Safer Workplaces: Consultation document September 2012

Consultation Questions

**The questions/ issues below are what the *Ministerial Taskforce* considers to be important features of the workplace health and safety system.
Please consider and write down your comments on these issues
before attending the EMA Health and Safety consultation programme.**

Who Gets Hurt, Killed or Suffers From Ill-Health or Disease as a Result of Work?

Q1. What do you think is driving the differences in health and safety outcomes for different demographic groups?

- Ageing work force – poor co-ordination, less physical, less sensitive etc and takes longer for recovery
- Attitude of older generation – "I've done this all before"
- Cultural difference – Education and awareness

Q2. 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?

- Training and awareness
- Increase personal responsibility and accountability

Regulatory Framework

Q3. What do you think the challenges are with the current workplace health and safety regulatory framework?

- Difficult to interpret and apply

Q4. How do you think the workplace health and safety regulatory framework could be improved?

- Focus on process and procedure and not compliance
- Provide clear guideline for application in layman's term

Regulators' Roles and Responsibilities

Q5. How effective are the regulators in influencing workplace health and safety outcomes?

- In-effective – emphasis on compliance and not safety culture and awareness

Q6. How could the regulators' roles and responsibilities be changed to improve their effectiveness in influencing workplace health and safety outcomes?

- Focus on safety culture and not simply compliance to regulations

New Zealand's Changing Workforce and Work Arrangements

Q7. What impacts are New Zealand's changing workforce and work arrangements having on workplace health and safety outcomes?

- Increasing number of non English speaking or English as a second language workforce
- Increasing number of small business – high cost of compliance
- Ageing workforce – longer for recovery

Q8. What changes to the workplace health and safety framework, if any, are needed as a result of the changing workforce and work arrangements?

- Improved communication to cater for other ethnic group
- Increase awareness and training

Worker Participation and Engagement

Q9. How effective do you think worker participation is in improving workplace health and safety in New Zealand?
Very effective if done properly

Q10. What improvements can be made to worker participation in workplace health and safety so as to get better workplace health and safety outcomes?
To include personal accountability

Leadership and Governance

Q11. To what extent do directors and other senior leaders provide effective leadership and governance of workplace health and safety?

Q12. 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?

Capacity and Capability of the Workplace Health and Safety System

Q13. To what extent do firms have the capacity and capability to effectively manage workplace health and safety issues (including through accessing external resources)?

Q14. What options are there for improving firm level capacity and capability to deliver better workplace health and safety outcomes?

Incentives

Q15. How effective are existing financial and non-financial incentives in improving workplace health and safety outcomes?
In-effective – does not affect individual

Q16. How could incentives be better used to improve workplace health and safety outcomes?
Incentive scheme should benefit individual

Influencing Health and Safety Outcomes Beyond One's Own Workplace

Q17. How successful are government, industry, corporate or other potentially influential bodies in influencing workplace health and safety outcomes beyond their own workplaces (for example through influencing their suppliers, counterparts, and competitors)?

Q18. 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?

Major Hazards

Q19. How strong is New Zealand's current approach to regulating major hazards?

Q20. What improvements to the regulation of major hazards would lead to better workplace health and safety outcomes?
Include personal liability in the system

Health and Hazardous Substances

Q21. What are the most significant challenges to managing occupational health risks and exposure to hazardous substances?

- Application of training skill after it is completed

Q22. What changes could be made to the existing workplace health and safety framework to reduce the harm caused by occupational disease and ill-health?

- Include personal liability should an incident occurs

Small to Medium-Sized Enterprises

Q23. What workplace health and safety challenges are specific to the self-employed and small-to-medium enterprises?

- Lack of resources to comply
- Lack of knowledge

Q24. 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?

- Provide state funded training
- Mandatory licensing for business owners (state funded)

Measurement and Data

Q25. To what extent are New Zealand's workplace injury and occupational disease data collection mechanisms conducive to robust monitoring, investigation and comparative analysis?

Q26. What opportunities are there for improving data collection, integration and reporting?

Our National Culture and Societal Expectations

Q27. Do you think New Zealand culture influences our workplace health and safety outcomes?
Yes – widely publicized slogan such as "Can do attitude", "DIY"etc

Q28. What might we do to improve our culture relating to workplace health and safety?

- Improve public awareness

Other factors

Q29. Are there any other factors (not already covered) that influence workplace health and safety outcomes in New Zealand?

Q30. Do you have any other suggestions for how to improve workplace health and safety outcomes in New Zealand?

Other comments

Q31. Are there any other comments that you would like to make?