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**From:** George Harding  
**Sent:** Monday, 17 September 2012 6:04 p.m.  
**To:** Secretariat Taskforce  
**Subject:** My Five Cents Worth

H&S , at last it is great to see that is a concerted high level effort to get to grips with this problem which has afflicted the N.Z. working community for years.

1. 25 years RNZAF service in the Communications/Electronics discipline where H&S was a way of life and in my first week at No.2 T.T.S. Wigram we had Holger Neilsen and later Sylvester Broche artificial resuscitation, later superceded by C.P.R. which itself has evolved into todays' current philosophy and for the next 25 years I received CPR refresher training every six months.
2. 22 years Public Service in the same discipline wher CPR training for my Technicians was not obligatory so I trained as a Heart Foundation CPR Instructor so I could care for my troop as the RNZAF had taught me to.
3. A Major Heart attack in 1999 required a reduction in working hours and I was invited to assume the role of H&S Advisor as when I was the P.S.A. H&S Delegate who had an Open Polytech Certificate in H&S Management, I apparently annoyed my superiors so much that I was invited to switch from a Union to a Corporate role and work towards the A.C.C. W.S.M.P accreditation.
4. In 2006 our son suffered a stroke and now requires 24/7 care in a nursing home where five years ago I "volunteered" as Resident's Advocate to give me some authority to work with Management to correct all the H&S anomalies I noted.

What have I learned from this 56 years of H&S activity.

1. You can't legislate for idiots.
2. If it is possible to cut a corner somebody will.
3. Most "line managers" have not received any formal H&S training and those that have, make their own rules and decide levels of enforcement.
4. H&S rules enforcement is seen as "O.T.T. (over the top) particularly where it materially affects outcomes.
5. Junior managers will often use "security" or other non negotiable excuses for non application of the H&S Rules
6. Most senior management have no idea of the principles and practice of H&S and are seen as not giving it their 100% support and this attitude flows downwards.
7. The most helpful people I found during my time as a H&S Advisor were the (then) Labour Department staff who were unstinting in their willingness to assist in solving "curly" problems without the risk of being "pinged" for an infringement.

For your information.

George Harding