

Office of the Work Health and Safety Prosecutor

Business Plan 2026–2027

Our work

The Office of the Work Health and Safety Prosecutor (OWHSP) is an independent prosecution office, established by the Queensland Parliament under the *Work Health and Safety Act 2011*. The OWHSP conducts and defends cases commenced under Queensland's workplace and resources health and safety laws. Decisions to commence, amend, or terminate cases are made in accordance with the Guidelines of the Director of Public Prosecutions (Qld).

Our priorities

- Make independent, informed, and quality decisions about referrals and cases from Regulators in work health and safety and resources safety and health
- Work as model litigants and develop the skills of our people
- Establish and maintain effective engagement and communication about our work with client agencies and stakeholders, including Regulators, investigators, affected and injured workers and next of kin, and the community
- Commit to a psychosocially healthy, diverse and equitable workplace upholding the values of professionalism, integrity, teamwork, inclusivity, and growth that is free of all forms of harassment

Our performance measures

We work to provide an efficient, effective, and transparent prosecution service that contributes to delivering outcomes for the safety of Queensland workers and the community by:

- aiming to assess briefs of evidence within 120 days of referral
- applying the Guidelines of the Director of Public Prosecutions in 100 per cent of cases
- applying the *Human Rights Act 2019* in so far as addressing any incompatibility with a human right in our decision-making processes in 100 per cent of cases
- aiming to resolve 90 per cent of cases we prosecute in conviction¹
- aiming to achieve a conviction rate of 70 per cent in matters prosecuted in defended summary hearings
- aiming to achieve a conviction rate of 70 per cent in matters tried on indictment.

Our strategic risks

- Staff capability – failing to develop, upskill, and retain skilled staff
- Workplace well-being – failing to mitigate the psychological and operational impacts of managing high workloads and working on highly complex and distressing cases
- Stakeholder relationships – failing to manage engagement and build trusted relationships with key investigative and other stakeholders
- Information security and digital resilience – failing to respond to evolving threats to the security and integrity of data and to leverage technological advances to improve efficiency and effectiveness

¹ The conviction rate is the percentage of defendants convicted in prosecutions which proceeded to a decision or verdict. The calculation doesn't include defendants where the OWHSP determined not to commence a prosecution or discontinued a prosecution prior to decision or verdict. 'Conviction' includes any finding of guilt and is not limited to prosecutions in which a conviction is recorded. It also includes prosecutions with multiple charges, where at least one charge is proven.