



Strategic Review of the Workplace Health and Safety System

Submission template

This template can be used to make a submission to the Independent Taskforce on Workplace Health and Safety. The template does not limit the length of your answers, and you can attach documents to supplement your answers if you wish. Alternatively, you can use the on-line questionnaire to make a submission, which can be found at www.hstaskforce.govt.nz. The on-line questionnaire restricts the length of your answers to about 300 words per question.

Please refer to the taskforce's consultation document, *Safer Workplaces* before completing this template. The consultation document can be found at www.hstaskforce.govt.nz

About you

* Indicates mandatory questions

1. *Your full name:

2. *Is this submission on behalf of an individual or an organisation?

☒ Individual ☐ Organisation

Name of organisation:

3. *Region

- | | | |
|--------------------------------------|--|--|
| <input type="checkbox"/> Northland | <input type="checkbox"/> Whangarei | <input checked="" type="checkbox"/> Auckland |
| <input type="checkbox"/> Waikato | <input type="checkbox"/> Bay of Plenty | <input type="checkbox"/> Gisborne |
| <input type="checkbox"/> Hawke's Bay | <input type="checkbox"/> Taranaki | <input type="checkbox"/> Manawatu-Wanganui |
| <input type="checkbox"/> Wellington | <input type="checkbox"/> Marlborough | <input type="checkbox"/> Nelson |
| <input type="checkbox"/> West Coast | <input type="checkbox"/> Canterbury | <input type="checkbox"/> Otago |
| <input type="checkbox"/> Southland | <input type="checkbox"/> Overseas | |

4. *Respondent category

- | | |
|--|---|
| <input type="checkbox"/> Employer | <input type="checkbox"/> Not in paid employment |
| <input type="checkbox"/> Manager | <input type="checkbox"/> Occupational health nurse |
| <input checked="" type="checkbox"/> Employee | <input type="checkbox"/> Health and safety practitioner |
| <input type="checkbox"/> Self-employed | <input type="checkbox"/> Other: |
| <input type="checkbox"/> Employee representative | |

5. *Which type of industry do you manage, own a business in, or work in?

- ☐ Agriculture
- ☐ Forestry
- ☐ Fishing
- ☐ Mining
- ☐ Manufacturing
- ☒ Electricity, Gas, Water and Waste Services
- ☒ Construction
- ☐ Wholesale Trade
- ☐ Retail Trade
- ☐ Accommodation and Food Services
- ☐ Transport, Postal and Warehousing
- ☐ Information Media and Telecommunications
- ☐ Financial and Insurance Services
- ☐ Rental, Hiring and Real Estate Services
- ☐ Professional, Scientific and Technical Services
- ☐ Administrative and Support Services
- ☐ Public Administration and Safety
- ☐ Education and Training
- ☐ Health Care and Social Assistance
- ☐ Arts and Recreation Services
- ☐ Other Services

6. *Size of business that you own / manage or work for?

- | | |
|--|--|
| <input type="checkbox"/> Self employed | <input type="checkbox"/> 20-49 employees |
| <input type="checkbox"/> 1-5 employees | <input type="checkbox"/> 50-99 employees |
| <input type="checkbox"/> 6-9 employees | <input checked="" type="checkbox"/> 100+ employees |
| <input type="checkbox"/> 10-19 employees | |

7. Gender

☐ Male ☒ Female ☐ Other

8. Age

- | | |
|---|--------------------------------|
| <input type="checkbox"/> 15–24 | <input type="checkbox"/> 45–54 |
| <input checked="" type="checkbox"/> 25–34 | <input type="checkbox"/> 55–64 |
| <input type="checkbox"/> 35–44 | <input type="checkbox"/> 65+ |

9. Ethnicity

- | | |
|--|--|
| <input type="checkbox"/> NZ Maori | <input type="checkbox"/> Asian |
| <input checked="" type="checkbox"/> European | <input type="checkbox"/> Middle Eastern/Latin American/African |
| <input type="checkbox"/> Pacific Island | <input type="checkbox"/> Other ethnic group |
| <input type="checkbox"/> Other European | <input type="checkbox"/> Do not wish to indicate |

10. Your contact details

Phone number(s)

Email address:

Please tick the boxes below as appropriate

- ☒ I consent to my submission being placed on the Independent Taskforce on Workplace Health and Safety website
- ☒ I would like my name withheld from publication (submissions from individuals only)

Please note that your name and contact information, including any personal information, is being collected so that the Independent Taskforce on Workplace Health and Safety can publish the names of people and organisations who or that made submissions, follow up with a respondent if any submission needs clarification, and for the general purposes of the Strategic Review of the Workplace Health and Safety System. The Independent Taskforce on Workplace Health and Safety is the intended recipient and holder of the information and can be contacted at PO Box 3705, Wellington, New Zealand. In accordance with Privacy Principle 7, you have the right to access and correct any personal information you provide.

Submission template questions

Please answer the following questions and feel free to attach any supporting documents.

If you are completing the template on paper, please feel free to add other pages but make clear which questions your answers refer to. **If you are completing the template electronically** and need more space for any of your answers, please write the rest of your answer into another document, making clear which question your answer refers to, and attach it when you send your completed submission template to us. The answer fields below hold approximately 430 words.

Who gets hurt, killed or suffers from ill-health or disease as a result of work?

1. What do you think is driving the differences in health and safety outcomes for different demographic groups?

Older people - used to working in an environment where awareness of H&S risks was generally poor (e.g. entering confined spaces and not understanding the potential consequences)

Self employed - tend to be overly involved in bringing in work and less involved in assessing the risks associated with their work. They may see it as an unnecessary expense.

Young people - lack of training / competency due to minimal H&S awareness (H&S not generally taught in schools). Possibly also have the sense of being invincible.

Immigrants ('other' workers) - lack of comprehension of the English language

2. What changes are needed to the workplace health and safety framework to improve outcomes for demographic groups with higher than average rates of injury and illness?

Require employers to demonstrate their commitment to competency and training for their staff, particularly those operating in high risk industries (e.g. construction) or those that can influence high risk industries (e.g. designers).

Regulatory framework

3. What do you think the challenges are with the current health and safety regulatory framework?

Ambiguity within the general public around which agency is responsible for what (i.e. MBIE vs MfE etc).
Ambiguity within professionals (e.g. designers, consultants) around what exactly they are required to do to fulfil their duties under the HSE Act.

4. How do you think the health and safety regulatory framework could be improved?

Having a single enforcement body that takes a proactive stance on health and safety.
Having regulations that guide duty holders in construction contracts to ensure the competency of staff, communication of risks and that a risk minimisation approach is taken to design and construction activities (such as the CDM regs, UK).
Keeping better data of the types of injury and illness that are occurring in the workplace so that patterns can be clearly recognised and proactive steps taken to H&S management.
Better communication at a national level with companies, particularly those in high risk industries.

Regulators' roles and responsibilities

5. How effective are the regulators in influencing workplace health and safety outcomes?

Not effective.

6. How could the regulators' roles and responsibilities be changed to improve their effectiveness in influencing workplace health and safety outcomes?

Merge H&S responsibilities of all the agencies into one body to improve efficiency, enhance communication and remove ambiguity.

New Zealand's changing workforce and work arrangements

7. What impacts are New Zealand's changing workforce and work arrangements having on health and safety outcomes?

8. What changes to the health and safety framework, if any, are needed as a result of the changing workforce and work arrangements?

Provide a statutory maximum number of work hours per week.

Provide support mechanisms for SMEs to help them be more proactive in H&S management (as this is often cost prohibitive).

Worker participation and engagement

9. How effective do you think worker participation is in improving workplace health and safety in New Zealand?

Not particularly effective.

10. What improvements can be made to worker participation in workplace health and safety so as to get better workplace health and safety outcomes?

Need better data on the workplace participation initiatives being used in NZ and their effectiveness so that the ideas can be shared, particularly between certain types of business (e.g. SME, or high risk industry). Could be gained through research or by getting employers to report on this.

Leadership and governance

11. To what extent do directors and other senior leaders provide effective leadership and governance of workplace health and safety?

Lack of awareness of what they could be doing better. Need to communicate case studies demonstrating proactive leadership to other leaders. Lack of data within organisations (other than lag indicators) to help management take proactive steps. A risk management approach is not always used - quite reactive.

H&S still seen to be a dull subject (until someone gets seriously injured).

12. What improvements can be made to directors' and other leaders' participation in workplace health and safety, so as to get better workplace health and safety outcomes?

Business Leaders' H&S Forum is a great start - needs to be further publicised.

H&S awareness training for directors to be promoted - tailored to their specific duties and responsibilities.

Capacity and capability of the workplace health and safety system

13. To what extent do firms have the capacity and capability to effectively manage workplace health and safety issues (including through accessing external resources)?

14. What options are there for improving firm level capacity and capability to deliver better health and safety outcomes?

Ensure that H&S risk awareness is integrated into the education system from primary level up.
Improve access to standards and training material to assist businesses in ensuring the competency of their staff.

Incentives

15. How effective are existing financial and non-financial incentives in improving workplace health and safety outcomes?

Relatively effective

16. How could incentives be better used to improve workplace health and safety outcomes?

Influencing health and safety outcomes beyond one's own workplace

17. How successful are government, industry, corporate or other potentially influential bodies in influencing health and safety outcomes beyond their own workplaces (for example through influencing their suppliers, counterparts, and competitors)?

It varies considerably. Procurement mechanisms (e.g. pre-qualification H&S requirements) have the biggest potential to change behaviours within organisations in New Zealand, and yet they are not fully utilised.

18. What could be done to get government, industry, corporate or other potentially influential bodies to exert greater influence on improving workplace health and safety outcomes beyond their own workplaces?

Government agencies should have standard procurement models that require suppliers to demonstrate their H&S performance (both statistics and details of management processes) during the procurement process.

Industries and corporates should have to report on their own initiatives to improve the H&S outcomes of their supply chains, such as using H&S performance as a required attribute during procurement processes.

Major hazards

19. How strong is New Zealand's current approach to regulating major hazards?

It appears to be largely left to individual companies to take the initiative, and it also appears this is done to varying degrees.

20. What improvements to the regulation of major hazards would lead to better health and safety outcomes?

Health and hazardous substances

21. What are the most significant challenges to managing occupational health risks and exposure to hazardous substances?

Lack of data collection within organisations
Lack of awareness

22. What changes could be made to the existing health and safety framework to reduce the harm caused by occupational disease and ill-health?

Small to medium-sized enterprises

23. What workplace health and safety challenges are specific to the self-employed and small-to-medium enterprises?

Lack of resource for H&S management (personnel, training etc).
Not seen as a priority and the costs are seen to outweigh the benefit.

24. What improvements could be made to the workplace health and safety framework, and its implementation, to ensure that it's effective for self-employed and small-to-medium sized enterprises?

Ensure the H&S requirements for companies are based on the level of risk of the activities being undertaken.
Provide support for SMEs to share the cost of H&S management.

Measurement and data

25. To what extent are New Zealand's workplace injury and occupational disease data collection mechanisms conducive to robust monitoring, investigation and comparative analysis?

Not very effective.

26. What opportunities are there for improving data collection, integration and reporting?

Our national culture and societal expectations

27. Do you think New Zealand culture influences our workplace health and safety outcomes?

Yes

28. What might we do to improve our culture relating to workplace health and safety?

Change the focus from a blame culture to one of mutual respect and wanting to keep others safe.

Find ways to empower people to speak up about their concerns, both for themselves and others.

Communicate about H&S - share learnings, case studies, successes and failures. Needs to be driven from a central agency.

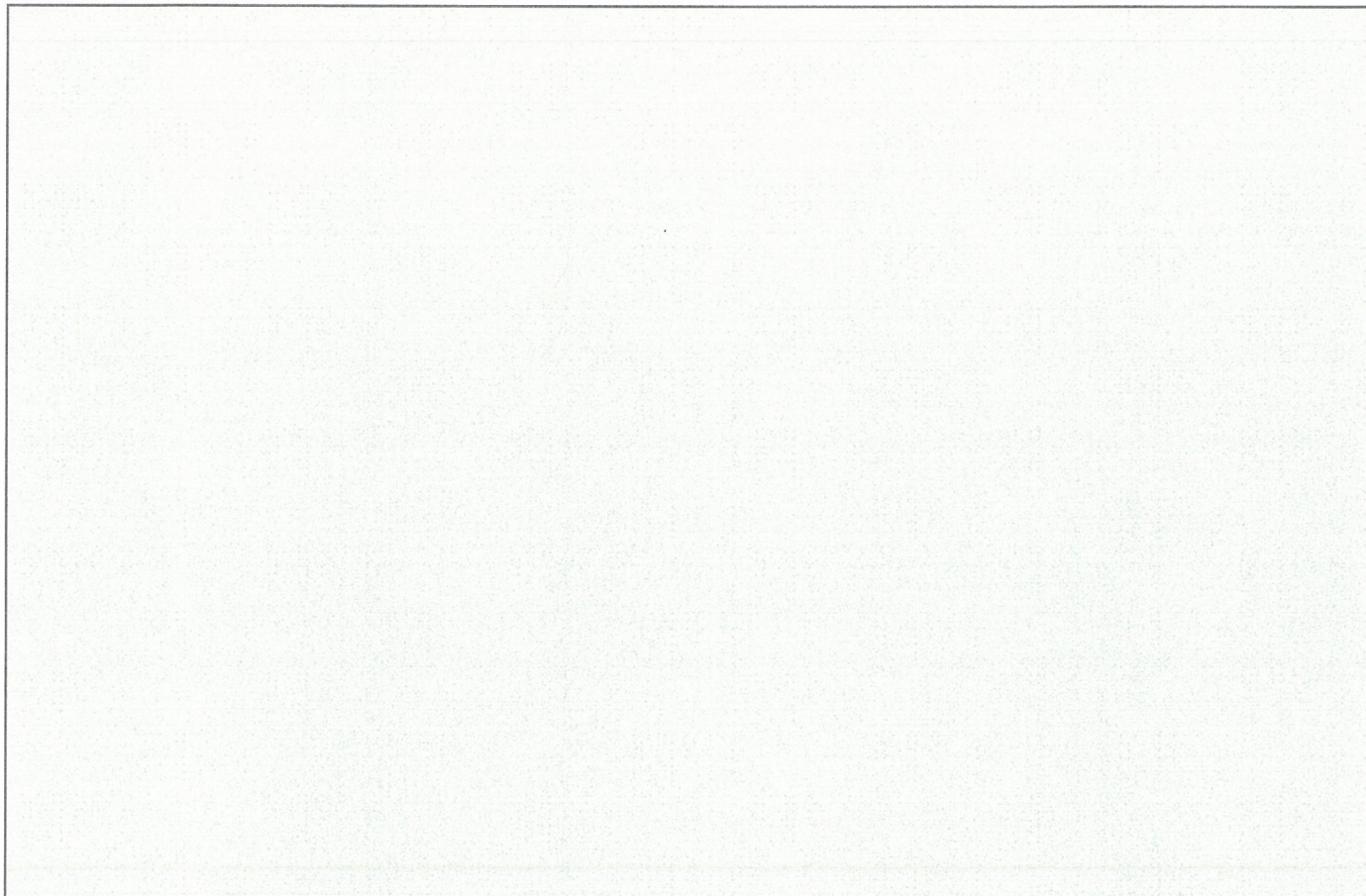
Other factors

29. Are there any other factors (not already covered) that influence workplace health and safety outcomes in New Zealand?

30. Do you have any other suggestions for how to improve workplace health and safety outcomes in New Zealand?

Other comments

31. Are there any other comments that you would like to make?



Please send your completed submission to secretariat@hstaskforce.govt.nz (preferred) or post it to: Submissions, Independent Taskforce on Workplace Health and Safety, PO Box 3705, Wellington 6140. We would appreciate it if you could get your submission to us as early as possible, but at the latest, you must get your submission to us by **5pm, Friday 16 November 2012**. If you are sending your submission to us by mail, you should put it into the post by 5pm, Wednesday 14 November 2012.