

Joanne Barker

[fyi-request-7975-cadc2f83@requests.fyi.org.nz](mailto:fyi-request-7975-cadc2f83@requests.fyi.org.nz)

Dear Joanne

Thank you for your email of 1 June 2018, requesting the following:

- *The number of employees (casual, fixed term, full time, part time, permanent, contractors and any other kind) who have resigned from WorkSafe New Zealand in the past 24 months. Broken down by business unit, and;*
- *The number of employees who have been employed in the past 24 months, without HR completing reference checks, interviews, and/or psychometric testing. Broken down by business unit and detailing which of the above recruitment measures weren't taken for each individual.*

WorkSafe New Zealand has been actively working to ensure our people capability is fully aligned to our organisational strategy and objectives. In the last 24 months, 21 staff from Better Regulation, 13 from Corporate Services, 18 from High Hazards & Energy Safety, 11 from People and Culture, 2 from Legal, 4 from Operational Policy, 63 from Operations & Specialist Services, 22 from Strategy and Performance and finally 1 from the Office of the Chief Executive resigned from WorkSafe. This equates to approximately 15% each year.

To an extent, the staff changes reflect organisational maturity. WorkSafe has spent its first four years establishing itself and maintaining service provision. As we developed, our focus and approach has adapted and we are now well structured to meet our new organisational strategy and the health and safety strategy for New Zealand. We recognise that people are critical to our success in becoming a world-class regulator. Our aim is to deliver organisational excellence by ensuring our people are highly capable, diverse and engaged, with the right skills and experience for a high performing organisation.

Information regarding reference checks, interviews, and or psychometric testing is not centrally recorded by WorkSafe's HR (People and Culture team). Managers are responsible for the recruitment process at WorkSafe. It should be noted that psychometric testing may be used during the recruitment process but is not mandatory for all roles. However, two reference checks are required for all new appointments.

If you require any further information please contact [oia@worksafe.govt.nz](mailto:oia@worksafe.govt.nz).

Yours sincerely



Carol McNaught  
General Manager – People and Culture