



# 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](http://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](http://www.hstaskforce.govt.nz)

### About you

\* Indicates mandatory questions

#### 1. \*Your full name:

Gina Espagne

#### 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

- ☐ Employer
- ☐ Manager
- ☒ Employee
- ☐ Self-employed
- ☐ Employee representative
- ☐ Not in paid employment
- ☐ Other:

#### 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 type="checkbox"/> 25–34            | <input type="checkbox"/> 55–64 |
| <input checked="" 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?

Males account for 95% of work related fatalities.

Reasons behind this is that there are more males in high risk job than females, males are also known to be risk takers as they just want to get on with the job and do it - NZ culture - number eight wire.

Older workers are more vulnerable.

The rise in retirement age has had an effect on how many older people are in the workforce, this as well as the recession has forced a lot of older people back into the workforce. The older workforce also have more of a 'she will be right' attitude when they first started out in the work force and for the majority of their working career there was not a big focus on health and safety. As we age we are more susceptible musculoskeletal injuries.

Other workers (non Pakeha, Maori & Pacific) have a higher serious injury rate.

Lack of education and language barriers. This group are usually desperate for work so will do anything and will not speak up if they believe the job is unsafe for fear of losing their job and losing their income and letting their families down.

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?

We need to change our culture and promote taking risks is not ok, education is the key to this and this education needs to include the effects an injury can have on lives - a good example of marketing used to change culture is the drink driving television campaign that has been driven by the ministry of transport. Australia have used television campaigns to educate people in safety and this has helped build up the awareness in people and make them aware of the risks they take.

Foreign workers should have some type of training that will educate them of their rights to work safely - this training also needs to be measured to ensure it is effective. For the training to be effective needs to be mandatory - at the same time this training needs to be available for employers to provide at no or minimal cost.



## Regulatory framework

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

The currently framework is very paper based - there is too much room for confusion - the legislation needs to be more descriptive and simple for people from all walks of life to be able to understand.

Simplicity is they key - people find the wording of the act hard to read so their understanding of what is required of them is very limited.

Regulations were to be brought in to help support the Act, however there were only a few ever published and there are still many gaps in the framework.

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

People on the coal face need to have more input, the majority of our workers will not be putting submissions through for this review as it takes them out of their comfort zone - however these are the people that need to help direct it.

Keep the framework simple it needs to be clear non legal jargon so that all people understand what is required of them, the majority of our small business owners and workers find the current Act too hard to understand so it is easier for them to ignore it.

ACC have become good at relationship management and have assigned relationship managers this is an avenue the MBIE could explore as it would be beneficial for the employer, employee and MBIE.

More affordable training provided to businesses - there are businesses out there at the moment that cannot afford to put their employees through training with the current training providers due to the costs involved.

Training that is mandatory should be stipulated in our high hazard areas - the MBIE needs to stipulate which NZQA units are required - this then helps employers understand what is required and takes away the risk of employers been told the incorrect information from training providers.

Significant hazards there are so many different views on how to rate a hazard and so many different forms are used to calculate risk scores throughout different businesses - it would be beneficial to have one system for this.



---

## Regulators' roles and responsibilities

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

The MBIE Inspectors have become more proactive in the last couple of years however they have little resource available to them to be able to do this and continue to improve on it. There is always a need for businesses and people to be held accountable for their actions however even with the prosecutions and the fines increasing we are still killing people.

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

Regulators such as the MBIE need to continue to work on being proactive rather than reactive they need to have the resources to be able to provide education and support to businesses to help them become compliant. We need to have these regulators working with the industries they have the experience in.

MBIE Inspectors need to assess, advise, educate and enforce and they need to do this in the sectors that they are experienced in. The roles of educators and the enforcers need to be separated.

Employees also need to be held accountable for their actions - employers are being prosecuted but in some cases it really should be the employee.



---

## 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?

The financial pressures that our low to medium income workers face due to the ever rising cost of living means we have people taking on more hours at work or in some cases taking on secondary employment to help make ends meet - this can result in fatigue which is a high risk to both health and safety.

Businesses are trying to cut costs and are not replacing people once they have left or are pushing their employees to their limits and refusing to take on additional resource to support the business demands.

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

Perhaps more emphasis on what hours are acceptable in general - along with education on the dangers of fatigue (not just with driving)



---

## Worker participation and engagement

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

Health and Safety is becoming more known with employees due to the increase in focus and prosecutions this is bringing Health and Safety into the media and increasing peoples knowledge. The more we educate our people and it becomes imbedded in their every day lives and is accepted as 'just how we do things' - the more the health and safety performance will improve.

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

We need to keep the health and safety representative training running - there was a cut in funding for this recently which meant a reduction in this training available to businesses be good to see this up and running to full capacity again.

We also need to make sure we don't dumb our people down, people still need to know how to think for themselves.



---

## Leadership and governance

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

Legislation needs to be strong enough to ensure that health and safety come before production - it is important for safety to be a forefront of every ones mind - this needs to be driven from the top down.

When there is a significant consequence to the decision makers of a business this will lead them.

When injuries are caused by negligent businesses - should ACC be give the right to recover costs from those businesses?

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?



---

**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)?

There are training courses available and some of these are subsidised however this is only for certain industries and these are also capped. Some businesses do not have the funds necessary to put their teams through robust Health and Safety training.

There should be a requirement for all Health and Safety Training that is undertaken to be NZQA approved this will help ensure the training provided is to a high standard.

Schools and tertiary providers should all include health and safety/risk management as a component in all levels of schooling and training.

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



---

## Incentives

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

The current WSMP Audits that allow a business to achieve levy discount is a great incentive for businesses - if a business can cut costs to their business while improving their health and safety systems this can only be positive. However there needs to be something more robust put in place or more expectations put on businesses to go above and beyond the auditing requirements of the current ACC audit requirements.

Penalties for not been compliant are a must however with the lack of resource the MBIE have in the roles of inspectors this has not being very effective. For this to work there needs to be more inspectors visiting work sites in a pro active way.

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

There has been mention of a star rating process being implemented I think we are risking the effectiveness of what is working by introducing additional programmes - eg currently ACC WSMP and now a star rating coming through. Would it not be more effective to have just one incentive programme that covers all areas?



---

**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)?

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?



---

## Major hazards

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

NZ has a long way to go in regulating major hazards the steps that have been taken in the couple of years with our high hazards focus is certainly a step in the right direction but there is a lot more work that needs to happen in this area.

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

New Zealand's management of major hazards is not as robust as other countries we need to improve on this and look at the other examples that are being used by other countries such as Australia's model workplace health and safety regulations and in Europe/UK Seveso and adapt these to work within our own country.



---

## Health and hazardous substances

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

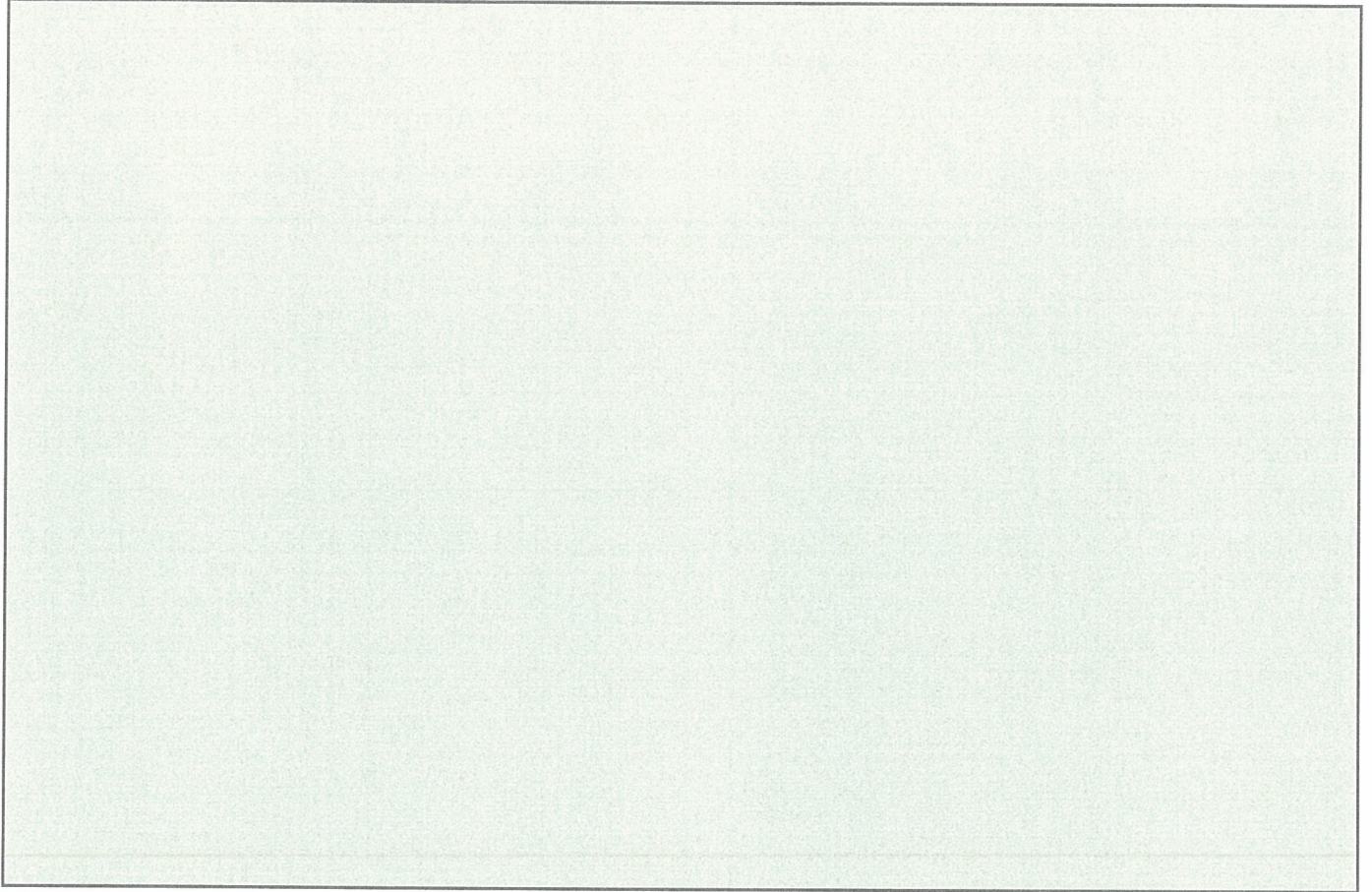
22. What changes could be made to the existing health and safety framework to reduce the harm caused by occupational disease and ill-health?



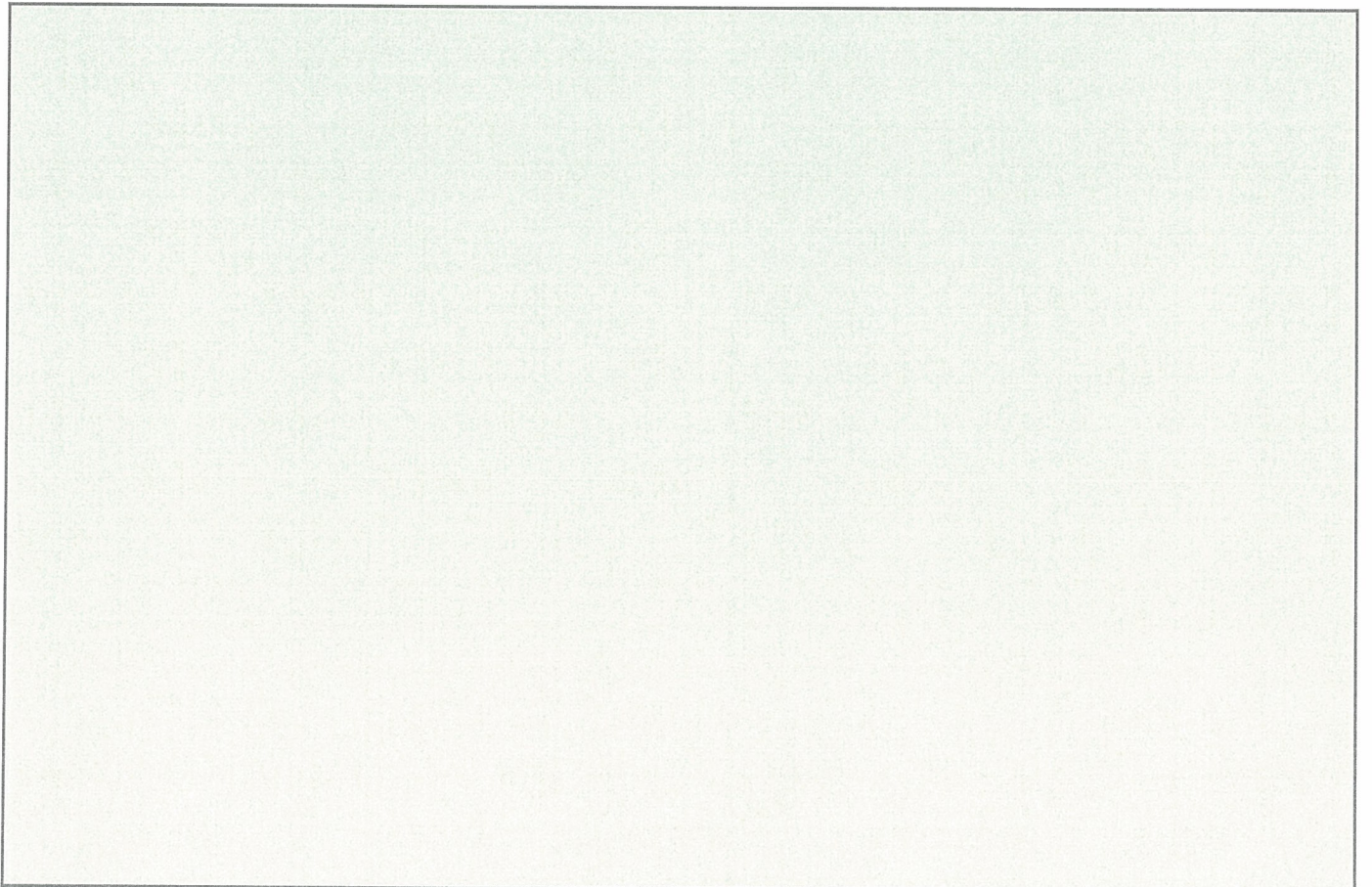
---

**Small to medium-sized enterprises**

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



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?

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

Finland is a good example to what NZ should be working towards - there should be one single integrated data set that is used by all - this will ensure more robust reporting.



---

## Our national culture and societal expectations

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

Yes, the NZ 'she will be right' attitude and the 'just get on with the job and stop mucking around we don't have time for that' is a definite influence on our health and safety.

The NZ culture is unique and it is also the attitudes mentioned above which makes NZ's stand ahead of other countries - we need to keep that culture going however we need to be introducing risk management and have a focus on safety to our children at a young age - this will help maintain the positive hard working culture we have but will also keep our up and coming generations have safety and risk management in the forefront of their minds.

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

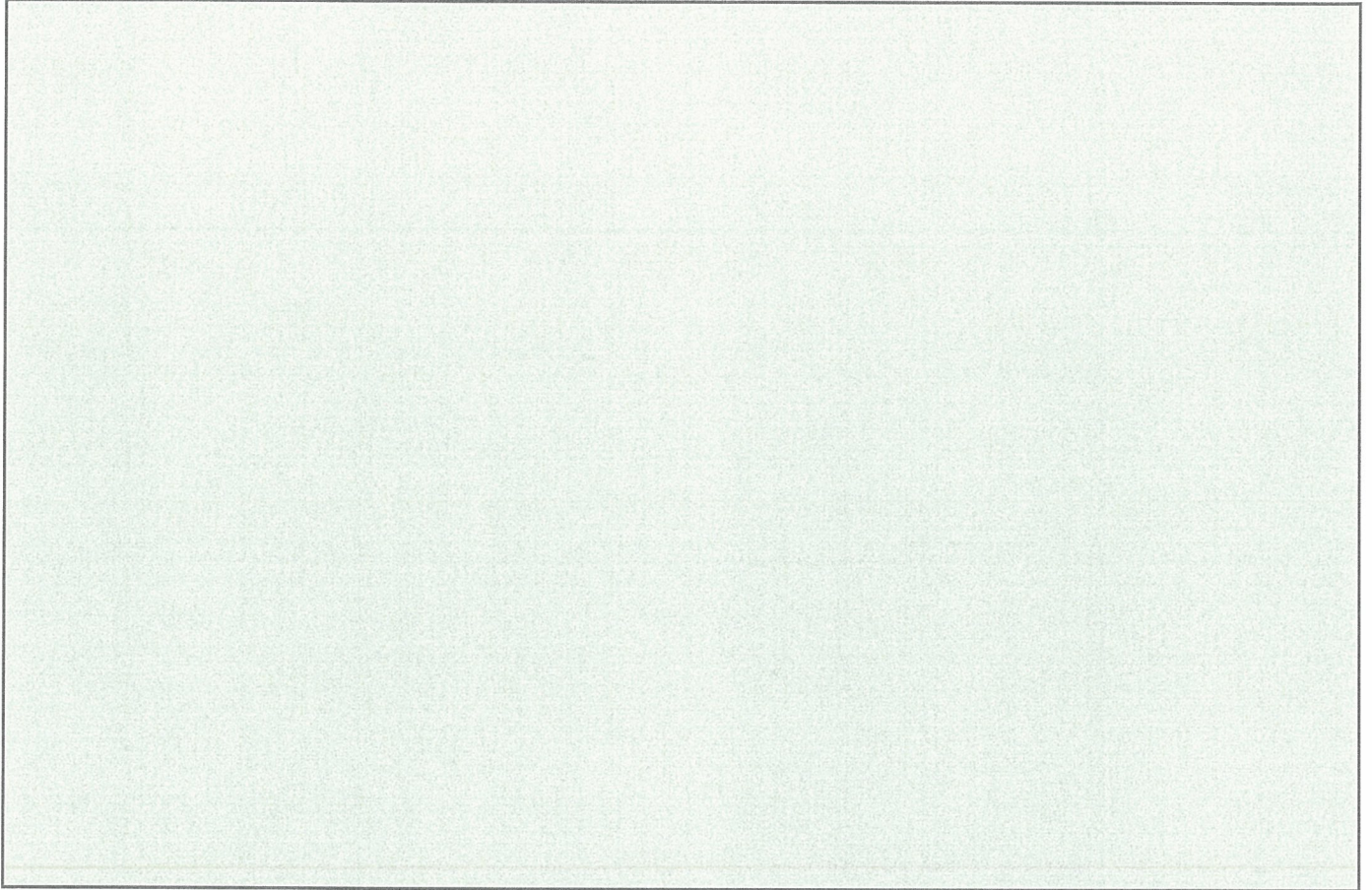
As above.



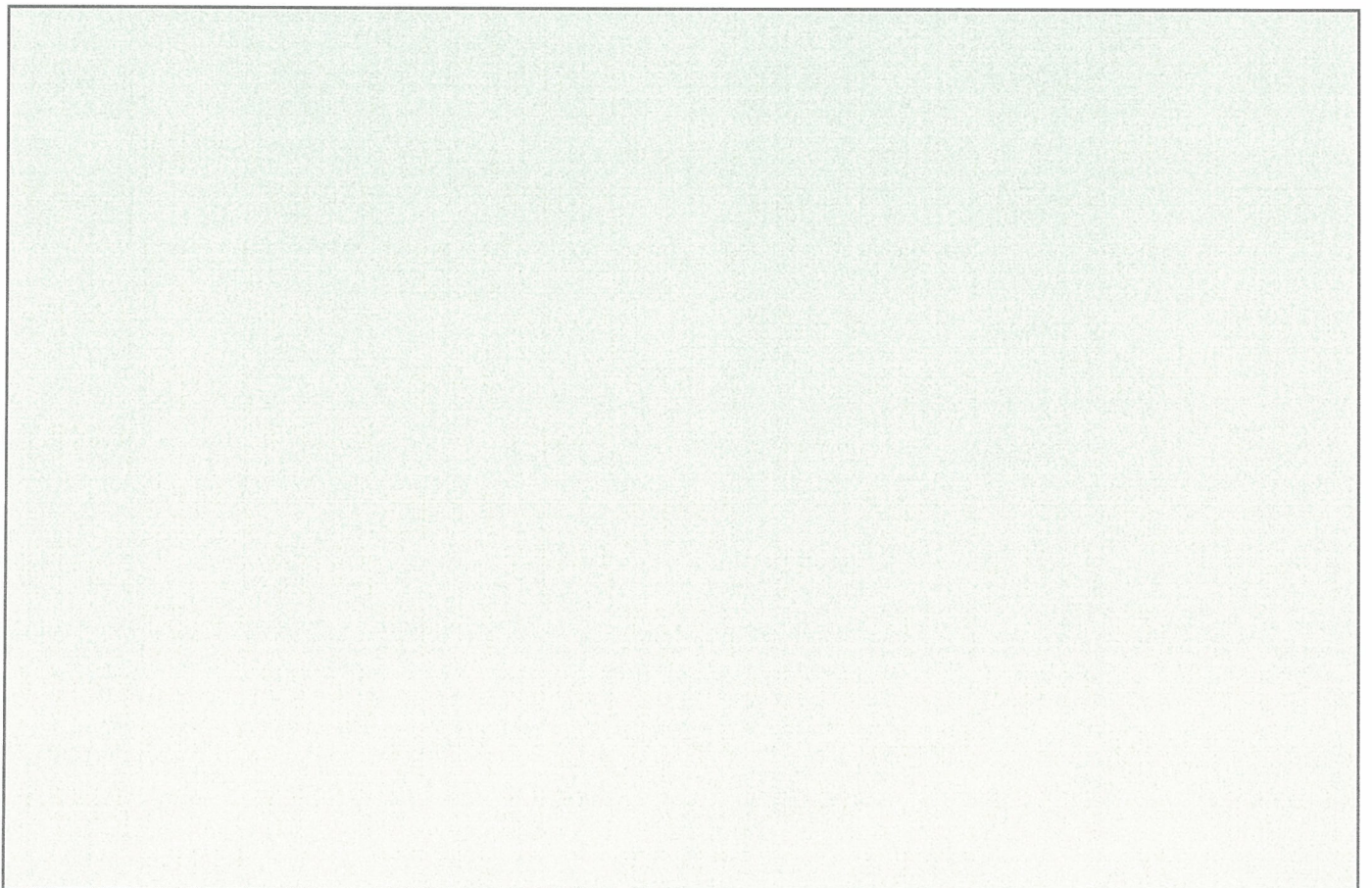
---

**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?

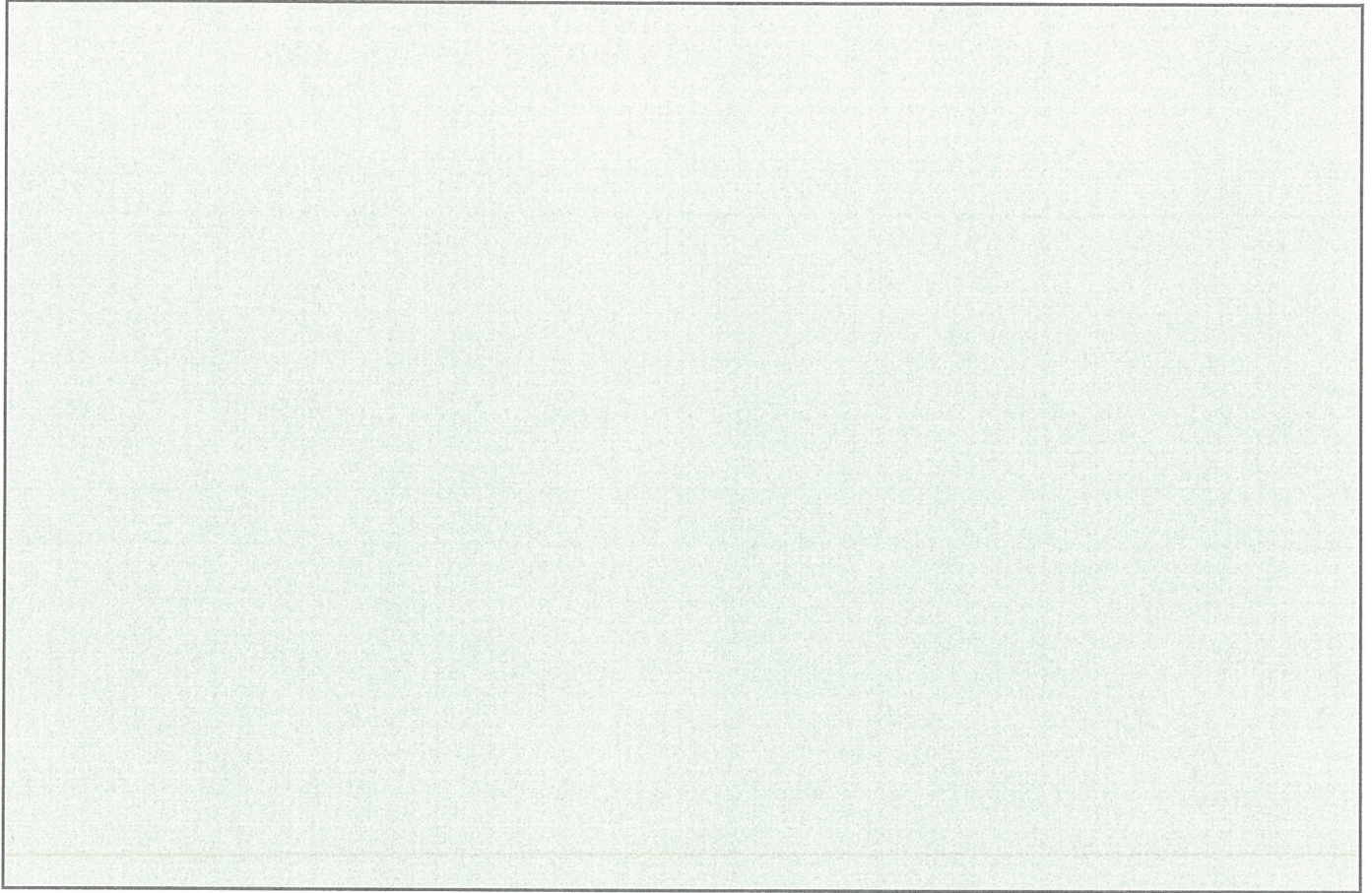




---

## Other comments

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



Please send your completed submission to [secretariat@hstaskforce.govt.nz](mailto: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.