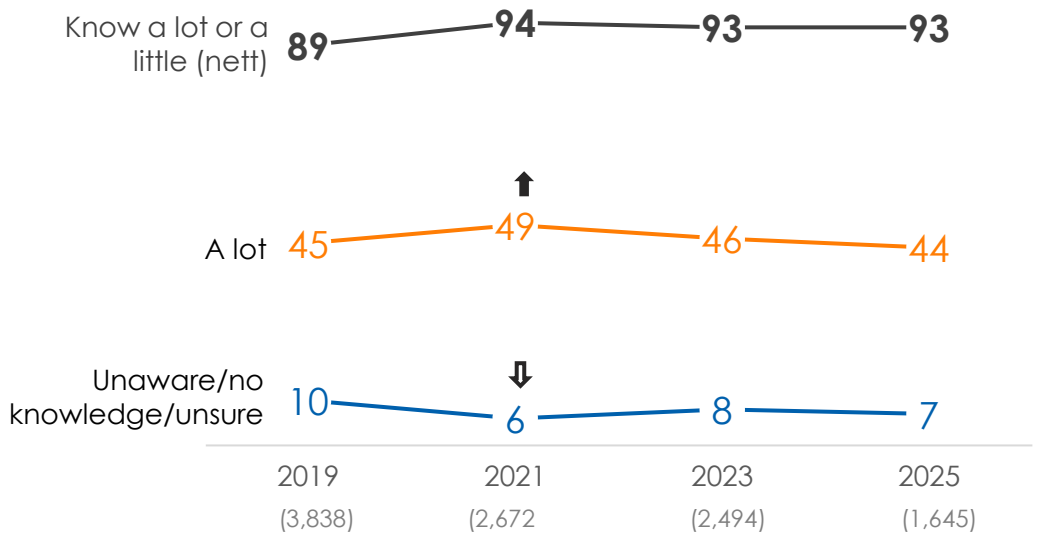
10

Perceptions of WorkSafe

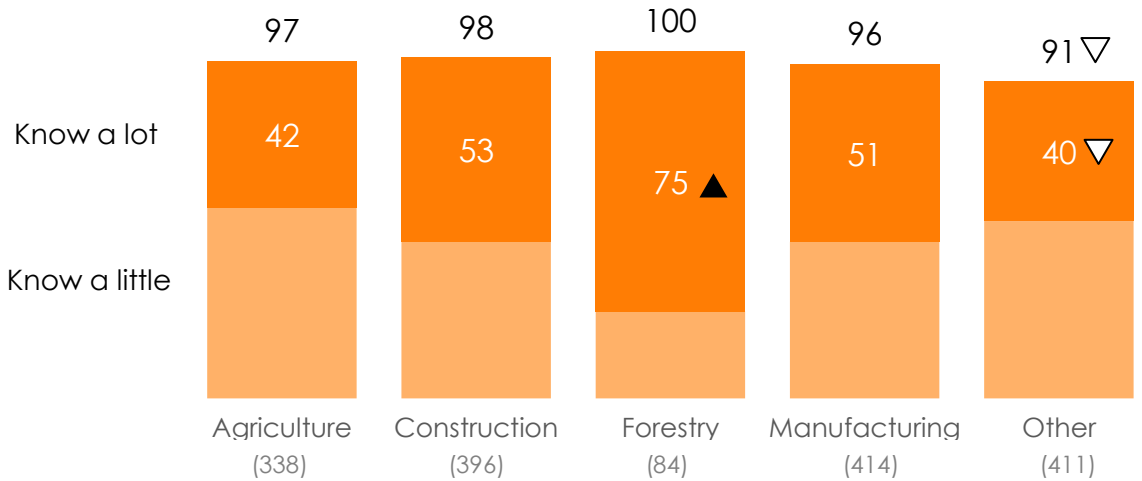
Knowledge of WorkSafe has been fairly consistent since 2021 (after an increase between 2019 and 2021). Forestry employers know the most about WorkSafe.

Knowledge of WorkSafe
All sectors

%



Sector results (2025)



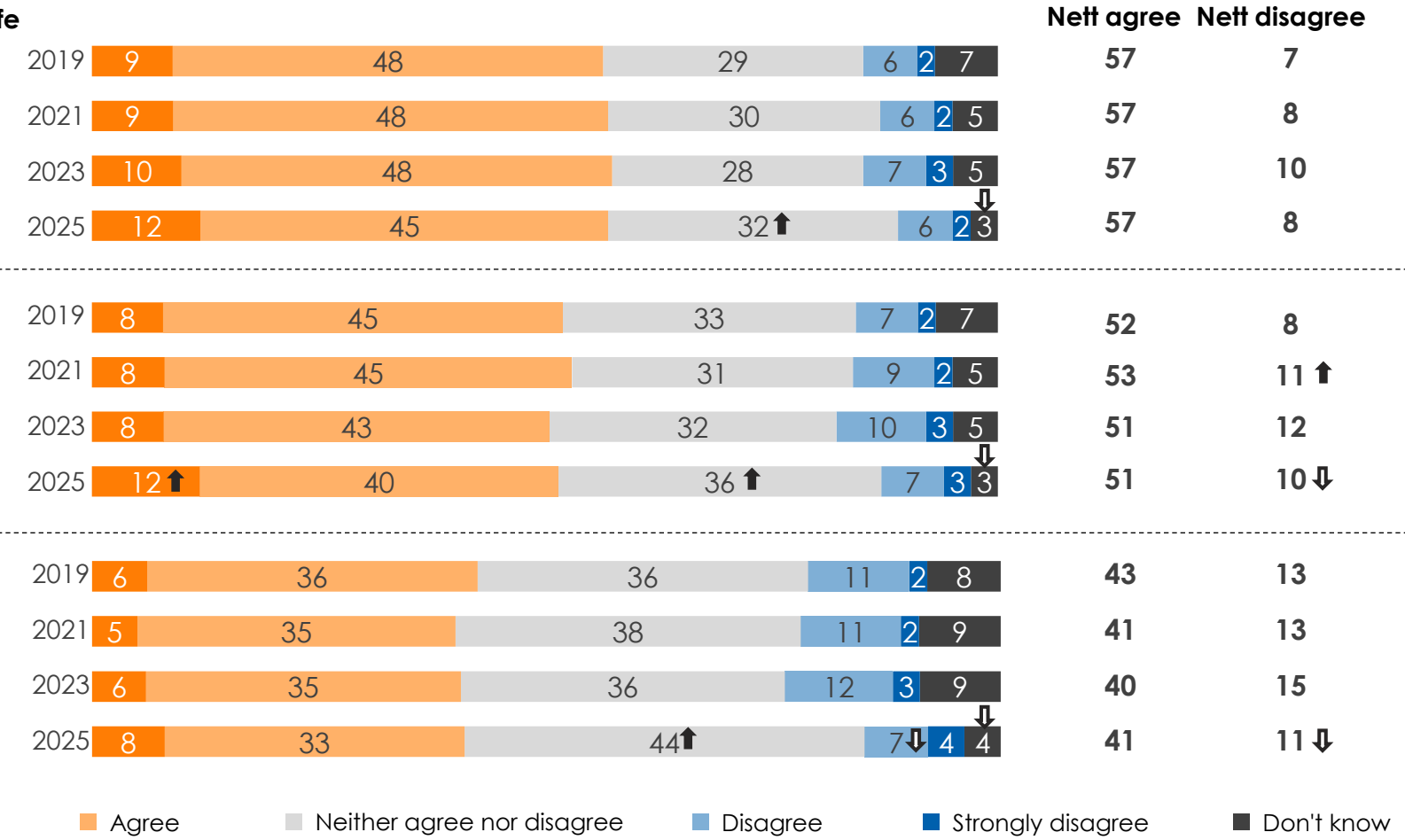
Base: All employers (base sizes shown on chart).
Source: Q9a

⬆⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

Perceptions of WorkSafe are fairly stable over time. There has been a slight strengthening in confidence in WorkSafe since 2023. Employers in agriculture hold less favourable perceptions of WorkSafe than employers in other sectors.

Perceptions of WorkSafe

%



Base: All employers who know 'a lot or a little' about WorkSafe (3,580 in 2019, 2,577 in 2021, 2,385 in 2023, 1,627 in 2025)
Source: Employer questionnaire - Q9b

Significantly higher or lower than 2025 total sample

Significant increase/decrease since last wave

11

Work-related harm

Defining health problems and physical injuries

The next pages examine self-reported* levels of work-related health problems and physical injuries.

Both the prevalence and incidence of health problems is reported:

- **Prevalence** is the % of the population who report experiencing a health problem in the last 12 months that they think has been caused or made worse by work (regardless of when they first experienced the problem).
- **Incidence** is the % of the population who report that they **first started** experiencing a health problem in the last 12 months that they think has been caused or made worse by their work.

The incidence of physical injuries is reported, i.e. physical injuries that occurred in the last 12 months needing medical attention or time off work.

Health problems were defined as follows:

Musculoskeletal harm was defined as discomfort, pain, numbness or loss of mobility in muscles, bones, or joints.
- Respondents were then asked what parts of their bodies had been affected: hips, legs, feet or knees; hands, arms, shoulders, or neck, back; or face.

Mental health or wellbeing issue.
- Respondents who indicated they had experienced a mental health or wellbeing issue were further asked whether they had experienced depression (low mood), anxiety (worries and fears), persistent headaches or stomach aches, persistent tiredness or problems sleeping, persistent difficulty concentrating, remembering or making decisions, or another mental health issue.

Dermatitis, eczema, or another skin condition.

Hearing loss or ringing in ears.
- Respondents were asked to indicate whether this was short-term hearing loss or ringing in their ears from exposure to loud noise, permanent hearing loss or ringing in their ears, or both short-term and permanent.

Infectious disease.
- Respondents who only indicated they had caught the common cold were excluded from this definition.

Breathing or respiratory problem.
- Respondents were asked to indicate whether this was a short-term breathing problem or irritation from exposure to dust, fumes, smoke, sprays, or other substances at work; asthma; chronic bronchitis or emphysema; another respiratory condition.

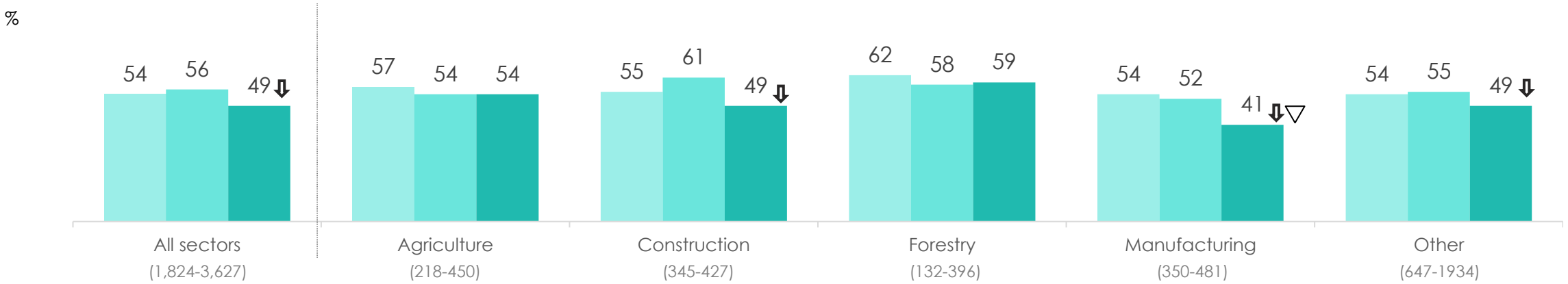
Physical injuries were defined as follows:

A sprain or strain, an eye injury; an injury to teeth, gums, or mouth; a broken bone or fracture; an injury from crushing; a deep cut or wound that required stitches; a body part amputated; burns requiring medical attention; unconsciousness as a result of physical injury or lack of oxygen, a serious head injury and/or concussion, a blow to another body part requiring medical attention; electrocution; or another type of physical harm or injury.

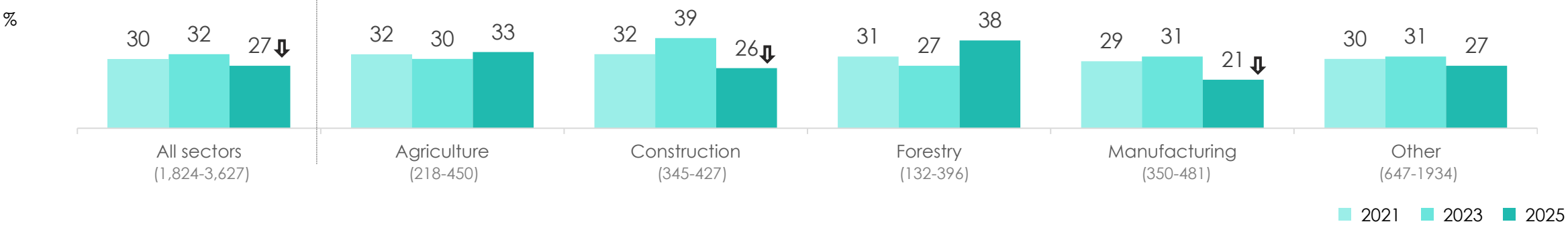
*The reader is reminded that all data reported in this section are based on self-reported information only. Figures in this section are therefore not comparable with published industry harm statistics.

Both the prevalence and incidence of work-related harm has fallen since 2023. This is mainly driven by decreases in the construction and manufacturing sectors.

Prevalence: workers who report that in the last 12 months they experienced a physical injury that required medical attention or time off work, or a work-related health problem*.



Incidence: workers who report that they first started experiencing a physical injury that required medical attention or time off work, or a work-related health problem, in the last 12 months.

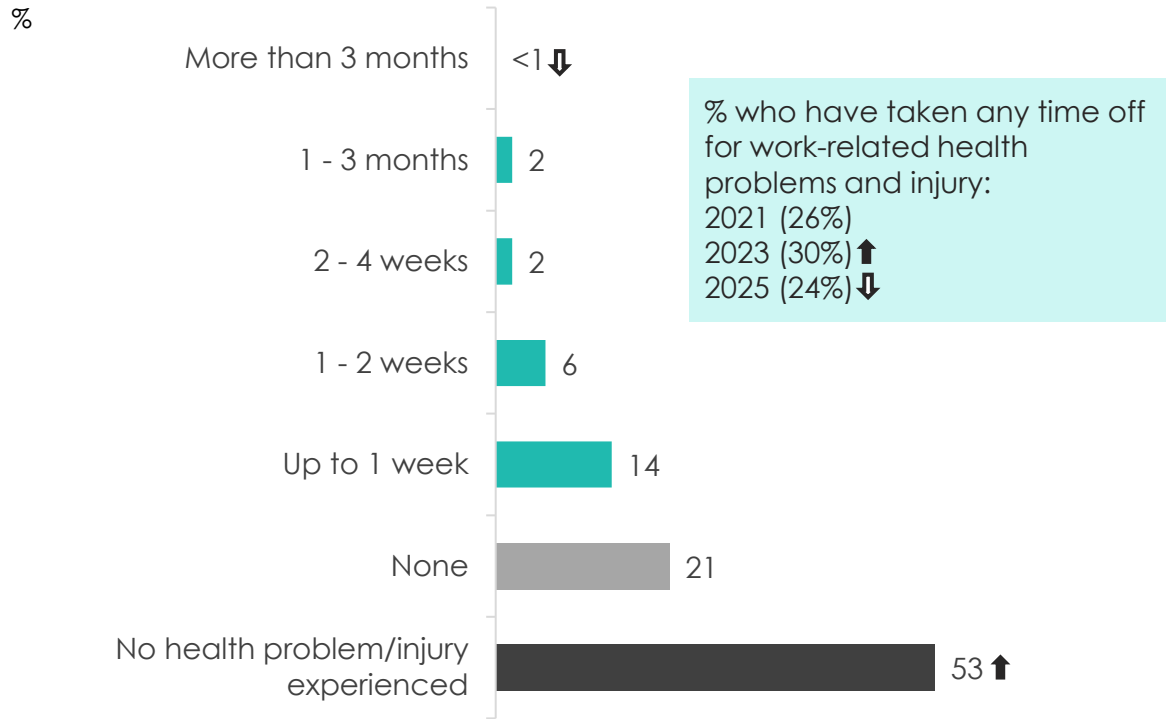


Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025) Source: Q16a – Q16d
*This work-related health problem may have first been experienced or got worse in the last 12 months or earlier than this.

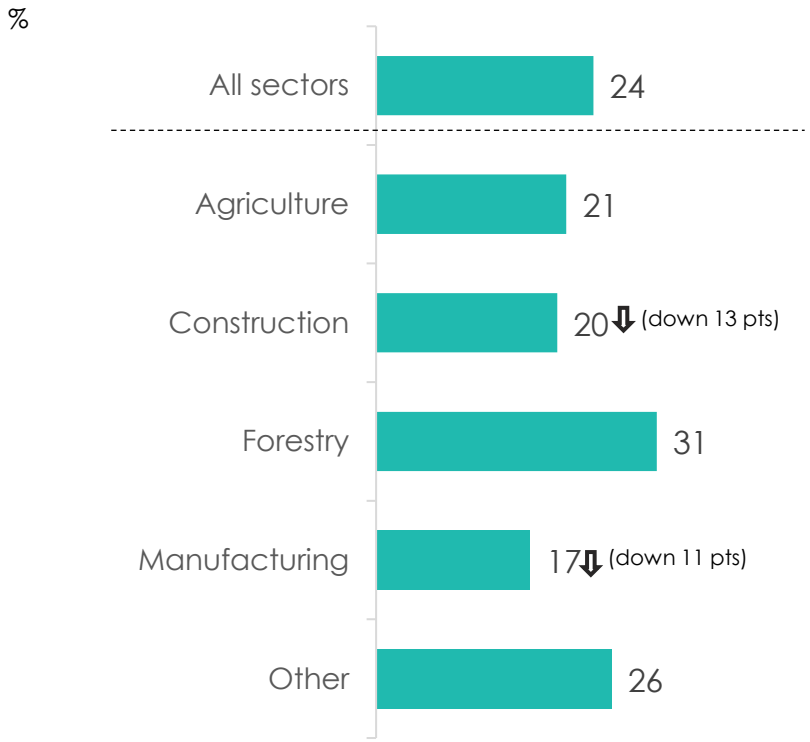
⇅ Significant increase/decrease since last wave
△▽ Significantly higher or lower than 2025 total sample

Fewer workers in 2025 (24%) have taken time off work for work-related harm, similar to 2021. Manufacturing workers were less likely to take time off work than workers in other sectors.

Time off work because of work related health problems and injuries in the past 12 months



Workers who've taken <u>any</u> time off work in the last 12 months because of work related health problems and injuries (2025)

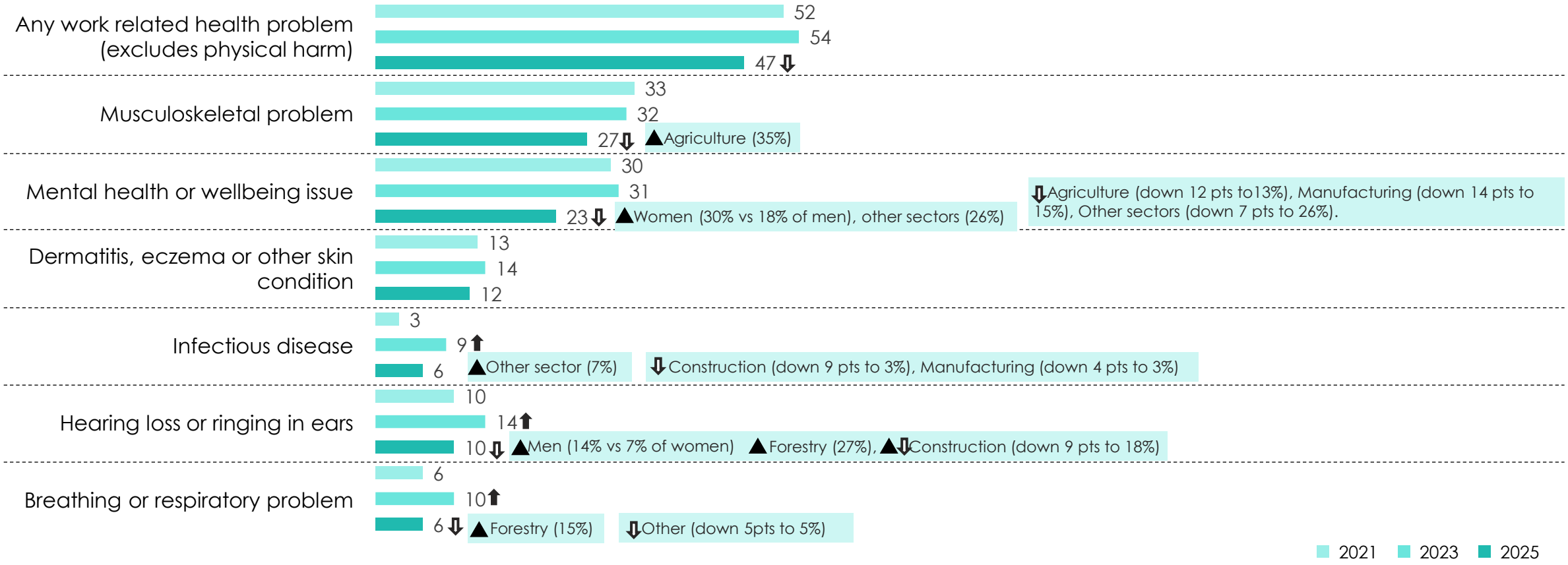


Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025) Source: Q16d
*This work-related health problem may have first been experienced or got worse in the last 12 months or earlier than this.

⬆⇩ Significant increase/decrease since last wave
▲▽ Significantly higher or lower than 2025 total sample

The decline in the prevalence of work-related health problems since 2023 stems from decreases in musculoskeletal, mental health, hearing, and respiratory harm.

Prevalence* of self-reported work-related problems in last 12 months



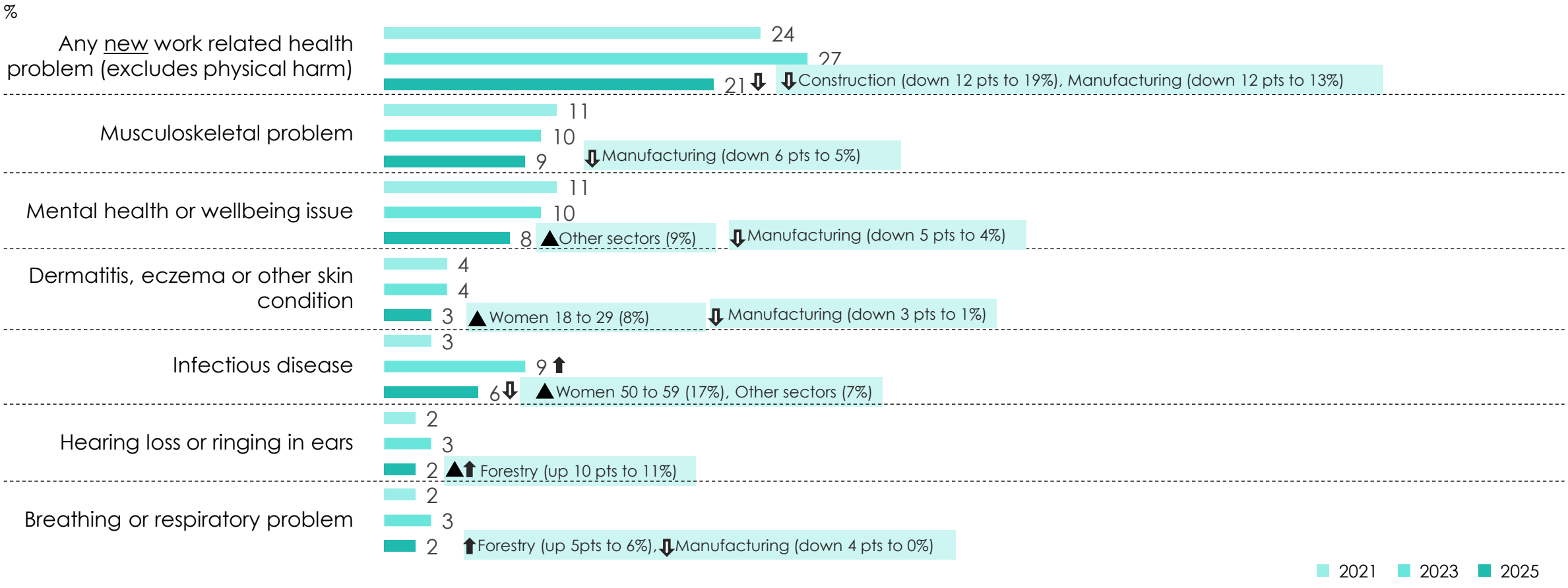
Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025)
Source: Q16a – Q16bii

*Prevalence is the % of the population who report experiencing a health problem in the last 12 months that they think has been caused or made worse by work (regardless of when they first experienced the problem).

⬆⇩ Significant increase/decrease since last wave
▲ Significantly higher than 2025 total sample

Proportions of around one in ten workers continue to report experiencing new musculoskeletal problems, and mental health or wellbeing issues, in the last 12 months. Self-reported levels of infectious disease are lower than in 2023, but remain higher than 2021.

Incidence* of self-reported work-related problems in last 12 months



Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025).
Source: Q16a – Q16bii

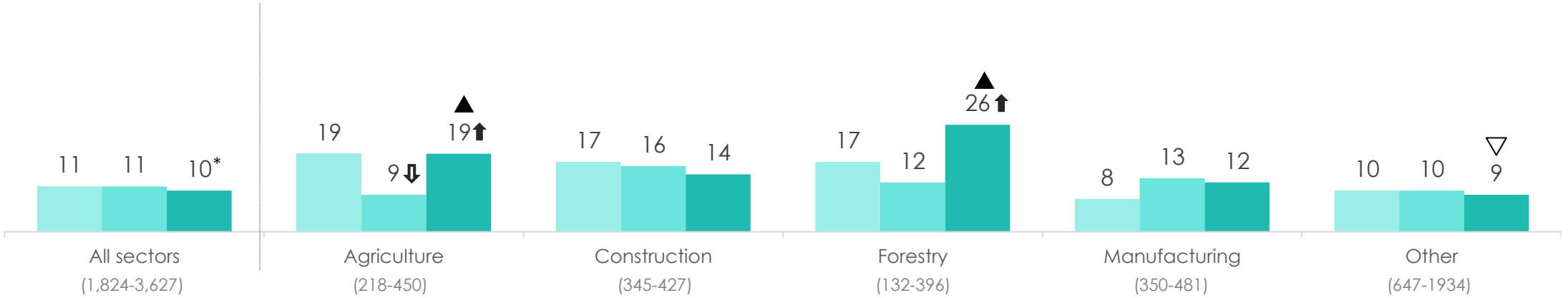
*Incidence is the % of the population who report that they first started experiencing a health problem in the last 12 months that they think has been caused or made worse by their work.

⇅ Significant increase/decrease since last wave
▲ Significantly higher than 2025 total sample

One in ten workers report a physical injury in the last 12 months that needed medical attention or time off work. Since 2023, increases are evident for the agriculture and forestry sectors.

Incidence of self-reported work-related physical injuries in last 12 months

% of workers who reported experiencing some kind of physical injury or harm at work (or while working) that required medical attention or resulted time off work (in the last 12 months)



Physical injuries included a sprain or strain (6.4%), an eye injury (0.6%); an injury to their teeth, gums, or mouth (0.2%); a broken bone or fracture (1.0%); an injury from crushing (0.5%); a deep cut or wound that required stitches (0.8%); a body part amputated (0.1%); burns requiring medical attention (0.3%); unconsciousness as a result of physical injury or lack of oxygen (0.1%), a serious head injury and/or concussion (0.2%), a blow to another body part requiring medical attention (0.8%); electrocution (0.1%); or another type of physical harm or injury (2.3%).

2021 2023 2025

Base: All workers (3,627 in 2021, 3,300 in 2023, 1,824 in 2025).
Source: Q16ci and Q16ii

⬆⇩ Significant increase/decrease since last wave

▲▽ Significantly higher or lower than 2025 total sample

12

Appendix – Bayesian Belief Network technical details

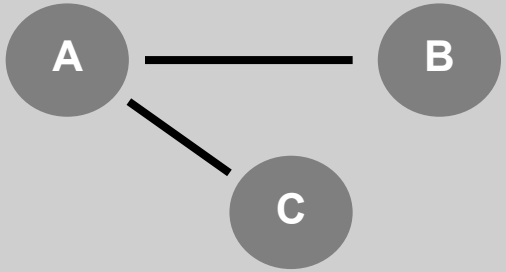
Technical details regarding a Bayesian Belief Network

There are four key stages in generating the Bayesian Belief Network map:

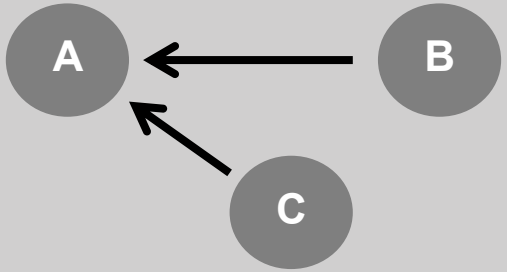
1) **Determination of relationships between map variables:** Connections between variables are determined based on tests of independence conducted within a learning algorithm.

2) **Determination of indicative directionality of relationships:** Indication of causal direction is determined by the pattern of conditional dependence and independence between variables.

A simple example of this can be seen below.



Three variables, two of which (B and C) are conditionally independent.



Given conditional independence of B and C, causal direction has to occur as on left.

3) Running tests across the dataset: Multiple tests of independence between all independent/dependent variables are conducted.

4) Determining the most stable solution: Steps 1-3 are run for at least 200 bootstrap samples (i.e. the model is run at least 200 times). The average of these maps is presented as the final map, resulting in a more robust and stable model. The threshold value presented with the model represents the number of bootstraps the relationships shown are present in.