



↘ **SNAPSHOT OF PROGRESS 2006/07**

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



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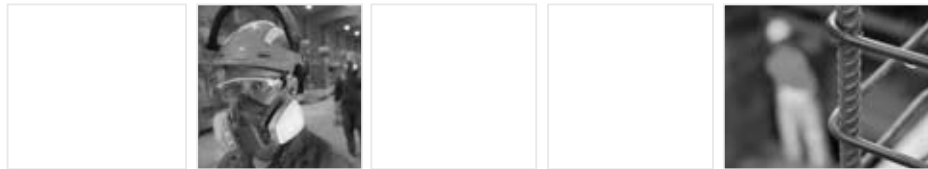
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Department of Labour
PO Box 3705
Wellington
New Zealand

www.dol.govt.nz

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Minister's foreword

It is my pleasure to present the second annual progress report on the Workplace Health and Safety Strategy to 2015. This year has seen a wealth of activity, taking us closer to the Strategy's vision of healthy people in safe and productive workplaces.

I am encouraged to see the co-ordinated approach of the many organisations dedicated to implementing the Strategy – government agencies, local authorities, employer and industry groups, unions, non-government organisations, individual workplaces and the general community.

The separate spheres of government agency responsibility often overlap in workplace health and safety, so it is vitally important for agencies to work closely with one another. It has therefore been very satisfying to see the high number of inter-agency partnership projects undertaken this year.

A highlight this year has been New Zealand's ratification of the International Labour Organisation Convention 155 on occupational health and safety and the working environment. This positive action signals to the world New Zealand's on-going and meaningful commitment to improved health and safety in our workplaces.

The establishment of the Workplace Health and Safety Council this year is also a significant step. The Council is a tripartite group, offering government, employer and employee perspectives. It will provide high level advice to Ministers on how best to deliver the Strategy. As the Minister on the Council, I am looking forward to this opportunity to work closely with my Council colleagues from Business New Zealand and the New Zealand Council of Trade Unions.

The Labour-led Government established the Workplace Health and Safety Strategy because New Zealand's work-related disease and injury rate must be lowered. The human cost to individual workers, families and communities is far too high – we can do better.

With its pivotal mixture of short, medium and long-term actions, the Strategy aims to make substantial improvements to these injury and illness statistics by the year 2015.

My thanks to the many organisations and individuals who have contributed this year. If we maintain this high level of commitment, I am confident we will reach our vision by 2015 – healthy people in safe and productive workplaces.

Hon Trevor Mallard
Minister of Labour



Workplace health and safety framework for action

Vision

Healthy people in safe and productive workplaces

Outcomes

1. Government Leadership and Practices

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

2. Preventive Workplace Cultures

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

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

Objectives

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

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

1c. Improve co-ordination and alignment of government agency roles and activities

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

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

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

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

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

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

Actions

The Strategy identifies broad actions within each objective.
The action plans list specific deliverables to be implemented.

National priorities

Airborne substances • Workplace vehicles • Manual handling • Psychosocial work factors • Slips, trips and falls • Vulnerable workers • Small business • High risk industries



Highlights for year two of the strategy in action

The Workplace Health and Safety Strategy to 2015 was launched in July 2005. The Strategy aims to lift New Zealand's workplace health and safety performance, to enhance the productivity of New Zealand businesses and to reduce New Zealand's work toll.

The Strategy is a framework for action that will:

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

This snapshot of progress highlights the achievements during 2006/07. The Action Reporting Template in Appendix 1 sets out in further detail all of the activity undertaken in year two of the Strategy.

To move towards the strategic vision of healthy people in safe and productive workplaces, concerted action is required by government, industry, individual workplaces and communities. Partnership and collaboration is crucial.

During the 2006/07 year, many initiatives were undertaken within each of the Strategy's three outcome areas: Government Leadership and Practices, Preventive Workplace Cultures, and Industry Leadership and Community Engagement.

As in the first year of the Strategy, many of the achievements are in the outcome area of Government Leadership and Practice, reflecting the need for a solid infrastructure to serve the Strategy over the next decade.

Workplace Health and Safety Council playing a central role

06/07 Priority

A significant development this year has been the establishment of the Workplace Health and Safety Council.

At its first meeting in May 2007, the Council agreed that its priority will be to identify actions and activities that make a difference and have the greatest impact.

Connecting with existing employer, employee and professional networks will be a vital part of the Council's role and will help the Council drive co-ordinated health and safety actions and information into workplaces and the wider community.

Over the next 12 months, the Council will focus on providing advice on the best ways to:

- implement the Strategy over the medium to long term
- improve the interface between government agencies and how they implement key pieces of health and safety legislation
- improve health and safety practices, systems, standards and information flow
- involve employer, employee organisations, industry and the community in health and safety initiatives.



Workplace Health and Safety Council

From the left to right: Ross Wilson (NZCTU), Hon Ruth Dyson (Former Minister of Labour and ACC), Phil O'Reilly (Business New Zealand), Carol Beaumont (NZCTU), Panu Raea (barrister and consultant), Andrew Casidy (Finsec), Paul Jarvie (EMA).

Strategy Implementation Road Map – finding agreed pathways

06/07 Priority

Achieving healthy people in safe and productive workplaces is complex. The Strategy makes the final destination clear – the Workplace Health and Safety Implementation Road Map provides an outline of how to get there, along an agreed path. The draft Road Map, developed by the Department of Labour, describes the pathways to progressing workplace health and safety across New Zealand. It outlines short, medium and long-term opportunities to achieve the vision, and requires the development of high level indicators to measure the progress of the Strategy. An early task for the Council will be providing input into the draft Road Map.

Outcome area – Government Leadership and Practices

Government’s leadership role involves promoting a high level of workplace health and safety performance. Government can also lead by example through having excellent health and safety performance in its own workplaces and through its roles as an employer and purchaser. Better co-ordination and alignment of government agency roles and activities is essential.

The 2006/07 year saw an emphasis on co-ordination and partnership by the government agencies charged with promoting workplace health and safety – vital to laying the necessary foundations for the Strategy to be successfully implemented.

Further highlights are the Government Leadership Programme – where the government is working to raise the bar in terms of standards expected – and in the national priority areas of airborne substances and vulnerable workers.

Partnership projects supporting the Strategy

During the year, government agencies charged with promoting workplace health and safety have worked together on a number of joint projects, aligning the educational and promotional information they produce and better co-ordinating their regulatory functions.

Aligning health and safety legislation

06/07 Priority

As part of the Government's Quality Regulation Review, the need was seen to improve the interface between three key pieces of legislation: the Health and Safety in Employment Act 1992 (the HSE Act), the Hazardous Substances and New Organisms Act 1996 (the HSNO Act) and the Injury Prevention, Rehabilitation, and Compensation Act 2001 (the IPRC Act).

The Department of Labour, the Accident Compensation Corporation (ACC), the Environmental Risk Management Authority (ERMA) New Zealand, the Ministry for the Environment and, more recently, the Civil Aviation Authority and Maritime New Zealand are all working together on this project.

Feedback from industry and business organisations highlighted that their key concerns are about the administration of the legislation, rather than the legislation itself. Firms lack information or find it hard

to follow, hazard management requirements are complex and agencies do not co-ordinate their dealings with businesses.

...difficulty in understanding health and safety requirements and whether requirements are being met. The complexity means it takes a long time to become familiar.

...once the information is located there can be an 'overload'...more targeted information should be provided...

A joint inter-agency document summarising the feedback received and identifying key compliance issues has been made publicly available.

The document sets out how the four agencies involved will improve the fit between different pieces of health and safety legislation and ease compliance for businesses. It also sets out some proposals for improving government responses to these issues in the short and medium term. Initiatives by agencies already in train include the following:

- ACC is reviewing auditing methods used for the ACC Partnership Programme.
- ERMA New Zealand and the Department of Labour have developed information and tools to assist HSNO compliance in the farming and horticulture industries.
- ERMA New Zealand has produced HSNO compliance information for the embalming industry, paint industry and service stations.
- Options are being investigated for delivering co-ordinated health and safety advice and information through business mentoring and coaching programmes.

- The Department of Labour is developing an online hazard self assessment tool for small and medium enterprises (SMEs) with content that will assist businesses to manage health and safety matters and meet the ACC Workplace Safety Discount programme where they are eligible.
- The Department of Labour has developed a strategic approach to health and safety enforcement. Implementing the new approach has started and will continue over the next 18 months.

Reducing harm from workplace noise

ACC and the Department of Labour have developed a joint work programme to reduce harm arising from workplace noise. This programme is a longer-term piece

of work, still at an early stage. One of the key aims of this programme is to promote better noise management practices around how workplaces manage and reduce noise at source.

The Department and ACC will focus in the first instance on ensuring the standards and guidance for noise management are up to date, user friendly and easy to access.

Noise-induced hearing loss is one of ACC's four occupational health initiatives in priority industry sectors. For Department of Labour field offices, noise monitoring is an on-going activity. In the 2006/07 year, two offices looked beyond the traditional areas where noise might be considered a hazard – such as plants using heavy machinery – and ran pilot projects on noise in the entertainment industry.

Nightclubs and bars expose noise as a workplace hazard



Are nightclubs and bars bad for your health – and their workers' health? We're not talking alcohol, but workplace noise. Excessively loud music in employees' workplaces can potentially result in noise-induced hearing loss – permanent and irreversible.

Department of Labour field staff carried out two separate investigations during the year to establish the noise levels that employees in the entertainment industry are exposed to. The Nelson investigation was sparked by complaints alleging the potential for hearing damage, whereas Hamilton staff were keen to trial ways of engaging with the industry.

In Nelson, the noise exposure was not significant for the employees, who were part-time or casual – and one bar owner already had his own noise level meter to monitor the bar and outside the premises. It was different in Hamilton, where over half the venues exceeded the noise exposure standard.

The Nelson City Council had previously worked together with bar and nightclub operators on environmental noise, which is likely to have had a positive impact on noise levels and, most importantly, raised awareness of noise as a workplace hazard. Significantly, the Hamilton businesses had not managed noise as a health and safety hazard before the project. The Department of Labour staff gave advice on how they should be managing their noise hazards.

The projects demonstrate the necessary steps for government in managing any health and safety regime – building awareness through advice and education, forging relationships with businesses and using enforcement measures only where appropriate – and the effectiveness of local government and central government agencies working in tandem.

Improving HSNO implementation through a joint agency strategy

The Ministry for the Environment, ERMA New Zealand and the Department of Labour have developed a joint HSNO compliance and enforcement strategy. The strategy, approved by Cabinet, aims to improve the management of hazardous substances, reducing harm to people, their communities and the environment.

The strategy seeks better compliance through education and promoting the benefits of improved health and safety practices for the management of hazardous substances in the workplace. Underpinning the strategy is the provision of quality information to industry and end users of hazardous substances – advising them how to comply with HSNO and encouraging them to do so.

Agencies have formed a strategy implementation working group, which will also look at the collection of data to demonstrate the effectiveness of the interventions, and improving links between HSNO enforcement agencies and industry, unions, health and safety committees and workers.

Workers in the Chatham Islands have also benefited this year from a proactive approach to storing and using hazardous substances.

Chatham Islanders co-operate to safely manage hazardous substances



People in the Chathams have a safer working environment these days – all the workplaces there are co-operating to make sure they are storing and using hazardous substances safely.

The isolation of the Chathams makes HSNO certification an expensive exercise, but they have taken advantage of technical advice from the Department of Labour and collectively engaged a test certifier who has paid visits to the island.

Now they have in place approved handlers and fillers and location test certificates. They have emergency response plans for the airport, the port and the electricity department. There are new tanks installed and new walkways above tanks, a new crane for the port, signage, secondary containment and fire safety shut-off valves.

The Chatham Islands are really well prepared for an emergency. Thinking about the 'what ifs' has significantly enhanced their collective ability to recover – critical when you are a long way from help. Even more important are the measures in place to stop an emergency happening – preventing harm to people, to property and to the Chathams' environment.

Improving surveillance of occupational disease and injury

06/07 Priority

A government inter-agency group has been established to improve the surveillance of occupational disease and injury in New Zealand. Agencies have undertaken an initial stock-take of their current systems, their purpose and how well they work.

The working group is looking at getting better analysis of the data from existing systems, which will provide better information leading to better reporting and prevention. A conceptual framework has been drafted focusing on key diseases and indicators that can be used to monitor them. The next step will involve consultation with key stakeholders including medical experts and government agencies.

Undertaking research into occupational health in New Zealand was a priority this year. Requests for tender have been published on the Health Research Council website for the following research projects:

- occupational asthma
- occupational dermatitis
- workplace stress and bullying
- workplace exposure to carcinogens.

These will be awarded to the successful applicants in 2007.

ACC, the Health Research Council and the Department of Labour are also funding research into improving the control and management of noise in workplaces. This complements ACC research into the incidence and prevalence of noise-induced hearing loss.

The National Occupational Health and Safety Advisory Committee released a report this year on the surveillance and control of workplace exposures in New Zealand.

Setting high standards

Ratification of ILO Convention 155

This year, New Zealand joined the ranks of countries such as Sweden, Denmark, Norway, Ireland, the Netherlands and Australia when we ratified the International Labour Organisation Convention 155 on occupational health and safety and the working environment. This treaty sets common principles and obligations for health and safety internationally. New Zealand's ratification signals to the world our on-going and meaningful commitment to international standards of health and safety in our workplaces.

Revising the definition of serious harm

The definition of serious harm is an important component of the Health and Safety in Employment Act 1992. In April this year, the Department of Labour publicly released a revised definition and received many quality submissions about its scope and content. Clarifying the definition will assist employers in meeting their reporting obligations and employees and their representatives to exercise their right to refuse work likely to cause serious harm.

Making progress in national priority areas

The Strategy has eight national priorities requiring attention through the whole course of the Strategy. The national priorities have been chosen because they account for a significant proportion of all work-related diseases and injuries in New Zealand, they focus on emerging issues, or they help businesses and groups of workers with particular needs.

Two areas of concentration in the 2006/07 year were airborne substances and vulnerable workers. Other national priority areas have also been addressed through a number of activities. The case studies in this report highlight activities in the agriculture, forestry and fishing industries – each included under the national priority area of high risk industries.

Airborne substances

06/07 Priority

Airborne substances in the workplace include asbestos, wood dust, welding fumes and solvents. Asbestos is a known human carcinogen, with exposure to asbestos fibres linked to a number of specific life-threatening diseases, placing social

and economic costs on workers, their workplaces and their communities.

Historically, asbestos was widely used throughout the world in building, transport and many other industry applications. Viable alternatives are now available in virtually all cases, and the current worldwide trend is towards a complete ban on both the manufacture and use of

all products that contain asbestos. The Department of Labour is undertaking a review of asbestos management in New Zealand, seeking the views of stakeholders on the current and future management of asbestos.

In their day-to-day work, Departmental field staff are concerned with other airborne substances such as dust.

Don't breathe in that dust



EnviroWaste Services Ltd is a leading New Zealand based waste management firm, handling 500,000 tonnes of refuse annually through its collection, processing and disposal facilities throughout the country. Through environmental testing, the company found that dust levels at its refuse transfer stations posed a significant health risk, containing contaminants that could put staff at risk of pulmonary and gastrointestinal disorders.

EnviroWaste set up a team of representatives from all work areas to look for solutions, and they trained their staff to wear disposable respirators until they could get other dust reduction measures in place.

These further initiatives were progressively introduced, including a trial fogging system to reduce dust, modifications to reduce vehicle exhaust emissions, new systems for dealing with dusty loads, and changes to site machinery so that it will only operate with cab doors closed and the air conditioning working.

Subsequent testing has shown a significant reduction in airborne dust levels and the health risk to workers, and the company shared its findings with others in the industry, including its direct competitors.

EnviroWaste is still looking for ways that it can further reduce exposure to hazardous dusts at its sites. Its efforts have already earned it an award at the New Zealand Workplace Health and Safety Awards, where it won the EBOS/Ansell 'Best initiative to address an occupational health hazard' award.

Vulnerable workers

Vulnerable workers are workers that may be at increased risk of work-related disease and injury, for example children, young people, new workers and migrants. Māori and Pacific workers may also experience a disproportionately high number of workplace incidents.

Over the last year, the Department of Labour has focused on better understanding who our vulnerable workers are, particularly in high risk industries such as manufacturing and construction.

This work has indicated that older men, Māori and Pacific men in high risk industries and children and youth workers may also be at increased risk. These groups will receive more focused intervention over the next year towards improving their safety.

Research on fatalities published this year by the Department of Labour provides a starting point for better understanding the many factors that can cause workplace incidents and fatalities.

- The most at-risk industries for fatalities are agriculture, construction, and transport and storage.
- The research confirmed that, from 2000 to 2005, the rate of workplace fatalities was consistently highest in summer (December–February) followed by autumn (March–May).
- Male workers aged between 55 and 64 are most likely to have a fatal workplace incident during the summer.
- Male workers aged between 35 and 44 are most likely to have a fatal workplace incident during autumn.

- Independent of season, older workers aged 65 and over are at the most risk of a fatal workplace incident.
- Fifty-two per cent of work-related fatalities from 2000–2005 involved a vehicle off road.

The Department of Labour now wants to build on this work in partnership with stakeholders, including industry, business and unions, and focus on those most at risk.

An important initiative for vulnerable workers over the last year is the Passport to Safety, which promotes health and safety for 15–24 year olds.



Safety passports make young people safer in the workplace



Passport to Safety is an innovative health and safety learning programme for young people aged from 15 to 24. It's a web-based, self-paced programme that can be done individually, at schools, or in workplaces. It challenges young people not only on factual learning, but also on their understanding of how to act safely in a variety of situations.

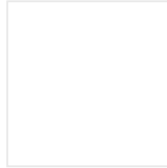
Participants are awarded a Passport to Safety once the programme is completed. The Passport to Safety shows that they have a basic awareness of workplace health and safety. The programme covers individual rights and responsibilities regarding safety in the workplace, identifying hazardous situations, and generic handling and ergonomic requirements.

The Safe Communities Foundation New Zealand (SCFNZ) has introduced the programme, aimed specially at young people preparing to take part-time or casual work. The Foundation was impressed by the programme's success in Canada where, since it began in schools there, fatalities and injuries of young workers have reduced.

Now the programme has been redesigned for New Zealand and piloted in New Plymouth, with three high schools and the Young Enterprise Scheme in Taranaki all taking part. ACC and the Department of Labour have assisted SCFNZ in getting the programme going, by sponsoring 2,000 and 1,000 passports respectively. Other communities are also signing up – at present, Waitakere, Palmerston North and North Shore are planning training sessions for people facilitating the programme.

The workplace injury rate for 15–24 year olds is much higher than for older workers – Passport to Safety could help to reduce that. By improving health and safety outcomes for young people, the overall injury burden for New Zealand could be reduced significantly.

For more information on Passport to Safety, see www.passporttosafety.com/newzealand



Outcome area – Preventive Workplace Cultures

Ultimately, individual workplaces take responsibility for their own health and safety. A preventive workplace culture is created when management and staff are all committed to managing risks and hazards. They have values, attitudes, systems and practices in place that prevent harm to people at work.

Exploratory research commissioned by the Department of Labour in April shows New Zealand industry leaders agree that positive safety cultures in the workplace are linked to improved health and safety outcomes – and this is backed up by international evidence.

Health and safety needs to be on everyone's agenda (ie, leadership, managers and staff) ... should be a standard component of every decision, a standard agenda item and on the agenda of every project.

The key benefits from positive safety cultures include reduced accidents and injuries and increased worker safety behaviour.

As important, positive safety culture also seems to be linked with improved non-safety outcomes, such as increased productivity, increased job satisfaction and enhanced corporate responsibility.

It is rare to find an organisation with high levels of health and safety and low productivity.

There is a definite link between productivity and safety. They are both equally the result of good management and good leadership. Safety is not a trade-off for productivity. The two go hand in hand.

Visible management commitment and ownership of safety is seen as crucial to improving safety culture. Similarly, engaged and involved workers are key factors in maintaining and improving safety culture.

The Holy Grail of great workplaces is, "How do I get employees to go the extra mile?" ... Staff will not be engaged if they feel unsafe.

Three workplaces, including some honoured in the 2007 New Zealand Health and Safety Awards, are demonstrating preventive workplace culture in their work practices.

Plumbing firm fixes a health and safety problem at source



Last year, Invercargill firm Karl Boniface Plumbing produced an information sheet through its toolbox and staff meetings to ensure all its plumbers knew how to safely use a primer in PVC pipe installation – one that contains methyl ethyl ketone, a substance known to have serious health effects.

For all that, last November a new employee splashed some primer in his eye. Although he suffered no lasting harm (as a result of speedy first aid), the company introduced a new procedure to ensure employees wore protective equipment when applying the substance, and they also decided to look at the applicator supplied with the product.

Finding the applicator bristles too stiff, they tested a number of alternatives before deciding that a soft synthetic brush was the most suitable. They let their plumbing wholesaler and the primer manufacturer know, and the manufacturer has now agreed to change the applicator design.

Karl Boniface Ltd won the 'New Zealand Safety best health and safety initiative by a small business' award at the 2007 New Zealand Workplace Health and Safety Awards. The company showed great commitment to health and safety.

They didn't just get staff to use protective equipment, they went on to fix the problem at source. And they didn't just fix things for their own workers – they wanted the whole industry to share their findings. Thanks to their efforts, PVC pipe installation has been made safer for plumbers all round the country.

Glass-maker innovates for safety – and productivity



Making glass is an ancient art, and an unlikely one. Turning silica sand, soda ash and limestone into a transparent substance through heat seems magical. In the modern world, the process is also sophisticated and highly technical.

O-I New Zealand, based in Penrose and the only New Zealand manufacturer of glass bottles and jars, runs two furnaces twenty-four hours a day, seven days a week. As part of the glass-making process, encrusted flue dust needs to be removed from the furnaces, and workers used to do that by going into the furnace area with long-handled rakes.

O-I abandoned that method because of the risks posed by extreme heat and falling debris. Brainstorming the issue with employees, they tried other methods – a vacuum and then a pulley-driven scraper system – that proved unsatisfactory. After more than a year of trying various solutions, they came up with the idea of using a remote-controlled scraper, meaning that cleaning can now be done without risk to workers.

The company won an award for their innovation – the Department of Labour’s ‘Best productivity gain from a health and safety initiative’ award at the annual New Zealand Workplace Health and Safety Awards. That’s because their health and safety solution not only made the operation safer for workers, it also allowed the furnace to be cleaned more frequently, which reduced fuel consumption and increased productivity – a great bonus for any company that works hard to ensure health and safety.

Logging firm helps to reduce the forestry death toll



A ten-member cable logging company – the Tokoroa-based Ribbonwood Yarding Systems – have shown the way this year in how to reduce the death toll for fellers in the industry.

After a spate of tree-felling fatalities in the industry in 2006, Ribbonwood decided some initiatives to improve feller safety were needed. They developed a radio check-in system so that other crew members quickly become aware if a feller is in trouble; a daily log book where fellers note any physical, technical and emotional issues they face during the day; a panic alarm to bring immediate help; and a safety DVD showing how emotional strain can put them at risk.

Little wonder that Ribbonwood Yarding Systems won the top prize at the New Zealand Workplace Health and Safety Awards 2007. Jackie Brown-Haysom, the editor of Safeguard magazine and one of the judges, makes the point that, “The Ribbonwood DVD and log book both recognise the importance of emotional wellbeing in safety critical situations – a message that could be hard to convey to some forest workers – but because this is coming from the guys themselves, we believe it will be much more widely accepted.”

FITEC, the forest industry training organisation that funded the DVD along with ACC and Ribbonwood Yarding itself, is certainly enthusiastic, planning to supply the DVD to a variety of industry contacts and screen it at their events.

The role of government agencies in supporting such cultures is to advise and incentivise. Many government agencies provide guidelines and promotional material to assist businesses. ACC funds training for health and safety representatives, and field staff from agencies such as ACC, the Department of Labour, Land Transport New Zealand and Maritime New Zealand, often working in partnership, are proactive in getting health and safety messages across to businesses.

This is illustrated in their usual business, or in particular initiatives during the year that support the Strategy:

- The Department of Labour and ACC sponsor the Safeguard conference and annual New Zealand Workplace Health and Safety Awards.
- ACC has also published a series of 'how to' booklets, with support and review by the Department of Labour, to assist small businesses and self-employed people with health and safety.

06/07 Priority

- The Department of Labour has produced a review of international research, with dvd case studies of New Zealand businesses showing the links between health, safety and productivity. This review has highlighted compelling evidence of the many potential benefits health and safety offers New Zealand businesses. Some examples of the positive links between health, safety and productivity included fewer injuries, increased innovation and improved staff recruitment and retention. The common success factors in businesses that demonstrate the links between work quality and productivity include good

co-operation between management and employees, work that gives employees challenges, responsibilities and job autonomy, and allowing creative solutions for safety and health problems.

- The ACC Workplace Safety Discounts give a new incentive to small businesses, through a discount on ACC levies, for those who can demonstrate the required level of competence in health and safety management.
- Maritime New Zealand, working with industry, has developed specific health and safety guidelines for the passenger and non-passenger fleets, along the lines of previously published guidelines for the commercial inshore fishing industry. A series of publications relating to the management of fatigue in the maritime industry has also been developed, using a case study approach.
- In December 2006, a Civil Aviation Authority collaboration with several government agencies and industry bodies resulted in the publication of safety guidelines for farm airstrips (Safety Guideline, Farm airstrips and associated fertiliser cartage, storage and application). Civil Aviation is now working on guidelines for occupational health and safety for aircrew.
- Department of Labour staff in Auckland organised an occupational health seminar for health and safety practitioners in February 2007. The seminar covered proposed changes in the Second Schedule of the IPRC Act, the reporting and investigating of occupational disease, and the Department's occupational disease priorities.

The list above highlights some of the health and safety advice and help to workplaces that government agencies have provided during the year. Agencies also work closely with industry organisations – where these

organisations take a leading role, the highlights are included in the next outcome area of Industry Leadership and Community Engagement.

Workplace health and safety training goes up a level



The New Zealand Council of Trade Unions (NZCTU) and Business New Zealand, with ACC support, have developed a third stage in health and safety representative training.

Workplace health and safety representative training is all about achieving sustainable change. The trained representatives, applying their knowledge in all kinds of workplaces, are a valuable resource for both their co-workers and their employers.

Workplace health and safety representatives now have the chance to do another level of training.

The new part of the programme is designed to integrate prior learning from the first two, and is doing that well, judging by comments from health and safety representatives who have already attended:

It fitted together like a jigsaw and I feel more suited to the role.

It's great to recap on stage one and two and begin to understand more about productivity and how accidents affect this.

The ACC joint venture with NZCTU has trained more than 15,000 representatives nationally. The growing pool of skilled and experienced representatives is making a significant difference to New Zealand's occupational health and safety performance.



Outcome area – Industry Leadership and Community Engagement

The aims of this outcome area are for industry to carry out initiatives to improve workplace health and safety in their industries and for the wider community to have a good awareness of the importance of health and safety in the workplace. For government agencies, the emphasis is on encouragement and support for industries, and promotion and education for the general community.

Industry leadership

Several industry groups – often in high risk areas – have been particularly active during the 2006/07 year in promoting health and safety for their whole industry sector. They have received support and advice from government departments such as the Department of Labour, ACC and Maritime New Zealand.

A safety working group within the waste industry has published an industry health and safety strategy – the work of several years.



The waste industry tackles health and safety



Once, waste just went to the tip. Now, resources are recovered and recycled, organics are composted and landfills are highly technical worksites. And along with these changes in work practices and technology have come some unique injury prevention challenges.

After some fatalities, the industry set up a working group to improve health and safety, which then became Safety@WasteMINZ – a sector group within the Waste Management Institute of New Zealand. WasteMINZ is a non-profit society with members from all areas of the waste management world – collectors and disposers of waste, recyclers, engineers, scientists, educators, government departments, territorial and regional councils, and consultants – and from multinationals to small rural councils.

Safety@WasteMINZ has consulted widely to develop and publish a health and safety strategy for the waste industry, supported by the Department of Labour during development and by ACC in publication.

The strategy provides an overarching direction for health and safety in the waste and recoverable resources industry. As well, it identifies a number of risk areas within the industry to be worked on over the next two years. That work is now in train – the document Health and safety issues in the solid waste and recoverable resources industry has just been published.

As Greg Dearsly, the chair of Safety@WasteMINZ, notes, “Excellence in health and safety is more than complying with codes of practice. It is about creating a safe environment for workers and the industry. Leading the way in best practice will require industry and local government working in partnership.”

Through the Log Transport Health and Safety Council, the log transport industry has started a process to develop a comprehensive health and safety strategy. Similarly, the New Zealand Forest Owners' Association (which includes corporates, private foresters and farm foresters, as well as other stakeholder interests) is developing

a package of initiatives for their industry, including a health and safety management system, auditing and training. As with many industries, there is a clear connection between improved health and safety and improved productivity for forestry businesses, not only through reduced loss of employee time off for injury, but also

because health and safety is part of running a sustainable industry – a requirement for market access to many overseas markets.

In May 2006, the fishing industry launched FishSAFE, a health and safety programme developed for small commercial fishing vessels. Maritime New Zealand was heavily involved in FishSAFE and is now doing preliminary work on the development of safety guidelines for stevedores.

FishSAFE works together to improve safety in the fishing industry



Launched in May 2006, FishSAFE is a programme for small commercial fishing vessels, designed to cut down the high rate of injuries in the sector. It's a ground-breaking initiative, including safety guidelines, hazard management training workshops for inshore fishermen, and a mentoring programme, with mentors based at ports around New Zealand as a local contact point for fishermen. The mentors help to co-ordinate local workshop training and provide one-on-one follow-up and support.

FishSAFE has been developed by the fishing industry in conjunction with Maritime New Zealand and ACC. The workshops are facilitated by the Seafood Industry Training Organisation. An added incentive for those who undertake the training is an ACC levy discount of 10 per cent off their current levy.

FishSAFE and Federation of Commercial Fishermen chairman Pete Dawson says the high number of fishermen attending the workshops reflects the strong level of buy-in from the industry. "To have penetration with about a third of our target audience in a year is a significant achievement. While people might be going into the workshops with the carrot of the ACC levy reduction ... they are coming out with a better recognition of the ... importance of safety management on their vessels and how they can make their business more efficient and less costly, because the social and economic impact of injury is huge."

Darren Guard, vice president of the Port Nelson Fishermen's Association, says an added benefit of the FishSAFE initiative has been the development of positive relationships between people in the industry, Maritime New Zealand and other key agencies. "FishSAFE is probably one of the first projects where everyone is working together on the same side ... It's a winning format getting the industry involved ... and I'm sure it could be replicated elsewhere."

ACC are now looking at aquaculture and seeing how the learning from FishSAFE can be extended to that sector.

Similarly, businesses in the rural sector are showing leadership to improve safety in the use of agrichemicals.

Rural suppliers lead the way with agrichemical safety



Pine Gould Guinness Wrightsons and Ravensdown are leading the way in encouraging the safe use of agrichemicals in the rural retailing sector. Initiatives such as free HSNO-approved handler training are helping farmers to meet new obligations under the HSNO Act.

Feedback from such sessions has been very positive. One Waikato farmer who attended a Ravensdown course in November 2006 found that, not only was the FarmSafe course free, but that for \$100, he was able to get all the safety equipment needed for mixing chemicals.

“It proved to be a good one-day course. Myself and other farmers found some practical things in it, including ways to bund a spill of chemical,” he said.

Other agrichemical initiatives are also making a difference. In a recent survey, 60 per cent of farmers significantly changed the manner in which they handle, store and use agricultural chemicals after completing GROWSAFE.

Community engagement

Community engagement is also an important part of this outcome area. Greater community awareness and concern about health and safety creates a positive and supportive climate for improvements in workplace health and safety. This can be a two-way street, as workplace health and safety can have a positive effect on community and recreational safety practices.

Government agencies and local authorities have been active in promoting health and safety through working in the general community.

Local community signs up for school bus safety



Safety around school buses has become a serious issue in the Otorohanga and Waitomo districts this year after a five-year-old was killed and a six-year-old seriously injured after getting off school buses.

Christine Chaplow, road safety co-ordinator for the Otorohanga and Waitomo districts, quickly realised that the most obvious place for a safety message for drivers was on the back of school buses. Local bus companies and their drivers, a local signwriter and the community all quickly got behind the idea, which saw safety signs painted on the backs of several buses. The signs, supported by funding from LTNZ, are believed to be a first for New Zealand.

Christine also organised a school bus to attend a Kids Safe day for schools at the Te Kuiti Recreation Ground where Te Awamutu police helped school groups learn how to be safe around buses, and she took a full page advertisement in the Waitomo News on school bus safety, which invited readers to cut out the ad to keep as a reminder.

Christine hopes other districts will pick up on the initiative, which will continue next year.

ACC's local government engagement strategy is designed to encourage local government to promote and lead health and safety initiatives within their own organisations and communities – 11 authorities have joined this initiative to date.

In 2006, the New Zealand Injury Prevention Strategy (NZIPS) Secretariat, with the Ministry of Health, established a workshop programme, involving 10 regions, to support and strengthen effective injury prevention at a local level. In 2006/07, 18 forums were held throughout New Zealand and were well attended by representatives from government and non-government agencies, community safety groups and leading employers. Workshops in New Plymouth, North Shore and Tauranga/Waikato had a particularly strong workplace representation.

Issues discussed at the workshops included:

- the need to strengthen links between work and non-work safety initiatives
- the importance of providing support for young people entering the workplace for the first time
- additional safety issues associated with the use of temporary labour
- a desire for better mechanisms for reaching small businesses with safety messages relevant to them
- the benefits of information in an accessible form on how injuries outside the workplace impact in the workplace.

The avenues to progressing these issues will include the Chief Executives' Forum, which includes CEOs of the six NZIPS priority areas, and through ACC information programmes.

Also this year, the dairying community has been working to improve their planning for health and safety.

Dairying women get to grips with health and safety planning



Women involved in dairy farming have had the benefit of a Network for Women in Dairying since 1998. The network offers professional and personal support through activities like conferences, Dairy Days and regional meetings.

Farming health and safety is a major issue for the dairy industry, which generally has the worst record within the agricultural sector. Department of Labour staff became involved with helping the network with health and safety issues early in 2006, when they gave a presentation to a Marlborough network meeting.

That led to a health and safety plan workshop with the Marlborough network in May 2006, which included men from the local Dairying Discussion Group. Before the workshop, only one of the farms represented had a health and safety plan in place: by the end, all participants were well on the way to preparing a working plan.

In turn, that led to an invitation for the Department to present workshops at the network's November Dairy Days in eight regions right across New Zealand, from Whangarei to Invercargill. Department of Labour staff covered topics on keeping children and visitors safe, preparing a workable health and safety plan, and stress. ACC provided handouts and CDs on dairy farm hazard management for network members to take away.

Christina Baldwin of the network, who chaired several of the Dairy Days, said of the presentation, "I was delighted that the Department of Labour person came across as one of us – she understood our territory, used practical illustrations and was there to help, not to lecture."

The on-going relationship the Department has established with the network will help reduce injuries in the industry – women are often in charge of the administration on dairy farms and become the 'change makers' within the industry on health and safety.



CONCLUSION

The summary of highlights on the previous pages demonstrates the breadth of activities engaged in during the 2006/07 year to support the Workplace Health and Safety Strategy. The highlights and case studies also show the emphasis that has been placed on government agencies working in partnership, since that greatly increases their individual effectiveness.

The challenge for coming years will be to maintain the level of activity and partnership, as attention is given – with the assistance of the Workplace Health and Safety Council – to activities that matter most as the Strategy priorities are refined.

Appendix 1 describes all activities associated with the Strategy and shows that many relevant activities arise from agencies' usual business, while others are specifically designed to progress the Strategy. As the Strategy progresses, reporting is likely to concentrate more on the refined priorities – with the understanding that other work is business as usual.

In the next year, there will be an increased focus on activities that both broaden the influence of the Strategy and build on our understanding of the critical mass areas that need to be progressed to gain momentum.

The focus moving forward will be to:

- increase awareness of the social costs of workplace injury and disease and the necessary behaviour changes needed

- promote the productivity benefits of quality health and safety management systems, employee participation and management commitment
- address common misconceptions about health and safety regulation and practice
- build on the range and breadth of government agency leadership, co-operation and co-ordination activities
- improve the information and surveillance of occupational disease and injury
- utilise national priority areas to further progress the Strategy.

Ultimately, the aim is to influence all workplaces to excel in their health and safety practices, so that that Strategy vision is achieved – healthy people in safe and productive workplaces.

Steady progress each year will keep New Zealand on track to reach the Strategy's desired outcomes by 2015.



APPENDIX 1 – ACTION REPORTING TEMPLATE 2006/07

Healthy people in safe and productive workplaces

Priorities – Progress in 2006/07

The following list provides an update of progress against significant activities in the 2006/07 year that have contributed to the Strategy's outcomes and vision. A more detailed list of activities is included in the following tables.

1. Establishing the Workplace Health and Safety Council

The establishment of the Workplace Health and Safety Council (the Council) has been a significant achievement for the Strategy. The Council was formally approved by Cabinet in November 2006, and Council members were appointed in March 2007. The Council met formally for the first time in May 2007.

Moving forward, the Council will perform an important role in providing high-level advice to the Ministers on how best to deliver the Strategy.

2. Developing a 10-year Workplace Health and Safety Implementation Road Map to outline the short, medium and long-term measures to achieve the vision

The Department of Labour has developed a draft 10-year Workplace Health and Safety Implementation Road Map to chart progress towards the Strategy's outcomes and vision. The Road Map seeks to describe the pathways to progressing workplace health and safety across New Zealand and outlines

a simple logic model to help us understand how health and safety initiatives under the Strategy align towards the vision. In other words, while the Workplace Health and Safety Strategy make the final destination clear, the Road Map provides an outline of how to get there.

The Road Map will provide a focus for discussion by the Workplace Health and Safety Council in coming months and will be used to stimulate wider discussion and debate about the short, medium and long-term issues and priorities facing workplace health and safety in New Zealand.

3. Promoting the Strategy to government agencies and key stakeholders, and actively seeking partnership projects that support the Strategy

Good progress has been made on a range of strategic joint projects including:

- Review of Regulatory Frameworks Interface project (Department of Labour, ERMA New Zealand, Ministry for the Environment)
- completing the first phase of the Risk Landscape project, which aims to reduce the work toll (Department of Labour and ACC)
- development of a joint work programme to reduce harm arising from workplace noise (ACC and Department of Labour)

- inter-agency project to improve the surveillance of occupational disease and injury (co-led by the Department of Labour and the Ministry of Health)
- development of a joint HSNO compliance and enforcement strategy (Ministry for the Environment, ERMA New Zealand, Department of Labour)

Further detail about how these projects are progressing is included in the action reporting template that follows.

4. Promoting and supporting government leadership through a Government Leadership Programme involving government as leaders and champions of health and safety practice and procurement

The Department of Labour is developing a Government Leadership Programme to promote government as leaders of health and safety practice and procurement.

A draft work programme has been provided to the Minister of Labour outlining how to progress responsible contracting across government. This involved consultation with social partners.

A responsible contracting survey has been conducted with a cross section of public sector agencies. The survey looked at agencies' responsible contracting practices. It has enabled better understanding of existing procurement practices, including health and safety. This survey identified considerable scope for improvement in how health and safety is dealt with in contract provisions.

The Department will use the information from the responsible contracting survey, along with information about the private sector, to develop responsible contracting principles and guidelines for the public

sector. Health and safety will provide a practical focus to progress this work, for example, via information on the procurement of safer light vehicles in the government fleet.

5. Promoting and supporting industry leadership through an industry leadership programme that involves and acknowledges industry as champions and leaders in health and safety

Positive industry leadership is underway by the New Zealand Forest Owners' Association (NZFOA) with the support of ACC and the Department of Labour. The NZFOA Health and Safety Committee has resolved to start planning for a simplified health and safety management system for forestry, with a focus on information and guidance provision, capability development and auditing systems.

The Department of Labour has undertaken research to understand how preventive safety culture influences safety performance and productivity. Initial findings suggest a strong link between a positive safety culture and safety outcomes. Additional non-safety outcomes, such as improved productivity and enhanced corporate reputation, have also emerged as benefits of a positive safety culture. The Department will promote these findings through its networks and the Strategy website.

The Department has also completed research on summer fatalities. This research highlighted areas where industry can champion improvements in their health and safety culture, systems and practices, for example, by working with older workers and vehicle roll-overs.

6. Progressing two national priority areas – airborne substances and vulnerable workers

The Department of Labour has progressed work in airborne substances on two fronts in the past year. Health and Safety Inspectors have been given tools to address different airborne substances issues and have visited workplaces using these tools as part of their normal inspection programmes. An example is the project looking at isocyanate exposure in the vehicle repair industry.

An **airborne substances** programme has also been initiated at a strategic level. This programme looks at what can be done to set some priorities for work on airborne substances, and will consider ways to improve management and control of airborne substances hazards in workplaces. The Department of Labour commissioned a literature review to look into priority and control issues, and has run workshops with private consultants, employer and union representatives, and health and safety inspectors. The information gathered will be used to inform projects in the coming year.

The Department's **vulnerable workers** programme has focused on better understanding who our vulnerable workers are. The research has indicated that older men, Māori and Pacific men in high risk industries, and children and youth workers are all at increased risk. The Department of labour now wants to build on this work in partnership with other agencies. Identifying future trends and future vulnerable workers will also assist in prioritising and targeting future interventions in workplaces.

In 2007/2008, the Department will support the Strategy's objective of improving health

and safety outcomes for vulnerable workers in various ways including:

- reviewing the HSE Regulations 1995 that relate to children and young people
- working with ACC to assess the current risk landscape for workplace injuries and illness and develop packages of appropriate interventions to maximise risk reduction at a range of costs
- reviewing the management of asbestos
- supporting the Safe Communities Foundation to deliver Passports to Safety within New Zealand schools
- working with the Ministry of Pacific Island Affairs to develop resources and increase awareness about workplace health and safety for Pacific and Māori workers
- continuing to gather better information on the links between work-related disease and injury and workplace factors such as literacy levels, new migrants and precarious employment.

7. Reviewing the evaluation framework of the Strategy to provide more effective communication and reporting on progress

The current evaluation framework has been reviewed. A set of high-level indicators are being developed to monitor progress against the Strategy and will form part of the 10-year Workplace Health and Safety Implementation Road Map.

8. Promoting the links between health and safety performance and workplace productivity

Over the last year, the Department of Labour has initiated three pieces of research around productivity and safety

culture in businesses. The research has highlighted the implicit connections between good safety cultures, good health and safety performance and good productivity. Over the next few months, the Department will be exploring opportunities to promote the research findings and case studies about health, safety and productivity. The research and DVD case studies will be used to engage with professional, industry groups and worker groups to promote discourse around health and safety and productivity.

9. Starting research on the links between health and safety performance and employee participation

A request for tender has been developed to start exploratory research into employee participation. The Department is consulting with social partners on the scope and content of the research.

10. Progressing the inter-agency project to better align the Health and Safety in Employment Act; Injury Prevention, Rehabilitation, and Compensation Act; and Hazardous Substances and New Organisms Act as part of the Quality Regulation Review

A Ministerial review of regulatory frameworks, the Quality Regulation Review, was led by the Ministry of Economic Development during the year and has now concluded.

The interface project published a summary of findings in July 2007. The summary report highlights the three broad areas for improvement for business as:

- making all guidance material user friendly
- providing comprehensive information on all compliance requirements

- being more customer-focused.

The project suggested a two-stage process to address issues and improve the interface. These include initiatives begun straight away and longer-term solutions to be considered for on-going work programmes.

Among the initiatives begun, or already completed by agencies:

- ACC is reviewing auditing methods used for the ACC Partnership Programme.
- ERMA New Zealand and the Department of Labour have developed information and tools to assist HSNO compliance in the farming and horticulture industries.
- ERMA New Zealand has produced HSNO compliance information for the embalming industry, paint industry and service stations.
- Options are being investigated for delivering co-ordinated health and safety advice and information through business mentoring and coaching programmes.
- the Department of Labour is developing an online hazard self assessment tool for small and medium enterprises (SMEs) with content that will assist businesses to manage health and safety matters and meet the ACC Workplace Safety Discount programme where they are eligible.

- the Department of Labour has developed a strategic approach to health and safety enforcement. Implementing the new approach has started and will continue over the next 18 months.

Longer-term solutions and ways for agencies to achieve them are included in the summary document at <http://dol.govt.nz/consultation/interface-project/index.asp>

11. Progressing the inter-agency project to improve the surveillance of occupational disease and injury

An inter-agency group has been established to improve the surveillance of occupational disease and injury. Agencies have undertaken an initial stock-take of their current systems, their purpose and how well they work.

The working group is now focused on getting better analysis of the data from existing systems, which will provide better information leading to better reporting and prevention. A conceptual framework has been drafted focusing on key diseases and indicators that can be used to monitor them. The next step will involve consultation with key stakeholders including medical experts and government agencies.

Undertaking research into occupational health in New Zealand was a priority this year. Requests for tender have been published on the Health Research Council website for the following research projects – occupational asthma, occupational dermatitis, workplace stress and bullying, and workplace exposure to carcinogens. These will be awarded to the successful applicants in 2007.

ACC, the Health Research Council and the Department of Labour are also funding research into improving the control and management of noise in workplaces. This complements ACC research into the incidence and prevalence of noise-induced hearing loss.



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.

Objective	Activity 2006/07	Strategy Action Targeted	Lead
1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved	The establishment of the Workplace Health and Safety Council represents a significant milestone for the Strategy. The Council was formally approved by Cabinet in November 2006, and Council members were appointed in March 2007. The Council met formally for the first time in May 2007. Moving forward, the Council will perform an important role in providing high-level advice to the Ministers on how best to deliver the Strategy.	1a (1)–(7)	DoL (Strategy priority 2006/07)
	ILO Convention 155 on occupational health and safety and the working environment was ratified in June 2007 and will enter into force on 12 June 2008. Ratifying Convention 155 signals New Zealand's commitment to the on-going promotion of improved health and safety in our workplaces.	1a	DoL
	DoL has developed a draft 10-year Workplace Health and Safety Implementation Road Map to chart progress towards the Strategy's outcomes and vision. The Road Map seeks to describe the pathways to progressing workplace health and safety across New Zealand, and outlines a simple logic model to help us understand how health and safety initiatives under the Strategy align towards the vision. The Road Map will provide a focus for discussion by the Workplace Health and Safety Council in coming months and will be used to stimulate wider discussion and debate about the short, medium and long-term issues and priorities facing workplace health and safety in New Zealand.	1a (1)	DoL (Strategy priority 2006/07)
	A Government Leadership Programme is being developed that involves government as leaders and champions in health and safety practice and procurement. The programme has had an initial focus on responsible contracting.	1a	DoL (Strategy priority 2006/07)

Objective	Activity 2006/07	Strategy Action Targeted	Lead
<p>1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved</p>	<p>Two national priority areas are being progressed – a work programme has been developed to address airborne substances, and vulnerable workers’ issues are being scoped.</p> <p>DoL has progressed work in airborne substances at both a strategic and operational level. Strategically, an airborne substances programme has been initiated to set some priorities for work on airborne substances, and to consider ways to improve management and control of airborne substance hazards in workplaces. DoL commissioned a literature review to look into priority and control issues, and has run workshops with private consultants, employer and union representatives, and health and safety inspectors. The information gathered will be used to inform projects in the coming year. At an operational level, health and safety inspectors have been given tools to address different airborne substances issues and have visited workplaces using these tools as part of their normal inspection programmes. An example is the project looking at isocyanate exposure in the vehicle repair industry.</p> <p>DoL’s vulnerable workers programme has focused on better understanding who our vulnerable workers are. The research has indicated that older men, Māori and Pacific men in high risk industries and children and youth workers are all at increased risk. These groups will receive more focused attention over the next year to improve their safety. Identifying future trends and future vulnerable workers will also assist prioritisation and targeting of future interventions in workplaces. In 2007/2008, DoL will support the Strategy’s objective of improving health and safety outcomes for vulnerable workers in various ways including:</p> <ul style="list-style-type: none"> • reviewing the HSE Regulations 1995 that relate to children and young people • working with ACC to assess the current risk landscape for workplace injuries and illness and develop packages of appropriate interventions to maximise risk reduction at a range of costs • reviewing the management of asbestos in New Zealand • supporting the Safe Communities Foundation to deliver Passports to Safety within New Zealand schools • working with MPIA to develop resources and increase awareness about workplace health and safety for Pacific and Māori workers • continuing to gather better information on the links between work-related disease and injury and workplace factors such as literacy levels, new migrants and precarious employment. 	<p>1a, 1b</p>	<p>DoL (Strategy priority 2006/07)</p>

Objective	Activity 2006/07	Strategy Action Targeted	Lead
<p>1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved</p>	<p>A number of industry or activity based health and safety guidance documents have been developed and implemented, including guidelines for the inshore fishing industry, and a sawmill health and safety guide. How to implement safer work practices (ACC 366) has been reviewed, a review and proposed revision of the VDU code of practice has commenced, and a range of training and other guidance material for WHSS priority sectors has been developed.</p>	1a	ACC
	<p>ACC collaborated with DoL to produce 'how to' guides covering key industry hazards and focused on small employers. These also support the deployment of the Workplace Safety Discounts programme for small businesses.</p>	1a (6)	DoL ,ACC
	<p>DoL undertook a review of the evaluation framework of the Strategy to provide more effective communication and reporting on progress.</p>	1a (3)	DoL (Strategy priority 2006/07)
	<p>DoL has developed a draft enforcement strategy for health and safety. This strategy sets out how staff undertaking duties under the HSE Act interact with business and other government agencies across the education-enforcement continuum. Implementing the new approach will continue over the next 18 months.</p>	1a (6)	DoL (Strategy priority 2006/07)
	<p>DoL is taking a strong leadership role in promoting the Strategy through media articles, promotional material and inter-agency meetings.</p>	1a (2)	DoL Strategy priority 2006/07)
	<p>Development of a rail safety strategy is underway in consultation with the whole community, including stakeholders, to further improve rail safety. This work will include determining successful rail safety interventions and examining further steps that may reduce rail trauma.</p>	1a (2)	MoT
	<p>Work under DoL's annual Workplace Services Health Programme is continuing. The programme provides information and assessment tools for health and safety inspectors visiting workplaces. It focuses on clean air, musculoskeletal disorders, psychosocial factors and other issues such as drugs and alcohol in workplaces, and occupational noise.</p>	1a	DoL

Objective	Activity 2006/07	Strategy Action Targeted	Lead
	<p>Two NOHSAC reports were released in 2006/7 – The Surveillance and Control of Workplace Exposures in New Zealand: Report to the Minister of Labour, and the National Profile of Occupational Health and Safety in New Zealand: Report to the Minister of Labour.</p>	1a, 3c	NOHSAC
	<p>ACC is implementing four occupational health initiatives in priority industry sectors. These address noise-induced hearing loss, musculoskeletal/back injury, respiratory disease and workplace impairment, and complement DoL programmes.</p>	1a	ACC
	<p>DoL's Workplace Services staff in Auckland organised an occupational health seminar in late February 2007. This seminar covered proposed changes to the Second Schedule of the IPRC Act in the reporting and investigating of occupational diseases, and DoL occupational disease priorities.</p>	1a	DoL
	<p>MoH and SPARC are running a joint programme to increase access to healthy nutrition and physical activity options within the public service workplace. This initiative is part of the government's Mission-On campaign, designed to improve the health and lifestyles of young New Zealanders. A programme of workplace initiatives was piloted within SPARC and MoH in June 2007. This pilot will be evaluated, and MoE and MYD will commence programmes in early 2008. The programme will be rolled out to other government agencies from October 2008.</p>	1b, 2a, 2c	MoH, SPARC
	<p>DoL is leading a project team to update the Workplace Exposure Standards for New Zealand, which are applicable under both the HSE and HSNO Acts. This project forms part of the airborne substances programme.</p>	1a, 1c	DoL
	<p>An Operator Rating System (ORS) is under development, which will rate commercial transport companies based on their compliance with standards and regulations. The proposed system will allow LTNZ to use information including Certificate of Fitness (CoF) inspection results, crash reports and offence data to produce ratings for commercial operators, which will be published and regularly reviewed. The first public iteration of the ORS is scheduled for mid-2009.</p>	1a (4)	LTNZ

Objective	Activity 2006/07	Strategy Action Targeted	Lead
<p>1b – Provide leadership in workplace health and safety through the government's role as an employer and purchaser</p>	<p>A Ministerial review of regulatory frameworks, the Quality Regulation Review, was led by MED during the year and has now concluded. The interface project published a summary of findings in July 2007, which highlighted three broad areas for improvement: making all guidance material user-friendly; providing comprehensive information on all compliance requirements; and being more customer-focused. The project suggested a number of short and longer-term solutions to be considered for on-going work programmes. Among the initiatives begun, or already completed by agencies:</p> <ul style="list-style-type: none"> • ACC is reviewing auditing methods used for the ACC Partnership Programme. • ERMA New Zealand and DoL have developed information and tools to assist HSNO compliance in the farming and horticulture industries. • ERMA New Zealand has produced HSNO compliance information for the embalming industry, paint industry and service stations. • Options are being investigated for delivering co-ordinated health and safety advice and information through business mentoring and coaching programmes. • DoL is developing an online hazard self assessment tool for small and medium enterprises (SMEs) with content that will assist businesses to manage health and safety matters and meet the ACC Workplace Safety Discount programme where they are eligible. • DoL has developed a strategic approach to health and safety enforcement. Implementing the new approach has started and will continue over the next 18 months. <p>Longer-term solutions and ways for agencies to achieve them are included in the summary document at http://dol.govt.nz/consultation/interface-project/index.asp</p>	<p>1a (4), 1c (1)–(3)</p>	<p>DoL, ACC, ERMA NZ, MfE</p>
<p>1b – Provide leadership in workplace health and safety through the government's role as an employer and purchaser</p>	<p>ACC promotes participation in ACC workplace incentive programmes and encourage higher involvement by government employers.</p>	<p>1b (1)–(5)</p>	<p>ACC</p>

Objective	Activity 2006/07	Strategy Action Targeted	Lead
1c – Improve co-ordination and alignment of government agency roles and activities	Government agency participation in the Accredited Employer Programme (AEP) and workplace safety management practices has been maintained over the year.	1b (1)–(5)	ACC
	ACC has developed an engagement strategy with local authorities designed to encourage territorial local authorities to lead and promote health and safety practices within their own organisations and across the community (linked to WHO accreditation).	1b (1)–(5)	ACC
	DoL is developing a Government Leadership Programme to involve government as leaders and champions of health and safety practice and procurement in their operations. To date, DoL has provided preliminary advice to the Minister of Labour on options to progress responsible contracting across government, including health and safety in procurement. The Department is currently consulting with social partners on the best ways forward.	1b (1)	DoL (Strategy priority 2006/07)
	As part of Govt3, a number of public sector vehicle fleets are being audited. These are largely environmentally based, although safety ratings are also recorded. Procurement safety guidelines have been added to the final reports.	1b (1)–(5)	MoT
	CAA has actively participated in the ACC Partnership Programme through the WSMP and has achieved primary level following the first audit.	1b (2)	CAA
	DoL and ACC have agreed a project scope for a joint initiative looking at developing a common understanding of the risk landscape and intervention logic to reduce the work toll.	1a, 1c (1)–(6)	DoL, ACC
	DoL and ACC have also agreed a project scope to look at assessing the current activities undertaken by DoL and ACC to reduce harms arising from workplace noise in New Zealand and will aim to develop a joint work programme for the 2007/08 year and beyond. Noise is being prioritised as an operational activity for inspectors and ACC injury prevention staff with an aim to get better control at source.	1c (2), (3), (4) and (6)	DoL, ACC

Objective	Activity 2006/07	Strategy Action Targeted	Lead
	<p>DoL and the MoH are co-leading an inter-agency project (involving ACC, MNZ, CAA, MoT, ERMA NZ, MfE and SNZ) to improve occupational disease surveillance and the co-ordination of occupational injury. An inter-agency group has been established to improve the surveillance of occupational disease and injury. Agencies have undertaken an initial stock-take of their current systems, their purpose and how well they work.</p> <p>The working group is now focused on getting better analysis of the data from existing systems, which will provide better information leading to better reporting and prevention. A conceptual framework has been drafted focusing on key diseases and indicators that can be used to monitor them. The next step will involve consultation with key stakeholders including medical experts and government agencies.</p>	1c (2) and (4)	DoL, MoH co-lead (Strategy priority 2006/07)
	<p>MfE and ERMA New Zealand co-managed a research project that investigated the potential for using measures of compliance with HSNO controls as a surrogate indicator for exposure to hazardous substances and the harmful effects that can result from such exposure.</p>	1c (2), (3), (4) and (6)	ERMA NZ, MfE
	<p>Planning is underway to more closely align DoL's compliance approach at a local level with a safety management practices component of ACC's incentive programme.</p>	1a (5)	ACC
	<p>ACC and DoL are collaborating on research on noise-induced hearing loss. A contract has been let recently for research into the incidence and prevalence of noise in the workplace. The work is scheduled to commence in October 2007.</p>	1c (4)	ACC, DoL
	<p>MPIA will continue to work with government agencies on the co-ordination and alignment of work programmes ensuring that they are responsive to the needs of Pacific peoples. MPIA will continue to work closely with DoL in the further development of the vulnerable workers project, recognising that a high proportion of Pacific workers are employed within high risk industries.</p>	1c (1), (2) and (4)	MPIA

Objective	Activity 2006/07	Strategy Action Targeted	Lead
	<p>In December 2006, a paper outlining a proposed strategy for hazardous substances compliance and enforcement was approved by Cabinet. The strategy aims to reduce the risks from hazardous substances by improving existing HSNO compliance levels. The strategy incorporates a tiered approach (funding dependent) that initially focuses on data capture, information provision and targeted enforcement activities for priority industry sectors, with a subsequent shift towards developing a sustainable compliance and enforcement regime that centres on voluntary compliance, self-regulation and targeted enforcement measures.</p>	1a (6)	ERMA NZ, MfE, DoL
	<p>Rail safety legislation was amended in 2005 to clarify its relationship to the HSE Act. Implementation and assessment of safety cases that have emerged and associated audits will continue (on-going).</p>	1c (2)	LTNZ



OUTCOME 2: Preventive Workplace Cultures

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

Objective	Activity 2006/07	Strategy Action Targeted	Lead
2a – Increase the recognition among business owners, directors and senior managers that health and safety benefits their business	ACC carried out research into awareness and understanding of health and safety responsibilities in key industry sectors. This is focused on better understanding business attitudes to health and safety, the steps employers are currently taking in this field and any barriers to effective health and safety practice.	2a (1)–(4)	ACC
	A small employer/self-employed incentive programme was deployed in 2006/07. This provides levy discounts for small businesses that are able to demonstrate effective health and safety practice.	2a (1)–(3)	ACC
	Throughout the year, ACC has continued to develop relationships with key industry sectors through the Safer Industry forums and directly to larger employers.	2a (1)–(3)	ACC
	DoL has commissioned research to understand how preventative safety culture influences safety performance and productivity. This included an international literature review to provide an initial knowledge base on workplace culture and its relationship to health and safety performance. The literature review was completed in June 2007. The Department has also developed a package of promotional materials including two DVDs to showcase how some businesses view the links between health, safety and productivity.	2a (1)–(3)	DoL (Strategy priority 2006/07)
	The Safe Driving is Good Business programme of activity has been continued this year. LTNZ, ACC, DoL and MoT are currently reviewing and updating the manual for re-release. Broader promotional work under this action will be undertaken around the productivity benefits of health and safety in the workplace.	2a (2)	LTNZ

Objective	Activity 2006/07	Strategy Action Targeted	Lead
2b – Increase the commitment and capability of managers to systematically and effectively manage workplace health and safety	ACC has fully reviewed and updated the core workplace health and safety systems guide for employers. This document provides extensive advice to employers on health and safety duties and responsibilities under the HSE Act and directly addresses the core elements of ACC's workplace safety management practices audit. DoL was closely involved in all aspects of the revision of this guide.	2b (1)–(6)	ACC
	The Workplace Safety Discounts programme was implemented in six industry sectors. This incorporates guidance and training for small business on health and safety management and control of industry hazards.	2b	ACC
	ACC continued to support the health and safety awards section of the Westpac Business Excellence programme and the DoL/Safeguard New Zealand Workplace Health and Safety Awards.	2b	ACC
	CAA is developing a range of guidance material aimed at increasing employers' awareness of and ability to meet the requirements of the HSE Act. Publications being developed include <i>Identifying/Controlling Hazards, Aviation Health and Safety Manual, The Health and Safety Act in Aviation, and Health and Safety Management Systems</i> .	2b (1)–(3)	CAA
	CAA has set up a fatigue study group as a preface to reviewing current CAA rules and guidance covering fatigue and duty hours.	2b (1)	CAA
	CAA has constructed health and safety information packs for delivery to all clients during visits and for distribution at all major aviation events.	2b (3)	CAA
	MNZ, working with industry, has developed specific health and safety guidelines for the passenger and non-passenger fleets along the lines of previously published guidelines for the commercial inshore fishing industry. A series of publications relating to the management of fatigue in the maritime industry has also been developed, using a case study approach.	2b (1)	MNZ
ERMA NZ has approved codes of practice for the preparation of safety data sheets and a product labelling and documentation guide.	2b (1)–(3)	ERMA NZ	

Objective	Activity 2006/07	Strategy Action Targeted	Lead
<p>2c – Ensure that workers participate effectively in processes for improving workplace health and safety</p>	<p>ERMA NZ continues to develop guidance material that promotes the safe management of hazardous substances for priority sectors, including service stations, paint manufacturers and retailers, farmers and the embalming industry.</p>	<p>2b (1)–(3)</p>	<p>ERMA NZ</p>
	<p>ACC continues to support the delivery of employee health and safety representative training in collaboration with the NZCTU and Business New Zealand. During the 2006/07 year, ACC worked with both groups to develop a stage three training course designed to integrate prior learning from stages one and two and allow the representative to work more closely on health and safety issues in the workplace with their employer.</p>	<p>2c (1)–(5)</p>	<p>ACC</p>
	<p>DoL is commencing research on the links between health and safety performance and employee participation. An initial scope of the research requirements has been completed.</p>	<p>2c (3)</p>	<p>DOL</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 2006/07	Strategy Action Targeted	Lead
3a – Develop and implement industry-led initiatives to improve workplace health and safety	ACC's workplace health and safety programmes are based around strategic industry relationships. These were developed and extended during 2006/07. Eight large industry sectors participate in ACC's safer industry forums, and other sectors are involved in related programmes including the Workplace Safety Discounts initiative. Each of these programmes is integrated into industry health and safety priorities and needs, and is designed to incrementally improve each industry's health and safety performance over time.	3a (1)–(8)	ACC
	A safety guideline for farm airstrips and associated fertiliser cartage, storage and application has been completed and is being distributed.	3a (4)	CAA
	A safety guideline for cabin crew safety is in development.	3a (4)	CAA
	CAA is using the Aviation Industry QA Managers' Forum to raise awareness of the WHSS.	3a (5)	CAA
	The forestry sector has recently initiated a process to develop a comprehensive health and safety strategy. DoL has been working with the sector to support its development.	3a (3)	Forestry sector
	LTNZ has produced a rail safety and licensing and safety assessment guidelines booklet and provides advice when required.	3a (4)	LTNZ
	LTNZ funds local authorities' programmes, which may include workplace fatigue and other workplace safety issues.	3a (4)	LTNZ
	LTNZ manages the Community Road Safety Programme. This has run workplace and community initiatives focused on alcohol and fatigue.	3a (4)	LTNZ

Objective	Activity 2006/07	Strategy Action Targeted	Lead
3b – Encourage and enable industry and community leaders to promote workplace health and safety to their networks and communities	ACC's local government engagement strategy is designed to encourage local government to promote and lead health and safety initiatives within their own organisations and communities. Eleven authorities have joined the initiative to date.	3b (1)–(4)	ACC
	ACC's DHB strategy is designed to encourage DHBs to look at their role as an employer, health service provider and key influencer within the community. ACC continues to support the implementation of the patient handling guidelines and initiated the development of a training programme to support consistent application across the DHBs. In addition, ACC has begun contracting DHBs to deliver fall prevention strategies targeting those aged 65+ either living in their own homes or in residential care facilities.	3b	ACC
	ACC held its second Safety New Zealand week in 2006. Part of this initiative included engagement with local employers to encourage them to improve their health and safety systems and implement initiatives to address non-work injuries.	3b (2)	ACC
	CAA has developed information and education packs for use by clients.	2a (2), 3b (2)	CAA
	NZIPS Secretariat with MoH have engaged two providers to deliver a series of workshops across 10 regions to promote awareness of injury prevention and support best practice. Eleven workshops have been completed in the North Island, and all involved wide representation from community safety groups, leading employers and local authorities. Workshops in New Plymouth, North Shore and Tauranga/Waikato had a particularly strong workplace representation. Key issues identified for actions included strengthening links between work and non-work safety initiatives, young persons and entry to work, use of temporary labour and small businesses. This programme will continue to strengthen common safety messages that mutually reinforce work and public safety.	3b, 3c	NZIPS, MoH

Objective	Activity 2006/07	Strategy Action Targeted	Lead
3c – Raise awareness and understanding of workplace health and safety in the wider community	<p>MPIA is raising the profile of workplace health and safety as an issue of importance through its extensive Pacific networks. This has been done by utilising the Ministry's Pacific networks (media, Pacific radio, MPIA newsletters), which have nationwide distribution amongst Pacific communities throughout New Zealand. In June, MPIA utilised the NiuFM Niue ethnic radio programme in creating awareness for the WHSS. The Strategy's objectives and MPIAs role were highlighted. WHSS information dissemination is planned for other ethnic national radio shows in the near future, including Samoan and Tongan programmes. In further creating awareness, a draft article has also been produced to be included in an upcoming issue of the MPIA national newsletter of which a copy will be sent to DoL upon production.</p>	3c (1)	MPIA
	<p>ACC has developed a schools-based health and safety initiative to be delivered through TEC's Gateway programme in the 2007 academic year. This is intended to enhance health and safety education and awareness in secondary schools and will be initially targeted at students who intend to leave school to enter the workforce.</p>	3c (1)-(4)	ACC
	<p>During the year, ACC continued to integrate its workplace and public safety programmes. Areas of particular focus are occupationally-related road injuries, safety of families on farms, the injury causation impact of substance abuse across the community, and initiatives associated with gradual process injury.</p>	3c,3b	ACC
	<p>CAA has developed an extensive display on HSE in aviation for use at all aviation events.</p>	3c (2)	CAA
	<p>CAA HSE Unit staff attend industry-run conferences and events and provide specific material and education on the WHSS.</p>		NZIPS, MoH
	<p>Passport to Safety is an emerging initiative in Taranaki that aims to improve young people's awareness of health and safety before they commence work. Health and safety inspectors in New Plymouth are involved with the Passport to Safety project. DoL will sponsor 600 passports once the initiative is fully functioning. This project, organised by the Safe Communities Foundation New Zealand, involves a web-based learning module for young people to increase their basic awareness of health and safety before they take on part-time work. This training began year in selected schools in the region in 2007.</p>	3c (2)	Safe Communities Foundation New Zealand

APPENDIX 2 – WORKPLACE HEALTH AND SAFETY COUNCIL MEMBERS

Hon Ruth Dyson	Ex officio	Minister for ACC Minister of Labour
Phil O'Reilly	Ex officio	Chief Executive, Business New Zealand
Ross Wilson	Ex officio	President, New Zealand Council of Trade Unions
Carol Beaumont	Nominee, NZCTU	Secretary, New Zealand Council of Trade Unions
Andrew Casidy	Nominee, NZCTU	General Secretary, Finsec
Paul Jarvie	Nominee, Business New Zealand	Manager Occupational Health & Safety, Employers & Manufacturers Association (Northern)
Panu Raea	Nominee, Business New Zealand	Barrister and consultant

APPENDIX 3 – WORKPLACE HEALTH AND SAFETY GOVERNMENT AGENCY GROUP MEMBERS

- Accident Compensation Corporation
- Civil Aviation Authority
- Department of Labour
- ERMA New Zealand
- Land Transport New Zealand
- Maritime New Zealand
- Ministry of Transport
- Ministry of Health
- Ministry of Pacific Island Affairs
- New Zealand Police



GLOSSARY OF ABBREVIATIONS

ACC	Accident Compensation Corporation
BusNZ	Business New Zealand
CAA	Civil Aviation Authority
CVIU	Commercial Vehicle Investigation Unit (New Zealand Police)
DHB	District Health Board
DoL	Department of Labour
ERMA NZ	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
ILO	International Labour Organisation
IPNANZ	Injury Prevention Network of Aotearoa New Zealand
IPRC Act	Injury Prevention, Rehabilitation, and Compensation Act 2001
ITO	Industry training organisation
LTNZ	Land Transport New Zealand
MED	Ministry of Economic Development
MfE	Ministry for the Environment
MNZ	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
MYD	Ministry of Youth Development
NGO	Non-government organisation
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	Seafood Industry Training Organisation
SMEs	Small and medium-sized enterprises
SNZ	Statistics New Zealand
SPARC	Sport and Recreation New Zealand
TEC	Tertiary Education Commission
WHO	World Health Organisation
WHSS	Workplace Health and Safety Strategy
WSMP	Workplace Safety Management Practices



FOR FURTHER INFORMATION ON THE WORKPLACE HEALTH AND SAFETY STRATEGY VISIT WWW.WHSS.GOVT.NZ