2026 HSW Key Performance Indicators (KPIs) – Data Sources

Performance Indicator	Source Data
Organisational Units promote quarterly wellness initiatives and support local wellbeing networks within their areas.	**Local HSW Management Plan** Wellness activities recorded in HSW Mgt Plan
Quarterly safety walks conducted by heads of organisational units	**UQSafe R3 > Risk Analytics** 3. KPI - Safety Walks
95% of staff and HDRs compliant with 'UQ HSW Induction' training	**UQReportal** *(note: reports not working for HDRs)* Compliance Summary - Mandatory Training (All UQ)
95% of staff and HDRs compliant with 'Annual Fire Safety' training	**UQReportal** *(note: reports not working for HDRs)* Compliance Summary - Mandatory Training (All UQ)
95% of supervisors compliant with 'Supervisor HSW Responsibilities' training	**UQReportal** Compliance Summary - Mandatory Training for Supervisors (All UQ)
95% of supervisors compliant with 'Understanding and Managing Psychosocial Risk for Supervisors' training	**UQReportal** Compliance Summary - Mandatory Training for Supervisors (All UQ)
95% of live (active) Risk Assessments in UQSafe are in review date	**UQSafe R2 > Analyse Data** KPI – Risk Assessments
95% of Risk Assessments in UQSafe are approved by the Supervisor within 3 weeks of submission	**UQSafe R2 > Analyse Data** KPI - Risk Assessments Approval Timeframes
10% of new (2026) Risk Assessments in UQSafe are reviewed and verified by the local Safety Team	**UQSafe R2 > Analyse Data** KPI – Risk Assessments
95% of HSW Reports in UQSafe are reviewed and verified by the local Safety Team	**UQSafe R3 > Risk Analytics** 1. KPI HSW Reports Data (including Restricted)
95% of Management Plans are created in UQSafe within 3 weeks of HSW Report submission	**UQSafe R3 > Risk Analytics** 1. KPI HSW Reports Data (including Restricted)
95% of Management Plans in UQSafe are reviewed and verified by the local Safety Team	**UQSafe R3 > Risk Analytics** 1. KPI HSW Reports Data (including Restricted)
Quarterly HSW performance reports submitted to heads of organisational units and HSW Committees	**Local HSW Management Plan** Submission dates noted in HSW Mgt Plan
HSW Risk Registers are reviewed annually by local Organisational Units to inform UQ's HSW Enterprise Risk Register and guide the development of HSW Audit Programs	**Local HSW Management Plan** Submission date noted in HSW Mgt Plan
95% of scheduled HSW audits are completed by end-of-year	**Scheduled:** Local HSW Management Plan **Completed:** UQSafe R3 > Checklists Register
95% of scheduled HSW inspections are completed by end-of-year	**Scheduled:** Local HSW Management Plan **Completed:** UQSafe R3 > Risk Analytics 4. KPI - Annual HSW Workplace Inspections
95% of actions following HSW inspections and audits are completed within allocated timeframe	**UQSafe R3 > Risk Analytics** 2. KPI Tasks Data - all