

1 December 2024

ADDENDUM

Addendum to the Harm Reduction Action Plan 2023-2026

In early 2023, WorkSafe agreed the Harm Reduction Action Plan 2023-2026 with ACC.

Later that year, we designed a new strategy that simplifies how we deliver our regulatory role, which is to influence businesses and workers to meet their health and safety responsibilities and to hold them to account if they don't.

This addendum sets out changes to WorkSafe's injury prevention work described in the Harm Reduction Action Plan, to reflect our refreshed strategic approach.

WorkSafe and ACC will work together to update the full Harm Reduction Action Plan in 2025 when both organisations have confirmed their strategic priorities. Until then, both organisations will keep working closely to coordinate their activities.

Priority plans

To bring the new strategy to life, WorkSafe developed a suite of priority plans that set out how we will deliver enforcement, engagement and permitting activities to maximise our influence and achieve better, more equitable outcomes.

Guided by evidence about acute, chronic, and catastrophic harm, the plans focus on high-risk sectors – agriculture, forestry, construction, and manufacturing – and high-risk activities such as mining, adventure activities and work involving hazardous substances.

See [Priority plans](#)

Impacts for the current Harm Reduction Action Plan

WorkSafe has targeted its priority plans based on evidence of risk and harm and will continue to progress

the focus areas of the 2023-2026 Harm Reduction Action Plan by:

Commitments

- Continuing to deliver the Puataunoko "Come Home Safely" educational programme (designed to engage and educate Pacific people working in higher risk industries) and kaupapa Māori approaches like the Te Kawa a Tāne alliance, across sectors, especially in forestry and manufacturing.

System

- Focusing on sharing data and insights with sector leaders in agriculture, construction, forestry and manufacturing, so that they can influence change through their channels, and we can learn from their insights too.

High risk areas

- Focusing on protecting people from machines through targeted interventions in the areas of highest harm or risk areas across all four sectors.
- Reducing airborne exposures including harm from hazardous substances like dusts, fumes, infectious biological material, and toxic chemicals in manufacturing, agriculture, and construction.
- Targeting interventions that address vehicle safety in the agriculture and construction sectors.

Enablers

- Continuing to support the inclusion of worker voice in developing stronger health and safety at work culture and practice, especially in the manufacturing and forestry sectors.
- Targeting overlapping duties and the risks posed by multiple businesses working together on complex sites in the construction and forestry sectors to influence good work organisation and practice.