



SNAPSHOT OF PROGRESS 2008/09

Workplace Health and Safety Strategy for New Zealand to 2015

➤ RAUTAKI MŌ TE HAUMARU ME TE HAURA O TE WĀHI
MAHI MŌ AOTEAROA KI TE 2015



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Contents

Minister’s Foreword.....	3
Workplace Health and Safety framework for action.....	4
Highlights for year four of the Strategy in action.....	5
Background.....	5
Outcome Area: Government Leadership and Practices.....	6
The Chief Executives’ Injury Prevention Forum.....	8
Reviewing the Strategy.....	8
Reviewing the Workplace Health and Safety Council.....	9
Setting high expectations.....	11
Improving health and safety around hazardous substances.....	13
Occupational health.....	15
Outcome Area: Preventive Workplace Cultures.....	17
Workplace Culture, Leadership and Forestry Project.....	18
Leaders in Health and Safety Summit.....	20
Agriculture health and safety research.....	23
Promoting preventive cultures.....	23
Outcome Area: Industry Leadership and Community Engagement.....	25
Industry leadership.....	26
Operate Safe.....	27
The Industry Chief Executives’ Health and Safety Forum.....	28
New Zealand Institute of Safety Management.....	28
Community engagement.....	29
The Gateway programme.....	30
Connecting with Pacific workers.....	30
Tainui health and safety group.....	30
Next Steps.....	32
Council and government agency group members.....	33
Workplace Health and Safety Council July 2008–June 2009.....	33
Workplace Health and Safety Government Agency Group.....	33
Action Reporting Template.....	35
Glossary of Abbreviations.....	58



Minister's Foreword



I have pleasure in presenting the fourth annual Snapshot of Progress on the Workplace Health and Safety Strategy for New Zealand to 2015.

This snapshot sets out the highlights of the year, demonstrating the breadth of activities that have taken place under the umbrella of the Strategy. Progress has been made in all three outcome areas – government leadership and practices, preventive workplace cultures, and industry leadership and community engagement.

The Strategy aims to lift New Zealand's workplace health and safety performance by creating a strong national safety culture. Events like the Leaders in Health and Safety Summit in August 2008, the quarterly Workplace Culture, Leadership and Forestry Project workshops, and the Chief Executive Summit in May 2009 emphasise this. The over-riding message from New Zealand and overseas is that business leaders must provide strong proactive leadership on health and safety. Health, safety and productivity are the result of good management and good leadership. Health and safety are not trade-offs for productivity – the two go hand in hand.

The success stories of individual workplaces featured in this report are evidence that this message is getting through. A number of workplaces have demonstrated a creative commitment to health and safety and have enjoyed better business outcomes as a result. KiwiRail Corporate's award-winning programme to encourage staff engagement has resulted in a huge drop in lost time injuries. Improved communication featured highly in the majority of award winners' stories, and it is pleasing to see how many of the success stories involved a multi-stakeholder approach.

During the year, a planned operational review of the Strategy was undertaken to determine progress and identify areas where change may be required to improve the Strategy's effectiveness. There were high levels of support, stakeholder engagement and consensus among contributors to the review about the Strategy's relevancy, progress, barriers and future priorities. The review's report is due to be released before the end of 2009.

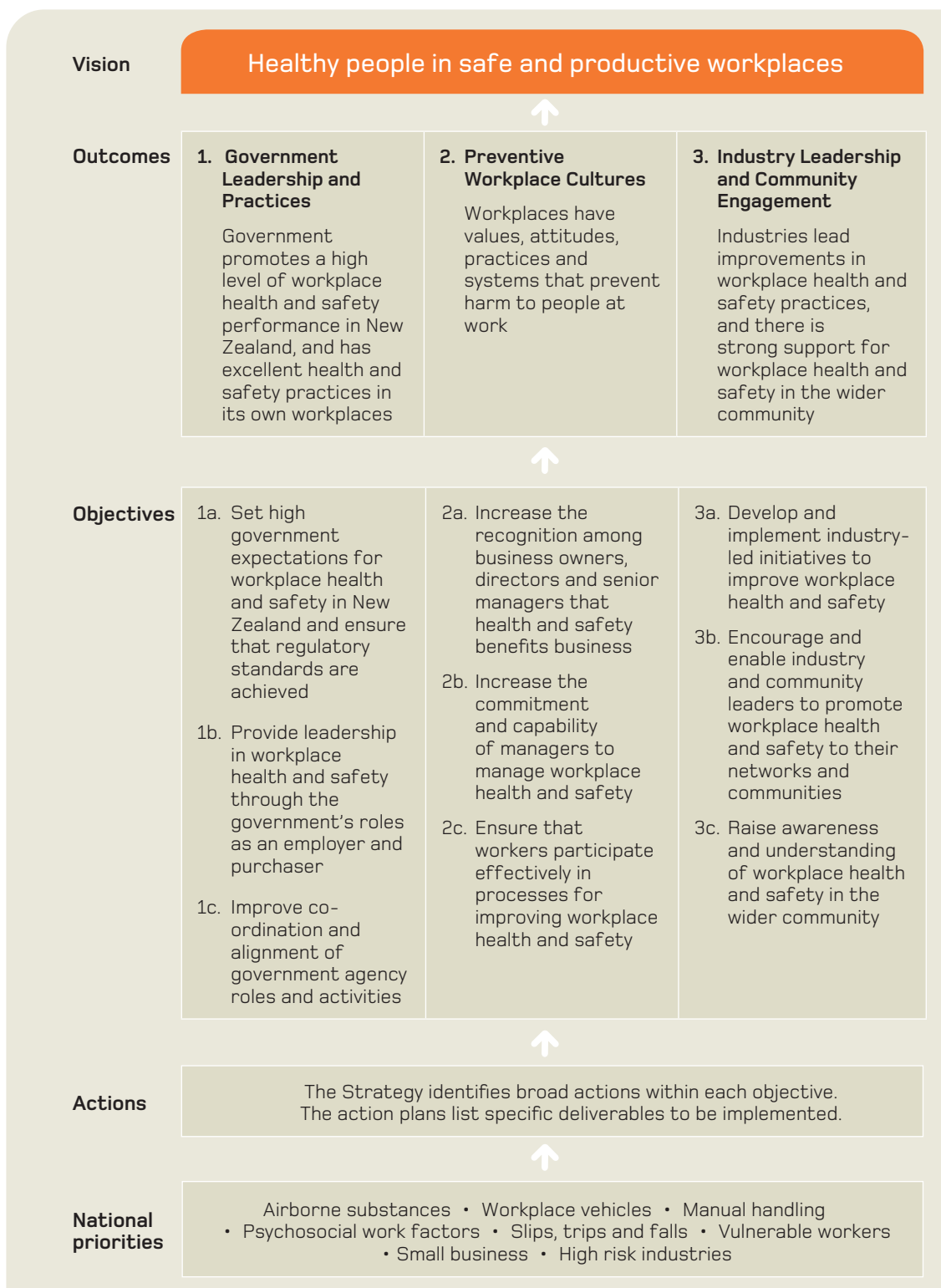
The principle conclusions of the review are that the Strategy is sound and has produced practical and encouraging achievements in its first three years but has not been as effective as it could be in directing activity in the areas that will make the most improvements in New Zealand's health and safety performance.

Over the next few months, I will be overseeing the development of a new National Action Agenda, to better prioritise and focus activity over the next three years. I look forward to continuing our partnership as we work towards reducing New Zealand's work toll and fulfilling the Strategy's vision: Healthy People In Safe And Productive Workplaces.

A handwritten signature in black ink that reads "Kate Wilkinson". The signature is written in a cursive, flowing style.

Hon Kate Wilkinson, Minister of Labour, December 2009

Workplace Health and Safety Framework for Action



Highlights for year four of the Strategy in action

- The Leaders in Health and Safety Summit, held in Wellington in August 2008 – an opportunity for more than 120 industry leaders to discuss building a New Zealand workplace safety culture.
- The Safety Culture, Leadership and Forestry pilot project, which validated safety culture as a practical and workable concept for New Zealand businesses.
- The establishment of a high-level, cross-industry group of chief executives committed to promoting health and safety.
- The expansion of the professional association of health and safety practitioners.
- The progress of the health and safety self-regulation system, Operate Safe.
- The operational review of the Strategy, and the Workplace Health and Safety Council.
- Joint agency initiatives including the Hazardous Substances workshops, the Gateway programme, New Zealand's Future Fleet programme and the Commercial Driver campaign.
- The success stories of individual businesses celebrated at the Safeguard Health and Safety Awards 2009.

These highlights are described in more detail in this report under each outcome area, and further activities are outlined in the Action Reporting Template in Appendix 1.

Background

The Workplace Health and Safety Strategy for New Zealand to 2015 was launched in July 2005. The Strategy is a long-term government initiative designed to reduce New Zealand's work toll and enhance the productivity of New Zealand businesses by lifting workplace health and safety performance.

The Strategy's objectives are to:

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

The Strategy has a vision – Healthy People in Safe and Productive Workplaces – and identifies three interconnected outcomes:

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

This Snapshot of Progress highlights achievements during the 2008/09 year. The Action Reporting Template in Appendix 1 sets out all the activity undertaken in more detail.

The Department of Labour undertook a planned operational review of the Strategy during the year to ensure that the right priorities are set, industry and communities are committed and the effectiveness of the Strategy is increased.



📄 OUTCOME AREA

Government Leadership and Practices



The government must lead by example. It must set high expectations, provide information and support and ensure regulatory standards are achieved. It must also set a good example through excellent health and safety practices and purchasing policies in its own workplaces.

This year the higher level governance arrangements for health and safety have been given prominence through the work of the Workplace Health and Safety Council, the Chief Executives' Injury Prevention Forum and through the Strategy operational review. This oversight activity has been underpinned by a robust legislative programme and a breath of operational activity across government to support improved health and safety outcomes. Hazardous substances and occupational health are profiled as examples where government has identified a need to provide additional focus to achieve further progress.

New Zealand's Future Fleet: ensuring protection, prevention and sustainability



Vehicle fleets purchased for commercial use account for around 70 per cent of all new vehicles entering New Zealand each year. These vehicles are generally sold on to the public within two or three years and stay in service for over 20 years.

If fleet buyers purchase vehicles with high-quality vehicle safety technology, the safety of New Zealand's whole fleet improves.

That's why commercial fleets of vehicles were the initial target of the Vehicle Safety Technology Campaign, led by Land Transport NZ and ACC, with support from the Ministry of Transport and the New Zealand Police.

The Future Fleet Roadshow went to all the major centres to promote and explain all the features that provide crash prevention and occupant protection. Crash prevention is provided by technology, such as electronic stability control and anti-lock brakes, along with good handling and good visibility. Occupant protection is about injury protection innovations such as front and side airbags.

The Ministry of Transport, ACC and Land Transport NZ built the campaign from the roadshow into a series of workshops on work-related road safety. A third phase of the campaign aims to enhance vehicle safety awareness by all consumers.

Government agency fleet buyers are supporting the campaign in their own vehicle purchasing policies and practices. Government agencies must now purchase, lease or hire vehicles with an occupant protection crash test rating of four stars or above and must give priority consideration to vehicles with electronic stability control.



The Chief Executives' Injury Prevention Forum

The Chief Executives' Injury Prevention Forum (CEs' IP Forum) continued to provide leadership and direction to guide the injury prevention actions of government and non-government organisations during the 2008/09 year.

This year, there was a focus on increasing accountability and mandate through strengthening the role of the CEs' IP Forum. It will be the accountability link between the individual agencies and the Injury Prevention Committee, providing a single point of decision-making. As a means of formalising inter-agency commitment, members of the CEs' IP Forum signed a Memorandum of Understanding in September 2008.

Reviewing the Strategy

A planned review of the Strategy was conducted this year. It involved:

- consultation activities – including four public events in Auckland, Wellington, Christchurch and Dunedin, consultation with government agencies, and in-depth stakeholder interviews with a range of health and safety practitioners and experts
- stock-take of activities – including a formal review of activities that have been undertaken and completed since the Strategy was launched in 2005
- public submissions – including invitations for written and electronic submissions from individuals, organisations and associations.

Four broad questions drove the review:

1. What progress has been made in workplace health and safety in New Zealand over the last three years?
2. What is working well and should be continued or expanded?
3. What are the main barriers to achieving healthy people in safe and productive workplaces?
4. What should the current and future priorities for workplace health and safety in New Zealand be?

The full findings of the Strategy review will be released in late 2009, but some key conclusions are set out below:

- The Strategy is sound, has stakeholder support and has had a number of practical and encouraging achievements in its first three years.
- The Strategy needs clearer direction to engage stakeholders at the workplace level.
- Clearer directions are needed to bridge the gap between the Strategy's higher-level framework and implementation activities.
- Improved cross-agency leadership and coordination is needed, along with an action agenda to fill the implementation gap.
- New Zealand needs to build and strengthen its monitoring, measurement and data analysis capacity.
- There is support for the Workplace Health and Safety Council.



Reviewing the Workplace Health and Safety Council

The Workplace Health and Safety Council is a high-level body with government, employer and employee representatives, which advises government on workplace health and safety matters. The Council provides leadership, coordination in health and safety and advice on legislation, standards and policies, and met three times during the year.

Membership of the Council includes the Minister of Labour and the Minister for ACC, the President of the Council of Trade Unions, the Chief Executive of Business New Zealand and two business and two employee representatives.

The Workplace Health and Safety Council (the Council) has a leadership role in the implementation of the Strategy and so it was considered appropriate for it to be reviewed as part of the broader Strategy review to explore the governance, accountabilities and delivery of the Council.

There was general support for the Council to continue and to develop in its role, recognising that it is still at an early stage of development. The review identified some key areas in which the Council needs to take action and some key resources the Council needs in order to undertake its role effectively into the future.

The Council review recommends that the terms of reference are reviewed and readjusted. Matters requiring further consideration in the review of the terms of reference include:

- government's role on the Council
- the Council's role in relation to the Strategy
- the range of activities undertaken by the Council
- resourcing and support for the Council
- the relationship of the Council to other advisory groups
- strengthening the networks of employers, employees and government agencies that the Council members are involved in.



Healthcare and community service providers: keeping them safe



Acts of violence and aggression are an increasing threat to healthcare employees and community service providers in all parts of the healthcare sector: hospitals, general practices, homecare services, alcohol and drug services, and community-based residential services.

To help healthcare service providers manage the risk of violence, the Department of Labour and Counties-Manukau District Health Board jointly released a set of guidelines in February 2009.

Managing the Risk of Workplace Violence to Healthcare and Community Service Providers provides practical guidance, including a range of do-it-yourself tools to assess risks arising from violence and mechanisms to manage those risks.

The guidelines include suggestions for training, education and information and practical steps to manage risk. They are available on the Department of Labour and Counties-Manukau District Health Board websites. Guidelines cannot prevent violence, but they assist healthcare providers to manage the hazard.

Injuries to healthcare workers include lacerations, puncture wounds (from bites and weapons), fractures and head injuries. Some of the injuries sustained by caregivers, nurses and community service providers require weeks off work for recovery. In other cases, a full recovery doesn't happen, or staff choose to leave the sector.

Violence towards staff harms the victims, their colleagues and the organisations they work for. Identifying and managing the risks of violence and aggression without compromising patient care reduce the financial and social costs of work-related injuries and also help to retain skilled and motivated staff.

Setting high expectations

A responsive legislative programme and up-to-date regulations underpin government's promotion of high standards. Government agencies work to ensure that health and safety legislation and regulations are constantly improved. During the 2008/09 year, this work included the following:

- An amendment to the Health and Safety in Employment Regulations placing duties on principals who engage young people as contract workers. The amendment restricts contract workers under 15 from hazardous work and workplaces and contract workers under 16 from night work. This brings contracted young workers into line with employed young workers.
- Three sets of outdated regulations (abrasive blasting, electroplating and first aid), superseded by the Health and Safety in Employment (HSE) Act 1992, were revoked.

Government agencies and industry bodies continually work to keep health and safety guidelines relevant and up to date. This year, activities included:

- the establishment of a team from the Department of Labour dedicated to producing standards material within a clearly defined framework
- the publication of the new enforcement policy statement – *Keeping Work Safe* – the Department of Labour's policy on enforcing the Health and Safety in Employment Act 1992
- development and implementation of health and safety guidance documents by ACC, including a resource kit for residential builders and a health and safety induction DVD for meat industry workers
- publication by ERMA of a series of guidance materials to promote the management of hazardous substances for priority sectors and the approval of new Codes of Practice in a number of areas
- development of new guidelines for the hang gliding industry and helicopter agricultural work by the Civil Aviation Authority.



Auckland Harbour Bridge: keeping workers safe

Hazards are a daily risk in major engineering jobs, and minimising the risk of lead poisoning in workers brought an award nomination for one high-profile project.

Total Bridge Services (TBS) is managing the two-and-a-half year project strengthening the clip-on lanes of the Auckland Harbour Bridge, and its risk minimisation project earned it a finalist position in the 2009 Safeguard Health and Safety Awards.



Some areas of the clip-on lanes had to have all the paint stripped, including the lead-based primer. To begin with, TBS used abrasive blasting equipment to remove the paint, but changed to a paint stripper. Their lead management programme also included dust extraction and filtration, water blasting with wastewater recovery and disposal and staff going through a four-stage decontamination process at the end of each shift. Staff were blood tested monthly, and procedures and processes were continuously assessed and improved.

TBS has also been proactively managing other focus areas:

- **Worker fatigue:** To get the project finished on schedule, employees and contractors need to work around the clock. TBS is doing regular night checks to identify persons with fatigue.
- **Safe access and egress:** No improvement had been made to work area access and egress over the 50 years since the harbour bridge was built, and it needed a significant capital investment. TBS made a report to Transit New Zealand and an upgrade is imminent.
- **Hazardous substances:** The storage facility, which is near the marina and Viaduct Basin, had not been upgraded for about 50 years. The current work dramatically increased the amount of stored hazardous substances. Between March and May 2009, TBS made a register of all the hazardous substances, removed old chemicals, relocated the chemical storage bunkers and is to label the bunkers with the maximum amount of product to be stored.

TBS's commitment to health and safety on the site has ensured many of the identified hazards have been removed, and the remaining issues are being proactively managed.

Improving health and safety around hazardous substances

Small and medium enterprises (businesses with 19 or fewer staff) make up 97 per cent of all firms in New Zealand and account for about 30 per cent of employees. It is a critical sector for targeted information and education on health and safety.

In October and November 2008, ERMA and the Department of Labour, in association with ACC and the New Zealand Chemical Industry Council (NZCIC), ran a series of free information workshops. 19 centres were visited, attracting approximately 1,100 attendees. Workshop topics included:

- information about hazardous substances in the workplace
- meeting workplace health and safety obligations
- managing chemicals safely in the workplace
- HSNO compliance tools
- hands-on experience identifying workplace hazards.

ERMA has prepared a generic emergency management flip chart that can be tailored to a variety of industries and types of hazardous substances. ERMA also provides ongoing support for test certifiers and HSNO enforcement officers.

Further activities in the 2008/09 year included:

- training courses for regional enforcement agencies
- Test certifiers and the Hazardous Substances and New Organisms (HSNO) Act 1996 enforcement officers were supported by the Environmental Risk Management Authority (ERMA) with training workshops, published guidance and performance standards development.

ERMA also implemented a process for renewal of approved handler test certificates, a dedicated web page and published guidance to industry. The call-free Hazardous Substances Compliance Line responded to over 6,300 phone and email enquiries.



Safe workplaces include the roads



For employers of commercial drivers, health and safety includes having procedures in place to encourage safe driving practices. That's why ACC and the New Zealand Police have collaborated for the last few years in a Commercial Driver Campaign. From a pilot in the Central District in late 2005, the campaign has extended to include the Bay of Plenty, Wellington, Waikato and Eastern Police districts.

The campaign focuses on driver fatigue, a major contributing factor in many crashes. Fatigue is more than tiredness; it includes a lack of concentration, the inability to make good judgements, speed and other poor driving behaviours.

The two agencies set up a database that links commercial drivers' driving offences back to their organisation. Organisations whose employees continually commit driving offences can be identified and notified of incidents and 'near misses' they may have been previously unaware of. They are provided with feedback and advice on how to minimise risks for their staff. This is better than just issuing an infringement notice: education and enforcement go hand in hand.

The campaign has been so successful that, in the future, it could capture all on-road health and safety risks, including restraints, speeding, careless/dangerous driving, alcohol offences and other drug offences. That would make the campaign reflective of the 'fatal five' targeted by the Road Policing Strategy: speed, drink/drug driving, restraints, dangerous/careless driving and high-risk drivers.

One benefit of such a move would be to make employers more aware of their obligations under health and safety in employment legislation, another would be the positive flow-on effect for commercial drivers when driving outside of the workplace, but the greatest benefit of encouraging safe workplace driving practices is to the New Zealand community at large.



Occupational health

The Department of Labour and the Ministry of Health have been leading a group working on a surveillance system for occupational disease. The Centre for Public Health Research has been contracted to establish an occupational disease surveillance system using existing data sets. This project will run over two years and be completed in June 2011.

The Department was a major supporting partner of the inaugural Occupational Health and Safety Industry Group (OHSIG) conference in September 2008. The Department made a significant contribution to the Building Research in Occupational Health in New Zealand conference along with Massey University at Te Papa in November 2008.

The importance of improving air quality at work is reflected in the Department's airborne substances work. As part of the clean air work programme in the Christchurch region, training was organised for a paint supplier's staff to ensure that correct equipment and advice was being provided to its customers using isocyanate paint for vehicle spraying.

The Department is also developing an Outcome Monitoring Framework (OMF) to measure progress in improving workplace health and safety in New Zealand. The OMF will use a range of existing data sources to monitor progress of the Strategy, as well as explore new data sources or health and safety metrics. Other activities during the 2008/09 are set out in Appendix 1.



Factory boats: bringing the crew safely home



FishSAFE is a safety programme developed by the fishing industry in conjunction with Maritime New Zealand (MNZ) and ACC. Until late last year, it was aimed particularly at small commercial fishing boats, for example, crayfishing boats operating just off the beach.

MNZ General Manager, Maritime Services Sharyn Forsyth says the flagship FishSAFE programme is having a strong positive effect on

safety culture throughout the industry, largely because the initiative came from industry participants. "It is those in the industry who know best where the risks are. They are in the primary position to develop ways of reducing harm to those at sea," Ms Forsyth says.

The industry and government partnership is building on the success of FishSAFE. The inshore training framework has been used since late 2008 as the basis for new training programmes being offered to the crews of large commercial fishing vessels – factory boats working in international waters and the like.

Factory vessels are typically away for six weeks at a stretch, bringing its own set of hazards. Weather conditions can often change dramatically over a six-week period – far more so than over a two- or three-day period. Fatigue sets in, and weeks of working in tight and challenging conditions can easily lead to mistakes if the proper processes are not in place.

The aim is to put as many crew through the programme as possible from the three big industry employers – Sanford, Talley's and Sealord.

Sharon Larsen from the Seafood Industry Training Organisation, which runs workshops for the crews, says that, for the most part, the large commercial vessels had been working quite safely. "This programme has been about pulling all the elements together, so crews have a better understanding of all the issues."

In the one-day workshops, participants use a workbook to complete exercises based on safety, emergency and accident scenarios. Workshops have continued in 2009 and will continue as long as there are new people entering the industry. FishSAFE will have a strong future in helping to ensure that fishers get home to their families safely.



OUTCOME AREA

Preventive Workplace Cultures



The Strategy exists to build a positive culture of workplace health and safety in New Zealand. New Zealand needs workplaces with strong management commitment to health and safety, robust health and safety systems, enthusiastic employee participation, open and honest lines of communication and a willingness to learn from past mistakes.

A preventive workplace culture is created when management and staff are all committed to proactively manage risks and hazards. They have values, attitudes, systems and practices in place that prevent harm to people at work. The role of government agencies in supporting these cultures is to advise and incentivise.



Health and safety in small businesses: leadership comes first



PJ and MJ Olsen Limited Managing Director Paul Olsen and Health and Safety Coordinator Rona Wheeldon stepped up at the 2009 Safeguard Health and Safety Awards to accept the award for the best health and safety initiative by a small business.

The business is a diversified forestry company, and the award was for developing a process to upskill leaders around managing work pressures, with an emphasis on safe work.

The company grasped the importance of leadership and communications in setting the tone for safety, as they have the maximum effect on the culture of a business.

The company therefore learned a new specific safety culture method and applied it diligently to their business operations. They aimed to develop a team of safety leaders within the business, assisting them with communication, planning and workflow organisational skills to make the work day better/easier for them.

The project was one of 10 pilot projects under the auspices of the forestry safety initiative – Workplace Culture, Leadership and Forestry – which was co-led by the Department of Labour, ACC and the New Zealand Forest Owners Association.

At PJ and MJ Olsen's, the result has been better safety communication, more incident reporting and higher productivity, and the formal process they have gone through has been adopted as a mechanism for making future improvements in all parts of the business.

Workplace Culture, Leadership and Forestry Project

The Workplace Culture, Leadership and Forestry Project, a year-long pilot run by the Department of Labour, ACC and PF Olsen, on behalf of the New Zealand Forest Owners Association, is a prime example of government agencies supporting programmes in the Preventive Workplace Cultures area of the Strategy. The project aimed to test whether safety culture was a practical approach to use to improve the health and safety performance in business.

Two groups of leading forestry companies held four meetings during 2008/09 to find ways to apply the safety culture elements used overseas to New Zealand's forestry industry. It's the first time such a project has been done with a single sector in this country. In keeping with the key ingredients of a positive safety culture, managers, contractors and frontline staff were all involved.

During the quarterly workshops facilitated by safety culture expert Dr Hillary Bennett, the participants – from the highest manager to the newest forestry worker – discussed how to make health and safety part of every job.

GROWING A SAFETY CULTURE

WORK PRESSURE

Does safety always come ahead of getting the job finished on your site?

RISK TAKING

Do managers and crew step in, stop work, or speak up if they see someone working unsafely?

CONTINUOUS LEARNING

Are near misses, incidents accidents always used as a chance to learn and improve safety on your site?

RELATIONSHIPS

Is there trust and openness between management and crew and amongst the crew itself on your site?

RESOURCES

Have you allowed enough time, people and gear to do the job safely?

INVESTIGATING & REPORTING

Are all hazards, near misses and accidents reported by all crew members on your site?

REWARDS

Are safe work practices and behaviours recognised and rewarded on your site?

WORKER INVOLVEMENT

Are workers invited and encouraged to contribute to safety decisions?

TRAINING AND COMPETENCY

Do all crews on your site have the job and safety skills to do their job safely?

COMMUNICATION

Do workers get actively involved in safety discussions?

MANAGEMENT'S LEADERSHIP COMMITMENT FOR SAFETY

Do all managers / contractors listen and regularly talk to the crews about safety and follow through on the commitments they make to deal with safety issues?

SAFETY SYSTEMS & PROCEDURES

Are you confident that the safety instructions and procedures are understood and used by all crewmembers on your site?



A range of actions were taken, from improving communication on worksites to increasing worker involvement in health and safety on site. The pilot worked to build the leadership capability of frontline supervisors, improving the foundational communication skills of language and literacy.

The workshops focused on 12 mostly non-technical elements that people might associate with having a good workplace culture, but may not associate with safety. For example, crew relationships, rewards, resources, how much workers are involved in decisions all feed into worker commitment and involvement, and doing well in these areas results in fewer accidents and lost time injuries.

Now that the workshops are over, the lessons learnt from the pilot need to feed through the sector, and a simple safety culture survey tool for use in New Zealand conditions is being developed to support employers and workers to strengthen safety culture values and practices in their workplaces.

The level of business engagement in the project was high. Sharing information and experiences was an important part of the workshop process, and participants learnt of innovations various companies already had under way. Achievements across the 20 participating businesses varied, but there were some notable successes, including MJ & PJ Olsen from Tokoroa receiving the Safeguard Health and Safety Award for the best health and safety initiative by a small business.

The project validated safety culture as a practical and workable concept for New Zealand businesses. Feedback strongly signalled that safety culture broadened how participants viewed safety (beyond personal protective equipment, training and paperwork) and consequently broadened their understanding of how safety links to the success of their businesses.

Leaders in Health and Safety Summit

In August 2008, the Department of Labour, in conjunction with *Safeguard* magazine, organised the Leaders in Health and Safety Summit. This industry-focused event provided an opportunity for more than 120 of New Zealand's industry leaders from large and small enterprises, industry associations and unions to identify and communicate the gaps and opportunities to build a national safety culture in New Zealand. There was repeated emphasis given to the importance for business leaders, especially of larger firms, to provide more proactive and effective leadership on health and safety.

International safety culture expert Professor Andrew Hopkins emphasised the need to create a proactive culture of safety in organisations. He noted that creating such a culture requires 'mindful leaders' who know that the essence of a culture of safety is that safety information is flowing up to management. Mindful leaders ensure that the reports reach the right people and are actioned.

The event led to the establishment of the Industry Chief Executives' Health and Safety Forum, which encourages and enable senior business leaders to lead health and safety out of the purely functional element of business (see page 28).

Foodstuffs: developing 'mindful staff'



Foodstuffs (Auckland) Ltd has about 900 staff working in support roles servicing its cooperative member stores (PAK'nSAVE, New World, Four Square and Gilmours). It includes a support centre, several large distribution warehouses and a fleet of more than 100 delivery vehicles.

Foodstuffs was a finalist in the 2009 Safeguard Health and Safety Awards for its new approach to health and safety. It had what it considered good health and safety systems – hazard registers, training, incident investigations, contractor management programmes and so forth – but in spite of good systems, the company did not feel its safety performance was acceptable, especially when comparing themselves with peer industries in Western Australia and Tasmania.

Foodstuffs focused on changing the behaviour patterns of all involved – managers, supervisors and general staff. These behaviour patterns are mostly unconscious and changing them requires giving people the opportunity to be mindful of what they do and then allowing them to choose to change their ways.

This was not achieved by rewarding good and punishing bad behaviour, nor by giving more training. Mindfulness is an active/conscious state of knowing in the present tense, the here and now – you cannot demand mindfulness. It is the result of creating an emotionally safe place for people to make their own choices. Safety is universally desirable; everybody wants to go home safely after an honest day's work. Foodstuffs staff took the opportunity with both hands.

Safety today does not just belong to management. People from all corners of the business, irrespective of their positions, now naturally work together to ensure everybody is able, as they say in Foodstuffs, "to take their fingers and toes home at the end of the day". They are mindful of safety: thinking about safety at the precise moment they need to think about safety.

The result? Foodstuffs reduced its lost time injury frequency (LTIF) rate by 90 per cent over the initial period of 18 months, and importantly, the improvements have been sustained. The LTIF rate for the first six months of 2009 was again significantly down on the corresponding rate in 2008. Foodstuffs today consistently meet – and better – the Australian performance.



Keeping well, working well in tough times



Last year, Vero New Zealand Insurance Limited won the New Zealand Business Excellence Foundation's gold award for excellence and continuous improvement. That same attention to detail is evident in the way the company supports its employees' mental wellbeing.

Vero's Health and Safety Manager Glenys Barker started a campaign in mid-2004 to normalise discussion of mental wellbeing in the workplace. She started her awareness-raising by running workshops with experts from Working Well, the Mental Health Foundation unit that advises businesses on creating and maintaining mentally healthy workplaces.

Staff were initially reticent, but now no one raises an eyebrow when she writes articles in the company's newsletter about psychological issues for mums returning to work from maternity leave or male depression. This year, aware that the snowball effects of the recession could be hitting employees, Vero has stepped up the awareness-raising.

It makes good business sense: employers have a legal obligation to minimise workplace stress that can lead to impaired mental health, and they also have a vested interest. If employees start to experience financial and family pressures that are not noticed or supported by their employers, the detrimental effect on their health can contribute to lost productivity and increased absenteeism.

Vero's 920 mostly office-based staff can use the Vero People Framework Tool to identify where they might need help with managing stress and psychological issues. The intranet links to online programmes, books and courses, encouraging employees to take charge of their individual learning and wellbeing. Vero's People and Development Team also refer staff to an array of services including Vero's employee assistance programme run by EAP Services, community alcohol and drug services, maternal mental health services and occupational therapists.

Working Well senior consultant Anna McNaughton backs the Vero approach: "We need to promote mental health, not just prevent harm." Good sleep, food and exercise are the physical foundations of good mental wellness, and good communication skills and resilience – the ability to bounce back from difficulties or disappointments – are the emotional base. These can be taught, and benefit the workplace as well as the individual.

Agriculture health and safety research

The agricultural sector has particular health and safety challenges. The Department of Labour, ACC and the Health Research Council of New Zealand commissioned research on effective occupational health interventions in agriculture. The study has been released, and it has updated information on agricultural attitudes, behaviours and practices in order to develop new policies and design more effective intervention strategies for those working in agriculture. The study had a high level of buy-in from key industry stakeholders.

The research revealed that the rate of serious injury and fatalities on New Zealand farms has remained high despite declines in other industrial sectors over the past two decades. But it is not just the Kiwi 'she'll be right' culture that is to blame. Long work hours, working alone, uncomfortable safety gear, time and economic constraints, and working with equipment unsuited to New Zealand terrain all contribute to the sobering statistics.

The research findings are not only a valuable input into making policy and operational decisions to reduce the work toll, but also a guide to attitudes and culture in the agriculture sector. These themes will be used in communications, marketing and awareness-raising initiatives in this sector, undertaken by the Department of Labour and industry organisations.

Promoting preventive cultures

A television campaign during the 2008/09 summer months focused on agricultural fatalities and resulting hardship for families left to cope on farms while recovering from the loss of a loved one. The 'take care, so you can take care' tag line conveyed the importance of keeping safe for the family's sake. Feedback from stakeholders has been positive, and new connections with the agricultural sector to promote health and safety are being fostered.



KiwiRail Corporate: safety culture programme a winner



KiwiRail Corporate took the top prize at the 2009 Safeguard Workplace Health and Safety Awards for their safety culture maturity programme. The programme was designed to encourage staff engagement in health and safety and has already led to a big decrease in injuries.

The programme was first trialled in areas of the operation with health and safety performance issues as measured by lost time, frequency of medical treatments and numbers of severe injuries. To establish initial data, employees worked in pairs to answer questions about safety culture at their worksites. Confidential focus groups at two trial sites identified roadblocks to improvements and established ways to overcome them. The groups used an outside facilitator, which enabled ideas to be put forward in confidence.

Good ideas were turned into action plans and changes that management and staff could implement. Paul Anderson, the company's national health, safety and environment manager, said it was important that direct change resulted quickly. Staff needed to see they were being listened to.

Paul also said, "It's a bit of a leap of faith by management to take on board a safety culture programme because it is hard to identify a direct return." The Safeguard Awards judges were impressed with management's commitment – they felt it required courage because the outcome might be of uncertain value.

As it turned out, the culture project was a success, and the judges felt it underpinned a number of other high-quality initiatives to tackle specific issues and to build engagement among staff and management.

Some positive measurable indicators cannot be solely attributed to the programme, but they are huge changes. At Hillside Engineering, a large metal foundry in Dunedin, the staff of about 300 had reported the equivalent of 980 lost time injuries per million man hours of work. That figure has now shrunk to just nine.



OUTCOME AREA

Industry Leadership and Community Engagement



Industry-led initiatives and the involvement of the wider community are crucial to improving workplace health and safety in New Zealand. Industry involvement must go beyond initiatives within single sectors because industry leaders can promote and influence workplace health and safety across their networks and communities, as well as in their own workplaces and organisations. Good workplace health and safety systems and culture inevitably have a positive effect on community and recreational safety practices.

Government agencies encourage and support industries and educate and involve the general community. There have been a number of sector engagement activities and partnerships throughout the year and these are highlighted further in Appendix 1.



Industry leadership

Several industry groups, often in high-risk areas, have been particularly active during the 2008/09 year in promoting and strengthening health and safety for their whole industry sector with the help of relevant government agencies.

Trades apprentices participate in a safety challenge



Taranaki ran its first ever Trades Apprentice Safety Challenge in May 2009 – a day of practical safety activities designed to test apprentices' safety skills and knowledge. Challenges included loading and unloading a truck, hoisting an eye-beam up scaffolding, selecting appropriate personal protective equipment (PPE) for a chemical spraying task and identifying electrical hazards within the home. Also in the mix were some first aid, food safety and road safety challenges, along with a tough fitness test.

Trades apprentices from eight local construction, engineering, and oil and gas companies took up the challenge. They showed great teamwork and true competitive spirit. Shell Todd Oil Services Ltd (STOS) and Clelands Construction battled it out for top spot, with STOS winning the trophy – but only just!

The day was a collaboration between ACC, the Department of Labour, New Plymouth Injury Safe (NPIS), the Building and Construction Industry Training Organisation (BCITO) and the New Plymouth Construction Safety Focus Group, and was set up and hosted by the Department of Labour. The event made excellent use of facilities at the versatile Taranaki HSE centre.

The Trades Apprentice Safety Challenge is going to be an annual event. It was not just a day of fun for the apprentices. It was also, as they said themselves, a timely reminder to use the health and safety knowledge they've already learnt.

Operate Safe

Operate Safe enables roading and civil contractors to improve their health and safety record and show compliance with the requirements of the HSE Act.

Roading New Zealand, in conjunction with the New Zealand Contractors' Federation and InfraTrain, established Operate Safe in 2003. Operate Safe is now recognised nationally as an approved health and safety prequalification system. It is now fully administered by Roothing New Zealand with an independent accreditation board.

The Operate Safe Accreditation Board became fully operational during the 2008/09 year, and there are now 107 contractors at various stages of the Operate Safe accreditation process, with around 10,000 employees with Operate Safe training cards.

Initiatives during the year included 10 regional roadshows in July 2008, integration of Operate Safe with other health and safety qualifications in the sector to improve flexibility and streamlining the issue of training cards.

This year, Operate Safe also began to work more closely with Site Safe¹ to introduce a cobranded Site Safe Operate Safe Induction Card. In November 2008, Roothing New Zealand initiated discussions across the construction sector to put in place one health and safety programme for the sector.

1. Site Safe is an independent, not-for-profit industry-wide organisation that promotes improvements in the health and safety practices of the construction industry.



Eliminating a hazard: the twitch release tool

People often become resigned to living with hazards in their line of work. A hazard that has existed for many years in the freight industry occurs when the chain securing plant on to transporters or logs on to logging trucks is undone. The chains need to be tight to ensure the load doesn't shift during the trip, and they are placed under high tension by a device called a 'chain twitch'.



These highly tensioned chains can tighten during travel and be difficult to release. Operators tend to move themselves close to the twitch to gain enough purchase to release the lever. When the twitch is released under tension, this piece of heavy steel moves with great speed, travelling through an arc of 180 degrees. Workers have been injured by being struck in the face or under the jaw, as the twitch 'explodes' open.

After Mike Vette of Transfield Services in Whangarei saw his friend injured and one of his transporter drivers had a near miss in January 2008, he designed a simple tool that isolates the operator during the twitch release. The operator is put at a safe distance from the twitch so that the risk of being struck by the twitch is greatly reduced.

At the 2009 Safeguard Health and Safety Awards, Transfield won a special commendation for innovation in the best design or technology initiative category. One judge commented: "This has huge application. I can see this being used in every truck in the country."

The Industry Chief Executives' Health and Safety Forum

This significant innovation grew from industry feedback on safety leadership at a number of industry events in Wellington and Auckland. Business leaders from over 30 of New Zealand's largest businesses attended the Department-led summit and affirmed that there was active interest from business leaders to demonstrate leadership and engagement on health and safety issues. Eight businesses volunteered to form an interim working group.

At the first working group meeting in June, there was strong enthusiasm and support for the concept, and the forum will provide leadership and drive positive change on workplace health and safety.

A work programme and governance structure have been developed.

New Zealand Institute of Safety Management

In June 2009, the Department of Labour became a corporate member of the New Zealand Institute of Safety Management (NZISM), and its 140 health and safety inspectors became individual members. Through their membership, the Department's inspectors will have the opportunity for professional development through externally recognised qualifications in occupational health and safety.

The coming together of the two organisations should enhance the profile of health and safety in New Zealand workplaces and enhance standards of health and safety practice.

The NZISM is one of New Zealand's leading professional organisations for occupational health and safety practitioners. It provides its members with peer networking functions, conferences, seminars, continual professional development programmes and career pathway opportunities.

Community engagement

Community engagement is a critical element of the Strategy. Greater community awareness and knowledge about health and safety creates a positive and supportive climate for improvements in workplace health and safety. This can be a two-way street, as workplace health and safety can also have a positive effect on community and recreational safety practices.

Winstone Pulp International pulp and saw mills: prepared for an emergency



What happens if a workplace accident happens a long way from emergency response services? If it's at the Winstone Pulp International (WPI) pulp and saw mills in Ohakune, you'd be in good hands. After a serious accident in 2006 showed how remote they were from community emergency services, the company decided to set up their own advanced first aid emergency response team.

Now the team of 20-odd are available to respond to incidents at the mill seven days a week, with every shift having a

minimum of two team members. This ensures good coverage over any 24-hour period. The team, staffed by enthusiastic volunteers, have had extensive training. Some of the initial volunteers had already acquired skills and experience through involvement in the local fire brigades, ambulance service, scouts and search and rescue.

The company supports training, and team members receive a small payment for the service they offer the company. The company has purchased equipment for the team, including a specialised trauma backpack kit, an emergency rope kit, and pagers connected to the WPI phone system.

To date, the team has dealt with fractures, sprains, lacerations and a cardiac arrest. Best of all, it has made itself available during emergency call-outs in the local community, for example, at a road accident.

It's a unique winning concept. Just having the team has enhanced safety awareness, but if an accident does occur, the employees and contractors have assurance that help is at hand. The rural community also benefits, and individual team members have gained confidence and leadership skills.



The Gateway programme

The Gateway programme is designed to support and strengthen the pathway from school to workplace learning. It is funded by the Tertiary Education Commission and is available to senior secondary students (Years 11 to 13) in state and integrated secondary schools.

ACC is delivering a health and safety initiative within the Gateway programme to enhance health and safety education and raise the awareness of the secondary school students involved.

Department of Labour health and safety inspectors and labour inspectors have also expanded their secondary school visits to deliver information on health and safety and employment rights to young workers.

Connecting with Pacific workers

Pasifika Festival and the ASB Polyfest are key events on the Pacific and Māori calendars. The Department uses both events to address Pacific peoples and Māori, who are over-represented in statistics relating to more vulnerable workers (such as low-paid and low-skilled workers) and make up a large part of the Auckland regional workforce. The Department provides face-to-face information and advice and targeted materials printed in a range of languages.

Tainui health and safety group

The Department of Labour's Workplace Services Northern Region Māori rōpū group was approached by Tainui (Waikato Eastern Region) to assist and be part of a new project called Waikato Tainui Marae Health and Safety Pilot Programme for 2009. The programme aims to train marae personnel to deal with health and safety issues, including fire prevention, building compliance, hazard identification, first aid, food safety and road safety practices to and from the marae.

It is intended to roll out the programme from the initial 10 marae in the pilot to the remaining 57 Waikato-Tainui marae over 2010 and 2011. The programme brings together the Department of Labour, New Zealand Fire Service, St John First Aid, NZ Food Safety Authority, ACC, Crombie Lockwood and Cove Kinloch.

Marae safety: Hoani Waititi marae and Department of Labour form a successful partnership



Hoani Waititi Marae is a local marae situated in Waitakere. This whānau-orientated environment had a 30-year history of operations without serious injuries or fatalities, when in June 2007, the marae suffered a tragic loss: a 3-year old mokopuna died after a steel gate fell on him.

A thorough investigation into the accident was undertaken by the Police and the Department of Labour, and it was recommended that the Department work with the marae trust to formalise robust health and safety systems. And so began the Manaakitanga i o Tātou Marae Project – a project aimed at meeting

regulatory standards with health and safety practices on the marae, while operating within the context of traditional tikanga.

The most challenging aspect for marae whānau was an understanding that the marae is not only a place for whānau, but also a workplace that has a responsibility to ensure safety and wellbeing. For example, Māori immersion kōhanga reo, kura kaupapa Māori and wharekura kaupapa Māori schools are located at the marae. The marae also provides administrative support for the hundreds of whānau and manuhiri that come from near and far to take part in community programmes and events.

The marae management took hold of the challenge (te wero) laid down in order to demonstrate to whānau their commitment to preventing another tragedy from occurring. Over a six-month period in 2008, a number of measures and systems were put in place:

- A nominated health and safety representative attended training, and all marae staff completed a first aid course.
- Hazards within each work area were identified and documented, and a management recording system was developed.
- An induction programme was introduced for all contractors to the marae.
- Strategies to eliminate, isolate or minimise significant hazards were implemented, for example, the LPG gas facility was upgraded and electrical appliances and heavy machinery were inspected.

For the marae trust, the project increased awareness of the marae as a workplace. The trust regards the project as just the beginning and sees the need for continuous improvement to its health and safety practices. The Department of Labour now has an ongoing working relationship with the marae, and recognition of the transformation at Hoani Waititi Marae was celebrated when the project received the IPANZ Crown-Māori Relationship Award on 18 June 2009.

The Manaakitanga i o Tātou Marae Project, which translates as ‘taking care of our marae’, is a model that both the trust and the Department would like to see used by others. The template developed by the trust can be adopted by other marae and/or Māori businesses to meet regulatory standards while operating within the context of traditional tikanga.



Next Steps

This Snapshot of Progress features many of the positive and successful activities that have supported the Workplace Health and Safety Strategy for New Zealand to 2015 during its fourth year.

There is still work to be done. The \$16 billion annual financial and social cost of New Zealand's work toll is huge. The Strategy is the framework for reducing the intolerable costs of inadequate workplace health and safety. Improved workplace health and safety is a critical component of a productive New Zealand.

The operational review affirmed the need for the Strategy, but there was also widespread agreement about the need for clearer direction to bridge the gap between the higher-level framework and implementation activities. The principal recommendation of the review report is a three-yearly national action agenda with agreed targets and programmes. The action agenda will be developed in consultation with stakeholders and is due for completion in mid 2010.

The government is committed to progressing the Strategy through these critical next phases on the way to reaching the desired outcomes by 2015.

Council and government agency group members

Workplace Health and Safety Council July 2008–June 2009

Hon Trevor Mallard	Ex officio	Minister of Labour (attended meetings November 2007–October 2008)
Hon Maryan Street	Ex officio	Minister for ACC (attended meetings November 2007–October 2008)
Hon Kate Wilkinson	Ex officio	Minister of Labour (attended meetings from November 2008)
Hon Pansy Wong	Ex officio	Associate Minister for ACC (attended meetings from November 2008)
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 (attended meetings until October 2008)
Andrew Casidy	Nominee, CTU	General Secretary, Finsec
Paul Jarvie	Nominee, Business NZ	Manager Occupational Health and Safety, Employers & Manufacturers Association (Northern)
Panu Raea	Nominee, Business NZ	Barrister and consultant

Workplace Health and Safety Government Agency Group

- Accident Compensation Corporation
- Civil Aviation Authority
- Department of Labour
- ERMA New Zealand
- NZ Transport Agency
- Maritime New Zealand
- Ministry of Health
- Ministry of Pacific Island Affairs
- Ministry of Transport
- New Zealand Police
- Te Puni Kokiri





📄 APPENDIX

Workplace Health and Safety Strategy for New Zealand to 2015

Action Reporting Template

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	<p>A HSNO Interagency Strategy Group was established to progress the practical implementation of the hazardous substances provisions of the HSNO Act in a coordinated way. This new Group has absorbed the work of the previous joint agency liaison group.</p>	1a (5)	ERMA NZ, MFE, DoL, MoH
	<p>DoL and ERMA NZ, in association with ACC and NZCIC, ran a series of free information workshops for Small to Medium Enterprises (SME's) during October and November 2008. A total of 19 centres were visited, attracting approximately 1,100 attendees. The workshops were specifically designed for people running or employed by small to medium businesses that use hazardous substances, and covered:</p> <ul style="list-style-type: none"> • What they need to know about hazardous substances in the workplace • Meeting workplace health and safety obligations • Managing chemicals safely in the workplace • HSNO Compliance Tools available • Hands-on experience identifying workplace hazards 	1a (5)	ERMA NZ, MFE, DoL, MoH
	<p>DoL is developing an outcomes monitoring framework (OMF) to measure our progress in improving workplace health and safety in New Zealand. The OMF will use a range of existing data sources to monitor progress of the WHSS as well as explore new data sources or health and safety metrics.</p>	1a (3)	DoL

<p>ERMA NZ provides ongoing support for Test Certifiers and HSNO enforcement officers from various agencies. Activities from June 08—June 09 included:</p> <ul style="list-style-type: none"> • seven training workshops for test certifiers • eight training courses for regional enforcement agencies • published guidance for enforcement agencies and test certifiers via the monthly Test Certifier Update, and • the development of four performance standards for use by test certifiers when issuing test certificates. 	<p>1a (6)</p>	<p>ERMA NZ</p>
<p>ERMA NZ maintained the call-free Hazardous Substances Compliance Line, responding to over 6,300 phone and email enquiries.</p> <p>A process was implemented for renewal of approved handler test certificates, including a dedicated web page and publishing guidance to industry.</p>	<p>1a (5, 6 & 7)</p>	<p>ERMA NZ</p>
<p>This year, the Workplace Health and Safety Council met three times, with one meeting cancelled during the post-election period. As part of the review of the workplace Health and Safety Strategy, the Council's functions, roles and accountabilities were reviewed to enable the best structure and arrangements for the Council into the future. Further information about the Council's activities and meeting minutes can be found on www.whss.govt.nz.</p>	<p>1a (1)</p>	<p>DoL</p>
<p>The Department has established a team dedicated to the task of producing standards material. The team have developed a process for prioritising which existing standards are in most urgent need of review. This has resulted in an interim work programme being developed for the period Jan 09 to June 09. The team is currently working with regional staff to prioritise which standards material will be included in the 2009/10 work programme. A work programme was developed by May 2009.</p>	<p>1a (4)</p>	<p>DoL</p>

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
<p>1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved</p>	<p>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"> Amending the HSE Act to strengthen New Zealand's conformity with ILO Convention 155 on Occupational Safety and Health, and to provide a funding mechanism through the HSE Act for HSNO enforcement in workplaces, and to align the HSE Act with the Evidence Act. The proposals in the Regulatory Improvement Bill to amend the HSNO Act to better align it with the HSE framework. Reviewing outdated regulations made under previous legislation superseded by the HSE Act or by current guidelines. Three sets of regulations (for abrasive blasting, electroplating and first aid) were revoked via the Regulations Revocation Order 2008. Three others (spray painting, lead, and noxious substances) are included in the Public Health Bill for consequential revocation. After public consultation, publishing Keeping Work Safe, an enforcement policy for the HSE Act. Summarising and reporting back to the Minister of Labour on the feedback from public consultation about proposals to improve health and safety in underground mining. Cabinet approval was obtained for the revision of the definition of serious harm under the HSE Act. Consulting on proposals to amend the HSE (Pressure Equipment, Cranes and Passenger Ropeways) Regulations. <p>The Health and Safety in Employment Regulations 1995 were amended from 1 April 2009, placing duties on principals who engage young people as contract workers. The amendment restricts young contract workers from hazardous work and workplaces below the age of 15, and from night work below the age of 16. The new regulations are similar to those that already applied to employers, and provide young workers, who are still developing physically and emotionally, with similar protections regardless of the nature of their work arrangement.</p>	<p>1a (4)</p>	<p>DoL, MFE</p>
		<p>1a (4)</p>	<p>DoL</p>

<p>DoL's enforcement role has been reviewed, and a strategy to guide workplace interventions has been developed in consultation with social partners and stakeholders. As part of this work, the policy statement, <i>Keeping Work Safe – How the Department of Labour enforces the Health and Safety in Employment Act 1992</i>, has been released. It aims to help those with duties under the HSE Act to better understand the Labour Department's approach to enforcement activities and decision-making.</p>	<p>1a (6 & 7)</p>	<p>DoL</p>
<p>A Health and Safety Practice Development Work Programme has been drawn together to implement changes that reflect the learning from the findings of the Prosecutions Review Panel set up last year.</p>	<p>1a</p>	<p>DoL</p>
<p>A number of industry or activity-based health and safety guidance documents have been developed and implemented, including a resource kit for residential builders and a health and safety induction DVD for meat industry workers hosted by Mike King. A review and proposed revision of the VDU code of practice is nearing completion, and a range of training and other guidance material for WHSS priority sectors has been developed.</p>	<p>1a (5)</p>	<p>ACC</p>
<p>DoL promoted the Strategy through media articles, promotional material and inter-agency meetings. A television ad campaign during the summer months tackled the issue of agricultural fatalities and the resulting hardship for families left to cope on farms. The "take care, so you can take care" tag line was used to convey the importance of keeping safe for the family's sake. Feedback from stakeholders has been positive and new connections with the agricultural sector to promote health and safety are being fostered.</p>	<p>1a (2)</p>	<p>DoL</p>
<p>As part of the DoL's ongoing activity, regular articles for Safeguard magazine have been written on current issues in workplace health and safety. Safeguard magazine is the preeminent publication for health and safety specialists with a national circulation of 5000 copies. These articles serve as an opportunity to highlight DoL priorities such as addressing misconceptions of DoL's role, explaining new amendments to the legislation and regulations, or reiterating employers' duties.</p>	<p>1a(2)</p>	<p>DoL</p>

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
<p>1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved</p>	<p>National priority area: airborne substances</p> <p>Following the identification of priority and control issues last year, information is being used to inform projects. An example of this was in Christchurch when training was set up for a paint supplier's staff to ensure that correct equipment and advice was being provided to customers using isocyanite paint for their vehicle spraying.</p> <p>National priority area: vulnerable workers</p> <p>The health and safety of Pacific and young workers has been a continued focus for the programme this year. At the ASB Polyfest and Pasifika festivals factsheets in Samoan, Tongan and Māori were distributed with key health and safety and employment messages under the theme 'know your rights'.</p> <p>Objectives for the DoL's involvement were:</p> <ul style="list-style-type: none"> • to create awareness of DoL services and an understanding of key messages • to collect information about Pacific communities • to analyse survey results to improve what and how we can do better when working with Pacific peoples, and • to contribute to the development and progression of DoL Pacific strategies. <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 was released in December 2008.</p>	<p>1a (5)</p> <p>1a (5 & 7)</p> <p>3c</p> <p>1a (4)</p>	<p>DoL</p> <p>DoL</p> <p>MoT</p>

	1a (6)	DoL
	<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>Recent project work has included:</p> <ul style="list-style-type: none"> • Local Exhaust Ventilation module, to be completed for rollout from July 2009. • Building capability through work on occupational health • Scoping the development of an Occupational Health strategy has been completed and delivery is underway. Interim strategy development is to include training on workplace exposure identification and an assessment tool. • Working with partners – DoL was a major supporting partner of the inaugural Occupational Health and Safety Industry Group conference. In addition, DoL made a significant contribution to the Bikers Rights Organisation of New Zealand conference along with Massey University at Te Papa in November 2008. • Bullying – case studies have been written • Leptospirosis – carriage of this project is now with an industry based group led through Massey University. The project involves cooperation between Massey researchers, industry representatives, and departmental staff with a view to better monitoring and management of this workplace disease. 	

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
<p>1a – Set high government expectations for workplace health and safety in New Zealand and ensure that regulatory standards are achieved</p>	<p>There are seven Notifiable Occupational Disease System (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>Each panel continues to assess and monitor received notifications of their specific occupational diseases and consult with the relevant departmental services to identify and advise on relevant initiatives.</p> <p>ACC is implementing two occupational health initiatives in priority industry sectors. These address noise-induced hearing loss and musculoskeletal/back injury, and complement DoL programmes.</p> <p>MoH and SPARC continue to run 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.</p>	<p>1a & 1b</p> <p>1a</p> <p>1a, 2a, 2c</p>	<p>DoL</p> <p>ACC</p> <p>MoH, SPARC</p>

<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 have been circulated to a variety of stakeholders for consultation.</p>	1a, 1c	DoL
<p>An operator rating system (ORS) is under development, which will rate commercial transport companies based on their compliance with standards and regulations. The proposed system will allow the New Zealand Transport Agency 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 system is being rolled out in several phases from mid 2009.</p>	1a (4)	NZTA
<p>CAA completed training for Airlines Group auditors, in order to spread the CAA HSE activity across a wider front of CAA employees, and also completed an onboard aircraft inspection check-sheet. CAA has also reviewed its documentation audit questionnaire so that it is aligned with AS/NZS 4801 and the primary level of the ACC WSMP audit.</p>	1a	CAA

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	<p>Following investigation into the New Zealand Fire Service (NZFS) Commission involvement in the Tamahere Icepak Coolstore explosion and fire, a number of issues were identified by both the service and the DoL. The NZFS have undertaken to work at both improving their internal systems as well as working with other government agencies on issues such as HSNO management, interagency hazard information sharing and stanching of LPG. The NZFS has undertaken to provide a national frame work for the use of portable gas detectors by the Fire Service.</p>	1a	NZFS
	<p>The Department of Labour and Counties-Manukau District Health Board (DHB) jointly released a set of guidelines in February 2009, <i>Managing the Risk of Workplace Violence to Healthcare and Community Service Providers</i>. The guidelines fill a significant information gap, and provide useful practical guidance, including a range of do-it-yourself tools to assess risks arising from violence, and mechanisms to manage those risks.</p>	1a (4)	DoL
	<p>ERMA New Zealand continues to develop guidance material that promotes the safe management of hazardous substances for priority sectors. Recent publications include:</p> <ul style="list-style-type: none"> • <i>Certification for Collision Repair Workshops: A Guide for the Person in Charge Under the HSNO Act</i> - over 800 dossiers were distributed to MTA and CRA members. • <i>Health and Safety in Transit Depots: Promoting Safety, Preventing Harm</i> • <i>Approved Handler Guide for Pesticides</i> (updated) • <i>Assigning a Hazardous Substance to a Group Standard</i> (updated) 	1a (4)	ERMA NZ

	<p>In 08/09 ERMA New Zealand approved the following Codes of Practice:</p> <ul style="list-style-type: none"> • Outdoor Pyrotechnic Displays • Flammable Gases Tank Wagon Design • Motorsport Fuel • Guide to Gas Cylinders (Approved Practice Guide) • Hazardous Area Standards • Retail Fireworks (revision) • Control of Fumigants • Transport of Explosives • Exempt Laboratories in the Agricultural and Veterinary Medicine Industries 	1a (4)	ERMA NZ
	<p>The Department is undertaking some research in the demolition sector about asbestos exposure levels. In New Zealand, exposure levels have decreased over time but still exist, with removal and disposal of asbestos in situ being one of the main remaining sources of occupational exposure. This research aims to gather information to help identify where improvements could be achieved in the management of asbestos in workplaces, so that exposure to asbestos fibres is reduced. Air quality will be tested, and work practices observed, in a sample of demolition sites.</p>	1a	DoL
	<p>The use of all-terrain vehicles (ATVs) on New Zealand farms has been negatively associated with a large number of accidents, many of which result in severe or fatal outcomes. The Department of Labour has recently undertaken research into risk factors for ATV accidents, based on 355 Serious Harm notifications from 2000 to 2008. The Department commissioned Auckland University earlier this year to analyse the data. The analysis aimed to identify risk factors for serious and fatal ATV injuries, and has been submitted for publication in an international health and safety journal.</p>	1a	DoL

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
	<p>The Department of Labour issued a contract with the Centre for Public Health Research in June 2009 to develop an electronic model for the surveillance of occupational disease. The model will focus on two long latency diseases (cancer and respiratory disease) and dermatitis. The model will use existing administrative data sets. The project will be completed by June 2011.</p>	1a	DoL
<p>1b – Provide leadership in workplace health and safety through the government's role as an employer and purchaser</p>	<p>DoL's Government Leadership Programme aims to involve government as leaders and champions of health and safety practice and procurement in their operations. Activities designed to give specific health and safety procurement guidance during the 2008-09 year included:</p> <ul style="list-style-type: none"> • The completion of public consultation on the draft guidance material for Section 18 of the HSE Act, clarifying roles and responsibilities for principals and contractors. • The development of a case study describing best practice for ensuring health and safety when local authorities contract for services • The cleaning sector – Building on previous work, a meeting was held which looked at the results of an ergonomic study of cleaning activities in New Zealand, by Simmers and Associates. Those at the meeting, the DoL, the cleaning industry, the union and Massey University, unanimously agreed that the report be accepted as a guiding document for the group, and agreed on the following future action points: <ul style="list-style-type: none"> » The development of a minimum standard of training for cleaners to be negotiated between industry and the union. » For the above standards to be fulfilled and stated as part of a company's RFP documents for work to be undertaken on behalf of government departments. » Additional research is required with respect to the chemical exposure of industrial cleaners exposed to a wide array of cleaning products. <p>The DoL achieved Tertiary accreditation status under ACC's Partnership Programme following its annual audit in October 2008. The Department recognises the importance of workplace wellbeing and is currently developing a programme that will be measurable and linked to the DoL's Safety and Wellbeing Management System.</p>	1b (1)-(5)	DoL
		1b	DoL

	<p>Government agency fleet buyers are supporting the Vehicle Safety Technology campaign and showing leadership through their own vehicle purchasing policies and practices. Government agencies must now purchase, lease or hire vehicles with an occupant protection crash test rating of four stars or above, and must give priority consideration to vehicles with electronic stability control.</p>	1b	
<p>1c – Improve co-ordination and alignment of government agency roles and activities</p>	<p>DoL and MoH have continued 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.</p> <p>An expert group continues 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 & 4)	DoL, MoH
	<p>The Department of Labour issued a contract with the Centre for Public Health Research in June 2009 to develop an electronic model for the surveillance of occupational disease. The model will focus on two long latency diseases (cancer and respiratory disease) and dermatitis. The model will use existing administrative data sets. The project will be completed by June 2011.</p>	1c	DoL
	<p>ERMA NZ met regularly with DoL to develop enforcement priorities. These included:</p> <ul style="list-style-type: none"> • 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. 	1c (2 & 4)	DoL, ERMA NZ

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
1c – Improve co-ordination and alignment of government agency roles and activities	<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 organisation 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 strategy and plan is being developed to give effect to the MOU.</p> <p>Police have brought a number of successful prosecutions concerning fatigue, under the HSE Act. These prosecutions involved companies implicated in transport accidents, where drivers had been working very long hours and fatigue contributed to fatalities. In one case, an agricultural company was charged after one of their employees was involved in a fatal accident. The truck driver had exceeded 70 hours in a cumulative work period and the company pleaded guilty to the breach.</p> <p>NZTA, ACC, MoT and NZ Police are working to improve the safety of New Zealand's vehicle fleet, through the "Vehicle Safety Technology Campaign". This campaign aims to increase the uptake of vehicles with Electronic Stability Control and Side Curtain Airbags with a continued focus on workplace fleet buyers, who purchase the majority of new vehicles entering New Zealand.</p> <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> <p>DoL and ACC continue to engage with the high risk forestry, agriculture and road transport sectors, facilitating their improvement in health and safety operational practices. Waste management and log transport sectors now have sector strategic plans to improve their health and safety performance. Forestry has a draft strategy under industry consultation and Federated Farmers NZ have resolved to develop a health and safety strategic plan in their sector. The DoL is exploring the prospect of engaging with the dairying and wine industry to facilitate industry leadership in health and safety. Labour resourcing issues in the latter two sectors are being addressed through initiatives.</p>	1c	ACC, DoL, Site Safe
		1c	NZ Police
		1c	NZTA, ACC, MoT, NZ Police
		1c (4)	DoL, ACC
		1c (2)	DoL, ACC

Towards the end of the year, DoL, ACC and NZ Police were working closely in relation to fatigue within the transport industry, planning and developing systems for full interagency intervention in the succeeding year.	1c	DoL, ACC, NZ Police
A package of web-based tools and information has been developed under the brand NZ Well@Work. These support the promotion of wellness in the workplace. Since 2007 over 60 state sector agencies and District Health Boards have engaged with the initiative. NZ Well@Work is currently led by SPARC and the Ministry of Health.	1c	SPARC, MoH
Improving inter-agency communication and interaction continues to be a key focus for Maritime NZ (MNZ). MNZ has been working closely with the fishing industry to implement health and safety guidelines for the factory fishing fleet.	1c (2)	MNZ
MNZ is also working with ACC to develop Noise-Induced Hearing Loss resource material for the stevedoring industry which is due for completion. And the development of a three year HSE implementation Action Plan with the DoL has commenced and an inter-agency working group has been set up to improve communication between the two agencies.	1c (1 & 2)	MNZ
MNZ has commenced work on an enforcement strategy for HSE compliance. Maritime rules surround the carriage of dangerous goods and associated HSNO requirements are being reviewed (in conjunction with MoT and NZTA).	1c (4)	MNZ
Representatives of SafeWork Australia visited the DoL as part of a joint professional development staff exchange programme. The Australian health and safety inspectors visited National Office as well as the Auckland and Invercargill regional offices and their visit provided an opportunity for professional development of our staff and a further initiative to build the Department's international links.	1c	DoL
A joint agency liaison group established to progress implementation of the Hazardous Substances Compliance and Enforcement Strategy has continued to meet. This forum serves as an opportunity for different agencies to report back on the projects that relate to HSNO enforcement.	1c (4)	ERMA NZ, MfE, DoL, MoH

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 their business	DoL and ACC are establishing a forum to encourage and enable senior business leaders to become more effectively involved in workplace health and safety. A CEO Summit on Workplace Health and Safety was hosted in May 2009 for more than 25 business leaders from some of NZ's largest firms. Subsequently, work is underway to develop a formalised governance structure, vision and focus.	2a (3)	DoL, ACC
	The Leaders in Health and Safety Summit, held in Wellington in August 2008 was an opportunity for more than 120 industry leaders to discuss building a New Zealand workplace safety culture.	2a	DoL
	The Safe Driving is Good Business programme of activity has been continued this year. LTNZ, ACC, DoL and MoT have updated information. Broader promotional work under this action will be undertaken around the productivity benefits of health and safety in the workplace.	2a (2)	LTNZ
2b – Increase the commitment and capability of managers to systematically and effectively manage workplace health and safety	DoL's Hazard Handler tool, developed in a previous year to help businesses identify and manage both generic and industry-specific health and safety issues in the workplace, is available at www.dol.govt.nz/online/tools . The Department's Small Business Information Unit (SBIU) presented the Hazard Handler tool as part of its promotion of tools and resources at the MED's series of small business information events in August 2008.	2b	DoL
	Anecdotal feedback from small businesses at this stage is that the tool could prove as useful as the employment agreement builder tools, which is accessed up to 5000 times a month.		
	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.	2b	ERMA NZ

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.	2b	ACC
Work is continuing to ascertain the requirements of the health and safety inspector role and the capability and upskilling needed to meet these requirements. A needs analysis exercise to identify priority training needs has been completed. Training to meet these needs is being delivered this year. Competencies of the health and safety inspector role have been reviewed and agreed. Work to develop a competency based learning programme has since commenced with the design of the curriculum.	2b	DoL
The DoL Waikato-Eastern region has developed Client assessment rating tools that are tailored to critical factors in managing both H&S and Employment relations responsibilities. Staff have received training and it is expected that the assessments will be used in the vast majority of proactive work that is undertaken. The assessments will offer a clear and specific picture to managers of their management of duties as well as indicating and assisting them to make improvements and to see those improvements recognised in improved assessment ratings. The assessment process will provide DoL with more specific detail about the effectiveness of planned programmed interventions. In addition each assessment tool has generic questions about either H&S or ER. For example a Labour Inspector will be asking fundamental questions about H&S so that appropriate referrals may be made to Health and Safety Team who can provide support and service to the client.	2b	DoL
CAA produced a new draft guideline – Occupational Health and Safety for Cabin Crew and Flight Crew, it was released for comment in early 2009.	2b	CAA
ACC is working in collaboration with the New Zealand Transport Agency and the Police to progress the national rollout of the successful Commercial Driver project. This initiative targets unsafe driver behaviour in the commercial fleet through action addressed at the employer following the issuing of moving vehicle infringement notices.	2b	ACC, NZTA, Police

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
<p>2c – Ensure that workers participate effectively in processes for improving workplace health and safety</p>	<p>DOL, ACC and PF Olsen (on behalf of the NZ Forest Owners Association) delivered the safety culture, leadership and forestry pilot project. The level of business engagement in the project was high, and whilst achievements across the 20 businesses varied, there were some notable successes, including MJ & PJ Olsen from Tokeroa receiving the Safeguard Award for the Small Business category.</p> <p>The project validated safety culture as a practical and workable concept for engaged New Zealand businesses. Feedback strongly signalled that safety culture broadened how participants viewed safety (beyond personal protective equipment, training and paperwork), and consequently broadened their understanding of how safety links to the success of their businesses.</p> <p>The project also reaffirmed the need and appetite for some simple resources and tools to enable businesses to better understand their safety culture and improve their performance.</p> <p>HSNO and H&S Assessment of Rest Homes</p> <p>Inspectors conducted assessments in the Hawkes Bay and Gisborne areas. It was found that general compliance was of a high standard.</p> <p>However, three issues were identified:</p> <ul style="list-style-type: none"> • the rest homes were unaware that they had to report accidents with patients to DOL, thinking the requirement only applied to staff • casual handling of oxygen bottles • worn labels or non-labelling of smaller chemical containers decanted from bulk containers <p>This was a useful exercise that increased the awareness of the industry to its responsibilities to ensure safe places of work and what their responsibilities were to others affected by that work.</p>	<p>2c (1 & 2)</p> <p>2c (4, 2 & 5)</p>	<p>DOL, ACC</p> <p>DOL</p>

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
<p>3a – Develop and implement industry-led initiatives to improve workplace health and safety</p>	<p>DoL engaged with Horticulture NZ, Log Transport Health and Safety Council to obtain their participation in industry led development of health and safety good practice guides. This has helped to progress the development of health and safety strategic plans to lead development of health and safety practices in their respective industries.</p>	<p>3a (5)</p>	<p>DoL</p>
	<p>DoL Hamilton have been working with agriculture sector leaders RD1 and Balance Agri-nutrients with a view to developing better understanding of HSNO requirements and better workplace practices in identifying and working with hazardous substances. The goal is to have an easy to use model that can be accessed by employees and employers to ensure that correct procedures are followed and information is accessible to emergency services should they have reason to attend the premises. The model is being developed with a view to rolling it out the industry at large.</p>	<p>3a (1, 5 & 7)</p>	<p>DoL</p>

OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
<p>3a – Develop and implement industry-led initiatives to improve workplace health and safety</p>	<p>A number of sector engagement activities initiated by the DoL, and by industry have been happening throughout the year including:</p> <ul style="list-style-type: none"> • The Agriculture Health and Safety Council and its agency members are investigating the benefits and application of a Roll-Over Protection device (Quadbar) for quad-bikes (ATV's). The Council is prepared to lead industry discussions with ATV importers and services agents on the assessment and fitting of Roll-Over Protective Structures to ATV's. • The NZ Fertiliser Group Spreaders Assn. has a best practice guideline for fertiliser groups spreading being edited by DoL for publication. • Further discussion was held with the NZ Fertiliser Ground Spreaders Assn in relation to seatbelts and Roll-Over protection following two local accidents. This issue will be discussed at a national level in relation to the Best Practice Guidelines currently being edited. • The Dairying industry has health and safety guidelines for rotary milking platforms being processed by DoL for publication. • The forestry industry is reviewing its suite of best practice guidelines, codes of practice and training literature to provide an integrated, refreshed package of health and safety guidance literature. This comes as a result of department encouragement to the industry to establish and health and safety strategic plan to guide improvement in operational practices and the revision of its Approved Code of Practice and associated BPG's and industry training literature. • Workplace Services has facilitated the conversion of Horticulture NZ's health and safety committee into an industry health and safety Council and secured HortNZ agreement to provide industry leadership and strategic planning. ments in their industry. 	<p>3a (1-8)</p>	<p>DoL</p>

	3a (1-8)
<p>Operate Safe is an accreditation regime for roading and civil contractors. The Operate Safe Accreditation Board became fully operational during the year, and has boosted Operate Safe's uptake. During the year the Accreditation Board also worked with the NZTA to strengthen and enforce its health and safety prequalification requirements to give Operate Safe contractors more recognition of their commitment to health and safety best practice.</p> <p>Initiatives during the year included:</p> <ul style="list-style-type: none"> • 300 people attending the ten regional Operate Safe roadshows in July 2008; • Rationalisation of the 3 stages of Operate Safe to better reflect contractor progress; • Integration of Operate Safe qualifications with other health and safety qualifications in the sector, to improve flexibility • Providing a one-stop shop for all facets of Operate Safe, with Roading New Zealand taking over the issuing of Operate Safe training cards, streamlining their issue by making the process totally electronic and removing duplication in the system. <p>In addition, Operate Safe began to work more closely with Site Safe to introduce a co-branded Site Safe Operate Safe Induction Card. In November 2008, Roading New Zealand initiated discussions across the construction sector to put in place one Health and Safety regime for the sector.</p> <p>A working relationship between Operate Safe, Site Safe and health and safety practitioners has been strengthened. This has allowed major Local Authorities procurers (Auckland City Council and Manukau City Council) to have the confidence to join forces with these two groups to produce industry wide health and safety systems for their cities.</p>	



OBJECTIVE	ACTIVITY 2007/08	STRATEGY ACTION TARGETED	LEAD
<p>3b – Encourage and enable industry and community leaders to promote workplace health and safety to their networks and communities</p>	<p>The Chief Executives' Injury Prevention Forum¹ (CEs' IP Forum) continued to provide leadership and direction to guide the injury prevention actions of government and non-government organisations. During the 2008/09 year, there was a focus on increasing accountability and mandate through strengthening the role of the CEs' Forum.</p> <p>Since March 2008, work has been undertaken on a proposal to expand the role of the CEs' IP Forum so that it is formalised to become the key operational decision making body responsible for driving performance within the NZIPS priority areas and for achieving a greater cross priority area focus. The CEs' IP Forum will be the accountability link between the individual agencies and the IP Committee, and provide a single point of decision making. As a means of formalising interagency commitment members of the CE's Forum signed a Memorandum of Understanding, in September 2008.</p> <p>A newly re-convened Ministerial Committee held its first meeting in June 2009. The Committee, chaired by Hon Wong, reviewed the Terms of the Reference for the Committee as well as the Evaluation of the New Zealand Injury Prevention Strategy.</p>	<p>3b (1) 3c</p>	<p>DoL</p>
<p>3c – Raise awareness and understanding of workplace health and safety in the wider community</p>	<p>The Shearing Health and Safety forum identified industry champions to be spokespersons for improvements in health and safety.</p> <p>ERMA NZ worked with the Insurance Industry Council and the Insurance Brokers Association (IBANZ) to raise awareness of HSNO in the workplace.</p> <p>CAA attended the Southern, Central and Northern agricultural field-days, as well as Mystery Creek, to promote agricultural/aviation health and safety to the agricultural community</p> <p>ACC is delivering a schools-based health and safety initiative through TEC's Gateway programme. This is intended to enhance health and safety education and awareness in secondary schools and is primarily targeted at students who intend to leave school to enter the workforce.</p> <p>The Shearing industry is widely circulating its Guidelines in health and safety and promoted health and safety at its Golden Shears competition</p>	<p>3b (1)</p> <p>3b (1 & 2)</p> <p>3c (2 & 4)</p> <p>3c (1 & 3)</p> <p>3c (1 & 2)</p>	<p>DoL</p> <p>ERMA NZ</p> <p>CAA</p> <p>ACC</p> <p>DoL</p>

<p>The MPIA is represented on the regional committee that oversees health and safety projects in Christchurch. Past activities included the Ministry organising and presenting at a meeting with local community leaders from the Pacific community to discuss the future direction of health and safety initiatives in Christchurch.</p>	<p>3c (1)</p>	<p>MPIA</p>
<p>A H&S and Labour Inspector proactively took the Swine Flu message to the East Coast small communities over a period of a week travelling to Marae, Health Centres and Community Halls to promote the topic and create awareness of the DoL web site. The opportunity was also taken to provide basic health and safety and employment relation information to these isolated rural groups. HSN0 assessments of those Marae visited were also completed. The message was well received with the communities expressing their appreciation of the opportunity to meet with staff from the DoL.</p>	<p>3c (2)</p>	<p>DoL</p>
<p>School Leaver Information Provision.</p> <p>Waikato/Eastern H&S Inspectors in a collaborative approach with Labour Inspector have expanded their Secondary School visits to deliver information on health and safety and employment minimum rights of employees to young vulnerable workers (year 11, 12 students). The number of schools receiving this service extended to 23 over the report period. The provision of this information to young people better equips them to handle their moving into employment.</p>	<p>3c (3)</p>	<p>DoL</p>
<p>Workplace Services Northern Region Maori rōpu group have been approached by Tainui (Waikato Eastern Region) to assist and be part of a new project called 'Waikato Tainui Marae Health and Safety pilot programme for 2009'. The programme aims to train Marae personnel to deal with health and safety issues, including fire prevention, building compliance, hazard identification, first aid, food safety and road safety practices to and from the Marae.</p> <p>This Waikato- Tainui health and safety programme is a pilot (with a maximum of 10 Marae in the first instance) it is intended to roll out the programme to the remaining 57 Waikato-Tainui marae over 2010-2011. The programme brings together the Department of Labour, New Zealand Fire Service, St John First Aid, NZ Food Safety Authority, ACC, Crombie Lockwood, Cove Kinloch.</p>	<p>3c</p>	<p>DoL</p>

1. The CE's IP Forum comprises representatives from the agencies leading the six national injury priority area strategies, as well as ALAC and Local Government NZ.



Glossary of Abbreviations

ACC: Accident Compensation Corporation

BusNZ: Business New Zealand

CAA: Civil Aviation Authority

CVIU: Commercial Vehicle Investigation Unit (New Zealand Police)

DBH: District Health Board

DoL: Department of Labour

ERMA New Zealand: Environmental Risk Management Authority New Zealand

HRC: Health Research Council

HSE Act: Health and Safety in Employment Act 1992

HSNO Act: Hazardous Substances and New Organisms Act 1996

IPNANZ: Injury Prevention Network of Aotearoa New Zealand

IPRC Act: Injury Prevention, Rehabilitation and Compensation Act 2001

ITO: Industry Training Organisation

MED: Ministry of Economic Development

MfE: Ministry for the Environment

Maritime NZ: Maritime New Zealand (formerly Maritime Safety Authority)

MoE: Ministry of Education

MoH: Ministry of Health

MoT: Ministry of Transport

MPIA: Ministry of Pacific Island Affairs

NGO: Non-government organisation

NOHSAC: National Occupational Health and Safety Advisory Committee

NZCTU: New Zealand Council of Trade Unions

NZIPS: New Zealand Injury Prevention Strategy

NZTA: New Zealand Transport Agency

Police: New Zealand Police

SCFNZ: Safe Communities Foundation New Zealand

SITO: New Zealand Seafood Industry Training Organisation

SMEs: Small and Medium-sized Enterprises

SNZ: Statistics New Zealand

SPARC: Sport and Recreation New Zealand

TEC: Tertiary Education Commission

WHSS: Workplace Health and Safety Strategy

WHO: World Health Organisation

WSMP: Workplace Safety Management Practices Programme





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