
From:**Sent:** Thursday, 29 November 2012 1:17 p.m.**To:** Secretariat Taskforce**Subject:** FW: HSE rebuild

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From: Glenn Taylor**Sent:** Wednesday, 7 November 2012 4:48 p.m.**To:** Jager, Rob J SNZL-UIA/P/ST**Subject:** HSE rebuild

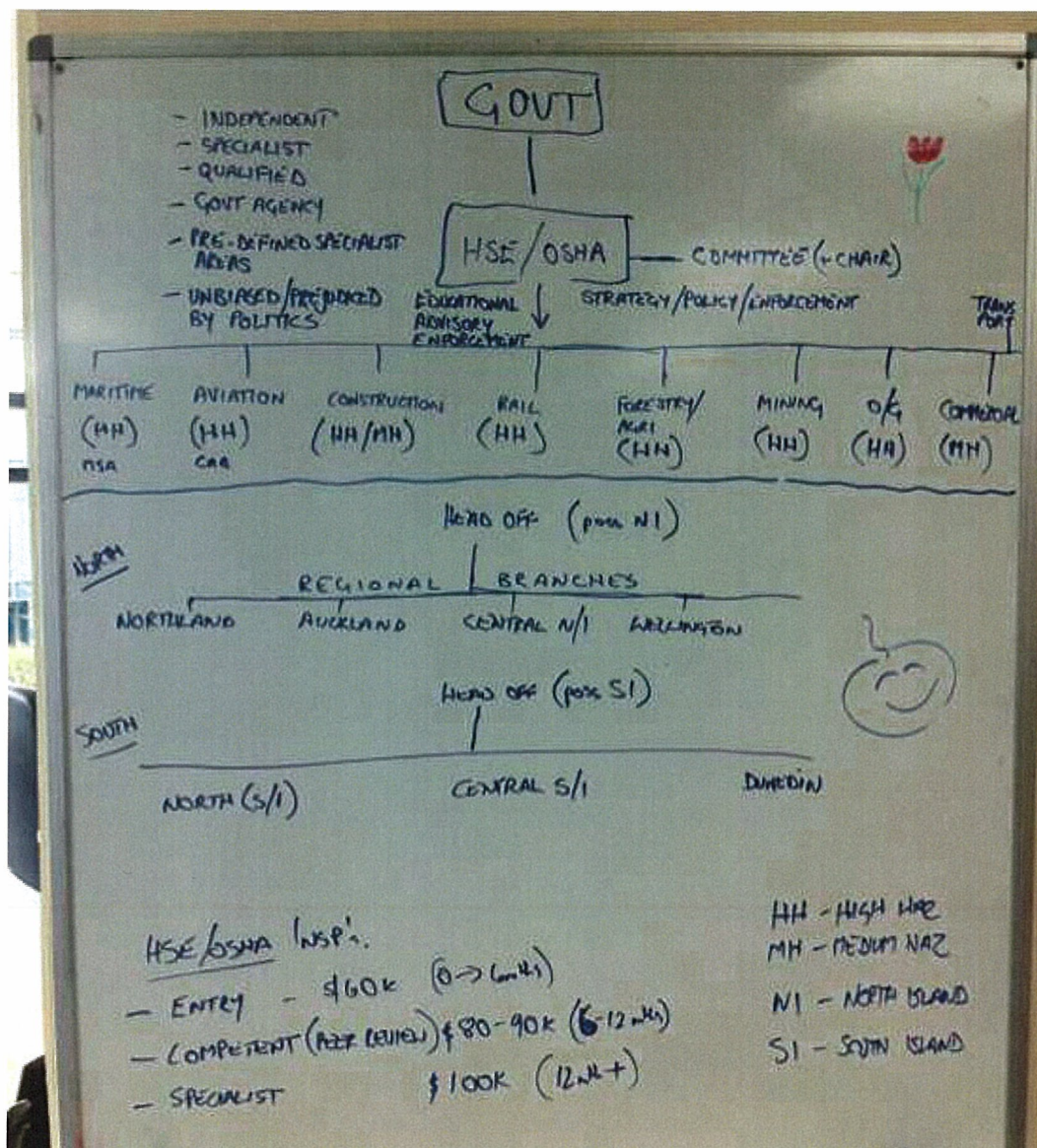
Hello Rob,

I have been giving this a great deal of thought, along with many others it seems on the current state of HSE in NZ and the volumes reporting on Pike River.. Perhaps we have become guilty of being armchair critics, a style of management long since dispensed with as its easy to shout the odds to look good for others and email the world from a distance..... However, on thought it became apparent that most comments lend themselves towards an inefficient system underpinning a department that had been shaved here, cut there, understaffed, under-resourced and lacking direction in what was the DoL.

On reading a summary report by Katie Bradford-Crozier (05/11) who stated one line of "*Lessons from past (mining) tragedies have not been learnt and our (NZ) health and safety record is inferior to other countries*" Yet we have the ability to be a world class leader. A MoBIE spokesman saying "*NZ's health and safety performance by international standards is poor*". Brian Rudman sums this up to "what is needed is a change of philosophy, not in figurehead with the token resignation of Kate Wilkinson.

Comments of watering down and "consolidating" since 1992 have now yielded a tragic result. Perhaps we should be looking at changing the entire foundations that would underpin and support the regulatory authorities as the legislation isn't itself unworkable. If only it had the structure and resource to support it in the field.

On thinking perhaps the health and safety side of the Government should be separated into its own independent agency, free from bias and prejudice, protected by changes in governments every 4 years, built up with competent specialists who know what they are talking about. With those very same people in the enforcement aspect as well as the advisory aspect.....something like below (apologies for the scrawl)....



In order to have a system work it needs a solid and sound foundation upon which to operate and in its current state it is apparent it does not. Of course only an idea and quite possibly one amongst a plethora of same or similar but I believe that it does need separating and the remit to operate under its own banner with a pre-defined role in the workplace. Headed by a Head Office that is directed by a committee there are divisions of specialists (as above). People who are qualified within their own right and regarded as such by virtue of the academia and experience that can provide advice and education but also enforce and prosecute where necessary. The inspectors, so usually out of their depth, to be subject to a 3 tier system from entrant to fully qualified specialist and a salary to attract and compete against industry (at least to a degree) rather than offer inspectors a starting salary of a pitiful \$42,000pa. You won't get committed specialists for that. Specialists in each division who know what they are talking about and not run by people sat in offices pushing pens as Branch Managers do within DoL...sorry MoBIE do right now. Perhaps with specialists in place confidence may grow for a government department with competence in the outside world.

Then perhaps we can look at the systems they have to work with such as the Act and the Regs and so forth. A solid and decent foundation upon which to build a strong house no less.

My two-penneth, and mine alone and not representative of any organisation or my employers. See you

when you next visit KA 14.

Regards
Glenn