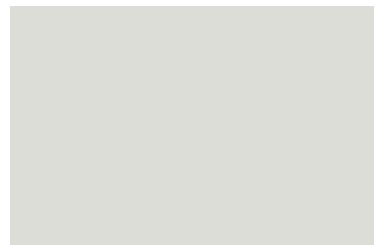
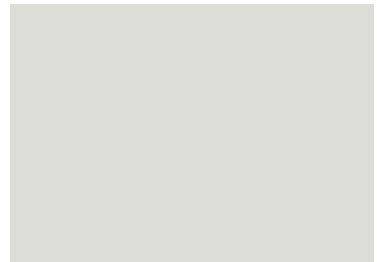
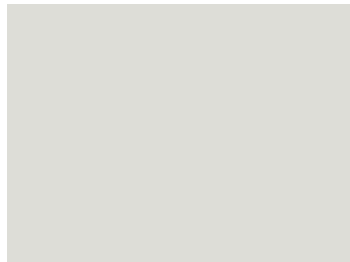
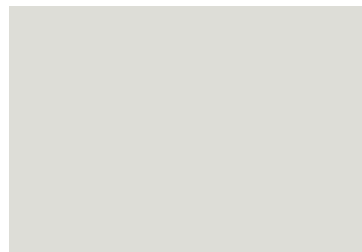
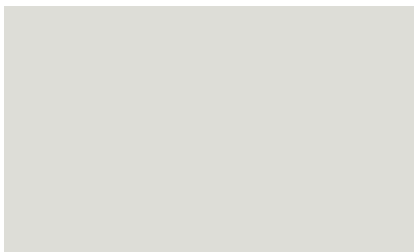


WORKPLACE HEALTH AND SAFETY STRATEGY FOR NEW ZEALAND TO 2015

Rautaki mō te Haumaru me te Hauora o te
Wāhi Mahi mō Aotearoa ki te 2015

Snapshot of Progress 2005/06

November 2006



Published November 2006

Department of Labour
Wellington
New Zealand

ISBN 0-478-28081-5

This document is available on the Workplace Health and Safety Strategy website:

www.whss.govt.nz

Or

Workplace Group
Department of Labour
PO Box 3705
Wellington
New Zealand
email: whss@dol.govt.nz

Contents

| | |
|--|----|
| Minister's Foreword | 2 |
| Workplace Health and Safety Strategy Framework for Action | 3 |
| Highlights from the First Year | 4 |
| Implementation Priorities for 2006/7 | 8 |
| Details of Actions and Deliverables under the 2005-6 Action Plan | 9 |
| Glossary | 27 |
| Annex 1 - Action Reporting Template 2006/7 | 28 |

Minister's Foreword

I am pleased to present the first progress report on the Workplace Health and Safety Strategy to 2015. When I launched the Strategy in June last year, the focus was very much on putting in place a number of actions that together would begin to realise the Strategy's vision of "healthy people in safe and productive workplaces".

This progress report demonstrates that we have done this - it provides a snapshot of the activities of many agencies who are contributing to the Strategy, and demonstrates the wide range of initiatives that are contributing to its progress. The report also provides detailed progress on each and every one of the actions and deliverables of the Action Plan 2005/06.

Ultimately, the Strategy is a catalyst for changing and lifting workplace health and safety practices beyond compliance, so we can have healthy people in safe and productive workplaces. An evaluation of the Strategy and action plan development has highlighted the need for us to keep focused on the vision and keep the Strategy "dynamic" – responding effectively to emerging opportunities and priorities, while making steady progress to achieve the vision.

Government, employers, employees, and key stakeholders all have a crucial role to play in working together to achieve this vision and make a difference. The evaluation clearly signals the need to continue to look at the way we work, and to ensure we facilitate the right dialogue to create changes in the workplace.

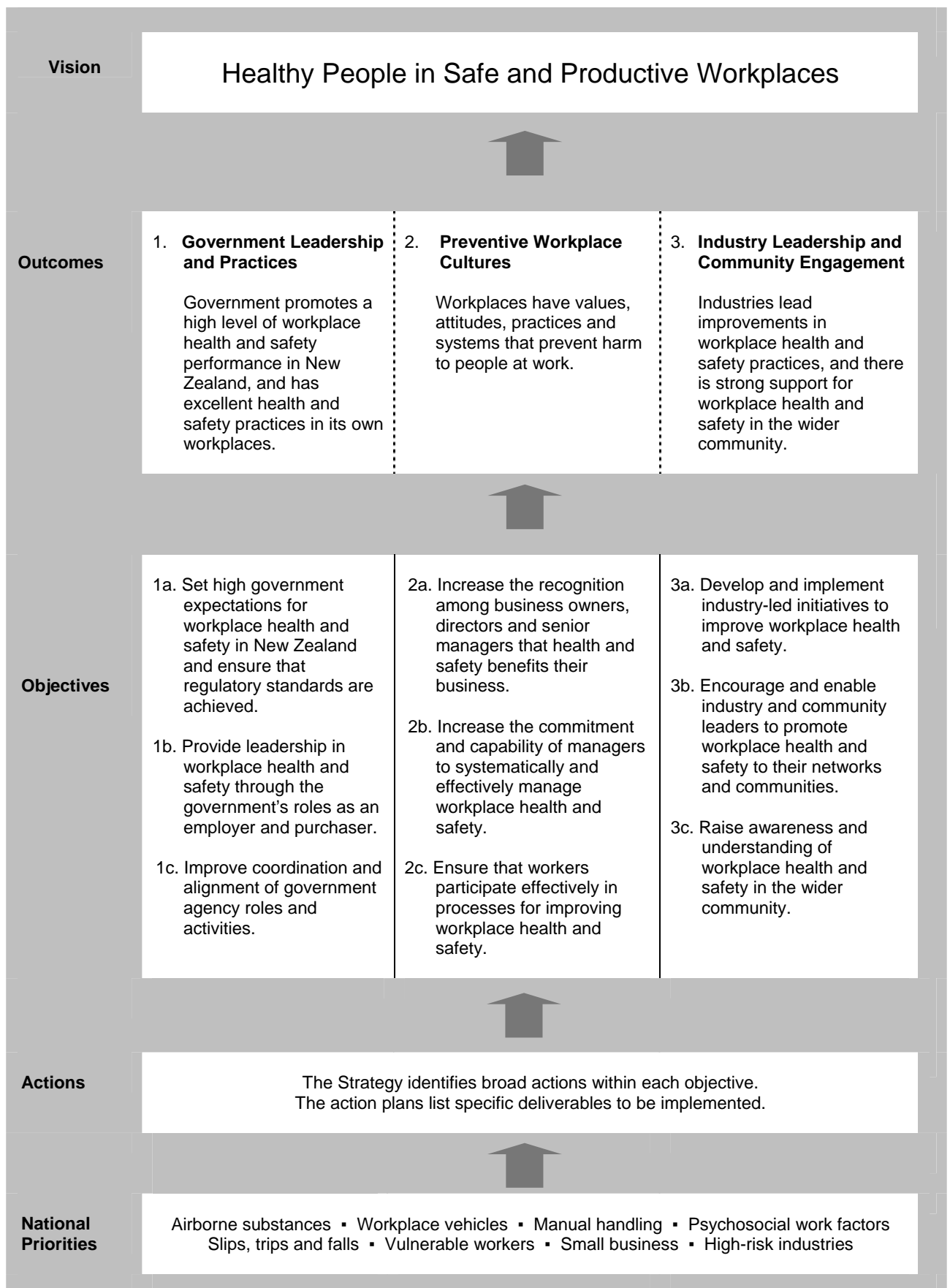
The priorities identified for 2007 and beyond reflect a new approach that aims to better engage with government, industry and the community over the coming years, and in doing so, accelerate progress towards the outcomes of government leadership, industry leadership and preventative workplace cultures.

The new Health and Safety Council will play a key role in providing governance to the Strategy and in providing direction over the medium to long term. I look forward to commencing work with the New Zealand Council of Trade Unions and Business New Zealand on this initiative.

I would like to thank the much wider range of other organisations and individuals for their continued commitment and contribution to the Strategy.

Hon Ruth Dyson
Minister of Labour

Workplace Health and Safety Strategy Framework



Highlights the first year

The Workplace Health and Safety Strategy to 2015 was launched in July 2005 together with an Action Plan 2005/6 outlining detailed actions and deliverables for the first year.

The Workplace Health and Safety Strategy (the Strategy) aims to lift New Zealand's workplace health and safety performance. This will enhance the productivity of New Zealand businesses and reduce New Zealand's work toll.

The Strategy is a framework for action intended to:

- raise awareness about workplace health and safety
- coordinate and prioritise workplace health and safety activities across stakeholders
- improve the infrastructure that supports workplace health and safety.

The first year of the Strategy in action has been positive, with government agencies and key industry and community groups progressing health and safety activities that contribute to the strategy vision: healthy people in safe and productive workplaces. There is a strong foundation in place for the Strategy to be implemented over the next 10 years.

Government Leadership and Practices

The Government Leadership focus is twofold: it is about government leading policy and practices to promote a high level of workplace health and safety performance in New Zealand workplaces; and it is about government ensuring it 'walks-the-talk' in promoting its own workplace health and safety performance in the public sector.

Highlights under Government Leadership and Practices

- **Establishing a governance structure to oversee the Strategy.**

The Workplace Health and Safety Council, New Zealand Council of Trade Unions and Business NZ have agreed on the terms of reference for the Workplace Health and Safety Council. It is anticipated that the Council will be up and running by the end of this year.

- **Building the Department of Labour's capability to facilitate and progress the strategy.**

The Department is the administrator of the Strategy and retains an overview of progress, with support and input from the Government Agency Group and other key stakeholders. A dedicated team within the Workplace Health and Safety Policy unit has now been established to facilitate and

progress the Strategy, through building awareness, aligning actions across government agencies and partnering with key stakeholders. This will include aligning the Department's health and safety activity with the government's Economic Transformation Agenda of innovative and productive workplaces.

- **Work to improve legislative interfaces is underway.**

Government agencies Department of Labour, Accident Compensation Corporation, Ministry for the Environment and the Environmental Risk Management Agency have been working together to look at how to improve the interface between the Health and Safety in Employment Act, the Injury Prevention, Rehabilitation and Compensation Act and the Hazardous Substances and New Organisms Act. This review is happening as part of the government Review of Regulatory Frameworks, which seeks to ensure that New Zealand's regulatory environment is effective in meeting its objectives and does so at the least cost to the economy. A final report on the review will be prepared by 31 July 2007.

- **The Department of Labour's occupational health leadership has been a priority over the last year.**

Key achievements in this area include: increasing our occupational health capability through the appointment of a Chief Advisor Occupational Health; production of *Occupational Health Tools* to provide guidance on dealing with occupational health issues; and a research funding partnership between the Department of Labour and the Health Research Council of New Zealand.

- **The Department of Labour has upgraded health measurement and monitoring equipment and trained staff in its use.**

- **A successful interagency emergency response training exercise has been held.**

The training exercise, held in Taupo last year, tested and improved the coordination of responses to emergencies in the workplace, especially where hazardous substances are stored.

- **Research funding partnership between the Department of Labour and the Health Research Council of New Zealand.**

The partnership has awarded three career development awards in the form of post-graduate research fellowships, including two PhD research projects and one Master of Science project.

- **The National Occupational Health and Safety Council has released two reports in the past year.**

The reports consider the surveillance of occupational disease and injury, and the social and economic costs of occupational disease and injury.

- **The Department of Labour has published a report that stock-takes 100 of New Zealand's largest employers for frequency and quality of workplace reporting practices.**

This information will be used to promote better practice in the monitoring, reporting and management of health and safety.

- **The Accident Compensation Corporation (ACC) small business incentive programme continues to develop to an advanced level.**

Work is progressing in five sectors (construction, agriculture, forestry, road freight and motor trades), and training got underway in July 2006.

- **The Ministry of Transport and the Ministry for the Environment are examining the procurement of vehicles by government.**

This work was initiated as part of the Govt3 programme on government vehicle fleet operation and procurement. Other agencies including ACC and the NZ Defence Force also include health and safety conditions in their procurement processes.

- **In the transport sector, the Ministry of Transport (MoT) has consulted on rail safety targets, and is looking to develop a rail safety strategy.**

- **Maritime New Zealand in association with the fishing industry and ACC, has released the FishSafe programme.**

The programme includes incentives, a guideline on safety in the fishing industry and an internet site.

- **The Civil Aviation Authority (CAA) has engaged with the New Zealand Agricultural Aviation Association and the Agriculture Safety Council to produce a guideline on safety on farm airstrips.**

As a result, CAA has noted a marked decline in agricultural aviation accidents related to airstrip conditions since drafts of this guideline first started being circulated amongst farmers and agricultural aviators.

Preventive Workplace Cultures

Workplaces that have values, attitudes, practices and systems that prevent harm to people at work are described as having "preventative workplace cultures".

This outcome provides the most important link to the Strategy's vision. In the first year of the Strategy it has been important to gain a better understanding of workplace activity that supports good health and safety.

Highlight under Preventative Workplace Cultures

- **Research has been carried out for the Department of Labour on the links between health and safety, and productivity in workplaces.**

Preliminary results indicate that workplaces showing the best performance in health and safety were also the ones that had the clearest idea on what productivity meant to them. Promotion activities based on this research will start in 2006-07.

Industry Leadership and Community Engagement

This outcome recognises the key role industry plays in leading improvements to health and safety practices in workplaces, and also recognises the importance of community engagement - creating a positive and supportive environment for improvements in workplace health and safety.

Highlights under Leadership and Community Engagement

- **The Construction Industry Council is showing real leadership in the health and safety area.**

The Council has released its own health and safety strategy for the construction sector. In addition, the Council has also published a report, *Principles of Best Practice - Construction Procurement in NZ*, including a section on health and safety.

- **The Department of Labour's Small Business Information Unit is now operating in Waitakere, Manukau, Tauranga, Nelson and Christchurch.**

This specialised unit works through local business intermediaries, such as Chambers of Commerce, in order to distribute information to small businesses in their locality.

- **A primary focus of the Workplace Health and Safety Strategy's public education promotion has been through television.**

During May and June 2006, Television New Zealand screened the *Special Investigators* series featuring investigations of accidents by Department of Labour, Civil Aviation Authority and Maritime New Zealand staff. This has been a popular series, and has given the community a valuable insight into the work of these organisations. A second series has been completed.

Implementation Priorities for 2006/07

Significant activities in the 2006/07 year that will contribute to the Strategy outcomes and vision include:

- establishing the new Workplace Health and Safety Council
- developing a 10 year Strategy Implementation Road Map to identify short-, medium- and long-term measures to achieve the Strategy's vision
- promoting the Strategy to government agencies and key stakeholders and actively seeking partnership projects that support the Strategy
- promoting and supporting government leadership through implementation of a Government Leadership Programme involving government as leaders and champions of health and safety practice and procurement
- promoting and supporting industry leadership through implementation of an Industry Leadership Programme that involves and acknowledges industry as champions and leaders in health and safety
- progressing two National Priority Areas – Airborne Substances and Vulnerable Workers
- reviewing the evaluation framework of the Strategy to provide more effective communication and reporting on progress
- promoting the links between health and safety performance and workplace productivity
- commencing research on the links between health and safety performance and employee participation
- progress the Whole of Government project to align better the Health and Safety in Employment /Injury Prevention, Rehabilitation and Compensation/Hazardous Substances and New Organisms Acts as part of the Ministerial Review of Regulatory Frameworks (Quality Regulation)
- progressing the whole of government project to improve the surveillance of occupational disease and injury.

Workplace Health and Safety Strategy: Details of Actions and Deliverables under the 2005/06 Action Plan

OUTCOME 1: Government Leadership and Practices

Objective 1a: Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved.

| Actions | Deliverables | Progress on deliverables |
|---|---|--|
| 1a (1) Create an effective governance arrangement, including a tripartite body, to lead and oversee the implementation and future revision of the Strategy. | Recommend preferred options for governance and coordination mechanisms, including administration support. (DoL, by December 2005) | The Department of Labour first submitted options for governance of the Strategy to the Minister of Labour in December 2005. Following a period of consultation with Business New Zealand and the Combined Trade Unions of New Zealand, the Minister of Labour approved a modified proposal in June 2006. |
| | Report to Associate Minister of Labour on implementation of the Workplace Health and Safety Strategy. (DoL, 6 monthly) | This progress report is the first report being made to the Minister of Labour on the implementation of the Strategy. |
| | Begin evaluation of the Workplace Health and Safety Strategy, using the evaluation framework. (DoL, from July 2005) | The Key Informant Interviews Report, which evaluated the development of the Strategy up to the launch of the Strategy in June 2005, was completed in May 2006. This report has raised important issues to be addressed in the Strategy's next phases of development. |
| 1a (2) Promote the Strategy and encourage key stakeholders to build it into their strategic and business planning processes. | Develop and implement a 2005/06 communication plan for the Workplace Health and Safety Strategy. (DoL, by June 2005) | An initial communications plan has been developed. This will be reviewed and updated for promotional activities in the 2006/07 year. |
| | Promote the alignment of 2005/06 and 2006/07 annual business plans developed by the key government agencies represented on the Government Agency Group, with the Workplace Health and Safety Strategy. (DoL, from July 2005) | All agencies with a health and safety operational focus have indicated that their ongoing business planning will be focused to achieve the Strategy's outcomes. The Department of Labour has aligned its business plans for health and safety activities with the Strategy for the past two years. |
| 1a (3) Develop performance indicators and targets for workplace health and safety performance at a national level, and track progress against these using improved measurement systems. | Continue to develop an integrated injury database. Publish reports from this database on work-related injuries. (Injury Information Manager at SNZ, annual reports) | Statistics New Zealand has completed development of a new injury database and released a new report on work related injuries. Work with data providers is currently underway to improve data so that future reporting can be expanded. |
| | Identify and develop indicators for occupational disease and productivity loss to complement the work-related Valid Injury Outcome Indicators developed for the NZIPS. (DoL, By June 2006) | An indicative work programme has been agreed with the Minister of Labour to improve occupational disease surveillance. Having an effective surveillance system is the first priority before determining indicators. By 2007, recommendations will be made to identify where improvements can be made, including data sets. |

| Actions | Deliverables | Progress on deliverables |
|---|--|---|
| | <p>Report to the Associate Minister of Labour with advice on systems for surveillance of occupational disease and exposures in New Zealand. (NOHSAC, by December 2005)</p> | <p>NOHSAC presented their disease and injury report to the Minister of Labour in December 2005. The exposure report is due to be released in August 2006.</p> |
| | <p>Review the Notifiable Occupational Disease System and commence improvements and promotion to general practitioners. (DoL, by June 2006)</p> | <p>This project has been incorporated into the project to improve occupational disease surveillance across government.</p> |
| | <p>Develop safety targets for rail as part of the NZ Rail Safety Strategy. (MoT, by November 2005)</p> | <p>The Ministry of Transport has consulted with the rail transport sector on a Rail Targets Position paper. The Ministry received approximately 30 submissions, which showed general support for the targets proposal. Once analysis of the submissions is complete, the Ministry will consider further options, including looking to develop a rail safety strategy.</p> |
| <p>1a (4) Develop, review, align and evaluate standards and guidance (such as codes of practice and guidelines) within the legislative frameworks of the HSE Act and the HSNO Act, so they are clear, relevant and effective.</p> | <p>Revision of definition of serious harm in the HSE Act. (DoL, by June 2006)</p> | <p>The Department of Labour is proceeding with a review of the definition of 'serious harm' in the Health and Safety in Employment Act 1992, which was put on hold due to the timing of the 2005 General Election. Once the government approval process and requirements are met, the Department will consult with stakeholders and the general public in the next few months.</p> |
| | <p>Continue work programme to revise the HSE Regulations. (DoL, by June 2008)</p> | <p>The Ministerial Review of Regulatory Frameworks (Quality Regulation) has superseded this deliverable. As part of the review, the Department is leading a project to better align the HSE/HSNO/IPRC Acts and is participating in other aspects of the review, including improving enforcement. DoL will review specific HSE Regulations progressively. In the interim, regulations concerning child employment and mining are being scrutinised in response to New Zealand meeting ILO Convention 138, and in response to incidents in the mining sector.</p> |
| | <p>Work programme to improve the HSNO legislative and administrative frameworks. (MfE, ERMANZ, by September 2005)</p> | <p>Legislation was passed in December 2005 to amend the Hazardous Substances and New Organisms Act 1996, to improve controls that can be placed on the use of hazardous substances, and to improve enforcement agency administration of the Act. ERMA New Zealand has initiated a project to support implementation of the amendment.</p> |

| Actions | Deliverables | Progress on deliverables |
|--|---|--|
| | Continue the longitudinal evaluation of the HSE Act. The work programme for 2005/06 will focus on coverage of the Act, including mobile workers, volunteers and employee participation systems. Problem resolution will be evaluated, including hazard notices. (DoL, by June 2006) | Ongoing longitudinal evaluation has been overtaken by the Ministerial Review of Regulatory Frameworks (Quality Regulation). The outcome of this review in 2006/7 will inform ongoing evaluation requirements. |
| | Monitor the designation of CAA and Maritime NZ and warranting of CVIU inspectors under the HSE Act. (DoL (Maritime NZ, CAA, Police, by June 2006) | An evaluation of the first two years of operation of agencies designated to administer the Health and Safety in Employment Act 1992 was completed in July 2006 and is currently being considered. |
| 1a (5) Ensure that practical information and support services are available to help workplaces achieve and surpass standards required under the HSE Act and the HSNO Act. | Rollout the Workplace Small Business Information Unit to other regions outside Auckland. (DoL, by June 2006) | The Small Business Information Unit is now operating in Waitakere, Manakau, Tauranga, Nelson and Christchurch. |
| 1a (6) Ensure that enforcement activities (such as audits, inspections, investigations, and prosecutions) under the HSE Act, and the HSNO Act in places of work, are rigorous, fair and adequately resourced. | Improve DoL investigations by reviewing criteria for what is investigated, and applying the new investigations manual (DoL, by June 2006) | A new health and safety investigation manual was developed for the Department of Labour in 2004. This is now being used in all regional offices. The roll-out of this manual has been supported by training for field staff. |
| | Review funding of DoL enforcement activities as part of DoL baseline review. (DoL, Treasury, by December 2005) | While the baseline review did not result in a specific review of the funding of enforcement activity within DoL, it did result in prioritisation of all DoL activity. Areas were identified where additional funding is required. These included the capability to ensure effective delivery of critical (HSE/HSNO) services. Further work is now being undertaken to determine what funding is required to build capability and ensure effective service delivery, as well as supporting the government's economic transformation agenda. |
| 1a (7) Improve the effectiveness and efficiency of enforcement activities and ensure that their focus includes the Strategy's national priorities (such as airborne substances and workplace vehicles). | Upgrade health measurement and monitoring equipment used by DoL health and safety inspectors. (DoL, by December 2005) | The purchase of equipment has been completed. |
| | Review core occupational health training for DoL health and safety inspectors and provide training in the use of upgraded health measurement and monitoring equipment. (DoL, by June 2006) | Review of the core occupational health modules has been completed, and revised have been modules implemented. The training of staff to use the new equipment has been completed. |

| Actions | Deliverables | Progress on deliverables |
|---------|---|---|
| | Develop and implement DoL Poor Performer Programme and integrate with ACC incentive programmes. (DoL, from July 2005) | The Department of Labour has commenced a pilot "turning the corner" programme in Auckland for construction companies that have poor health and safety performance. Although this programme has not yet been formally evaluated, it appears to have had some success in improving health and safety performance in these workplaces. |
| | Continue to develop Safety Profile Assessment Number system to rate maritime operators. (Maritime NZ, ongoing) | A trial system for commercial rafting operations has commenced. |
| | Improved training of Maritime NZ staff on HSE audit and investigation processes. (Maritime NZ, from July 2005) | Regular training of auditors and investigators is ongoing. |
| | Recruitment and training of CAA field inspectors and field safety advisors to administer the HSE Act. (CAA, by December 2005) | Recruitment of health and safety inspectors occurs as needed. Training of all CAA staff on the HSE Act has commenced starting with senior and mid level managers. |
| | Begin HSE audits on aviation industry document holders by warranted HSE inspectors and CAA auditors. (CAA, by December 2005) | An annual programme of audits now exists. |
| | Continue to develop safety rating systems for commercial transport operators. (Land Transport NZ, ongoing) | Land Transport New Zealand is developing a safety rating system for commercial transport operators. Funding has been approved for the development project. An initial draft of the Operator Safety Rating Rule has been completed. |
| | Police CVIU staff warranted as health and safety inspectors under the HSE Act use their powers to improve commercial vehicle safety. (Police, from January 2005) | The Department of Labour appointed a number of Police officers in the Commercial Vehicle Investigation Unit (CVIU) as health and safety inspectors in early 2005. These staff have used their powers as health and safety inspectors in commercial vehicle investigations, and have liaised with Department of Labour regional staff. |
| | Enhance mechanical inspection capability of Police through recruitment of additional vehicle and safety officers, and use of new brake testing equipment. (Police, from July 2005) | CVIU staff have purchased and been trained in the use of new brake testing equipment. |

Objective 1b: Provide leadership in workplace health and safety through the government's roles as an employer and purchaser.

| Actions | Deliverables | Progress on deliverables |
|---|--|--|
| <p>1b (1) Establish performance expectations for government agencies (as employers) in relation to workplace health and safety practices.</p> | <p>Develop and implement a strategic programme approach to working with the government sector to lift performance and demonstrate leadership in workplace health and safety (see Objective 3a for related deliverables). (DoL, ACC, MoH, from July 2005)</p> | <p><i>A Government Leadership Programme</i> is being developed by the Department of Labour for roll-out in the 06/07 financial year.</p> |
| | <p>Discussion paper on arrangements to increase support from Ministers and chief executive accountability. (DoL, by June 2006)</p> | <p>While this deliverable was not met, it will form part of a broader Government Leadership Programme focused on workplace health and safety, which is a priority in the 2006/07 financial year. This work will identify the most appropriate mechanisms for raising health and safety practice across the public sector. This will include a review of Government agencies accountability documents regarding injury prevention.</p> |
| <p>1b (2) Increase government agency participation in ACC incentive programmes.</p> | <p>Promote uptake of ACC incentive programmes by government agencies. (ACC, from July 2005)</p> | <p>The ACC Account Management team are continuing to promote ACC incentive programmes to government agencies.</p> |
| | <p>DoL and ACC demonstrate leadership through their own workplace practices, e.g. retaining tertiary level in the ACC Partnership Programme. (DoL, ACC, by June 2006)</p> | <p>Both the Department of Labour and ACC participate in the Partnership Programme at the tertiary level.</p> |
| <p>1b (3) Provide practical guidance to improve government reporting (as an employer) in relation to workplace health and safety.</p> | <p>Develop guidelines for triple bottom line (TBL) reporting in the public sector. (DoL, from July 2005)</p> | <p>As part of the Govt3 programme, MfE is in the process of developing a reporting framework to enable government departments to communicate their environmental and social performance.</p> <p>In addition, this year, DoL produced Reporting on workplace health and safety and employment relations: a stock-take of current practice. This report looked at the frequency and quality of their workplace reporting practices of 100 of New Zealand's largest employers. This information will be used to promote better practice in the monitoring, reporting and management of health and safety.</p> |

| Actions | Deliverables | Progress on deliverables |
|--|--|---|
| 1b (4) Stock-take workplace health and safety practices in both the central and local government sectors, to encourage best practice and monitor progress. | Deliverables to be included in future action plans. | This year, DoL produced Reporting on workplace health and safety and employment relations: a stock-take of current practice. This report looked at the frequency and quality of their workplace reporting practices of 100 of New Zealand's largest employers. This information will be used to promote better practice in the monitoring, reporting and management of health and safety. |
| 1b (5) Review government purchasing and contracting guidelines and practices, to promote workplace health and safety within a fair and effective trading environment. | Workplace health and safety included in government procurement policy. (MED, DoL, by December 2005) | Work was undertaken with MED as part of wider consideration of responsible contracting guidelines. An analysis of government contracting guidelines and international practice generally was also undertaken. |
| | Investigate options for safe vehicle fleet purchasing arrangements for government agencies, to set a high safety standard. (MoT, Land Transport NZ, by June 2006) | This work was initiated as part of the Govt3 programme on government vehicle fleet operation and procurement. The project will be continued and advanced in the coming year. |
| | Promote best value procurement practice for construction. (Construction Industry Council, ongoing) | The Construction Industry Council has published a report <i>Principles of Best Practice – Construction Procurement in New Zealand</i> . This report includes a section on health and safety, commenting on practices that can be improved during and because of procurement processes. |
| | Prepare discussion paper on areas and methods to improve purchasing practice. (DoL, by June 2006) | This deliverable was not met, however, a review of government purchasing and contracting guidelines will be undertaken as part of the Government Leadership Programme. |

Objective 1c: Improve coordination and alignment of government agency roles and activities.

| Actions | Deliverables | Progress on deliverables |
|---|--|--|
| 1c (1) Clarify and, where appropriate, realign the roles and responsibilities of government agencies with workplace health and safety responsibilities, and strengthen interagency relationships at both | Review of memoranda of understanding (MoUs) and operational agreements between DoL and other agencies (DoL, Maritime NZ, CAA, Land Transport NZ, NZ Police, ACC, MoH, by June 2006) | MoUs with Maritime New Zealand and the Civil Aviation Authority were updated in September 2005. Other MoUs were also reviewed. The MoU with the Ministry of Health is the only one outstanding to update. In October 2006, Land Transport signed a replacement MoU with DoL on Rail safety. |

| Actions | Deliverables | Progress on deliverables |
|---|---|--|
| regional and national levels. | The tripartite body, referred to in 1a (1), is consulted on the realignment of roles and responsibilities of government agencies with workplace health and safety responsibilities. (NZCTU, BusNZ, DoL, ACC, ongoing) | Tripartite body has yet to be approved and formed through government processes. |
| | Develop joint ACC/DoL communications to clarify the relationship between ACC incentive programmes and HSE regulatory activity. (ACC and DoL, by December 2005) | Some progress was made on this in the latter half of 2005. The Ministerial Review of Regulatory Frameworks (Quality Regulation) has superseded this deliverable. As part of the review, the ACC and DoL are working together on a project to better align the HSE/HSNO/IPRC Acts. The outcome of this review in 2006/7 will inform ongoing communication requirements to best meet business concerns. |
| | Ensure representation of workplace health and safety within the National Road Safety Committee. (MoT, DoL, other National Road Safety Committee partners, by June 2006) | This representation has occurred. |
| 1c (2) Increase joint planning by government agencies to ensure better co-ordination and alignment of work programmes. | Develop an Action Plan for 2006/07 for the Workplace Health and Safety Strategy. (DoL, Government Agency Group, by June 2006) | An action reporting framework including 06/07 priorities has been developed. |
| | Interagency planning and delivery of 'willing compliance' projects to increase voluntary compliance with legal requirements for vehicles. Land Transport NZ, ACC, DoL, Police, by June 2006 | The Land Transport NZ Board has an approved Performance Strategy for licensed transport operators outlining the Operational Strategy for Land Transport NZ's Commercial Road Transport Unit. |
| | Implement new initiatives to improve safety in heavy vehicles, light commercial vehicles and rail. Land Transport NZ, ACC, DoL, Police, MoT, by June 2006 | Land transport NZ is currently implementing the Heavy Vehicle Braking Rule. |
| | Explore opportunities to develop coordinated work programmes, including research, aimed at improving health and safety of vulnerable workers: <ul style="list-style-type: none"> ▪ precarious work (for example, labour hire, casual or temporary workers) (DoL, ACC, from July 2005) ▪ new migrants, Māori and Pacific people (DoL, MPIA, from July 2005) ▪ children (DoL, from July 2005) ▪ older people (DoL, from July 2005) ▪ people with impairments (DoL, from July 2005) | Some preliminary work has been done to identify Pacific Island and Maori workers as being a high priority for intervention. This work will be picked up as part of an ongoing vulnerable workers project under the National Priority Areas Programme. DoL has appointed a business advisor for vulnerable workers. |

| Actions | Deliverables | Progress on deliverables |
|---|--|---|
| | <p>Scope shared work programmes between the Public Health Directorate, MoH and the Workplace Group in DoL (including promotion of healthy workplaces and suicide prevention programmes). (DoL, MoH, ACC, from July 2005)</p> | <p>Work programmes between the DoL and the Ministry of Health have not been developed to date. Creating partnerships between government agencies on common areas of interest continues to be a priority.</p> |
| <p>1c (3) Improve collaboration between agencies to get the best possible alignment between ACC incentive programmes and the HSE legislative framework.</p> | <p>Review and align methods used in audit and inspection for assessing implementation of standards. (ACC/DoL working party, NZCTU and BusNZ, by June 2006)</p> | <p>This work is a continuing project being run by DoL and ACC. Includes the HaPS database (See below).</p> |
| | <p>Develop and publish Hazard Priorities and Solutions (HaPS) Database to ensure linkage between ACC incentive programmes and HSE regulatory standards so that hazards that cause injury are effectively controlled. (ACC, by June 2006)</p> | <p>HaPS material has been completed. It will be implemented through DoL work programmes and the workplace safety discounts incentives.</p> |
| | <p>Coordinated design of ACC Small Business Incentive Programme. (ACC, DoL, By December 2005)</p> | <p>The Minister signed off the self assessment tools in March 2006. The programme was launched in April 2006.</p> |
| | <p>Review Accredited Employer Programme (AEP) Framework in relation to 2002 HSE Amendment. (DoL, by June 2006)</p> | <p>Advice on this matter is being prepared for the Minister of Labour.</p> |
| | <p>Develop discussion paper on opportunities for recognising employer ACC incentive programme status. (DoL, from December 2005)</p> | <p>This has not been completed. The Ministerial Review of Regulatory Frameworks (Quality Regulation) has superseded this deliverable. As part of the review, the ACC and DoL are working together on a project to better align the HSE/HSNO/IPRC Acts. The outcome of this review in 2006/7 will inform ongoing requirements to best meet business concerns.</p> |
| <p>1c (4) Improve agency coordination for the management of hazardous substances in workplaces.</p> | <p>Seek Cabinet clarification of the roles of agencies responsible for the enforcement of the HSNO Act. (MfE, ERMA New Zealand, DoL, by September 2005)</p> | <p>A draft Hazardous Substances Strategy has been developed for discussion with Ministers and includes clarification of roles.</p> |
| | <p>Develop a strategic plan (5-10 years) and suite of operational plans to improve management of hazardous substances across agencies. Agree this between Ministers and government agencies (MfE, ERMA New Zealand, DoL, MoH, CAA, Maritime NZ, Customs, local and regional authorities, From June 2005)</p> | <p>A draft Hazardous Substances Strategy has been developed for discussion with Ministers and includes clarification of roles.</p> |

| Actions | Deliverables | Progress on deliverables |
|---|--|---|
| | Pilot of territorial (local and regional) authorities enforcing the HSNO Act and developing the relationship between workplace activity and environmental safety for premises where hazardous substances are used. (ERMA New Zealand, territorial authorities, by September 2005) | Pilots have been run with Taranaki and Auckland Regional Councils. Meetings have been held to review progress, and a report will be available by January 2007. |
| 1c (5) Coordinate government investment in workplace health and safety research and set research priorities that are aligned with this Strategy. | Develop and revise the strategies guiding the Occupational Health and Safety Joint Research Portfolio so they align with the Workplace Health and Safety Strategy and NZIPS. (HRC, ACC, DoL, by June 2006) | A report has been written suggesting research priorities, and this has been discussed between the participating agencies. |
| | Increase investment in occupational health research through a new joint venture within the Occupational Health and Safety Joint Research Portfolio of the HRC Partnership Programme. (DoL, HRC, from July 2005) | This has been set up, and currently funds one MSc and two PhD research projects. A plan is being developed to purchase research with the remainder of the funding. |
| | Purchase research relating to occupational health through ACC's research strategy. (ACC, from July 2005) | See above. |
| 1c (6) Develop more effective processes for sharing data and information between agencies. | Develop more systematic transfer of information from DoL to ACC to provide information for additional audit decisions. (DoL ACC, by June 2006) | DoL provides information to ACC about companies in the ACC Partnership Programmes. |
| | Expand the notification of serious ACC claims to DoL through the ACC Notifications Project and evaluate impact. (DoL, by June 2006) | Transfer of data has occurred, but problems with data consistency need to be resolved. |

OUTCOME 2: Preventive Workplace Cultures

Objective 2a: Increase the recognition among business owners, directors and senior managers that health and safety benefits their business.

| Actions | Deliverables | Progress on deliverables |
|--|---|--|
| 2a (1) Review the literature and conduct research into the business benefits of a preventive approach to workplace health and safety. | Commission research into the relationship between workplace health and safety and productivity, as part of a new DoL project aligned to the Workplace Productivity Agenda. (DoL, by June 2006) | This research project was completed in July 2006. |
| 2a (2) Develop and promote practical tools to help workplaces identify and quantify business benefits. | Deliverables will be included in future action plans, following completion of research phase. | Research completed in July 2006. Ongoing deliverables from this research will be considered as part of the ongoing implementation of the Strategy. |

| Actions | Deliverables | Progress on deliverables |
|--|---|--|
| 2a (3) Communicate the benefits of workplace health and safety to business owners, directors and senior managers through industry networks and business leaders. | Continue with Safe Driving is Good Business programme of activity (Land Transport NZ, ACC, DoL, MoT, ongoing) | This project has lapsed following reorganisation of the transport sector. Land Transport NZ are currently reviewing and updating the Your Safe Driving Policy manual for re-release. Broader promotional work under this action will be undertaken around the productivity benefits around health and safety in the workplace. |
| | Maintain interactive tools on the ACC website about the costs of injury. (ACC, ongoing) | This is ongoing. |
| 2a (4) Promote more extensive reporting of health and safety performance in public documents (such as annual reports), to enable benchmarking and encourage best practice. | Develop triple bottom line reporting guidelines for the private sector. (DoL, by June 2006) | See 1b (3)b |

Objective 2b: Increase the commitment and capability of managers to systematically and effectively manage workplace health and safety

| Actions | Deliverables | Progress on deliverables |
|--|--|--|
| 2b (1) Provide practical guidance and tools to support the systematic and effective management of health and safety. | Continue development of an ACC Small Business Incentive Programme. (ACC, DoL), by June 2006) | See 2b (4). |
| | Develop guidance and tools to help employers manage occupational health hazards. (DoL, ACC, ERMA New Zealand, from July 2005) | Occupational health “tools” were developed by the Department of Labour initially for use by their field staff. This has now been made available to other people. |
| | Improve systems to manage worker fatigue: Land Transport NZ will implement a Fatigue Management Programme trial for commercial transport operators and drivers. (Land Transport NZ, by June 2006) Maritime NZ will disseminate fatigue management guidelines to the fishing sector (in association with SITO). (Maritime NZ, SITO, by June 2006) | Land Transport NZ has established a project Control group to develop guidelines and standards for a fatigue management trial. Maritime New Zealand has completed fatigue management guidelines in draft form. |
| | Continue to develop self-investigation guidelines for maritime incidents and dissemination of results through industry publications. (Maritime NZ, by June 2006) | A safety digest publication has been started. |

| Actions | Deliverables | Progress on deliverables |
|--|---|---|
| <p>2b (2)</p> <p>Build the capability of managers to manage effectively health and safety systems, particularly in small businesses and high-risk industries.</p> | <p>Deliverables will be included in future action plans.</p> | <p>Will be considered as part of the ongoing implementation of the Strategy.</p> |
| <p>2b (3)</p> <p>Raise managers' awareness about the benefits of workplace health and safety, and about employers' legal obligations to provide safe working environments.</p> | <p>Develop and provide guidance material about the HSE Act for the aviation, maritime and commercial vehicle sectors. (Maritime NZ, CAA, DoL, Police, industry organisations, by June 2006)</p> | <p>Guidance material includes the Maritime New Zealand FishSafe guidelines, and the CAA Airstrips guidelines.</p> |
| | <p>Refer to Objective 1a (regulatory activity) and Objective 2a (productivity). (DoL, CAA, Maritime NZ)</p> | <p>CAA is providing information to managers during audit, investigation and information visits.</p> |
| <p>2b (4)</p> <p>Increase the reach and effectiveness of ACC incentive programmes.</p> | <p>Continue to develop proposed ACC Small Business Incentive Programme in five sectors (construction, agriculture, forestry, road freight and motor trades) and establish an evaluation framework. (ACC DoL, Land Transport NZ, by June 2006)</p> | <p>Development is at an advanced stage. Self-assessment forms have been approved, and training priorities have been identified and have commenced for the fishing industry. Other training began in July 2006. The evaluation framework has yet to be established.</p> |
| | <p>Enhance capability of Approved Auditor Panel in relation to hazard management. (ACC, by June 2006)</p> | <p>Work is progressing between ACC and DoL on this matter.</p> |
| | <p>Use the ACC claims database to identify risk profiles and improve targeting of audit processes. (ACC, by June 2006)</p> | <p>ACC is using its claims database to identify employers in one of its optional workplace safety incentive programmes. These employers' performance suggests they are more exposed to specified hazards. This information is being used to better target interventions on a specific risk basis through audit processes.</p> |
| | <p>Use HSE activities to promote health and safety systems and participation in ACC incentive programmes. (DoL, CAA, Maritime NZ, by June 2006)</p> | <p>Maritime New Zealand achieves this through promotion of the FishSafe programme. CAA provides information on ACC incentive programmes in all visits to clients.</p> |
| <p>2b (5)</p> <p>Promote the systematic and effective management of health and safety through industry accreditation programmes and industry training programmes.</p> | <p>Develop, implement and evaluate accreditation schemes (e.g. OperateSafe, PRINCE). (Industry organisations, from July 2005)</p> | <p>Industry organisations continue to implement and evaluate their health and safety accreditation systems as required.</p> |

| Actions | Deliverables | Progress on deliverables |
|--|--|--|
| 2b (6) Acknowledge excellence in health and safety management through recognition schemes and awards. | New Zealand Workplace Health and Safety Awards aligned with the Workplace Health and Safety Strategy. (Safeguard/Brookers, DoL, annual awards in 2005 and 2006) | Awards have run for the past two years. |
| | Continue to sponsor Workplace Safety Awards at a regional level. (ACC, Ongoing) | Both ACC and DoL sponsor an award. In addition, ACC sponsored the Community Safety and Injury Prevention Awards covering four categories in August 2005. This was part of the first Safety NZ Week. Some of the awards given included workplace entries. |

Objective 2c: Ensure that workers participate effectively in processes for improving workplace health and safety

| Actions | Deliverables | Progress on deliverables |
|---|--|---|
| 2c (1) Raise awareness about the benefits of employee participation, and also about employers' legal obligations to involve workers in workplace health and safety. | Promote employee participation at workplace and industry levels through public information initiatives. (DoL, Ongoing) | Work to explore the links between employee participation and health and safety performance will be undertaken in the 06/07 year. |
| 2c (2) Provide practical guidance for workplaces on employee-participation systems and practices to support effective involvement of workers in health and safety matters. | Develop a code of practice for employee participation. (NZCTU, BusNZ, DoL, Maritime NZ, CAA, by June 2006) | Work has commenced. The project is not completed, and further work will be continuing in the 06/07 year. |
| | Monitor and report on national and international trends in employee participation. (DoL, NZCTU, by June 2006) | ACC commissioned an international literature review on trends and practice in employee participation. |
| 2c (3) Recognise the role that health and safety representatives play in the workplace, and provide them with support, resources and practical tools. | Strengthen links with employee participation mechanisms during DoL inspection and investigation activity. (DoL, by June 2006) | The new investigation best practice manual encourages inspectors to consult with employee representatives when issuing improvement notices. |

| Actions | Deliverables | Progress on deliverables |
|---|---|---|
| 2c (4) Build the capability of health and safety representatives through training. | Approve courses for health and safety representative training and provide funding support through the Employment Relations Education (ERE) Contestable Fund. (DoL, by June 2006) | In the period 1 July 2005 to 30 June 2006, three new health and safety representatives training courses were approved and two existing courses were re-approved. Funding was allocated to three organisations to provide health and safety representative training to 1945 participants. This included the funding to train 490 participants in the viticulture, silviculture and horticultural industries. |
| | Continue to provide financial support for health and safety representative training, including development and implementation of Stage 3 employee representatives course. (ACC, by June 2006) | NZCTU and Business NZ courses were approved and funded in 2005/06. New contracts are signed for 2006/07. The Stage 3 programme is to be implemented by the end of 2006. |
| | Monitor and review effectiveness of funding and delivery mechanisms, as a whole, for health and safety representative training. (ACC, DoL, by June 2006) | Monitoring process is being developed by ACC. Formal evaluation is not yet in place. |
| 2c (5) Promote and enforce legal requirements relating to employee-participation systems. | Undertake inspections focusing specifically on employee participation practices. (DoL, by June 2006) | A survey was carried out in 2004/05. It was not considered necessary to repeat it in the 2005/06 year. |

OUTCOME 3: Industry Leadership and Community Engagement

Objective 3a: Develop and implement industry-led initiatives to improve workplace health and safety

| Actions | Deliverables | Progress on deliverables |
|---|---|---|
| 3a (1) Create and strengthen industry health and safety groups and business/union partnerships as a means of directing and coordinating industry initiatives. | Continue to develop stronger linkages between ACC Safer Industries Programme forums, other ACC injury prevention programmes and the ACC Small Business Incentive Programme. (ACC, by June 2006) | Project is continuing. The ACC Road Transport industry programme has linked with the ACC Public Safety Road programme to align key road injury issues and interventions. |
| | Review the ACC Safer Industries Programme, so that the effectiveness of this intervention continues to improve. (ACC DoL, NZCTU, BusNZ, by June 2006) | Review has been completed. Priorities are the health, meat processing, road transport, agriculture, construction and forestry sectors. Hospitality and metal manufacturing are being included. Injury prevention targets are identified and evaluation frameworks are in place. |
| 3a (2) Provide more effective government support for | Develop and implement a strategic programme approach to working with high-risk industries and the government sector. (DoL, NZCTU, BusNZ, by June 2006) | A strategic approach to working with high risk industries will be reflected in the industry leadership programme being developed by DoL for delivery in 06/07. |

| Actions | Deliverables | Progress on deliverables |
|---|--|--|
| industry-led initiatives. | Provide more effective input from a regulatory perspective to industry initiatives being progressed through the ACC Safer Industries Programme. (DoL, by June 2006) | DoL operations have been aligned with ACC safer industries. |
| 3a (3) Develop and implement industry strategies and plans aligned to the Strategy. | Review and update industry strategies and plans developed within the ACC Safer Industries Programme. (ACC, industry health and safety groups, NZCTU, unions, by June 2006) | See 3a (1)b |
| | Develop and promote maritime industry-based safety plans and programmes. (Maritime NZ, industry groups, maritime unions, ongoing) | A FishSafe programme has been launched, and similar guidelines are being developed for passenger and non-passenger boats. |
| | Promote the Construction Industry Health and Safety Strategy and implement action plans for each of its objectives. (Construction Industry Council, Site Safe, ACC, DoL, NZCTU, by 2009) | The Construction Industry Council's Health and Safety Strategy was launched in June 2006. |
| | Develop industry-level strategies and plans, to address other significant hazards and national priorities. (Industry groups (DoL, ACC), ongoing) | There are a number of ongoing agency programmes addressing significant hazards and national priorities, such as the DoL Health programme and ACC Injury Prevention Programmes. In addition, the NZ Construction Industry Council developed and launched its health and safety strategy on 22 June 2006. The Department's 2006/07 work plan will look to actively encourage the development of industry led strategies and plans with sector groups. |
| | Identify targets for industries for hazardous substances (ERMA New Zealand (MfE, DoL, MoH, CAA, Maritime NZ, Customs, local and territorial authorities, industry groups), By June 2006) | Targets set by ERMA NZ include workplace solvents and volatile compounds, and agricultural spray-drift. |
| 3a (4) Produce and promote industry-specific standards and guidance material for significant health and safety issues. | Continue to work with industries to develop standards, practical guidance and information products, to address national priorities or other significant industry hazards. (DoL, ACC, Land Transport NZ, CAA, Maritime NZ, ERMA New Zealand, NZCTU, Ongoing) | Work is being done to develop standards and practical guidance, including maritime and aviation related guidelines, and information on hazardous substances, by ERMA NZ. |
| | Revise or revoke out of date Approved Codes of Practice (i.e. ten or more years old) under the HSE Act in consultation with the relevant industries. (DoL, industry groups, NZCTU, by June 2007) | Some work has been carried out on engineering safety and forestry guidelines. There is currently no systematic review happening. |

| Actions | Deliverables | Progress on deliverables |
|---|--|---|
| <p>3a (5)</p> <p>Use industry networks to raise awareness of workplace health and safety issues and to spread best-practice information.</p> | <p>Raise awareness of the Workplace Health and Safety Strategy among industry organisations (including trade unions) and through government sector networks. (DoL, By June 2006)</p> | <p>DoL has done this in the forestry, construction, timber, agriculture and extractive sectors.</p> |
| <p>3a (6)</p> <p>Develop and modify industry programmes for training and accreditation, to achieve an increased focus on health and safety.</p> | <p>Encourage use of entry-level qualifications e.g. National Certificate in Occupational Health and Safety (Workplace Safety) (Level 1). (ITOs, Ongoing)</p> | <p>Ongoing.</p> |
| | <p>Promote inclusion of relevant OH&S unit standards in vocational qualifications. (ITOs, ongoing)</p> | <p>Ongoing.</p> |
| | <p>Gather and disseminate information on the extent and range of industry initiatives underway and identify barriers and success factors. (DoL, by December 2006)</p> | <p>Ways to effectively identify and gather this information will be collected through the Strategy's Industry Leadership Programme.</p> |
| <p>3a (7)</p> <p>Build the evidence base for industry-led initiatives through investment in research and development.</p> | <p>Deliverables to be included in future action plans.</p> | <p>Will be considered as part of the ongoing implementation of the Strategy.</p> |
| <p>3a (8)</p> <p>Strengthen the competency of occupational safety and health professionals and practitioners through specialised education and training, certification and professional development programmes.</p> | <p>Deliverables to be included in future action plans.</p> | <p>Will be considered as part of the ongoing implementation of the Strategy.</p> |

Objective 3b: Encourage and enable industry and community leaders to promote workplace health and safety to their networks and communities

| Actions | Deliverables | Progress on deliverables |
|--|--|--|
| <p>3b (1) Identify industry and community leaders to act as champions or spokespersons for improved workplace health and safety.</p> | <p>Industry health and safety groups identify and involve industry leaders to promote changes in practice. (Industry health and safety groups, by June 2006)</p> | <p>Health and safety groups, as well as industry groups are actively involving other leaders to promote new practices, research and success.</p> |
| | <p>Industry groups and non-government organisations identify business leaders to promote workplace health and safety. (Industry groups, NGOs including IPNANZ and SCFNZ, From July 2005)</p> | <p>The Strategy's implementation plan will look to consolidate this existing activity by identifying industry, business successes and leaders.</p> |
| <p>3b (2) Support industry and community leaders by providing them with information and communication resources that will be relevant to their networks and communities.</p> | <p>Develop resources as part of the productivity project referred to under Objective 2a and guidance and information products under Objective 3a. (DoL, ACC, Land Transport NZ, CAA, Maritime NZ, ERMA New Zealand, ongoing)</p> | <p>Resources will be developed from the productivity research that was completed in June 2006.</p> |
| <p>3b (3) Establish and provide forums in which industry and community leaders can communicate messages about health and safety to their networks and communities,</p> | <p>Deliverables to be included in future action plans.</p> | <p>Will be considered as part of the ongoing implementation of the Strategy.</p> |
| <p>3b (4) Evaluate the effectiveness of the promotional activities carried out by industry and community leaders.</p> | <p>Deliverables to be included in future action plans.</p> | <p>Will be considered as part of the ongoing implementation of the Strategy.</p> |

Objective 3c: Raise awareness and understanding of workplace health and safety in the wider community

| Actions | Deliverables | Progress on deliverables |
|--|---|---|
| 3c (1) Raise the profile of workplace health and safety as an issue of public importance, by drawing attention to the impact of work-related disease and injury on individuals, families/whānau and businesses. | Raise awareness of the NOHSAC 'burden' report. (NOHSAC Secretariat, by June 2006) | NOHSAC have done this by means of speaking at conferences and through a column in SafeGuard magazine. |
| | Safety NZ Week, incorporating a focus on workplace health and safety aligned to the Strategy. (ACC, DoL, by September 2005) | Support for this event occurred in the 2006 Safe NZ week. Posters and promotions under the Strategy vision were undertaken by DoL. |
| | Workers Memorial Day and ILO World Day for Safety and Health at Work. (NZCTU, trade unions, DoL, 28 April 2006) | Support for this event occurred in 2006. |
| 3c (2) Increase awareness and understanding of specific workplace health and safety issues in the wider community, through public awareness and education programmes. | <i>Special Investigators</i> series featuring DoL, Maritime NZ and CAA inspectors on TV One, funded by New Zealand on Air. (DoL, Maritime NZ and CAA, from October 2005) | The first series has aired on TVNZ. A second series has been completed but not yet aired. |
| | Organise and sponsor conferences and events that include workplace health and safety topics. (DoL, ACC, EMAs, industry groups, from July 2005) | ACC sponsors conferences that have a direct relationship to ACC goals in workplaces. DoL continues to sponsor awards and events that meet its financial guidelines and available resources. |
| 3c (3) Promote the development of personal skills in workplace health and safety within the wider community through school-based education in health and safety. | Increase workplace focus within ACC Thinksafe and schools programme, particularly for secondary school students. (ACC, by June 2006) | ACC is currently developing a transition to work programme aimed at year 11 and 12 students who are planning to leave school and go into employment rather than onto further education. The programme will provide those students with an understanding of health and safety in the workplace so they will be more equipped to identify workplace hazards. |
| | Develop training programme for young people who are starting work. (ACC, MoE, TEC, by June 2006) | A transition to work programme for secondary school students about to enter the workforce is in development and will be delivered via the Gateway Programme. |
| 3c (4) Make links between workplace health and safety and community-based injury prevention and safety initiatives. | Promote integration of safety messages between workplace and community at a regional level, through the activities of community-based organisations. (NGOs including SCNZF and IPNANZ, from July 2005) | The uptake of the 'safe communities' approach has promoted the integration of workplace and community safety messages. During the year, three cities (Whangarei, New Plymouth and Wellington) were accredited as safe communities under the World Health Organisation criteria. This model promotes the work and non-work integration approach. In New Plymouth, the community coalition includes key employers plus the operation of a community workplace training facility that is also used by schools. |

| Actions | Deliverables | Progress on deliverables |
|---------|---|--|
| | Develop references to workplace health and safety in the Foundation Certificate in Injury Prevention for injury prevention practitioners. (IPNANZ, Interagency steering group, DoL, from July 2005) | Not completed this year but an inter-agency group has identified the issue, and it will be included by mid 2007 when additional unit standards are added to the foundation certificate training programme. |
| | Increase the involvement of employers in community safety through the 'Spheres of Influence' project within Regional ThinkSafe Community programmes. (ACC, from July 2005) | ACC, through its community delivery team have in place a number of spheres of influence projects with large employers, e.g. local government and district health boards. These projects provide employers with a range of injury prevention initiatives targeting work, home, recreation and the road. |
| | Interagency co-ordination in relation to implementation of alcohol and drug intervention in workplaces. (ALAC (ACC, DoL), from July 2005) | No specific activity to report, however, interagency coordination will be ongoing on issues of common interest. |
| | Promote focus on workplace vehicle safety through road safety programmes. (ACC, MoT, Land Transport NZ, ongoing) | Land Transport NZ manages the Community Road Safety Programme. This has run workplace and community initiatives focused on alcohol and fatigue. ACC has linked the safer industry for road freight programme with the road safety (public focus) programme. This work aims to educate drivers of workplace vehicles about key on-road issues and to educate the public about how to share the road with heavy vehicles. |

Glossary

| | |
|-------------------|---|
| ACC | Accident Compensation Corporation |
| ALAC | Alcohol and Liquor Advisory Council |
| BusNZ | Business New Zealand |
| CAA | Civil Aviation Authority |
| CVIU | Commercial Vehicle Investigation Unit (New Zealand Police) |
| DoL | Department of Labour |
| Customs | Customs New Zealand |
| EMAs | Employers and Manufacturers Associations |
| ERMA New Zealand | Environmental Risk Management Authority New Zealand |
| HRC | Health Research Council |
| HSE Act | Health and Safety in Employment Act 1992 |
| HSNO Act | Hazardous Substances and New Organisms Act 1996 |
| IPNANZ | Injury Prevention Network of Aotearoa New Zealand |
| IPRC Act | Injury Prevention, Rehabilitation and Compensation Act 2001 |
| ITOs | Industry training organisations |
| Land Transport NZ | Land Transport New Zealand |
| MED | Ministry of Economic Development |
| MfE | Ministry for the Environment |
| Maritime NZ | Maritime New Zealand (formerly Maritime Safety Authority) |
| MoE | Ministry of Education |
| MoH | Ministry of Health |
| MoT | Ministry of Transport |
| MPIA | Ministry of Pacific Island Affairs |
| NGOs | Non-government organisations |
| NOHSAC | National Occupational Health and Safety Advisory Committee |
| NZCTU | New Zealand Council of Trade Unions |
| NZIPS | New Zealand Injury Prevention Strategy |
| Police | New Zealand Police |
| SCFNZ | Safe Communities Foundation New Zealand |
| SITO | New Zealand Seafood Industry Training Organisation |
| SNZ | Statistics New Zealand |
| TEC | Tertiary Education Commission |

Annex 1 – Action Reporting Template

Achieving the Vision – Action Reporting Template 2006/7

Priorities 2006/07

The Workplace Health and Safety Strategy is a living document that will be revised and reviewed regularly to ensure that priorities and activities still contribute to the vision of “healthy people in safe and productive workplaces”.

The Department of Labour will actively monitor progress to achieve the objectives and outcomes of the Strategy. Each year, a list of priorities will be published for the forthcoming year. These priorities will form the focus for strategic activity and will be revised annually.

Significant activities in the 06/07 year that will contribute to the Strategy outcomes and vision include:

- establishing the new Workplace Health and Safety Council
- developing a 10-year Strategy implementation road map to outline the short-, medium- and long-term measures to achieve the strategy’s vision
- promoting the Strategy to government agencies and key stakeholders and actively seeking partnership projects that support the Strategy
- promoting and support government leadership through a Government Leadership Programme involving government as leaders and champions of health and safety practice and procurement
- promoting and supporting industry leadership through an Industry Leadership Programme that involves and acknowledges industry as champions and leaders in health and safety

- progress two National Priority Areas – Airborne Substances and Vulnerable Workers
- reviewing the evaluation framework of the Strategy to provide more effective communication and reporting on progress
- promoting the links between health and safety performance and workplace productivity
- Starting research on the links between health and safety performance and employee participation
- progressing the whole-of-government project to better align the Health and Safety in Employment /Injury Prevention, Rehabilitation and Compensation/Hazardous Substances and New Organisms Acts as part of the Ministerial Review of Regulatory Frameworks (Quality Regulation)
- progressing the whole-of-government project to improve the surveillance of occupational disease and injury.

OUTCOME 1: Government Leadership and Practices

Government promotes a high standard of workplace safety and health performance in New Zealand, and has excellent health and safety practices in its own workplaces.

| Strategy Objective | Activity 06/07 | Strategy Action Targeted | Lead |
|--|----------------|--------------------------|------|
| 1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved. | | 1a (1) - (7) | |
| 1b – Provide leadership in workplace health and safety through the government’s role as an employer and purchaser. | | 1b (1) - (5) | |
| 1c – Improve coordination and alignment of government agency roles and activities. | | 1c (1) - (6) | |

OUTCOME 2: Preventive Workplace Cultures

Workplaces have values, attitudes, practices and systems that prevent harm to people at work.

| Objective | Activity 06/07 | Strategy Action Targeted | Lead |
|--|----------------|--------------------------|------|
| <p>2a – Increase the recognition among business owners, directors and senior managers that health and safety benefits their business.</p> | | <p>2a (1) - (4)</p> | |
| <p>2b – Increase the commitment and capability of managers to systematically and effectively manage workplace health and safety.</p> | | <p>2b (1) - (6)</p> | |
| <p>2c – Ensure that workers participate effectively in processes for improving workplace health and safety.</p> | | <p>2c (1) - (5)</p> | |

OUTCOME 3: Industry Leadership and Community Engagement

Industries lead improvements in workplace health and safety practices, and there is strong support for workplace health and safety in the wider community

| Objective | Activity 06/07 | Strategy Action Targeted | Lead |
|---|----------------|--------------------------|------|
| 3a – Develop and implement industry-led initiatives to improve workplace health and safety. | | 3a (1) - (8) | |
| 3b – Encourage and enable industry and community leaders to promote workplace health and safety to their networks and communities. | | 3b (1) - (4) | |
| 3c – Raise awareness and understanding of workplace health and safety in the wider community. | | 3c(1) - (4) | |