

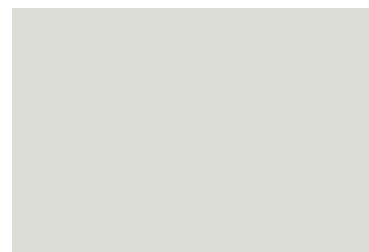
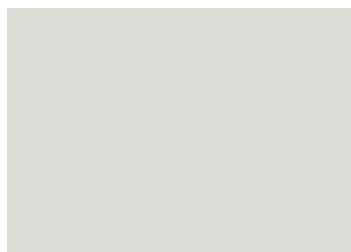
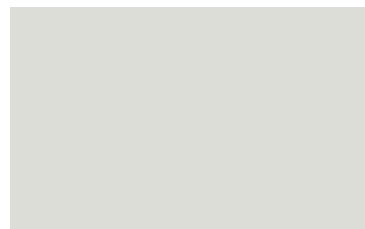
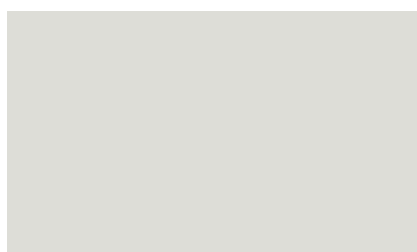
# WORKPLACE HEALTH AND SAFETY STRATEGY FOR NEW ZEALAND TO 2015

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

## Action Plan 2005/06

Hon Ruth Dyson, Associate Minister of Labour

June 2005



OUR VISION  
HEALTHY PEOPLE IN SAFE AND  
PRODUCTIVE WORKPLACES

## > ACTION PLAN 2005/06

### THIS PLAN LISTS ACTIONS AND DELIVERABLES TO SUPPORT THE WORKPLACE HEALTH AND SAFETY STRATEGY FOR NEW ZEALAND TO 2015.

It contains new initiatives, and existing activities that will be modified, for example, through better co-ordination and collaboration.

The plan does not cover all government agency activity for improving workplace health and safety. Much agency activity, or core business, is summarised in an Appendix.

A glossary for acronyms is included.

For more information, go to [www.whss.govt.nz](http://www.whss.govt.nz)



# > FRAMEWORK FOR ACTION

## VISION

Healthy People in Safe and Productive Workplaces



## OUTCOMES

### 1 Government Leadership and Practices

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

### 2 Preventive Workplace Cultures

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

### 3 Industry Leadership and Community Engagement

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



## OBJECTIVES

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

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

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

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

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

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

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

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

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



## ACTIONS

The Strategy identifies broad actions within each objective.

The action plans list specific deliverables to be implemented



## NATIONAL PRIORITIES

Airborne substances • Workplace vehicles • Manual handling • Psychosocial work factors

Slips, trips and falls • Vulnerable workers • Small business • High-risk industries

# > OUTCOME 1: GOVERNMENT LEADERSHIP AND PRACTICES

## OBJECTIVE 1A

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

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>1a (1) Create an effective governance arrangement, including a tripartite body, to lead and oversee the implementation and future revision of the Strategy</b></p> <ul style="list-style-type: none"> <li>• Recommend preferred options for governance and co-ordination mechanisms (including administration support)</li> <li>• Report to Associate Minister of Labour on implementation of the Workplace Health and Safety Strategy</li> <li>• Begin evaluation of the Workplace Health and Safety Strategy, using the evaluation framework</li> </ul>	<p>DoL</p> <p>DoL</p> <p>DoL</p>	<p>By December 2005</p> <p>Six monthly</p> <p>From July 2005</p>
<p><b>1a (2) Promote the Strategy and encourage key stakeholders to build it into their strategic and business planning processes</b></p> <ul style="list-style-type: none"> <li>• Develop and implement a 2005/06 communication plan for the Workplace Health and Safety Strategy</li> <li>• Promote the alignment of 2005/06 and 2006/07 annual business plans developed by the key government agencies represented on the Government Agency Group, with the Workplace Health and Safety Strategy</li> </ul>	<p>DoL</p> <p>DoL</p>	<p>By June 2006</p> <p>From July 2005</p>
<p><b>1a (3) Develop performance indicators and targets for workplace health and safety performance at a national level, and track progress against these using improved measurement systems</b></p> <ul style="list-style-type: none"> <li>• Continue to develop an integrated injury database. Publish reports from this database on work-related injuries</li> <li>• Identify and develop indicators for occupational disease and productivity loss to complement the work-related Valid Injury Outcome Indicators developed for the NZIPS</li> <li>• Report to the Associate Minister of Labour with advice on systems for surveillance of occupational disease and exposures in New Zealand</li> <li>• Review the Notifiable Occupational Disease System and commence improvements and promotion to general practitioners</li> <li>• Develop safety targets for rail as part of NZ Rail Safety Strategy</li> </ul>	<p>Injury Information Manager at SNZ</p> <p>DoL</p> <p>NOHSAC</p> <p>DoL</p> <p>MoT</p>	<p>Annual reports</p> <p>By June 2006</p> <p>By December 2005</p> <p>By June 2006</p> <p>By November 2005</p>
<p><b>1a (4) Develop, review, align and evaluate standards and guidance (such as codes of practice and guidelines) within the legislative frameworks of the HSE Act and the HSNO Act, so they are clear, relevant and effective</b></p> <ul style="list-style-type: none"> <li>• Revision of definition of serious harm in the HSE Act</li> <li>• Continue work programme to revise the HSE Regulations</li> <li>• Work programme to improve the HSNO legislative and administrative frameworks</li> </ul>	<p>DoL</p> <p>DoL</p> <p>MfE, ERMA New Zealand</p>	<p>By June 2006</p> <p>By June 2008</p> <p>By September 2005</p>

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<ul style="list-style-type: none"> <li>Continue the longitudinal evaluation of the HSE Act. The work programme for 2005/06 will focus on coverage of the Act, including mobile workers, volunteers and employee participation systems. Problem resolution will be evaluated, including hazard notices</li> </ul>	DoL	By June 2006
<ul style="list-style-type: none"> <li>Monitor the designation of CAA and Maritime NZ and warranting of CVIU inspectors under the HSE Act</li> </ul>	DoL (Maritime NZ, CAA, Police)	By June 2006
<p><b>1a (5) Ensure that practical information and support services are available to help workplaces achieve and surpass standards required under the HSE Act and the HSNO Act</b></p> <ul style="list-style-type: none"> <li>Rollout the Workplace Small Business Information Unit to other regions outside Auckland</li> </ul>	DoL	By June 2006
<p><b>1a (6) Ensure that enforcement activities (such as audits, inspections, investigations, and prosecutions) under the HSE Act, and the HSNO Act in places of work, are rigorous, fair and adequately resourced</b></p> <ul style="list-style-type: none"> <li>Improve DoL investigations by reviewing criteria for what is investigated, and applying the new Investigations Manual</li> <li>Review funding of DoL enforcement activities as part of DoL baseline review</li> </ul>	DoL DoL, Treasury	By June 2006 By December 2005
<p><b>1a (7) Improve the effectiveness and efficiency of enforcement activities and ensure that their focus includes the Strategy's national priorities (such as airborne substances and workplace vehicles)</b></p> <ul style="list-style-type: none"> <li>Upgrade health measurement and monitoring equipment used by DoL health and safety inspectors</li> <li>Review core occupational health training for DoL health and safety inspectors and provide training in the use of upgraded health measurement and monitoring equipment</li> <li>Develop and implement DoL "Poor Performer Programme" and integrate with ACC incentive programmes</li> <li>Continue to develop Safety Profile Assessment Number system to rate maritime operators</li> <li>Improved training of Maritime NZ staff on HSE audit and investigation processes</li> <li>Recruitment and training of CAA field inspectors and Field Safety Advisors to administer the HSE Act</li> <li>Begin HSE audits on aviation industry document holders by warranted HSE inspectors and by CAA auditors</li> <li>Continue to develop safety rating systems for commercial transport operators</li> <li>Police CVIU staff warranted as health and safety inspectors under the HSE Act use their powers to improve commercial vehicle safety</li> <li>Enhance mechanical inspection capability of Police through recruitment of additional vehicle and safety officers, and use of new brake testing equipment</li> </ul>	DoL DoL DoL Maritime NZ Maritime NZ CAA CAA Land Transport NZ Police Police	By December 2005 By June 2006 From July 2005 Ongoing From July 2005 By December 2005 By December 2005 Ongoing From January 2005 From July 2005

**OBJECTIVE 1B**
**Provide leadership in workplace health and safety through the government's role as an employer and purchaser**

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<b>1b (1) Establish performance expectations for government agencies (as employers) in relation to workplace health and safety practices</b> <ul style="list-style-type: none"> <li>• Develop and implement a strategic programme approach to working with the government sector to lift performance and demonstrate leadership in workplace health and safety (see Objective 3a for related deliverables)</li> <li>• Discussion paper on arrangements to increase support from Ministers and chief executive accountability</li> </ul>	<p>DoL (ACC, MoH)</p> <p>DoL</p>	<p>From July 2005</p> <p>By June 2006</p>
<b>1b (2) Increase government agency participation in ACC incentive programmes</b> <ul style="list-style-type: none"> <li>• Promote uptake of ACC incentive programmes by government agencies</li> <li>• DoL and ACC demonstrate leadership through their own workplace practices e.g. retaining tertiary level in the ACC Partnership Programme</li> </ul>	<p>ACC</p> <p>DoL, ACC</p>	<p>From July 2005</p> <p>By June 2006</p>
<b>1b (3) Provide practical guidance to improve government reporting (as an employer) in relation to workplace health and safety</b> <ul style="list-style-type: none"> <li>• Develop guidelines for triple bottom line reporting in the public sector</li> </ul>	<p>DoL</p>	<p>From July 2005</p>
<b>1b (4) Stocktake workplace health and safety practices in both the central and local government sectors, to encourage best practice and monitor progress</b> Deliverables to be included in future action plans		
<b>1b (5) Review government purchasing and contracting guidelines and practices, to promote workplace health and safety within a fair and effective trading environment</b> <ul style="list-style-type: none"> <li>• Workplace health and safety included in government procurement policy</li> <li>• Investigate options for safe vehicle fleet purchasing arrangements for government agencies, to set a high safety standard</li> <li>• Promote best value procurement practice for construction</li> <li>• Prepare discussion paper on areas and methods to improve purchasing practice</li> </ul>	<p>MED, DoL</p> <p>MoT (Land Transport NZ)</p> <p>Construction Industry Council</p> <p>DoL</p>	<p>By December 2005</p> <p>By June 2006</p> <p>Ongoing</p> <p>By June 2006</p>



**OBJECTIVE 1C**
**Improve co-ordination and alignment of government agency roles and activities**

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>1c (1) Clarify and, where appropriate, realign the roles and responsibilities of government agencies with workplace health and safety responsibilities, and strengthen interagency relationships at both regional and national levels</b></p> <ul style="list-style-type: none"> <li>Review memoranda of understanding and operational agreements between DoL and other agencies</li> <li>The tripartite body, referred to in 1a (1), is consulted on the realignment of roles and responsibilities of government agencies with workplace health and safety responsibilities</li> <li>Develop joint ACC/DoL communications to clarify the relationship between ACC incentive programmes and HSE regulatory activity</li> <li>Ensure representation of workplace health and safety within the National Road Safety Committee</li> </ul>	<ul style="list-style-type: none"> <li>DoL (Maritime NZ, CAA, Land Transport NZ, NZ Police, ACC, MoH)</li> <li>NZCTU, BusNZ, DoL, ACC</li> <li>ACC, DoL</li> <li>MoT, DoL, other National Road Safety Committee partners</li> </ul>	<ul style="list-style-type: none"> <li>By June 2006</li> <li>Ongoing</li> <li>By December 2005</li> <li>By June 2006</li> </ul>
<p><b>1c (2) Increase joint planning by government agencies to ensure better co-ordination and alignment of work programmes</b></p> <ul style="list-style-type: none"> <li>Develop an Action Plan for 2006/07 for the Workplace Health and Safety Strategy</li> <li>Interagency planning and delivery of 'willing compliance' projects to increase voluntary compliance with legal requirements for vehicles</li> <li>Implement new initiatives to improve safety in heavy vehicles, light commercial vehicles and rail</li> <li>Explore opportunities to develop co-ordinated work programmes, including research, aimed at improving health and safety of vulnerable workers: <ul style="list-style-type: none"> <li>precarious work (e.g. labour hire, casual or temporary workers)</li> <li>new migrants, Māori and Pacific people</li> <li>children</li> <li>older people</li> <li>people with impairments</li> </ul> </li> <li>Scope shared work programmes between the Public Health Directorate, MoH and the Workplace Group in DoL (including promotion of healthy workplaces and suicide prevention programmes)</li> </ul>	<ul style="list-style-type: none"> <li>DoL (Government Agency Group)</li> <li>Land Transport NZ (ACC, DoL, Police)</li> <li>Land Transport NZ (ACC, DoL, Police, MoT)</li> <li>DoL (ACC)</li> <li>DoL, MPIA</li> <li>DoL</li> <li>DoL</li> <li>DoL</li> <li>DoL, MoH, ACC</li> </ul>	<ul style="list-style-type: none"> <li>By June 2006</li> <li>By June 2006</li> <li>By June 2006</li> <li>From July 2005</li> <li>From July 2005</li> </ul>
<p><b>1c (3) Improve collaboration between agencies to get the best possible alignment between ACC incentive programmes and the HSE legislative framework</b></p> <ul style="list-style-type: none"> <li>Review and align methods used in audit and inspection for assessing implementation of standards</li> </ul>	<ul style="list-style-type: none"> <li>ACC/DoL working party (NZCTU and BusNZ)</li> </ul>	<ul style="list-style-type: none"> <li>By June 2006</li> </ul>

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<ul style="list-style-type: none"> <li>• Develop and publish Hazard Priorities and Solutions (HaPS) Database to ensure linkage between ACC incentive programmes and HSE regulatory standards so that hazards that cause injury are effectively controlled</li> <li>• Co-ordinated design of ACC Small Business Incentive Programme</li> <li>• Review Accredited Employer Programme (AEP) Framework in relation to 2002 HSE Amendment</li> <li>• Develop discussion paper on opportunities for recognising employer ACC incentive programme status</li> </ul>	<p>ACC</p> <p>ACC, DoL</p> <p>DoL</p> <p>DoL</p>	<p>By June 2006</p> <p>By December 2005</p> <p>By June 2006</p> <p>From December 2005</p>
<p><b>1c (4) Improve agency co-ordination for the management of hazardous substances in workplaces</b></p> <ul style="list-style-type: none"> <li>• Seek Cabinet clarification of the roles of agencies responsible for the enforcement of the HSNO Act</li> <li>• Develop a strategic plan (5-10 years) and suite of operational plans to improve management of hazardous substances across agencies. Seek agreement between Ministers and government agencies</li> <li>• Pilot of territorial (local and regional) authorities enforcing the HSNO Act and developing the relationship between workplace activity and environmental safety for premises where hazardous substances are used</li> </ul>	<p>MfE, ERMA New Zealand, DoL</p> <p>MfE (ERMA New Zealand, DoL, MoH, CAA, Maritime NZ, Customs, local and regional authorities)</p> <p>ERMA New Zealand, territorial authorities</p>	<p>By September 2005</p> <p>From June 2005</p> <p>By September 2005</p>
<p><b>1c (5) Co-ordinate government investment in workplace health and safety research and set research priorities that are aligned with this Strategy</b></p> <ul style="list-style-type: none"> <li>• Develop and revise the strategies guiding the Occupational Health and Safety Joint Research Portfolio so they align with the Workplace Health and Safety Strategy and NZIPS</li> <li>• Increase investment in occupational health research through a new joint venture within the Occupational Health and Safety Joint Research Portfolio of the HRC Partnership Programme</li> <li>• Purchase research relating to occupational health through ACC's research strategy</li> </ul>	<p>HRC, ACC, DoL</p> <p>DoL, HRC</p> <p>ACC</p>	<p>By June 2006</p> <p>From July 2005</p> <p>From July 2005</p>
<p><b>1c (6) Develop more effective processes for sharing data and information between agencies</b></p> <ul style="list-style-type: none"> <li>• Develop more systematic transfer of information from DoL to ACC to provide information for additional audit decisions</li> <li>• Expand the notification of serious ACC claims to DoL through the ACC Notifications Project and evaluate impact</li> </ul>	<p>DoL (ACC)</p> <p>DoL</p>	<p>By June 2006</p> <p>By June 2006</p>

## > OUTCOME 2: PREVENTIVE WORKPLACE CULTURES

### OBJECTIVE 2A

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

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p>2a (1) Review the literature and conduct research into the business benefits of a preventive approach to workplace health and safety</p> <ul style="list-style-type: none"> <li>Commission research into the relationship between workplace health and safety and productivity, as part of a new DoL project aligned to the Workplace Productivity Agenda</li> </ul>	DoL	By June 2006
<p>2a (2) Develop and promote practical tools to help workplaces identify and quantify business benefits</p> <p>Deliverables will be included in future action plans, following completion of research phase</p>		
<p>2a (3) Communicate the benefits of workplace health and safety to business owners, directors and senior managers through industry networks and business leaders</p> <ul style="list-style-type: none"> <li>Continue with "Safe Driving is Good Business" programme of activity</li> <li>Maintain interactive tools on the ACC website about the costs of injury</li> </ul>	Land Transport NZ (ACC, DoL, MoT)  ACC	Ongoing  Ongoing
<p>2a (4) Promote more extensive reporting of health and safety performance in public documents (such as annual reports), to enable benchmarking and encourage best practice</p> <ul style="list-style-type: none"> <li>Develop triple bottom line reporting guidelines for the private sector</li> </ul>	DoL	By June 2006



**OBJECTIVE 2B**
**Increase the commitment and capability of managers to systematically and effectively manage workplace health and safety**

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>2b (1) Provide practical guidance and tools to support the systematic and effective management of health and safety</b></p> <ul style="list-style-type: none"> <li>• Continue development of an ACC Small Business Incentive Programme</li> <li>• Develop guidance and tools to help employers manage occupational health hazards</li> <li>• Improve systems to manage worker fatigue:               <ul style="list-style-type: none"> <li>– Land Transport NZ will implement a Fatigue Management Programme trial for commercial transport operators and drivers</li> <li>– Maritime NZ will disseminate fatigue management guidelines to the fishing sector (in association with SITO)</li> </ul> </li> <li>• Continue to develop self-investigation guidelines for maritime incidents and dissemination of results through industry publications</li> </ul>	<p>ACC (DoL)</p> <p>DoL, ACC, ERMA New Zealand</p> <p>Land Transport NZ</p> <p>Maritime NZ, SITO</p> <p>Maritime NZ</p>	<p>By June 2006</p> <p>From July 2005</p> <p>By June 2006</p> <p>By June 2006</p> <p>By June 2006</p>
<p><b>2b (2) Build the capability of managers to manage effectively health and safety systems, particularly in small businesses and high-risk industries</b></p> <p>Deliverables will be included in future action plans</p>		
<p><b>2b (3) Raise managers' awareness about the benefits of workplace health and safety, and about employers' legal obligations to provide safe working environments</b></p> <ul style="list-style-type: none"> <li>• Develop and provide guidance material about the HSE Act for the aviation, maritime and commercial vehicle sectors</li> <li>• Refer to Objective 1a (regulatory activity) and Objective 2a (productivity)</li> </ul>	<p>Maritime NZ, CAA, DoL, Police, industry organisations</p> <p>DoL, CAA, Maritime NZ</p>	<p>By June 2006</p>
<p><b>2b (4) Increase the reach and effectiveness of ACC incentive programmes</b></p> <ul style="list-style-type: none"> <li>• Continue to develop proposed ACC Small Business Incentive Programme in five sectors (construction, agriculture, forestry, road freight, and motor trades) and establish an evaluation framework</li> <li>• Enhance capability of Approved Auditor Panel in relation to hazard management</li> <li>• Use the ACC claims database to identify risk profiles and improve targeting of audit processes</li> <li>• Use HSE activities to promote health and safety systems and participation in ACC incentive programmes</li> </ul>	<p>ACC (DoL, Land Transport NZ)</p> <p>ACC</p> <p>ACC</p> <p>DoL, CAA, Maritime NZ</p>	<p>By June 2006</p> <p>By June 2006</p> <p>By June 2006</p> <p>By June 2006</p>

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p>2b (5) Promote the systematic and effective management of health and safety through industry accreditation programmes and industry training programmes</p> <ul style="list-style-type: none"> <li>Develop, implement and evaluate accreditation schemes (e.g. OperateSafe, PRINCE)</li> </ul>	<p>Industry organisations</p>	<p>From July 2005</p>
<p>2b (6) Acknowledge excellence in health and safety management through recognition schemes and awards</p> <ul style="list-style-type: none"> <li>New Zealand Workplace Health and Safety Awards aligned with the Workplace Health and Safety Strategy</li> <li>Continue to sponsor Workplace Safety Awards at a regional level</li> </ul>	<p>Safeguard/Brookers, DoL  ACC</p>	<p>Annual awards in 2005 and 2006  Ongoing</p>

**OBJECTIVE 2C**
**Ensure that workers participate effectively in processes for improving workplace health and safety**

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>2c (1) Raise awareness about the benefits of employee participation, and also about employers' legal obligations to involve workers in workplace health and safety</b></p> <ul style="list-style-type: none"> <li>Promote employee participation at workplace and industry levels through public information initiatives</li> </ul>	DoL	Ongoing
<p><b>2c (2) Provide practical guidance for workplaces on employee-participation systems and practices to support effective involvement of workers in health and safety matters</b></p> <ul style="list-style-type: none"> <li>Develop a code of practice for employee participation</li> <li>Monitor and report on national and international trends in employee participation</li> </ul>	NZCTU, BusNZ, DoL (Maritime NZ, CAA)  DoL, NZCTU	By June 2006  By June 2006
<p><b>2c (3) Recognise the role that health and safety representatives play in the workplace, and provide them with support, resources and practical tools</b></p> <ul style="list-style-type: none"> <li>Strengthen links with employee participation mechanisms during DoL inspection and investigation activity</li> </ul>	DoL	By June 2006
<p><b>2c (4) Build the capability of health and safety representatives through training</b></p> <ul style="list-style-type: none"> <li>Approve courses for health and safety representative training and provide funding support through the Employment Relations Education (ERE) Contestable Fund</li> <li>Continue to provide financial support for health and safety representative training, including development and implementation of Stage 3 employee representatives course</li> <li>Monitor and review effectiveness of funding and delivery mechanisms, as a whole, for health and safety representative training</li> </ul>	DoL  ACC  ACC, DoL	By June 2006  By June 2006  By June 2006
<p><b>2c (5) Promote and enforce legal requirements relating to employee-participation systems</b></p> <ul style="list-style-type: none"> <li>Undertake inspections focusing specifically on employee participation practices</li> </ul>	DoL	By June 2006



# > OUTCOME 3: INDUSTRY LEADERSHIP AND COMMUNITY ENGAGEMENT

## OBJECTIVE 3A

## Develop and implement industry-led initiatives to improve workplace health and safety

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>3a (1) Create and strengthen industry health-and-safety groups and business/union partnerships as a means of directing and co-ordinating industry initiatives</b></p> <ul style="list-style-type: none"> <li>Continue to develop stronger linkages between ACC Safer Industries Programme forums, other ACC injury prevention programmes and the ACC Small Business Incentive Programme</li> <li>Review the ACC Safer Industries Programme, so that the effectiveness of this intervention continues to improve</li> </ul>	<p>ACC</p> <p>ACC (DoL, NZCTU, BusNZ)</p>	<p>By June 2006</p> <p>By June 2006</p>
<p><b>3a (2) Provide more effective government support for industry-led initiatives</b></p> <ul style="list-style-type: none"> <li>Develop and implement a strategic programme approach to working with high-risk industries and the government sector</li> <li>Provide more effective input from a regulatory perspective to industry initiatives being progressed through the ACC Safer Industries Programme</li> </ul>	<p>DoL (NZCTU, BusNZ)</p> <p>DoL</p>	<p>By June 2006</p> <p>By June 2006</p>
<p><b>3a (3) Develop and implement industry strategies and plans aligned to the Strategy</b></p> <ul style="list-style-type: none"> <li>Review and update industry strategies and plans developed within the ACC Safer Industries Programme</li> <li>Develop and promote maritime industry-based safety plans and programmes</li> <li>Promote the Construction Industry Health and Safety Strategy and implement action plans for each of its objectives</li> <li>Develop industry-level strategies and plans, to address other significant hazards and national priorities</li> <li>Identify targets for industries for hazardous substances</li> </ul>	<p>ACC, industry health and safety groups, NZCTU, unions</p> <p>Maritime NZ, industry groups, maritime unions</p> <p>Construction Industry Council, Site Safe, ACC, DoL, NZCTU</p> <p>Industry groups (DoL, ACC)</p> <p>ERMA New Zealand (MfE, DoL, MoH, CAA, Maritime NZ, Customs, local and territorial authorities, industry groups)</p>	<p>By June 2006</p> <p>Ongoing</p> <p>By 2009</p> <p>By June 2006</p>

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>3a (4) Produce and promote industry-specific standards and guidance material for significant health and safety issues</b></p> <ul style="list-style-type: none"> <li>• Continue to work with industries to develop standards, practical guidance and information products, to address national priorities or other significant industry hazards</li> <li>• Revise or revoke out-of date Approved Codes of Practice (i.e. ten or more years old) under the HSE Act in consultation with the relevant industries</li> </ul>	<p>DoL, ACC, Land Transport NZ, CAA, Maritime NZ, ERMA New Zealand, NZCTU</p> <p>DoL, industry groups, NZCTU</p>	<p>Ongoing</p> <p>By June 2007</p>
<p><b>3a (5) Use industry networks to raise awareness of workplace health and safety issues and to spread best-practice information</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of the Workplace Health and Safety Strategy among industry organisations (including trade unions) and through government sector networks</li> </ul>	<p>DoL</p>	<p>By June 2006</p>
<p><b>3a (6) Develop and modify industry programmes for training and accreditation, to achieve an increased focus on health and safety</b></p> <ul style="list-style-type: none"> <li>• Encourage use of entry-level qualifications e.g. National Certificate in Occupational Health and Safety (Workplace Safety) (Level 1)</li> <li>• Promote inclusion of relevant occupational safety and health unit standards in vocational qualifications</li> <li>• Gather and disseminate information on the extent and range of industry initiatives underway and identify barriers and success factors</li> </ul>	<p>ITOs</p> <p>ITOs</p> <p>DoL</p>	<p>Ongoing</p> <p>Ongoing</p> <p>By December 2006</p>
<p><b>3a (7) Build the evidence base for industry-led initiatives through investment in research and development</b></p> <p>Deliverables to be included in future action plans</p>		
<p><b>3a (8) Strengthen the competency of occupational safety and health professionals and practitioners through specialised education and training, certification and professional development programmes</b></p> <p>Deliverables to be included in future action plans</p>		

**OBJECTIVE 3B**
**Encourage and enable industry and community leaders to promote workplace health and safety to their networks and communities**

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p>3b (1) Identify industry and community leaders to act as champions or spokespersons for improved workplace health and safety</p> <ul style="list-style-type: none"> <li>• Industry health and safety groups identify and involve industry leaders to promote changes in practice</li> <li>• Industry groups and non-government organisations identify business leaders to promote workplace health and safety</li> </ul>	<p>Industry health and safety groups</p> <p>Industry groups, NGOs (including IPNANZ and SCFNZ)</p>	<p>By June 2006</p> <p>From July 2005</p>
<p>3b (2) Support industry and community leaders by providing them with information and communication resources that will be relevant to their networks and communities</p> <ul style="list-style-type: none"> <li>• Develop resources as part of the productivity project referred to under Objective 2a and guidance and information products under Objective 3a</li> </ul>	<p>DoL, ACC, Land Transport NZ, CAA, Maritime NZ, ERMA New Zealand</p>	<p>Ongoing</p>
<p>3b (3) Establish and provide forums in which industry and community leaders can communicate messages about health and safety to their networks and communities, and</p> <p>3b (4) Evaluate the effectiveness of the promotional activities carried out by industry and community leaders</p> <p>Deliverables to be included in future action plans</p>		

**OBJECTIVE 3C**
**Raise awareness and understanding of workplace health and safety in the wider community**

ACTIONS AND DELIVERABLES	RESPONSIBILITY (SUPPORT AGENCIES)	TIMELINE
<p><b>3c (1) Raise the profile of workplace health and safety as an issue of public importance, by drawing attention to the impact of work-related disease and injury on individuals, families/whānau and businesses</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of the NOHSAC 'burden' report</li> <li>• Safe NZ Week, incorporating a focus on workplace health and safety aligned to the Strategy</li> <li>• Workers Memorial Day (and ILO World Day for Safety and Health at Work)</li> </ul>	<p>NOHSAC Secretariat</p> <p>ACC (DoL)</p> <p>NZCTU, trade unions (DoL)</p>	<p>By June 2006</p> <p>By September 2005</p> <p>28 April 2006</p>
<p><b>3c (2) Increase awareness and understanding of specific workplace health and safety issues in the wider community, through public awareness and education programmes</b></p> <ul style="list-style-type: none"> <li>• Special Investigators series featuring DoL, Maritime NZ and CAA inspectors on TV One, funded by New Zealand on Air</li> <li>• Organise and sponsor conferences and events that include workplace health and safety topics</li> </ul>	<p>DoL, Maritime NZ and CAA</p> <p>DoL, ACC, EMAs, Industry groups</p>	<p>From October 2005</p> <p>From July 2005</p>
<p><b>3c (3) Promote the development of personal skills in workplace health and safety within the wider community through school-based education in health and safety</b></p> <ul style="list-style-type: none"> <li>• Increase workplace focus within ACC Thinksafe and Schools Programme, particularly for secondary school students</li> <li>• Develop training programme for young people who are starting work</li> </ul>	<p>ACC</p> <p>ACC (MoE, TEC)</p>	<p>By June 2006</p> <p>By June 2006</p>
<p><b>3c (4) Make links between workplace health and safety and community-based injury prevention and safety initiatives</b></p> <ul style="list-style-type: none"> <li>• Promote integration of safety messages between workplace and community at a regional level, through the activities of community-based organisations</li> <li>• Develop references to workplace health and safety in the Foundation Certificate in Injury Prevention for injury prevention practitioners</li> <li>• Increase the involvement of employers in community safety through the 'Spheres of Influence' project within Regional ThinkSafe Community programmes</li> <li>• Interagency co-ordination in relation to implementation of alcohol and drug intervention in workplaces</li> <li>• Promote focus on workplace vehicle safety through road safety programmes</li> </ul>	<p>NGOs including SCNZF and IPNANZ</p> <p>IPNANZ, Interagency steering group (DoL)</p> <p>ACC</p> <p>ALAC (ACC, DoL)</p> <p>ACC, MoT, Land Transport NZ</p>	<p>From July 2005</p> <p>From July 2005</p> <p>From July 2005</p> <p>From July 2005</p> <p>Ongoing</p>

## > APPENDIX: ACTIVITIES OF GOVERNMENT AGENCIES TO PREVENT WORK-RELATED DISEASES AND INJURIES

Agency	Scope	Activities
<b>Department of Labour</b>	All workplaces (safety and health) except ships and operating aircraft	<ul style="list-style-type: none"> <li>• Administration of the HSE Act in all workplaces except ships and operating aircraft</li> <li>• Enforcement of the HSNO Act in workplaces</li> <li>• Promotion activities to influence awareness and attitudes towards workplace health and safety</li> <li>• Information and facilitation about workplace health and safety</li> <li>• Workplace visits (information and support, assessment)</li> <li>• Investigations in response to notifications, complaints, incidents and fatalities</li> <li>• Enforcement actions</li> <li>• Funding for health and safety representative training</li> </ul>
<b>Accident Compensation Corporation</b>	All workplaces (covers all injuries and some illnesses)  Mandated to reduce work-related personal injury claim costs and levies by reducing work-related injuries	<ul style="list-style-type: none"> <li>• Administration of the IPRC Act</li> <li>• Incentive programmes like the ACC Partnership Programme for large employers to manage their own employee injury cover and employee claims, the ACC Workplace Safety Evaluation Programme for employers with poor safety records, and the ACC Workplace Safety Management Practices Programme</li> <li>• Guidance about injury prevention to employers</li> <li>• ACC Safer Industries Programme to improve health and safety in high-risk industries</li> <li>• Health and safety training initiatives</li> <li>• Business excellence awards</li> </ul>
<b>Environmental Risk Management Authority New Zealand</b>	Use of hazardous substances and new organisms	<ul style="list-style-type: none"> <li>• Administration of the HSNO Act 1996</li> <li>• Approval of applications to import or manufacture hazardous substances; or import, develop or field test new organisms</li> <li>• Promotion of public awareness of the risks of hazardous substances and new organisms</li> </ul>
<b>Ministry of Transport</b>	Transport system (safety and health)	<ul style="list-style-type: none"> <li>• Administration of the legislative framework to improve safety in land, air and maritime transport, including vehicle, driver and operator standards</li> <li>• Development of policies to promote safety in road, rail, air and maritime transport</li> </ul>
<b>New Zealand Police</b>	Land transport system (safety and health)	<ul style="list-style-type: none"> <li>• Enforcement by highway traffic patrol, strategic traffic units and the Commercial Vehicle Investigation Unit (CVIU) (both traffic and HSE enforcement)</li> <li>• Information, promotion and education about safety in land transport systems</li> </ul>

Agency	Scope	Activities
<b>Land Transport New Zealand</b>	Land transport system (safety and health)	<ul style="list-style-type: none"> <li>• Allocation of funding resources for road construction and maintenance and for travel demand management, passenger transport, regional development, and walking and cycling promotion</li> <li>• Implementation of the legislative land transport framework</li> <li>• Education activities at both national and community level</li> <li>• Information, promotion and advertising about alcohol, seatbelts, speed and other driver behaviour</li> <li>• Implementation of safety strategies e.g. for heavy vehicles</li> <li>• Managing the interface between the Railways Act and the HSE Act</li> <li>• Investigation of accidents and enforcement actions</li> </ul>
<b>Civil Aviation Authority</b>	Aircraft that are operating (safety and health)	<ul style="list-style-type: none"> <li>• Enforcement of rules and standards about flying safety in New Zealand</li> <li>• Administration of the HSE Act for operating aircraft</li> <li>• Registration of aircraft and audits of performance of aircraft operators</li> <li>• Information, promotion and education about air safety</li> <li>• Investigation of accidents and enforcement actions</li> </ul>
<b>Maritime New Zealand (MSA until July 2005)</b>	Ships (safety and health)	<ul style="list-style-type: none"> <li>• Enforcement of rules and standards about maritime safety in New Zealand</li> <li>• Administration of the HSE Act for ships</li> <li>• Registration and inspection of ships</li> <li>• Information, promotion and education about maritime safety</li> <li>• Investigation of accidents and enforcement actions</li> </ul>
<b>Ministry of Health</b>	<p>Covers health services*</p> <p>*Quality, coverage and access to health services affects the incidence and severity of work-related injury and illness</p>	<ul style="list-style-type: none"> <li>• Administration of the health legislative framework, including the Smoke-free Environments Act 1990</li> <li>• Purchasing and monitoring of healthcare services, including primary health (through district health boards) and public health services</li> </ul>

## > GLOSSARY

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



## > NOTES



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Copies are also available from:

**Department of Labour**  
**PO Box 3705**  
**Wellington**  
**New Zealand**

**email: [whss@dol.govt.nz](mailto:whss@dol.govt.nz)**