



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:

Fred Delahunty Frederick John Delahunty.

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 type="checkbox"/> Auckland |
| <input type="checkbox"/> Waikato | <input checked="" 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 type="checkbox"/> Employee | <input type="checkbox"/> Health and safety practitioner |
| <input checked="" type="checkbox"/> Self-employed | <input type="checkbox"/> Other: |
| <input type="checkbox"/> Employee representative | <input type="text"/> |

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 checked="" 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 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 type="checkbox"/> 25-34 | <input type="checkbox"/> 55-64 |
| <input type="checkbox"/> 35-44 | <input checked="" 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?

In major industries eg Fonterra, CHH etc. not a lot of difference, they have good procedures to follow for all, in small or individual business, safety procedures are not always apparent, ethnic groups have differing ideas regarding safety & smaller business can be more blasé regarding safety & see safety as a cost rather than an investment, they are more prepared to take a risk to complete a job but don't see it as a risk, their workers are used to this practice.

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?

Education & attitude change, do JSA (job safety analyses) before each new job. be more honest when near miss events occur so they learn, change has to be accepted or they will carry on doing the same mistakes, getting the same result.

Regulatory framework

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

Some good regulations currently exist, it's the way different groups read the regulations to suit their own cause that is a problem. "we don't have to follow that part, no one will notice" mentality is prevalent. It is good the govt. is looking for improvement but they have to be more tough to ensure regulatory framework is followed.

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

Our H & S Regulations are similar to Australia & it is twice as safe to work there so we must have a different attitude when we look at safety, we resist change, we have to have better education on why we should work safe, regulations have to be policed stronger, we are good at making excuses why we shouldn't play the game.

Regulators' roles and responsibilities

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

I don't think they are great, they are prepared to listen to excuses, they are too weak to influence, the regulators need to be direct, need to be seen to be strong, need to earn respect. A huge amount of NZ workforce still think 20 years ago, some of us don't see the world has changed. It is now not OK to get hurt, we need to urgently push this message of change, no excuses.

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

The roles & responsibilities may not need to be changed drastically, sure, regulators need to be more responsible but change has to come strongly from the top & this is where the government has to show more than just talk. The workforce must be educated to take note the regulators & government are serious about getting safety on par with Australia, if any are not willing to aim for this goal they need to be told "What you are doing is not good enough". Boundaries around safe work practices have to be respected before real changes are noticed. The same goes for work sites, if safety does not start from the top, the CEO, then it won't work because his example is bad & this is happening in NZ. From government, any improvements must include telling CEOs or company owners "Mate, you are part of this drive so give a positive example to you workers, remind them you want above all for them to go home safe." Communication at all times on safety performance is vital.

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?

Change is on going that is why education is important to minimise fear of change & to build confidence that we can handle it,if we don,t have this confidence our mind is not 100% on the job,we will have accidents.There are strong signs that change,this lack of confidence is responsible,in part for at least minor accidents.If different work arrangements take place it must be done at a reasonable pace not slapped on to the worker immediately without time to adjust to the new programme,this will lead to frustration & the chance of being hurt.Frustration is a big cause of injuries.

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

If all safety proceedures on each work site are explained clearly & policed correctly to any changes in the workforce,changes to the H & S framework need to be very minimal,if at all.The framework is there,we need to develope the attitude to follow it.sure,at times minor changes may need to occur but it,s up to the worksites to ensure the framework is adhered to

Worker participation and engagement

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

Very important. Having workers participating in any changes for improvement in safety gives them the knowledge they are part of this change, they designed it so they own it, they are far less likely to break those changes they helped create. If workers are told these are the new changes so abide by them, without consultation, many just dig their toes in & ignore the change.

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

As above, include the worker to put his ideas forward to improve his worksite safety, they will feel more important, more wanted, more special & more willing to co-operate. There reasons for excuses are taken away. Listen to the workforce, some ideas may be rubbish but not all will be. We all want to feel wanted, feel important.

Leadership and governance

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

Not all Directors provide effective leadership on H & S. Firstly they are too distant from the work force & secondly they often see safety as a cost, not an investment. They need to recognise that workers' safety is an investment; they gain from it. Senior leaders are often the filling in the sandwich between workers' safety & the directors' budget, so they have limitations on how much they can provide for safety. Some companies are great but most are not anywhere near 100%.

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?

This is simple. Look at government regulations, H & S requirements and insist directors & leaders make sure these are part of the rules for their company & are adhered to. Many are already good at this.

CEO, Directors & Leaders must be seen at all levels of the company to be a willing participant in H&S for that company. Along with the workforce, they must be visible and attend all safety meetings, not just send along a message. Their visible attendance is great Public Relations.

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)?

In my experience they have the means to manage H & S but to often they do not always have the desire to adhere to the means, if pressure goes on often safe practices disappear. Often small business, say a painting business will work at height from a tall ladder rather than scaffold or platform because of the extra cost & the willingness to take the risk because that is the way they have always done such a job. The resources can be got but the old attitude still exists. If they respect safety external resources are always available if wanted.

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

Education on H & S requirements & the penalties that would follow if these requirements are not met. They really do not have an option but to follow safety rules & they need to understand & follow this, this is where the government must go past the talking part & provide this education & insist on it.

Sought out other businesses who have obtained good H&S and seek their advice, never be too proud

A healthy workplace is where workers and managers communicate for continual improvement and promote the H&S and well being of all their people.

Improve Auditing Skills.

Incentives

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

We are twice as likely to get hurt than the Australians, so financial & non-financial incentives are not working. Each worker needs to understand that going home at the end of the shift is the greatest reward, the greatest incentive. At the beginning of each work day they should say quietly to themselves "I am going to make sure I go home tonight in one piece. no risks". They should be taught as part of safety education to think "What would it be like for my family if I did not come home from work tonight, how would they manage". That is the incentive we need, What we are going to lose if we have an accident, not what we are going to be given if we don't have one.

when we do things without reward, we are well on the way to developing resilient attitudes & ownership for our safety & the safety of our workmates. "What can I do to make a difference to safety" is the mindset that requires developing.

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

Spend the money on safety meetings, safety talks maybe from a professional, to help prevent accidents, put a morning aside to get the workforce together to learn what it is like to be hurt & how it affects many people mostly the direct family which often never gets over a tragedy. Put a smoko on & let them hear the message, it will last a lot longer than a few dollars reward for one person.

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)?

Not good, much more work needs to be done here, really needs to be a major part in your push for improvement.

Often senior people only get excited about safety when someone gets hurt.

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?

First show their own workplace as a great example so others want to follow such a good example. Spend money to hear appropriate speakers who are experts on accidents & recoveries. Offer positive advice to your local MP. & follow up to see if they have listened. Show how "WE" have perfected safety & here are a few ideas. Some companies in NZ are shining lights as far as safety goes, sought them out & ask for advice.

Siemens and Fonterra have put a lot into improving safety, ask how they do it. Managers and senior executives are key to any change.

Major hazards

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

At best, good.

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

Regulations are already there. Any hazard must be investigated down to the last inch. Total honesty must be paramount and the findings should be made public so maximum learnings are guaranteed. Companies involved should not be protected from the public. From these investigations, regulators will recognise if the regulations are efficient enough; different companies can learn from others mistakes and findings, any improvements must be shared, must be made public.

Health and hazardous substances

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

Getting all workplaces to always include a JSA before attempting the job so all hazards are recognised before commencement.

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

Always use the proper PPE is a big start, checking the environment for bad air & polutions is another, control of emmissions are just a few that should be heavily policed.

Small to medium-sized enterprises

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

Money is put aside to guarantee workers have the proper PPE, the proper equipment to work with, not just gear that is near enough, & communicate with their workforce to get ideas for improvements, make sure each worker understands the meaning of safe work practices & lead by example.

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?

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?

Some large companies are excellent, suggest small companies need help.

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

Many, smaller companies should request help from larger companies who are doing well in this field so they can also improve from this knowledge, knowledge sharing is great & available.

Our national culture and societal expectations

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

Yes, very much, the old saying "she, I'll be right" still exists as does "I've done it this way all my life & I'm still here" Many have survived by luck, not talent.

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

This is the hardest of them all, it gets back to education again & the importance of looking after your self & your workmates & having the honour of going home to your family at the end of the shift. Work on your people with a good culture & use peer pressure from them to get the bad culture to change, to see the benefits, if they don't change encourage them to work elsewhere as they are holding back safety where they currently are.

Other factors

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

- 1 It is short sighted business practice to compromise the health of workers for the wealth of enterprises. All business must have a strong belief in this mindset.
- 2 Humans are more concerned about getting cancer than having a workplace accident. All of us must conform to a set of rules layed down by government and their business for "THEIR" protection, not for any other so-called "Hidden Agendas". Our mindset should say "Safety is ensuring we "ALL" take responsibility and ownership for our safety and the safety of our workmates."

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

Yes, the big one. Drugs and alcohol in the workplace or arriving at work already affected. It does not matter what changes, what new rules are brought in, they will be an improvement, but to really get huge improvement, drugs/alcohol must be eliminated and this will be a huge task because it still exists on many worksites. Some large companies are already great at policing this but we have in N.Z a long way to go. 40% of road accidents are in some way caused by drugs/alcohol and this result could well apply in the workforce. From government it must be strongly stated "The use of substances in the workforce is totally unacceptable and will not be tolerated." The unions have to come on board with this to. It has to be fair to ALL it's members. Random drug/alcohol testing is more prevalent in Australia than N.Z. Is this a message.

Other comments

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

I feel especially strong about work place safety & have for many years been very active in this field & are so pleased there is now a group in NZ that says we have had enough, we want change. I myself should not be alive due to a workplace accident. I have talked to most major sites in NZ on safety eg Fonterra, CHH, Genesis, Meridium, Agri Balance, Orion, Orica, Golden bay cement, many companies in Australia including Rio Tinto, Kimberly Clarke. Have presented at many conferences in NZ, Australia, most of their cities, & USA in San Antonio, San Francisco, Indianapolis. I am a member of Speakerlink & my website is www.freddelahunty.co.nz if you wish to see why I am totally behind your efforts to bring us up in line with Australia & Britain. All the best.

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.