

SNAPSHOT OF PROGRESS 2007/08

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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Foreword

I am pleased to present the third annual snapshot of progress on the Workplace Health and Safety Strategy for New Zealand to 2015.

Achieving healthy, safe and productive workplaces requires a shared vision among government agencies, industry, unions and the community.

This shared vision involves working together to reduce the work toll. There are still too many deaths from work-related disease and injury. Government and the private sector will need to work together to bring about the changes needed to make our workplaces safe and healthy.

The Puataunofo project (see page 30) illustrates this—it's an inspiring story of Pacific employees, employers, community and government agencies coming together to reduce injury rates in manufacturing workplaces in South Auckland. It shows how bringing together the right people, resources, skills and networks makes a real impact in raising awareness of the issues—the first critical step in the change process.

Success stories such as these are not merely about maintaining the minimum standards of health and safety. They are about moving well beyond a compliance focus towards best practice. Lifting the level of commitment to health and safety helps in achieving the broader labour market outcomes of productivity, innovation and growth.

This kind of commitment is demonstrated by employers across New Zealand who take health and safety seriously and who



make their businesses a good place to work. It's a winning formula.

One of these businesses, Paewai Mullins Shearing Ltd, won top honours at the 2008 Safeguard New Zealand Health and Safety Awards. As general manager Aria Mullins explains that "Health, safety and whanaungatanga are simply the way we do it." (see page 24).

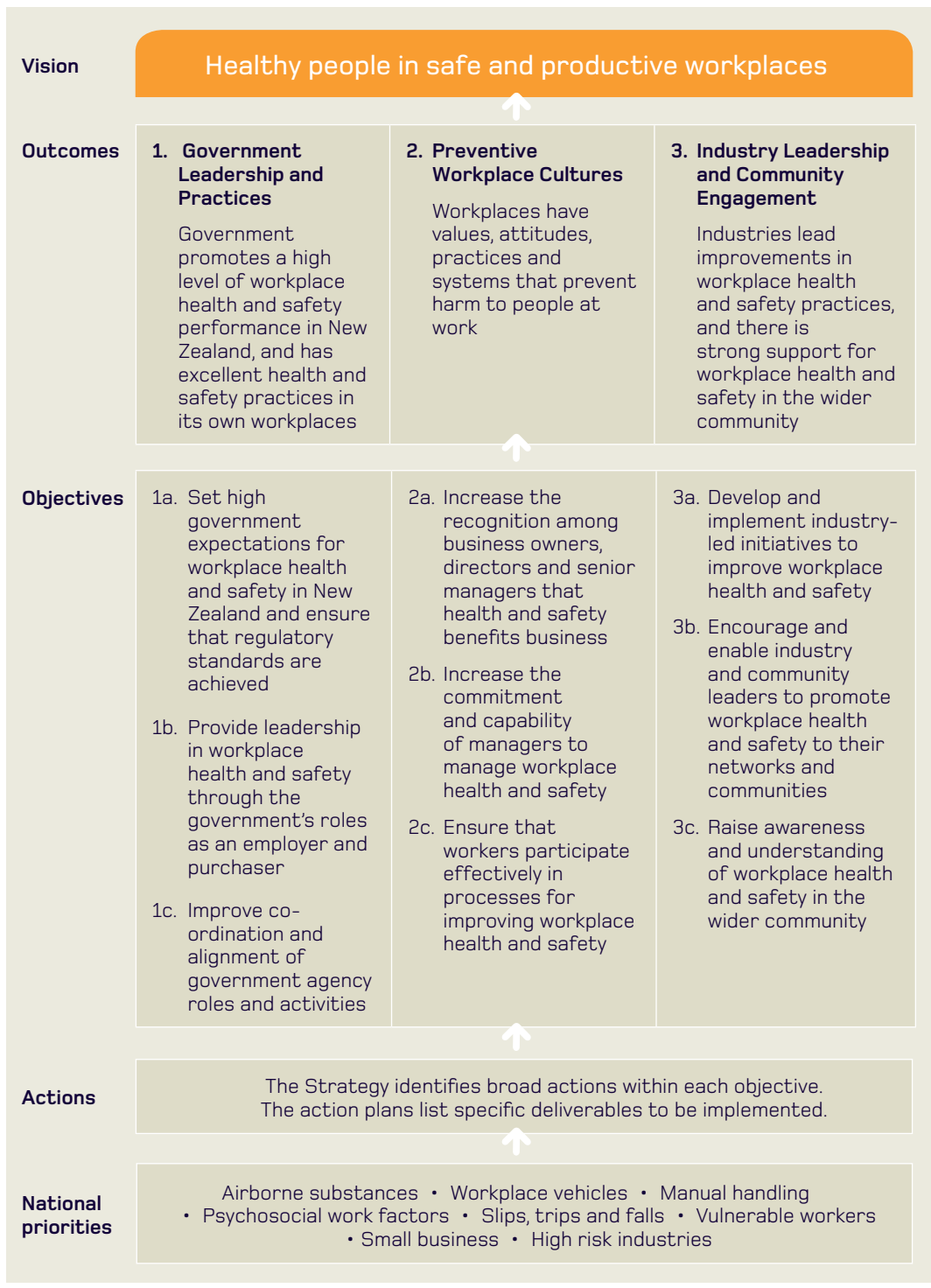
In the next year, the Department of Labour will begin a review of the first stage of the Strategy's progress and reassess its priorities. A number of activities will support the review and provide a sound knowledge base for the future. I encourage your input to ensure the right resources and activities are put in place so we achieve our vision of "healthy people in safe and productive workplaces".



Christopher Blake
Secretary of Labour



Workplace Health and Safety Framework for Action



Highlights for Year Three of the Strategy in Action

The Workplace Health and Safety Strategy for New Zealand 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 provides a framework for action to:

- 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 2007/08. The Action Reporting Template in Appendix 1 gives more detail about the activities undertaken in year three of the Strategy.

During the 2007/08 year, many initiatives were undertaken within each of the Strategy's three outcome areas:

1. Government Leadership and Practices
2. Preventive Workplace Cultures
3. Industry Leadership and Community Engagement.

This year, the particular highlights have included:

- a policy and legislative programme to improve the health and safety legislative framework
- agency activity to ensure government procurement better supports workplace health and safety
- community-based initiatives to address health and safety issues for youth and Pacific workers
- the "Grim Harvest" advertising campaign to highlight the increased risk of agricultural fatalities during summer and autumn
- a knowledge base of commissioned research and case studies to highlight and support positive safety cultures
- industry strategies, guidelines and programmes to improve business performance in health and safety.

The work in these areas is outlined in this report under each outcome area, and more detail is given in Appendix 1.

Workplace Health and Safety Council

The Workplace Health and Safety Council advises the Government on workplace health and safety matters. The Council provides leadership and co-ordination, and advice on relevant legislation, standards and policies. In particular, Council members



focus on the best ways to make progress with the Workplace Health and Safety Strategy for New Zealand to 2015.

The Council's tripartite membership means it is well placed to build consensus among the groups involved. The seven-member group includes government, employer and employee perspectives on workplace health and safety.

The Council has met seven times since May 2007. It has engaged with a variety of agencies to gain an overview of health and safety activities and issues in New Zealand. This engagement with agencies informs its advice to Government and, in turn, allows the Council to act as a conduit to a wider stakeholder audience.

Over the next 12 months, the Council will continue this engagement and focus on how health and safety practices, systems, standards and information flows are best improved. It will also be involved in the review of the Workplace Health and Safety Strategy.

Outcome Area: Government Leadership and Practices

The Government can lead the way by promoting continuous improvement in workplace health and safety performance. Government can also lead by example through having excellent health and safety practices in its own workplaces

and through its roles as an employer and purchaser. Better co-ordination and alignment of government agency roles and activities are essential building blocks for the Strategy.

The Chief Executives' Injury Prevention Forum

The New Zealand Injury Prevention Strategy (NZIPS) is the strategic framework for all injury prevention activity in New Zealand. Workplace injuries are one of the six injury priority areas identified in the NZIPS. A Chief Executives' Injury Prevention Forum was established in February 2007, to further support progress of NZIPS by providing strategic integration of government injury prevention activities and enhanced collaboration in the injury prevention sector.

The Forum's focus is on achieving the Government's goals for injury prevention. It is the principal forum for communicating and co-ordinating top level strategy between the government agencies on matters related to injury prevention.

Partnerships promoting continuous improvement

During the year, government agencies have supported the Strategy through a number of partnership projects. Many of these projects responded to immediate health and safety issues facing workers and employers.

Stakeholders within the metal manufacturing sector joined together with government agencies and other

organisations to discuss ways to reduce injury rates within the industry.

📖 Addressing health and safety in the metal manufacturing industry

A worrying increase in the injury rate in the metal manufacturing industry has spurred co-ordinated action among key stakeholders.

Accident Compensation Corporation (ACC) statistics highlighted the increase, showing the number of new claims from the metal manufacturing sector rose by 21 percent during the five years to June 2006. What made this even more alarming was the fact that employment numbers across the industry had been static or falling, with a 0.6 percent decrease recorded between 2001 and 2006.

As well as burns and amputations, metal manufacturing workers suffered fractures, dislocations, lacerations, concussions, and dental and eye injuries. Noise-induced hearing loss also figured in many claims.

To address the situation, a number of stakeholders have joined together to establish the Metal Manufacturing Safer Industry Group. The Group includes ACC, the Department of Labour, the Heavy Engineering Research Association,



Competenz (the New Zealand Engineering, Food and Manufacturing Industry Training Organisation), the Engineering, Printing and Manufacturing Union, and national employers and manufacturers associations.

The Group considers what resources, initiatives and solutions are necessary to help reduce metal manufacturing industry injuries and illness. To start the initiatives rolling, the Group developed the *Metal Industry Guidelines for Safe Work*. These guidelines provide practical solutions on how to overcome a range of typical hazards.

Future initiatives planned include an online worker induction package, and health and safety resources for use in staff training.

Driver fatigue is another issue that has been addressed by a partnership approach.

At any time, a significant percentage of vehicles on the road are work vehicles at risk of accidents. Fatigue is now

recognised as a significant factor contributing to the road toll. From 2004 to 2006, driver fatigue was a factor in 12 percent of fatal crashes, eight percent of serious injury crashes and five percent of minor injury crashes in New Zealand.



In an effort to reduce the road toll, including work-related road fatalities, agencies have worked in close collaboration to promote driver awareness and changes in driver behaviour. The Ministry of Transport led the Driver Fatigue Strategy, supported by the New Zealand Police, Land Transport New Zealand, Transit New Zealand, ACC and the Department of Labour. A high profile television advertising campaign also

supports the programme's aim of reducing the fatigue-related road toll.

Setting high standards

Setting high standards requires a strong legislative programme and thorough policy guidance and advice.

This year, government agencies continued to work to improve the key legislative frameworks for workplace health and safety, including the Health and Safety

in Employment (HSE) Act 1992 and the Hazardous Substances and New Organisms (HSNO) Act 1996.

Focus areas this year have included:

- developing proposals to amend the HSNO Act to better align it with the HSE framework, as identified during the Government's Quality Regulation Review
- developing proposals to amend the HSE Act to strengthen New Zealand's conformity with ILO Convention 155 on Occupational Safety and Health
- reviewing the definition of serious harm in the HSE Act
- consulting on proposals to improve the health and safety hazard management in underground mining
- consulting on proposals to amend the HSE (Pressure Equipment, Cranes and Passenger Ropeways) Regulations
- developing policy proposals for HSNO Act infringement notices
- reviewing stakeholder views on the management of asbestos in New Zealand under the HSE (Asbestos) Regulations
- reviewing outdated regulations made under previous legislation superseded by the HSE Act or by current guidelines.

Raising professional standards in workplace health and safety

A strong profession is the backbone of New Zealand's health and safety sector. This year, there has been vigorous debate about ways to raise professional standards in the sector. In its 2007 report, National Profile of Occupational Health and Safety in New Zealand: Report to the Minister of Labour, the National Occupational Health and Safety Advisory Committee (NOHSAC) raised the issue of a critical lack of occupational safety and health resources and expertise.

Safeguard magazine devoted an issue to the topic and ran a web-based OHS qualifications survey.

A New Zealand Safety Council Seminar for health and safety professionals in February 2008 gave further opportunity for people in the health and safety sector to air their views on professional development.

The Department of Labour has also been examining the capability and development of its staff and its enforcement role. The Department commissioned research to identify development needs and priorities. The main recommendations focused on reassessing development priorities for inspectors and how these can be supported effectively. The Department also has work underway to look at the potential benefits in aligning the professional development of inspectors with occupational health and safety qualifications.



Enforcement

The Department of Labour has been working to improve the focus and structure of its enforcement activities to be more effective, efficient and consistent. The Department's enforcement role has been reviewed, and a strategy to guide our workplace interventions is being developed in consultation with social partners and other key stakeholders.

This work delivers on the Government Leadership and Practices outcome in the Strategy and also contributes to wider government efforts to improve the quality of regulatory activities and interactions between government agencies and citizens. An enforcement policy statement is ready for consultation.

An internal Prosecution Panel has also been established to pilot an approach to review prosecution cases taken by the Department. Established early in 2007, the Panel met with workplace health and inspectors, providing peer review and advice on a number of cases submitted by inspectors.

The Panel's findings have identified a range of issues relating to investigation practice, the role of managers in supporting staff, client engagement and organisational support. The Panel has recommended the development of clear procedural guidance to assist inspectors and managers to "diagnose" at the start of an investigation, rather than focus on regulatory breaches.

Another recommendation involves establishing peer review processes at a local level to support improved investigation practice.

Work is also underway on the development of a training and development programme for existing inspectors to equip them to bring a more systematic outcome focus to their investigations.

Consulting on the definition of serious harm

The legal definition of "serious harm" is an important aspect of the HSE Act. Among other things, it defines the significant hazards that an employer must manage, and the illnesses and injuries that must be reported.

In June 2007, the Department of Labour consulted widely on the definition of "serious harm" in order to improve the definition's coverage and its consistency with the HSE Act. A revision has been proposed and, when complete, it will be supported by the provision of updated guidance information and aligned agency administrative processes.

Improving health and safety via government procurement

Government can play an influential leadership role in promoting health and safety through its position as an employer and purchaser of goods and services.

Health and safety in government procurement has been given higher priority in the last year, with government agencies



taking a strong lead to establish higher workplace health and safety standards in influential sectors.

Encouraging safety through vehicle fleet purchasing

Land Transport New Zealand, ACC, the Ministry of Transport and the New Zealand Police have joined together in a campaign to encourage fleet buyers to purchase work vehicles with good vehicle safety technology.

Buyers of vehicle fleets are an important influence on vehicle safety, as they

purchase about 70 percent of all new vehicles entering New Zealand every year. These cars are generally sold to the public within a few years, so when fleet buyers purchase work vehicles with good vehicle safety technology, New Zealand's entire vehicle fleet benefits through improved safety.

A website has been set up (www.futurefleet.co.nz) presenting vehicle safety information, including procurement advice for fleet buyers.



Government agency fleet buyers have also been showing leadership by making safe vehicle selections. From August last year, government agencies have been required to purchase, lease or hire vehicles with an occupant protection crash test rating and to give priority consideration to vehicles with electronic stability control.

The Department of Labour has been building on this work by establishing baseline data on government agencies' procurement of light vehicles and driver safety management practices.

Improving health and safety in the cleaning sector

The Department of Labour has been working on a number of initiatives to improve the health and safety of cleaners. Interim research has highlighted possible future work in this area.

Possible initiatives include developing an industry strategy on best practice methods and procedures for the cleaning industry, updating training materials and developing industry guidelines on training and performance.

Contracting guidelines supporting health and safety management

This year, the Department of Labour has responded to business concerns regarding liability for the actions of contractors, by developing draft guidelines for principals¹ on how to meet their HSE Act obligations.

The guidelines provide a broad process for including health and safety in contract management and can be adapted to specific contractual situations.

Not all steps of the process will be applicable to all contracts, but the framework can be used by principals, sector groups and others to draw up their own best practice approach to health and safety.

The final guidelines will be released in the coming year.

National priority area: vulnerable workers

The Strategy identifies vulnerable workers as those workers at increased risk of suffering work-related disease and injury. Vulnerable workers include children, young people, new workers, older workers, new migrants, people with low literacy or impairments, and those working in precarious employment.

A significant focus for this year has been improving the targeting of information for vulnerable workers, starting with youth and Pacific workers.

Improving workplace health and safety for young workers

Young workers are a vulnerable group for a number of reasons. They may be new entrants to the workplace, often in part-time jobs, and have limited knowledge of

1. A principal is anyone who engages another person, other than an employee, to do any work for gain or reward.

their employment rights. This group of workers is known to have knowledge gaps in workplace health and safety practices.

This year, the Department of Labour has worked towards a better understanding of youth information needs in order to undertake targeted information campaigns. A Department sponsored survey found that, of 3,200 students surveyed, 42 percent of those who worked part-time were unaware of their rights and responsibilities under the HSE Act – and 20 percent had suffered a work-related injury or illness, mainly minor.

An amendment to the Health and Safety in Employment Regulations 1995 will place duties on principals of young people doing contract work, similar to those already applying to employers of young employees. Young people under the age of 15 working as independent contractors will be restricted from hazardous work or hazardous workplaces. While the regulatory change will not address all the safety concerns for young workers, the policy intent goes some way towards protecting young workers who are still developing physically and mentally.

Pacific youth have also been a focus for engagement this year. The annual ASB Polyfest in March 2008 provided an environment for the Department to engage with students and the wider community, raising awareness of rights and responsibilities at work (see page 30).

To make the health and safety message appealing to young people, an emerging comic artist was engaged to design a comic-style health and safety fact sheet, for release at the ASB Polyfest. The Department also launched a health and safety song competition – Write Your Rights – in collaboration with Dawn Raid and NiuFM. The winning song forms part of a package of resources for teaching students about workplace health and safety and is available on the Department's website.

DID U KNOW?



National priority area: airborne substances

Airborne substances have remained a Strategy priority this year at both a strategic and operational level.

The Department of Labour commissioned a literature review to look into priority and control issues and also ran a pilot project surveying worker exposure to airborne substances in the clothing and footwear sector.

The Department has run workshops with private consultants, employer and union representatives, and health and safety inspectors to inform projects in the coming year.

Spray painting is also recognised as a hazardous occupation. Painters as a group have a significantly higher rate of cancers

(leukaemia, bladder cancer and non-Hodgkin lymphoma) than the population at large. They are also at risk of chronic occupational asthma, which can result in life-long debilitation. This year, the Department has continued to engage with paint companies and health monitoring service providers regarding ongoing education and compliance.

Health and safety inspectors still report a lack of understanding throughout the industry regarding the potential for severe respiratory disease. To address this concern, the Department plans to work closely with polytechnics, the Collision Repair Association, paint distributors and insurance companies in the coming year.

Giving forklifts a tune-up to reduce noxious fumes

Forklift drivers can be exposed to carbon monoxide levels well in excess of the maximum workplace exposure standard of 25 parts per million over an eight-hour period.

That's particularly true of forklifts powered by diesel, LPG and petrol, operating within relatively contained areas. In 2007, the Department of Labour found one workplace registering over 500 parts per million.

Carbon monoxide discharges can affect both forklift drivers and nearby workers. Workplaces can improve the emission level

by fitting catalytic convertors, making sure forklifts have regular maintenance, or by replacing them with electric-powered models. Workplaces can also consider ventilation quality in the areas where forklifts are operated.

The Department is monitoring maintenance regimes to identify how long it takes for the carbon monoxide levels to increase significantly after the last service for different types of forklifts. Recommendations can then be made on how often forklifts require a tune-up.



Outcome Area: Preventive Workplace Cultures

Building a positive culture of safety in New Zealand is critical to achieving the vision of “healthy people in safe and productive workplaces”. This year, the Department of Labour commissioned research into workplace safety culture.

Safety culture is defined as the:
Collective practices supported by managers, supervisors and workers that purposefully shape the way that work is planned and conducted to the benefit of all workers and the organisation.

International and New Zealand experience suggests that a positive safety culture is the key to translating health and safety systems into effective workplace practices.

A positive safety culture usually involves a strong reporting and learning culture. These aspects require strong leadership and quality worker participation.

This kind of culture creates better health and safety outcomes, as well as business benefits such as enhanced corporate reputations and improved staff recruitment and retention.

Improving the safety cultures of New Zealand workplaces will require commitment and action from government, industry and worker organisations.

Government promoting safety culture

The Department of Labour has been focusing on safety culture this year, encouraging industry debate on the subject. For example, leadership summits enable industry leaders in health and safety to discuss what safety culture is and how to put it into practice.

The Department has also built up a knowledge base of commissioned research and case studies on positive safety culture and how health and safety makes good business sense.

As well as sharing knowledge, the Department has been developing tools for employers and employees. An easy-to-use safety culture snapshot survey is being developed. This survey will allow workers, supervisors and managers to better understand their workplace’s safety culture and will provide some simple tips for improvement.

📖 Raising awareness through the “Grim Harvest” campaign

Government agencies have also led the way in raising workplace health and safety awareness through public campaigns. After researching hundreds of its fatality investigation reports, the Department of Labour ran a comprehensive awareness-raising campaign to draw the public's attention to a definite and consistent peak in workplace fatalities during summer and autumn.

The campaign's message centred on the Grim Reaper and his yearly “harvest”. The key message was to take extra care during the busy summer and autumn periods. The campaign encouraged people to drink plenty of water, to take breaks, to stop and think about their options before and then act in the safest way.

The campaign involved television and press advertising, direct mail-outs, feature articles in relevant publications, and fact sheets and real stories on the Department's website².

This year, the Department has also tackled common misconceptions about health and safety using the “Health and Safety – It's No Joke” tag line. A small-scale campaign used a “knock, knock” joke format for press advertising and a television advertisement featuring a stand-up comic to target the issue of noise-induced hearing loss in the entertainment industry. The campaign coincided with New Zealand Safety Week 2007 and the Special Investigators series shown on TVNZ.

Don't be part of my summer harvest...

Last Summer's Harvest

Fruit Pickers	1
Forestry Workers	2
Farmers	5
Construction Workers	3
Transport Workers	3
Bystanders	1
This Summer?	15

Last summer 15 people died while working. To avoid being part of this year's summer harvest there are some simple things you can do while working: drink plenty of water, take breaks and if a situation looks or feels dodgy then STOP. THINK about your options and DO act in the safest way. For more info visit www.dol.govt.nz/nojoke newzealand.govt.nz

Health and Safety
IT'S NO JOKE.
Department of Labour
TE TARI MAHI

2. For further information, see www.dol.govt.nz/itsnojoke/index.asp.



Providing workplace health and safety incentives

ACC has continued to develop relationships with key industry sectors through the Priority Industry Forums and direct relationships with larger employers.

ACC has also adopted an incentive programme for small employers and the self-employed, targeting a range of sectors. The Workplace Safety Discount Programme provides levy discounts for businesses that are able to demonstrate effective health and safety practices.

ACC also works closely with companies presenting high rates of injury claims. This year, ACC worked with construction company Livingstone to address its main injury issues and began initiatives to integrate health and safety into all work activities.

Livingstone adopted a team-based approach, and some of the best improvements to its health and safety came from on-site staff suggestions. Back injuries, eye injuries and lacerations all declined dramatically when workers were given information or training on how to prevent injuries.

Livingstone has now become a high achiever in health and safety and has undergone a complete shift in focus, setting itself high targets for health and safety. This company was also a finalist in the 2008 Safeguard New Zealand

Workplace Health and Safety Awards, receiving a commendation from the judges.

Promoting hazard management through the Hazard Handler online tool

The Hazard Handler is a tool designed to help small businesses kick-start their hazard management procedures. It provides practical information on how to identify and manage both generic and industry-specific health and safety issues in the workplace. It is available at www.dol.govt.nz/onlinetools.

Eligible businesses can also use the Hazard Handler to apply for the ACC Workplace Safety Discounts scheme. This discount is currently only available to small businesses within the forestry, residential construction, agriculture, motor trade and road transport industries.

For small businesses that don't qualify for this scheme, the Hazard Handler contains a General Small Business category that addresses common, non-industry specific hazards, including noise, forklifts, machinery and office environments.

Industry leading improvements in safety culture

There are plenty of good examples this year of industry leadership in working to improve New Zealand safety cultures.

One notable example is the Culture, Leadership and Forestry pilot project. The Department of Labour, ACC and PF Olsen Ltd, as a representative of the New Zealand Forest Owners Association, have worked with a selected group of forestry contractors in Nelson and Rotorua to road-test how safety culture concepts



can translate into real industry practice. The year-long pilot project aims to develop tools and approaches that can be shared within forestry and across other sectors.

The project is a prime opportunity to share leading research in health and safety and promote the concepts of leadership and culture in a forestry context.

The Electricity Engineers' Association (EEA) provides a further example of sector leadership on safety culture. The EEA is developing an Electricity Supply Industry

Strategy to 2020. The Industry Strategy identifies safety culture among its intended outcomes.

Best practice guidelines for shearing

Shearing best practice guidelines were released in February 2008 after three years of development with industry representatives. The guidelines will help the industry take care of its most valued resource – the shearers. The guidelines will also help employers understand that effective health and safety practices are also good for business.



The Department of Labour has been active in helping to bring these messages to shearers and wool handlers. During the 2008 Golden Shears event in Masterton, Department staff spoke with more than 100 people, providing information and resources and answering queries related to health and safety, employment relations and productivity. A total of 550 copies of the guidelines were distributed.

Paewai Mullins Shearing Ltd has made health and safety integral to every practice in their workplace, not only identifying hazards and removing them but also looking to the future of the industry. Understanding that shearers are becoming an increasingly ageing workforce, the company has provided innovative equipment to help with productivity and to prevent injury in the workplace (see page 24).

Recognising successful business

As well as sector leadership, this year has shown numerous examples of individual businesses, both large and small, that have committed to building positive cultures of safety in their own workplaces. The 2008 Safeguard New Zealand Workplace Health and Safety Awards recognised many such successful businesses.

The farming sector was well represented at the 2008 awards. Paewai Mullins Shearing from Dannevirke won the Air New Zealand award for Best Overall Contribution to Improving Workplace Health and Safety, as well as the New

Zealand Safety award for Best Initiative to Encourage Employee Engagement in Health and Safety (see page 24).

Rakaia dairy farmers Hayden and Rachel Finch won the Air New Zealand award for Best Health and Safety Initiative by a Small Business (see page 23).

Both these examples show how small businesses can lead the way in building a positive safety culture.

📖 Improving farm safety – and productivity



Rachel and Hayden Finch are 50/50 sharemilkers, with 720 cows and four employees, on a farm near Rakaia in Canterbury. They both grew up on farms and know how easily farm accidents can happen. Seeing a series of major incidents, including a fatality, while they were working in the gold mining industry in Australia made them even more aware of the importance of having good health and safety systems in place.

Their farm is the family home as well as their business, and they want their children, workers and themselves to be safe – they also understand that health and safety systems contribute to the business as a whole. As Rachel says, “There’s going to be a lot of downtime if we’re down a staff member because of injury, and the job just won’t get done.”

Their initiatives include hands-on training and supervision, a procedures manual outlining the safest way to do regular tasks, a regularly updated manual listing all hazards and appropriate controls and monthly all-staff health and safety meetings.

In the end, though, it’s not one particular initiative that delivers their health and safety success – it’s the combination of everything, their team approach and the fact that health and safety awareness is an integral part of the way they do business.

It’s also about the investment the couple put into their staff. On the first day, new workers get a full induction programme and training. They are introduced to the various hazards as they do each new task, and a buddy system helps them gain confidence. Staff are encouraged to have training – for example, first aid or chainsaw courses. The Finch family have also introduced a six-day on/two-day off working roster to make the job more comparable to a “town” job – and have found it attracts workers and helps them stay alert.

The Finch family have proved that good health and safety management can bring big benefits in terms of staff engagement, reduced downtime and improved productivity.



📖 “Simply the way we do it”

Paewai Mullins Shearing Ltd in Dannevirke is a family-owned fourth-generation shearing contracting business. The company has more than 150 wool-grower clients spread over the North Island and handles more than two million sheep per annum. They usually employ about 40 staff but this number expands up to 120 for the four-month period from December to the end of March.

The operation deals with physically demanding work, unfamiliar work sites, seasonal job demands, high staff turnover and workers who often have low literacy and sometimes a narrow range of work skills. The company has met these challenges by developing a strong team culture underpinned by traditional Māori values – whanaungatanga or family, mātauranga (ongoing learning), manaakitanga (inclusion) and tino rangatiratanga (self-responsibility or self-determination). The directors take a personal interest in their employees, treating them as family, and they provide training and support to help workers gain skills and work safely.

In this culture, workplace health and safety is part of a much larger whole, which focuses on treating people with respect at every level. Health and safety is a key part of the staff induction programme. The company also runs regular health and safety staff forums, where any accidents and their causes are analysed. Photographs are used to demonstrate safe work practices, so that those who have difficulty reading can understand the messages. Care for staff health goes beyond the immediate



workplace risks; for instance, a local Māori health provider educated staff on sexual health and gambling issues, and a full-time cook provides balanced meals for the teams.

While the average age of a shearer is increasing every year, and shearing remains a very physically intensive job, the company has maintained productivity, due to innovative equipment that enables staff to work smarter – and safer. For example, a “bungee” – a sling that supports a shearer’s back when shearing – helps prevent back injuries and allows older shearers to stay in the industry longer.

Paewai Mullins Shearing Ltd won a top honour at the 2008 Safeguard New Zealand Health and Safety Awards – the Air New Zealand award for Best Overall Contribution to Improving Workplace Health and Safety. One of the judges, Jackie Brown-Haysom, commented, “Paewai Mullins has made health and safety such an integral part of everything that happens that it quickly becomes the only way its workers know how to operate.”

As general manager Aria Mullins puts it, “Health, work safety and whanaungatanga are simply the way we do it.”

Outcome Area: Industry Leadership and Community Engagement

Engaging both industry and community forces is critical to improving workplace health and safety.

For industry, this means individual workplaces, trade unions, employer organisations, industry associations and training organisations must be committed to action. Their understanding of the challenges and experience with successful and unsuccessful approaches to workplace health and safety can lead to practical and effective advice, information, industry standards and training programmes. They can also become influential role models and examples of best practice.

Community engagement creates a positive and supportive climate for improvements in workplace health and safety. This flow of influence is two-way, as highlighting workplace health and safety issues also has a positive effect on community and recreational safety practices.

Industry leadership

This year, a number of significant industry programmes and guidelines have made positive steps towards improving health and safety performance.

Site Safe

Site Safe is an independent industry organisation that promotes health

and safety improvements in the construction sector. This year, Site Safe progressed three key initiatives to deliver comprehensive, accurate and timely information regarding health and safety performance on construction sites – in turn, contributing to clients' contractor selection and management processes.

Site Safe signed a partnership agreement with ACC and the Department of Labour that provides a strategic framework to achieve more effective health and safety planning in the construction industry through collaboration and ongoing communication.

The Health and Safety Charter agreement was also launched for high performing Head of Agreement companies. The programme recognises high achieving construction businesses by evaluating participating organisations' safety performance, using key performance indicators of construction safety best practice.

Site Safe also developed a benchmarking audit system to assist construction companies to evaluate their health and safety performance against a wide range of industry criteria. The tool is designed to capture site safety performance in real time, providing concise audit reports that provide feedback on the performance of both the main contractor and sub-contractors.



Operate Safe

Operate Safe, established in 2003, is an approved accreditation regime. The regime enables roading and civil contractors to improve their health and safety record and to demonstrate compliance with the requirements of the Health and Safety in Employment Act. It provides for industry self-governance using industry best practice.

This year, Operate Safe has improved and simplified its processes, and its membership has risen. Importantly, the number of staff and supervisors gaining the regime's cards and New Zealand Qualifications Authority-recognised

national qualifications has also increased. Further successes this year include:

- extension of the training programmes, including the supervisors' Silver Card (National Certificate Level 3)
- a new communications strategy, including branding and newsletters
- Operate Safe Update Course – a free-to-members industry-specific set of training courses on current sector risks
- regional road shows – the completion of a 10-venue tour with more than 200 attendees.

Operate Safe has worked with the Department of Labour, Manukau City Council, Site Safe and the Contractors' Federation, among others, to improve workplace health and safety connections across the whole sector and recognise a common standard.

Reducing injuries in the stevedoring industry

This year, Maritime New Zealand has continued to work strategically with stakeholders in the stevedoring industry to reduce injury frequency.

📄 "Operations Afloat"

Stevedores are often engaged in dangerous work. Loading and unloading cargo from ships means using heavy machinery, such as straddle carriers, forklifts and ships' cranes. Stevedores need to know how to secure and handle many different types of cargo, such as logs or fertiliser, including hazardous or damaged material.

Consequently, when a stevedore is injured, it is usually serious. Maritime New Zealand, responsible for maritime safety systems, has noted that the frequency of injury to stevedores has not reduced.

In July 2007, all external stakeholders in the stevedore industry were invited to an initial planning meeting at Maritime New Zealand – 27 people came, representing a broad cross-section of the industry. From there, a project steering group to reduce injuries among stevedores was formed.

The steering group found that, for some activities, there was no comprehensive data about stevedore injuries. The Stevedore and



Ports Association offered to sponsor the collection of data from all ports for the previous 12 months. This data has been analysed and will provide guidance for developing resources.

A pilot communication system to alert ports to sub-standard situations on ships is already underway, and a safe ship checklist has been produced, to be completed before cargo is discharged.

While there is still a way to go, stakeholders' response has been positive. The steering group is planning a variety of resources that will contribute to safer workplaces for stevedores.



Acting quickly to minimise a significant hazard



Henshaw Group Ltd won the ACC award for Best Leadership of an Industry Sector or Region at the 2008 Safeguard New Zealand Health and Safety Awards, for recognising and responding quickly to a significant hazard.

There have been five electrocutions involving under-floor insulation foil in recent years. At the end of 2006, a New Zealand Standard was published that covered the installation of insulation, including under-floor foil.

However, building maintenance workers may be working in buildings where insulation foil has not been fitted in accordance with the recent standard. In many residential dwellings where the foil is in place, there may be no signage to alert people to the possible dangers of electrical cables concealed beneath it, or to show that it has been installed in accordance with recommended procedures.

When Henshaw Group Ltd, an Auckland building maintenance company, received advice about the new standard and sent it on to its employees and approximately 500 contractors, concerns were raised that work was regularly done in the vicinity of this foil without any way of knowing if it had been fitted safely.

The company consulted widely to develop a safety policy and determined that work must not begin until foil had been inspected and either removed or earthed by an electrician and that new foil must be installed according to strict safety guidelines.

Clients, contractors and employees were informed of the proposed procedures, thought to be the first of their kind. Regulatory and industry bodies were also informed, including the New Zealand Standards Association, Department of Labour, Electrical Workers Licensing Group and Master Plumbers, Gasfitters and Drainlayers NZ.

The speed of the company's response was impressive – it took good advice and developed the policy within a week of concerns being raised. By communicating the policy to all interested parties, this move will help improve safety – not just for the company's own workers, but for everyone who works around under-floor insulation foil.

Partnerships for safety

Partnerships between government agencies and industries can often solve problems. ACC and Hancock Forest

Management New Zealand Ltd have been working together to assist contractors into the Workplace Safety Discounts scheme.



This scheme gives a 10 percent discount off the work levy for small businesses and self-employed people who can show sound health and safety practices. However, ACC staff found that there was little uptake in Northland due to small businesses having difficulties completing the self-assessment booklet.

To combat this problem, ACC worked with Hancock Forest Management to encourage contractors to attend a four-hour workshop about the assessment booklet and the types of information required to submit an application.

This approach has led to greater industry awareness and companies setting minimum requirement standards for their contractors in health and safety.

Community engagement

Community engagement is also an important part of building awareness and receptiveness to workplace health and safety initiatives. Greater community

awareness and concern about health and safety can create a positive and supportive climate for improvements in workplace health and safety. This is a two-way street, as workplace health and safety has a positive effect on community and recreational safety practices.

Improving workplace health and safety for Pacific workers

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

The specific health and safety concerns of Pacific workers in South Auckland have been a real focus this year. Pacific Islanders constitute a higher proportion of workers in high risk industries such as manufacturing and construction. Demographic data shows a disproportionate representation of Māori and Pacific workers in industries such as plant and machinery operators – both high risk industries.



The Puataunofu Manukau Project – bringing Pacific workers home safely in Manukau

Manukau City has a significant new programme promoting health and safety for Pasifika workers in Manukau. The Puataunofu Manukau Project is aimed at both current Pacific workers in Manukau's manufacturing companies and at the next generation of Pacific youth. It is designed to make sure workers "come home safely".

The project is getting its health and safety message across in all kinds of ways. Some sound fairly traditional, like the delivery of workshops and information packs in factories. However, the workshops have been designed to coincide with a dedicated health and safety talkback slot on Radio 531pi. The information packs include health and safety factsheets that were refreshed and translated into Samoan, Tongan and Māori.

In addition, the Puataunofu Manukau Project provided information stalls at community occasions, such as the Pasifika Festival and the ASB Polyfest to target Pacific workers and youth. Innovative ideas have been used to catch young people's attention at such occasions.



The Puataunofu Manukau Project's success in positive engagement to raise awareness can be traced to the level of co-operation and pooling of resources by stakeholders. This includes the Department of Labour, ACC, the Ministry of Pacific Island Affairs, the Manukau City Council, the New Zealand Council of Trade Unions Komiti Pasifika, the Engineering, Printing and Manufacturing Union, and manufacturing companies in Manukau.

The Puataunofu Manukau Project is not a fixed-term project. It will continue into the future, with annual workplace workshops and other innovative activities planned.

Working safely on the front line



Small retail owners are becoming increasingly concerned about the risks to their safety and livelihoods due to armed robberies. Armed robbery is a serious crime that has the potential to cause death or significant injury, as well as trauma, loss of stock and cash, and loss of earnings. The problem not only affects those who work in these small outlets, but also their local communities.

One way to combat this problem is through preventative action. The New Zealand Police, the Department of Labour, Trens Wholesale Ltd (a South Island grocery wholesale

company), Manukau City Council and ACC have been collaborating on workshops to educate small businesses about the risks of armed robbery in Canterbury and Manukau City. Dairies, mini-marts and superettes are frequently victims of robberies, so these workshops have been designed to provide practical measures that these businesses can take to reduce the risk of robbery.

In July 2007, the project reached 97 people representing 70 businesses in Christchurch, Ashburton and Kaikoura. Positive feedback from attendees showed many committing to take what they learned and make changes to their practices.

Workshops have been initiated in Manukau as part of a response to the retailers' needs. About 60 participants have taken part so far and have received advice on what to do in the event of a robbery, learning preventative measures such as:

- removing posters and signs from windows to provide more visibility in the store
- improving lighting
- installing CCTV systems
- improving shop layouts.



Manukau City Council keeping staff safe from violence

Last year, Manukau City Council identified a problem with its library staff facing verbal and physical abuse. In mid-2007, the Council assessed every role in the whole organisation to determine the workers most at risk of aggression. Staff were encouraged to report all incidents so that problems could be swiftly identified.

By September 2007, the Council had a project underway to establish a clear policy on dealing with violence as a workplace hazard, to take practical steps to prevent violence and to support employees exposed to violence.

By the end of January 2008, the project was completed, and the Council had:

- identified the staff at medium and high risk of being subjected to violence
- developed a training course to help them identify and defuse difficult situations, plan ahead to avoid risky situations and respond appropriately
- put 174 at-risk staff through the course.

The project was a rapid response to a challenging situation and has already shown



success. Staff confidence has increased, and reported incidents have reduced from an average of ten per month to two per month. With the training programme due to be repeated every three months, these benefits can be expected to increase over time. Staff now have conflict-prevention skills they can use in any situation.

The initiative won Manukau City Council the award for Best Initiative to Address a Safety Hazard at the 2008 Safeguard New Zealand Health and Safety Awards.

Looking Forward

The summary of highlights in this report demonstrates the breadth of activities for 2007/08 that support the Workplace Health and Safety Strategy for New Zealand to 2015.

The Strategy provides a framework to consider the issues. The case studies presented in this report show a commitment to health and safety that, in many cases, moves well beyond compliance. These examples show that creative handling of health and safety



problems can achieve far more beneficial outcomes than may be initially apparent.

These stories show the strength and value of building partnerships and taking a multi-stakeholder approach. Achieving healthy, safe and productive workplaces cannot be achieved by a traditional focus on compliance alone. Industry and community engagement are essential to achieve the vision of “healthy people in safe and productive workplaces”.

To reach the Strategy’s desired outcomes by 2015, commitment and action from government, industry, unions and the community in combination is required. Good outcomes also require cultural and practical changes in many workplaces.

The Department of Labour is committed to playing its part as a leader and participant within this agenda.

The attached table (Appendix 1) of all activities associated with the Strategy shows that many relevant activities arise from agencies’ usual business, while other activities are specifically designed to advance the Strategy.

Next steps

Over the next six months, the Department will undertake an operational review of the Strategy and will engage widely to ensure that the right priorities are set, industry and communities are committed and the effectiveness of the Strategy is increased.



Workplace Health and Safety Council members from June 2007–June 2008

Hon Ruth Dyson	Ex officio	Minister of Labour Minister for ACC (attended meetings June 07–Nov 07)
Hon Trevor Mallard	Ex officio	Minister of Labour (attended meetings Nov 07–current)
Hon Maryan Street	Ex officio	Minister for ACC (attended meetings Nov 07–current)
Phil O'Reilly	Ex officio	Chief Executive, Business New Zealand
Helen Kelly	Ex officio	President, New Zealand Council of Trade Unions
Carol Beaumont	Nominee, CTU	Secretary, New Zealand Council of Trade Unions
Andrew Casidy	Nominee, CTU	General Secretary, Finsec
Paul Jarvie	Nominee, Business New Zealand	Manager Occupational Health and Safety, Employers and Manufacturers Association (Northern)
Panu Raea	Nominee, Business New Zealand	Barrister and consultant
Ross Wilson	Ex officio	Past President, New Zealand Council of Trade Unions (attended May 2007 meeting)

Workplace Health and Safety Government Agency Group members

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

APPENDIX 1

Workplace Health and Safety Strategy for New Zealand to 2015

Action Reporting Template

▾ HEALTHY PEOPLE IN SAFE AND PRODUCTIVE WORKPLACES



Achieving the Vision – Action Reporting Template 2007/08

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 2007/08	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 OHS industry, supported by the Safeguard OHS Qualifications Survey, indicated a strong interest in developing qualifications and professional standards for health and safety practitioners. In response, DoL has contracted work to consider existing international and national professional development models, training and qualifications available in New Zealand and Australia, the advantages of OHS professional standards in New Zealand and the issues affecting standards development, as well as the role DoL could take.	1a	DoL
	A joint agency liaison group established to progress implementation of the Hazardous Substances Compliance and Enforcement Strategy has continued to meet. Areas of focus for agency efforts on the HSNO Act compliance and enforcement have been identified. Resource integration has also been a focus. This forum serves as an opportunity for different agencies to report back on the projects that relate to HSNO enforcement.	1a (7)	ERMA NZ, MfE, DoL, MoH
	ERMA NZ provided seven training workshops for test certifiers in 2007/08. Attendees included test certifiers, enforcement agencies and industry representatives. Training courses were also held for enforcement officers from various agencies.	1a (7)	ERMA NZ
	This year, the WHSC considered a wide range of health and safety issues and met with key agencies with health and safety responsibilities. Over the next year, the Council will use this knowledge and will engage with stakeholders on the best ways to improve health and safety in New Zealand.	1a (1)-(7)	DoL
	The draft Workplace Health and Safety Implementation Road Map was developed to assist the phased implementation of the WHSS and to stimulate discussion across stakeholders to identify the big issues for workplace health and safety in New Zealand. A stakeholder engagement process is being developed for 2008/09 to prioritise the issues, inform potential indicators and strengthen the Road Map's links to the WHSS.	1a (1)	DoL

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>Government agencies have continued work in a number of policy areas aimed at improving the key legislative frameworks for workplace health and safety, including the HSE Act and the HSNO Act. Focus areas for this year have included:</p> <ul style="list-style-type: none"> developing proposals to amend the HSNO Act to better align it with the HSE framework, as identified during the Government's Quality Regulation Review developing proposals to amend the HSE Act to strengthen New Zealand's conformity with ILO Convention 155 on Occupational Safety and Health reviewing the definition of serious harm in the HSE Act consulting on proposals to improve the HSE (Mining Underground) Regulations consulting on proposals to amend the HSE (Pressure Equipment, Cranes and Passenger Ropeways) Regulations developing policy proposals for HSNO Act infringement notices reviewing stakeholder views on the management of asbestos in New Zealand under the HSE (Asbestos) Regulations reviewing outdated regulations made under previous legislation superseded by the HSE Act or by current guidelines. 	1a	DoL, MfE
	<p>DoL has been working to improve the focus and structure of its enforcement activities to be more effective, efficient and consistent. DoL's enforcement role has been reviewed, and a strategy to guide workplace interventions has been developed in consultation with social partners and stakeholders.</p> <p>An internal Prosecution Panel has also been established to pilot an approach to review the prosecution cases taken by DoL. The Panel has identified a range of issues relating to investigation practice, the role of managers in supporting staff, client engagement and organisational support.</p>	1a	DoL
	<p>A number of industry or activity-based health and safety guidance documents have been developed and implemented, including guidelines for the manufacturing industry and a sawmill health and safety guide. The report How to implement safer work practices (ACC 366) has been reviewed. A review and proposed revision of the VDU code of practice has begun, and a range of training and other guidance material for WHSS priority sectors has been developed.</p>	1a	ACC
	<p>DoL consulted widely on the definition of "serious harm" this year in order to improve the coverage and its consistency with the HSE Act. A revision has been proposed.</p>	1a	DoL
	<p>DoL promoted the Strategy through media articles, promotional material and inter-agency meetings, including:</p> <ul style="list-style-type: none"> development of the workplace health and safety "Stop Think Do" message used in recent promotions a feature article in <i>Farmers Weekly</i> and weather-related safety messages on the Met Service website the "Grim Harvest" campaign, raising awareness of health and safety for agricultural workers in summer and autumn – this campaign will run for at least another two years. 	1a (2)	DoL

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>A Chief Executives' Injury Prevention Forum was established in February 2007 to support the progress of NZIPS – the strategic framework for all injury prevention activity in New Zealand. The Forum provides strategic integration of government injury prevention activities and works towards enhancing collaboration in the injury prevention sector.</p> <p>National priority area: airborne substances</p> <p>DoL commissioned a literature review to identify priority and control issues and workshops held with private consultants, employer and union representatives and health and safety inspectors. The information gathered from these activities will be used to inform projects in the coming year.</p> <p>DoL also commissioned a pilot project to survey exposure to airborne substances in the clothing and footwear sector. At an operational level, health and safety inspectors have been given tools to address different airborne substance issues. Inspectors are now visiting workplaces using these tools as part of their normal inspection programmes, for example, assessing isocyanate exposure in the vehicle repair industry.</p> <p>National priority area: vulnerable workers</p> <p>The health and safety of Pacific and young workers has been a significant focus for the programme in 2007/08. Initiatives included the following:</p> <p>The Puataunofu Manukau project, established in Manukau City to raise Pacific workers and Pacific youth awareness of their health and safety rights in manufacturing companies. The goal of the project is to build a Pasifika workforce informed about health and safety issues, a reduction in workplace injuries and improved literacy amongst workers. This project continues in collaboration with Manukau City Council, DoL, MPIA, ACC, EPMU, EMA, CTU and Pasifika workers and employers.</p> <p>Pacific worker workshops were held in the Samoan language. Employers provided the venue and supported their staff to attend. Agencies, union and employer associations ensured resources were available to support the community initiative.</p> <p>Key health and safety and employment messages were provided in comic format at the ASB Polyfest.</p> <p>In April 2008, DoL launched a health and safety song competition on NiuFM. The winner, Hokimaianahera Rosieur, composed a song for young people to relate to. This song will be promoted to schools as part of a package of resources for teaching students about workplace safety and will be used by DoL for future promotional work.</p> <p>Health and safety factsheets have been translated into Samoan, Tongan and Māori.</p> <p>MPIA continues 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> <p>DoL has examined placing duties on principals of young people doing contract work, similar to those already applying to employers of young employees. This proposal will restrict young people under 15 who are working as independent contractors from working in hazardous workplaces or doing hazardous work.</p>	<p>1a</p> <p>1a</p> <p>1a</p>	<p>ACC</p> <p>DoL</p> <p>DoL, MPIA</p>

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>Development of a rail safety strategy is underway in consultation with stakeholders to further improve rail safety. This work will include determining successful rail safety interventions and examining further steps that may reduce rail trauma. The strategy will be released in December 2008.</p> <p>MoT released an inter-agency driver fatigue strategy to combat driver fatigue. The strategy has been developed by MoT, Police, LTNZ, Transit, ACC and DoL at the request of the National Road Safety Committee. The strategy works to ensure that there is a collaborative approach to future policy initiatives, promotion and delivery of driver fatigue counter-measures within and between agencies in the wider transport sector. It includes use of a high profile television advertising campaign urging New Zealanders to wake up to the warning signs of driver fatigue. For more information see: www.transport.govt.nz/assets/NewPDFs/DriverStrategicFrameworkamend3.pdf</p> <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 occupational noise.</p> <p>Revised plans for 2008/09 extend the range of materials offered to support work in these specific areas and other core parts of workplace health and safety. The 2008/09 plan offers regional offices the opportunity to work on projects on a number of topics, such as asbestos, carbon monoxide, spray painting/solvents, wood dust, welding, abrasive blasting, linear board, nail bars, hairdressing, straddle neck, stress, monitoring, leptospirosis and shiftwork.</p> <p>Recent project work has included the following:</p> <ul style="list-style-type: none"> • Musculoskeletal disorders – Research by Massey University sponsored by DoL found that 97 percent of veterinarians who responded to a web-based survey had had some sort of musculoskeletal disorder (MSD) in the last 12 months. In addition, 57 percent and 17 percent respectively had to alter their daily activities or take time off work in the last 12 months because of an MSD. • Development of distance-based learning modules for local exhaust ventilation and vibration. • Gathering case studies to inform the Department's work on bullying. • Leptospirosis – A pilot project is in its initial stages. 	<p>1a (2)</p> <p>1a</p> <p>1a</p>	<p>MoT</p> <p>MoT</p> <p>DoL</p>

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>Recently, four Notifiable Occupational Disease System (NODS) panels have been added to the existing three. There are now NODS panels for:</p> <ul style="list-style-type: none"> • asbestos • chemicals and solvents • musculoskeletal • zoonoses and infections • noise and physical hazards • psychosocial • dermatology. <p>Panels will look for ways to:</p> <ul style="list-style-type: none"> • increase the number of NODs referrals • improve our ability to manage cases through increased capability and capacity • make connections with frontline inspectors. <p>As well as assessing individual cases, the panels will review new information, provide teaching and guidance and conduct some research. The new panels will also provide greater support and expertise to assist assessment, interpretation and management of health cases.</p>	1a, 1c	DoL
	<p>NOHSAC's report <i>Review of the key characteristics that determine the efficacy of OHS instruments: Report to the Minister of Labour</i> was released this year. The report sets out to review the efficacy of OHS instruments in the form of approved codes of practice and guidance material. See www.nohsac.govt.nz.</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>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

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>The workplace exposure standards (WES) for New Zealand for the following substances are being reviewed with a view to lower the current value:</p> <ul style="list-style-type: none"> • Asbestos (chrysotile) • Benzene • Blood lead • Formaldehyde • Methyl bromide • Respirable quartz • Synthetic vitreous fibres • Wood dust. <p>The proposed changes will go to stakeholder consultation, and it is hoped that an updated WES document will be available at the end of 2008.</p> <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 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> <p>CAA is considering how to develop CAA auditors and inspectors in order to spread the CAA HSE activity across a wider front of CAA employees, thereby getting greater exposure to HSE issues across the aviation industry. It has identified potential training and development. Activities include:</p> <ul style="list-style-type: none"> • HSE training for CAA auditors • an inspection questionnaire to support the current documentation audit questionnaire • review of the documentation audit questionnaire to better align its contents with ACC audit tool and AS/NZS 4801 • specific 'cabin inspector' training. 	1a, 1c	DoL
		1a (4)	LTNZ
		1a	CAA

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>A Ministerial review of regulatory frameworks – the Quality Regulation Review, led by MED – concluded in July 2007.</p> <p>One component of the review was a project to improve the interface between the HSE, HSNO and IPRC Acts as they affect businesses. A summary of findings was published at the end of the project. It highlighted three broad areas for improvements: making all guidance material user-friendly; providing comprehensive information on all compliance requirements; and being more customer-focused.</p> <p>The project suggested a number of short- and longer-term solutions to be considered for ongoing work programmes, including the following:</p> <ul style="list-style-type: none"> • ACC reviewed the auditing methods used for the ACC Partnership Programme. • ERMA and DoL developed information and tools to assist HSNO compliance in the farming and horticulture industries. • ERMA produced HSNO compliance information for the embalming industry, paint industry and service stations. • DoL developed an online hazard self assessment tool – Hazard Builder – for small and medium enterprises (SMEs). See www.dol.govt.nz/onlinetools/index.asp. • DoL is reviewing its enforcement role and has published an enforcement policy statement to inform operational policy for the health and safety inspectorate. This work has coincided with the establishment of a Prosecution Panel to review its approach to prosecution cases. The Department is now working through a process to implement the findings of this review • DoL has published guidelines for principals to contracts to help them meet the requirements of the HSE Act. <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>	1a (4), 1c (1)–(3)	MED, DoL, ACC, ERMA NZ, MFE

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>DoL and MoH are jointly leading the development of an occupational disease surveillance system for New Zealand.</p> <p>Currently, government agencies rely on notifications to administrative databases for surveillance data. For an individual case to be recorded, this system relies on a work link being established and a notification made.</p> <p>The 2005 NOHSAC report <i>Surveillance of occupational disease and injury in New Zealand: Report to the Minister of Labour</i> recommended moving to a conceptual surveillance system. DoL and MoH have since formed an expert group to set priorities for occupational disease surveillance.</p> <p>The expert group considered how best to reduce reliance on notifications as a means of surveillance. Agencies are taking steps to improve notifications so individual cases can be investigated and any necessary interventions in workplaces can occur.</p> <p>DoL has developed a strategic approach to health and safety enforcement. Implementing the new approach will continue over the next 18 months.</p> <p>In April, DoL released <i>Keeping Work Safe – How the Department of Labour Enforces the Health and Safety in Employment Act 1992</i>. The statement is aimed at helping those with duties under the HSE Act to better understand our approach to enforcement activities and decision-making. While the statement is primarily focused on external parties (such as businesses, workers and other interested parties), it will also help align DoL's internal policies and operational practices.</p> <p>ACC promotes participation in ACC workplace incentive programmes and encourages higher involvement by government employers.</p> <p>Government agency participation in the Accredited Employer Programme (AEP) and Workplace Safety Management Practices (WSMP) has been maintained over the year.</p>	1a	DoL, MoH
1b – Provide leadership in workplace health and safety through the government's role as an employer and purchaser	<p>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).</p>	1a	DoL
		1b (1)–(5)	ACC
		1b (1)–(5)	ACC
		1b (1)–(5)	ACC

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>DoL's Government Leadership Programme aims to involve government as leaders and champions of health and safety practice and procurement in their operations. DoL has a Socially Sustainable Procurement Programme of work that focuses on encouraging the public sector to procure products or services from suppliers who have socially and ethically responsible labour practices. This programme is aligned to the MED's Sustainable Procurement Framework.</p> <p>Under WHSS, DoL is developing specific health and safety procurement guidance:</p> <ul style="list-style-type: none"> • Section 18 of the HSE Act – clarifying roles and responsibilities for principals and contractors. • The government safer light vehicles procurement project. • Promoting employment in older workers – DoL contractors working with key stakeholders found that many parties are interested in this issue. Many want to be further involved in health and safety issues. It is planned to invite key stakeholders to an informal discussion to gauge activity, support and interest. • The cleaning sector – DoL has been building on the principles document and investigating how to advance the sustainability of the cleaning sector from the viewpoint of the health and safety of cleaners. A research programme has found that many principals in the sector are very aware of the issue, are working on it and want advice about it. DoL is considering its response now that the report is complete. <p>The main recommendations of the report are:</p> <ul style="list-style-type: none"> • an overarching strategy, clearly stating best practice methods and procedures for health and safety in the cleaning industry, is needed • the co-operative manner of development of the principles for a sustainable property services industry could be continued in the development of these guidelines. <p>In addition, DoL is also leading a whole-of-government workplace vehicles working group that was set up to inform the National Road Strategy to 2020. Agencies involved include ACC, NZ Transport Agency and CVIU.</p> <p>In May, 2008, a partnership agreement was signed between ACC, Site Safe New Zealand and DoL to agree on a framework for a strategic relationship for effective health and safety planning in the construction industry. The agreed common goals for the construction industry are:</p> <ul style="list-style-type: none"> • to achieve and maintain zero fatalities annually • to achieve at least a 10 percent reduction in construction workplace injury rates annually through to 2010 • to achieve an industry-wide positive safety culture. <p>An implementation group will meet quarterly to develop and monitor the effective implementation of the agreement.</p> <p>DoL and ACC commissioned research for a common understanding of the risk landscape and intervention logic to reduce the work toll. The recommendations have been received and will be used to inform work going forward.</p>	1b (1)-(5)	DoL
		1c	DoL, ACC, Site Safe
		1a, 1c (1)-(6)	DoL, ACC

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>CAA have established and led an inter-agency health and safety focus group that shares HSE information and experiences among agencies at the inspector/auditor level. A successful first year included two meetings, and these will continue.</p>	1c	CAA
	<p>ERMA NZ undertook a review of the framework used for monitoring the effectiveness of the HSNO Act. Discussions were held with other agencies on how to share data more effectively.</p>	1c (6)	ERMA NZ
	<p>ERMA NZ met regularly with DoL to develop enforcement priorities. These included: training and enforcement officers providing compliance information and guidance for specific industry sectors development of codes of practice identifying areas where compliance could be improved improvement of data collection for reporting purposes.</p>	1c (4)	ERMA NZ, DoL
	<p>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 develop a joint work programme for the 2008/09 year and beyond. Noise is being prioritised as an operational activity for inspectors and ACC injury prevention staff in 2008/09 with an aim to get better control at source.</p>	1c (2), (3), (4) and (6)	DoL, ACC
<p>1c – Improve co-ordination and alignment of government agency roles and activities</p>	<p>DoL and MoH have been co-leading a project to develop an occupational disease surveillance system for New Zealand. Currently, government agencies rely on notifications to administrative databases for surveillance data. Under this system, incidence of disease is not counted if a work link is not established and no notification is made. The 2005 NOHSAC report <i>Surveillance of occupational disease and injury in New Zealand: Report to the Minister of Labour</i> recommended moving to a conceptual surveillance system, where an expert group prioritises diseases for surveillance, and methods are developed to gather data on the incidence and prevalence of the priority work-related diseases.</p> <p>DoL and MoH have since formed an expert group to set priorities for occupational disease surveillance. DoL is aiming to reduce reliance on notifications as a means of surveillance, and steps are being taken to try to improve the level of notifications so that individual cases can be investigated and any necessary interventions in workplaces can occur.</p>	1c (2) and (4)	DoL, MoH
	<p>ACC and DoL are collaborating on research on noise-induced hearing loss. A major piece of epidemiological research commissioned into the incidence and prevalence of noise-induced hearing loss began in July 2007. Auckland University is contracted to complete this work by 2010. Interim findings will be progressively incorporated into injury prevention activity as they become available.</p>	1c (4)	ACC, DoL
	<p>LTNZ, ACC, MoT and NZ Police are working to improve the safety of New Zealand's vehicle fleet. Various initiatives as part of the campaign have been running, including a series of workshops on work-related road safety run by the AA Driver Education Foundation in March 2008. The workshops were attended by over 250 people.</p>	1c	LTNZ, ACC, MoT, Police
	<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, as well as associated audits, will continue.</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 2007/08	Strategy Action Targeted	Lead	
2a – Increase the recognition among business owners, directors and senior managers that health and safety benefits business	ACC carried out research into awareness and understanding of health and safety responsibilities in key industry sectors. This focused on better understanding business attitudes to health and safety, the steps employers are taking in this field and any barriers to effective health and safety practice.	2a (1)–(4)	ACC	
	A small employer/self-employed incentive scheme was deployed in 2006/07 in targeted industry sectors. The Workplace Safety Discounts scheme provides levy discounts for small businesses that are able to demonstrate effective health and safety practice. The discount scheme underwent an operational review in mid-2007, and a number of improvements have been made to the training and assessment processes. The waste management industry was added to the programme from 1 April 2008.	2a (1)–(3)	ACC	
	Throughout the year, ACC has continued to develop relationships with key industry sectors through the Priority Industry forums and directly to larger employers.	2a (1)–(3)	ACC	
	DoL has released research to help understand how preventative safety culture influences safety performance and productivity. Health and Safety Makes Good Business Sense includes an international literature review and key informant interviews with nominated New Zealand businesses and workers. This provides an initial knowledge base on workplace culture and its relationship to health and safety performance. DoL has also developed a package of promotional materials including two DVD case studies to showcase how some businesses view the links between health, safety and productivity.	2a (1)–(3)	DoL	
	Shearing best practice guidelines were released this year after three years of development with industry representatives. The guidelines will help take care of the health of shearers as well as help businesses understand that good health and safety practices are good for business.	2a	DoL	
	DoL encouraged industry debate on safety culture and also built up a knowledge base of commissioned research and case studies on safety culture and how health and safety makes good business sense.	2a	DoL	
	The Safe Driving is Good Business programme of activity has been continued this year. LTNZ, ACC, DoL and MoT have updated and released the manual (available on the LTNZ website). Broader promotional work under this action will be undertaken around the productivity benefits of health and safety in the workplace.	2a (2)	LTNZ	
	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	
	2b – Increase the commitment and capability of managers to manage workplace health and safety			

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	DoL developed the Hazard Handler tool to help businesses identify and manage both generic and industry-specific health and safety issues in the workplace. It is available at www.dol.govt.nz/online/tools .	2b	DoL
	<p>ERMA NZ continues to develop guidance material that promotes the safe management of hazardous substances for priority sectors. Recent projects include:</p> <ul style="list-style-type: none"> • a test certification guide for builders' merchants, in association with the New Zealand Retailers Association • HSNO briefs for embalmers • HSNO briefs for painters. <p>A generic emergency management flip chart has been prepared by ERMA NZ that can be tailored to a variety of industries and types of hazardous substances. This will be distributed via a variety of networks in 2008/09.</p> <p>ERMA NZ published the following compliance guides during 2007/08:</p> <ul style="list-style-type: none"> • <i>Your Guide to Selling Retail Fireworks</i>. • <i>Managing Chemicals on Your Site</i> – a joint publication with the Insurance Council of New Zealand (ICNZ) and the Insurance Brokers Association of New Zealand (IBANZ). • <i>SCUBA Cylinder Safety</i> – prepared in partnership with the New Zealand Underwater Association (NZUA). <p>ERMA NZ, DoL and CAA ran a joint information stand at the 2008 Mystery Creek field days. The HSNO theme was safe agrichemical storage, and 2,500 information packs were distributed.</p> <p>ERMA NZ continues to operate a free telephone contact service for hazardous substances enquiries, which provides guidance to support the safe management of chemicals in the workplace.</p> <p>ERMA NZ has approved codes of practice for the preparation of safety data sheets and a product labelling and documentation guide.</p> <p>ACC continues to support the health and safety awards section of the Westpac Business Excellence programme and the Leadership in Industry category within the Safeguard New Zealand Workplace Health and Safety Awards.</p>	2b (1)–(3)	ERMA NZ
		2b (1)	ERMA NZ
		2b (1)–(3)	ERMA NZ
		2b (1)	ERMA NZ, DoL, CAA
		2b (1)	ERMA NZ, DoL, CAA
		2b (1)	ERMA NZ
		2b	ACC

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>Maritime sector-wide health and safety guidelines have been trialled with MNZ and industry personnel in three workshops held in Timaru, Auckland and Nelson in May/June 2008. A technical trainer is being recruited to co-ordinate training and presentation of the resource through regional and local industry workshops. Selected MNZ staff will be trained to deliver the resource and follow up with one-on-one meetings with boat owners/operators.</p>	2b (1)	MNZ
<p>2c – Ensure that workers participate effectively in processes for improving workplace health and safety</p>	<p>Work is underway to ascertain the requirements of the health and safety inspector role and the capability and upskilling needed to meet these requirements.</p>	2b	DoL
	<p>ACC continues to support the delivery of employee health and safety representative training in collaboration with the NZCTU and Business New Zealand. ACC released a request for proposals in late 2007 to select preferred suppliers for the ongoing delivery of the training from 1 July 2008.</p>	2c (1)-(5)	ACC
	<p>Under the Culture, Leadership and Forestry Pilot Project, DoL, ACC and PF Olsen Ltd are working with a group of forestry contractors to road-test how safety culture concepts can translate into real industry practice.</p>	2c	DoL, ACC

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 2007/08	Strategy Action Targeted	Lead
3a – Develop and implement industry-led initiatives to improve workplace health and safety	ERMA NZ has worked closely with the NZ Timber Preservation Council to develop a code of practice to transit the timber treatment facilities into the new legislative requirements under HSNO.	3a	ERMA NZ
	ERMA NZ has worked closely with IPENZ to train engineers responsible for bulk chemical tank design and installation on the new legislative requirements under HSNO.	3a (6)	ERMA NZ
	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 is designed to incrementally improve each industry's health and safety performance over time.	3a (1)–(8)	ACC
	A number of new guidelines are to be developed with industry consultation including: <ul style="list-style-type: none"> the hang gliding Industry helicopter agricultural work. 	3a (4)	CAA
	Agricultural field day events were used to promote the guideline <i>Farm airstrips and associated fertiliser cartage, storage and application</i> .	3a (5)	CAA
	Health and safety guidelines for the aquaculture industry have been developed in conjunction with industry.	3a (4)	MNZ
	A tripartite health and safety group for the stevedoring industry has been established and continues to improve health and safety outcomes for the industry. Significant outputs to date include: <ul style="list-style-type: none"> a web2TXT system to facilitate communication between ports of unsafe issues on board vessels a pre-working ship safety checklist for use by surveyors to check vessels prior to discharge of cargo. 	3a (5)	MNZ
	Health and safety workshops, supplemented by a one-on-one mentoring system, are being delivered within the inshore fishing and aquaculture industries.	3a (4)	MNZ
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	

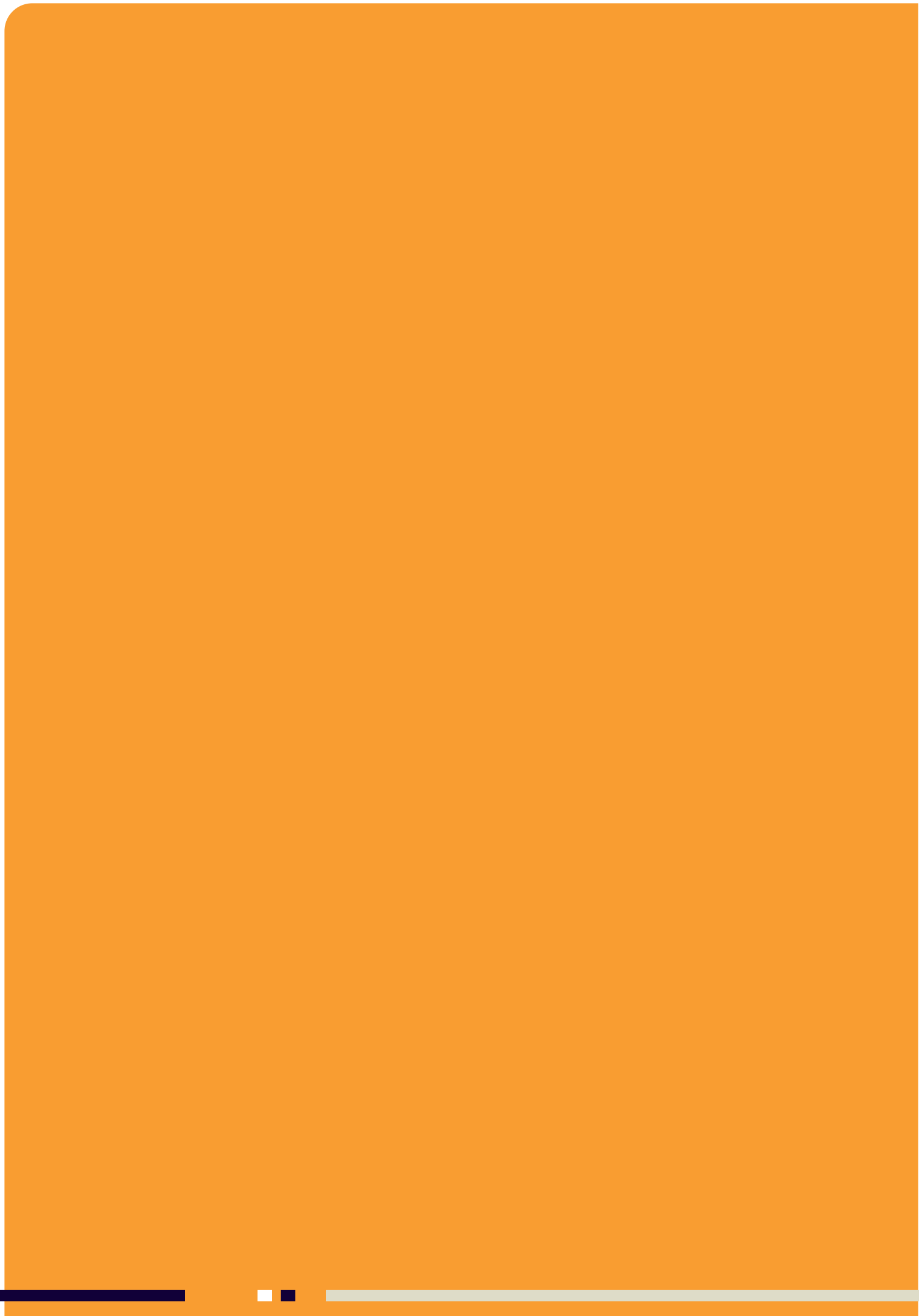
Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>LTNZ has produced a rail safety and licensing and safety assessment guidelines booklet and provides advice when required.</p> <p>LTNZ provides funding to local authorities through the National Land Transport Programme under community focused activities for community initiatives, including issues regarding alcohol and fatigue – see www.ltsa.govt.nz/funding/nltlp/2007/activity-community.html.</p> <p>Site Safe has progressed three initiatives to deliver information on health and safety performance in relation to construction. These have contributed to clients' contractor selection and management procedures. Site Safe has also developed a benchmarking audit system to assist construction companies to evaluate their health and safety performance against a range of criteria.</p>	<p>3a (4)</p> <p>3a (4)</p> <p>3a (3)</p>	<p>LTNZ</p> <p>LTNZ</p> <p>Site Safe</p>
3b – Encourage and enable industry and community leaders to promote workplace health and safety to their networks and communities	<p>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. During 2007/08, "Sphere of Influence" plans have been developed by 18 councils. These councils actively promote injury prevention initiatives to their staff and their families and to contractors engaged in council work.</p> <p>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.</p> <p>This year, Operate Safe – an approved accreditation regime for roading and civil contractors – has progressed a number of initiatives for health and safety, including :</p> <ul style="list-style-type: none"> • extension of training programmes – including the supervisors' Silver Card • a new communications strategy • a free-to-members industry-specific set of training courses on current sector risks • regional road shows. <p>ACC held its third Safety New Zealand week in 2007. 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.</p>	<p>3b (1)-(4)</p> <p>3b</p> <p>3b</p> <p>3b (2)</p>	<p>ACC</p> <p>ACC</p> <p>Operate Safe</p> <p>ACC</p>

Objective	Activity 2007/08	Strategy Action Targeted	Lead
	<p>The inaugural Safe Communities Network day held in October 2007 was attended by representatives from 20 territorial local authorities (TLAs) involved with the World Health Organisation (WHO) Safe Community accreditation process. The purpose of the workshop was to facilitate information-sharing between communities that are designated International Safe Communities and those that are working towards designation.</p> <p>During the 2007/08 year, 18 regional forums were held in the North Island. These forums have seen a steady increase in the number of attendees, including representatives from local businesses, community groups and government agencies.</p>	3b, 3c	NZIPS, MoH
<p>3c – Raise awareness and understanding of workplace health and safety in the wider community</p>	<p>MPIA continues to raise the profile of workplace health and safety amongst Pacific communities in New Zealand. MPIA has used its timeslot on the NiuFM Tongan and Niuean ethnic radio programme to communicate the work undertaken to address workplace health and safety issues for Pacific people. Articles in the July/August 2007 and February 2008 editions of the MPIA national newsletter highlighted MPIA's collaborative efforts with other government agencies in implementing the strategy.</p> <p>ACC has developed and piloted a schools-based health and safety initiative that is delivered through TEC's Gateway programme. 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> <p>During the year, ACC continued to integrate its workplace and public safety programmes. Areas of particular focus were occupationally-related road injuries, safety of families on farms, injuries associated with substance abuse across the community and initiatives associated with gradual process injury.</p> <p>SCFNZ worked with the Puataunofu Manukau project and schools to encourage the uptake of 500 Pacific Passports to Safety. Passports to Safety is a web-based, self-paced learning and test programme aimed at young people 15–24 years old who are preparing to enter the part-time/casual work force for the first time. The programme can be taken on an individual basis or as part of a co-ordinated approach through a range of avenues such as schools or workplaces, with an option to resit two years later. This programme highlights the individual's rights and responsibilities regarding safety in the workplace, a method by which to address these issues, identification of hazardous situations, and generic handling and ergonomic requirements. See www.safecommunities.org.nz/p2s/gen.</p> <p>Police, DoL, Trents Wholesale Ltd and ACC have been working collaboratively to educate small businesses through workshops and DoL site visits about preventing the risk of armed robbery. This project has so far reached 97 people representing 70 businesses in Christchurch, Ashburton and Kaikoura. Feedback from attendees was largely positive, many committing to take what they learned from the workshop and make changes to their practices.</p> <p>The initiative has also been run in Auckland recently, and there is discussion about enlarging the scope further as a joint DoL/ACC/Police project.</p>	<p>3c (1)</p> <p>3c (1)–(4)</p> <p>3c, 3b</p> <p>3c (2)</p> <p>3c</p>	<p>MPIA</p> <p>ACC</p> <p>ACC</p> <p>SCFNZ</p> <p>NZ Police, DoL, Trents Wholesale Ltd, ACC</p>

Appendix 2

Abbreviations

ACC:	Accident Compensation Corporation	NZIPS:	New Zealand Injury Prevention Strategy
CAA:	Civil Aviation Authority	OHS:	Occupational health and safety
CVIU:	Commercial Vehicle Investigation Unit (New Zealand Police)	ORS:	Operator rating system
DHB:	District Health Board	Police:	New Zealand Police
DoL:	Department of Labour	SCFNZ:	Safe Communities Foundation New Zealand
EMA:	Employers and Manufacturers Association	SME:	Small or medium-sized enterprise
EPMU:	Engineering, Printing and Manufacturing Union	SNZ:	Statistics New Zealand
ERMA NZ:	Environmental Risk Management Authority New Zealand	SPARC:	Sport and Recreation New Zealand
HRC:	Health Research Council	TEC:	Tertiary Education Commission
HSE Act:	Health and Safety in Employment Act 1992	VDU:	Visible display unit
HSNO Act:	Hazardous Substances and New Organisms Act 1996	WES:	Workplace exposure standards
ILO:	International Labour Organisation	WHO:	World Health Organisation
IPENZ:	Institution of Professional Engineers New Zealand	WHSC:	Workplace Health and Safety Council
IPRC Act:	Injury Prevention, Rehabilitation, and Compensation Act 2001	WHSS:	Workplace Health and Safety Strategy
ITO:	Industry training organisation	WSMP:	Workplace Safety Management Practices
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		
NODS:	Notifiable Occupational Disease System		
NOHSAC:	National Occupational Health and Safety Advisory Committee		
NZCTU:	New Zealand Council of Trade Unions		





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