



# 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:

Shane Atkinson

#### 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 type="checkbox"/> Bay of Plenty | <input type="checkbox"/> Gisborne           |
| <input type="checkbox"/> Hawke's Bay           | <input type="checkbox"/> Taranaki      | <input type="checkbox"/> Manawatu-Whanganui |
| <input checked="" 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 checked="" type="checkbox"/> Health and safety practitioner |
| <input type="checkbox"/> Self-employed           | <input type="checkbox"/> Other:                                    |
| <input type="checkbox"/> Employee representative |                                                                    |

#### 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          |                                          |

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**7. Gender**

Male  Female  Other

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**8. Age**

- 15-24  45-54  
 25-34  55-64  
 35-44  65+
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**9. Ethnicity**

- NZ Maori  Asian  
 European  Middle Eastern/Latin American/African  
 Pacific Island  Other ethnic group  
 Other European  Do not wish to indicate
- 

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**10. Your contact details**

Phone number(s)

Email address:

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**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.

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## 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?

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?

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**Regulatory framework**

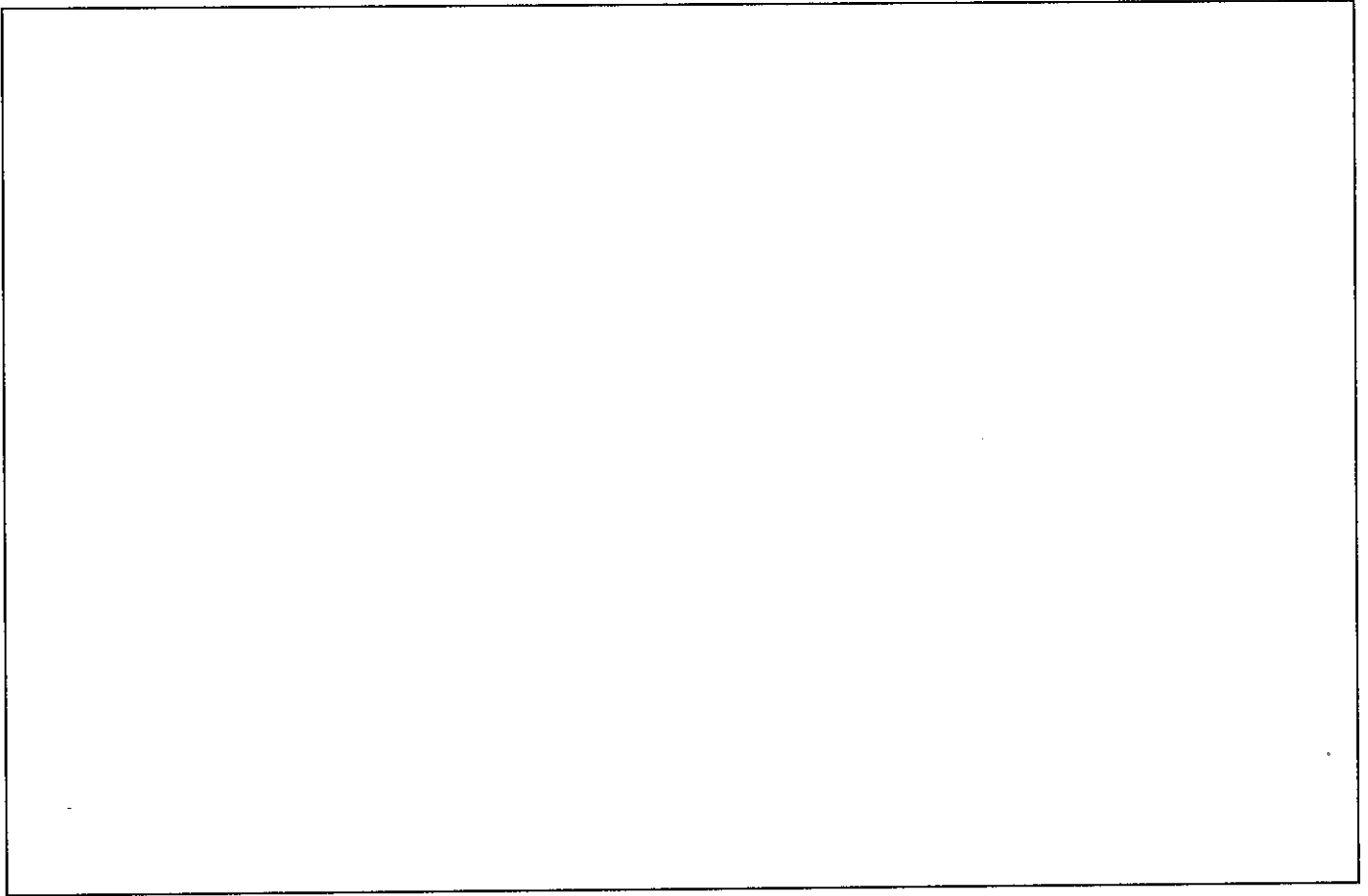
3. What do you think the challenges are with the current health and safety regulatory framework?

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

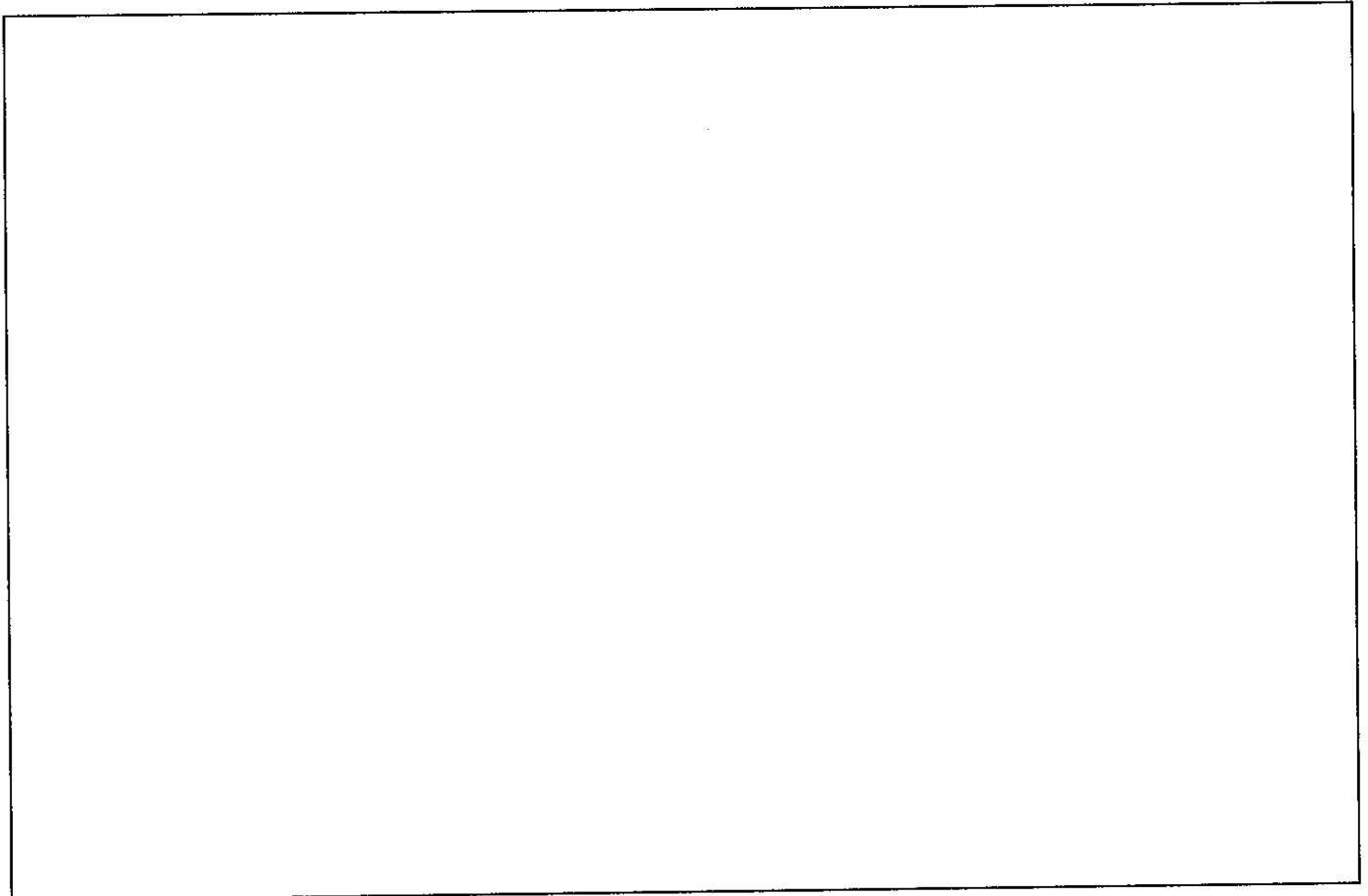
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**Regulators' roles and responsibilities**

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



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



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## **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?

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

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**Worker participation and engagement**

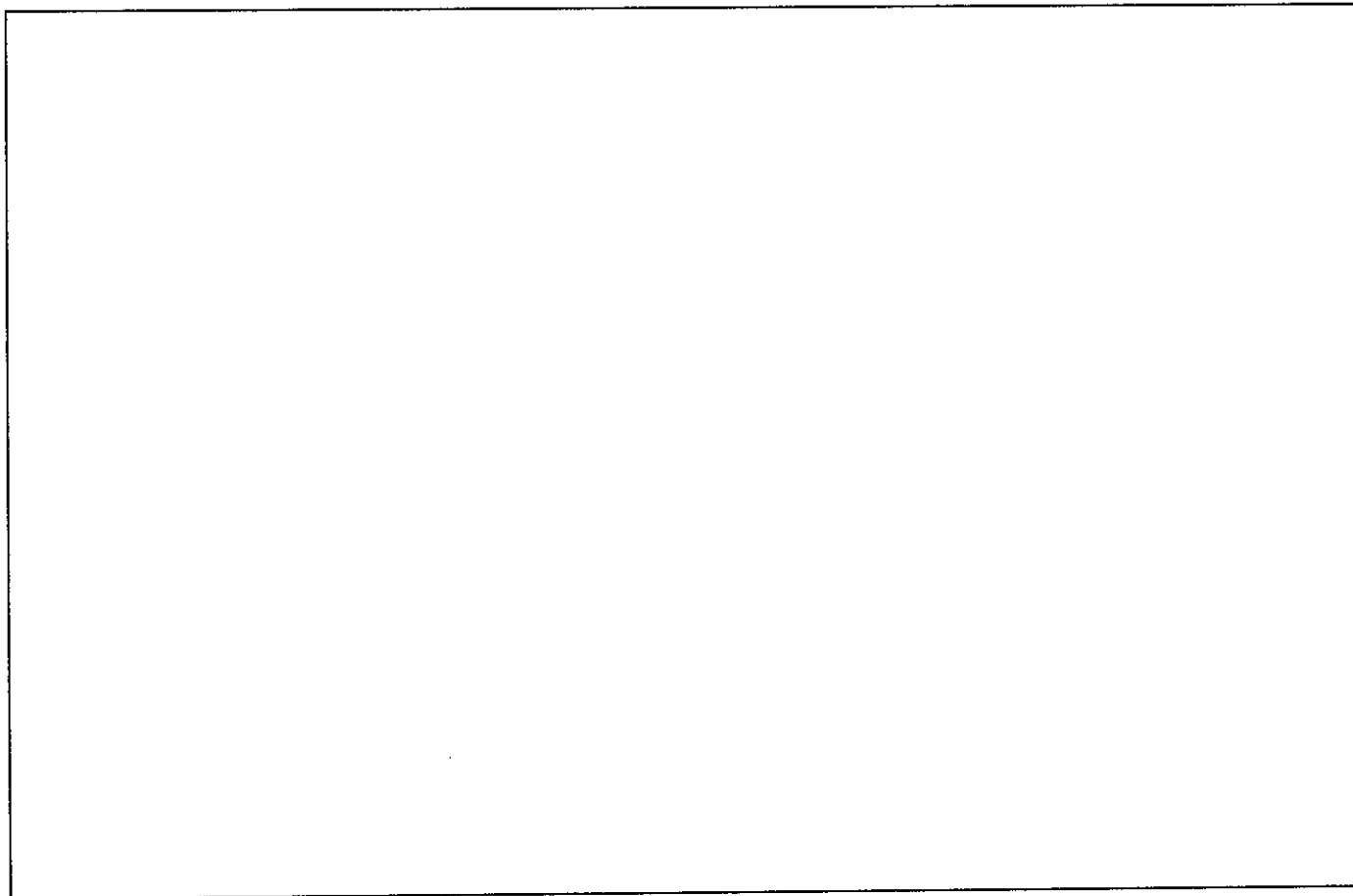
9. How effective do you think worker participation is in improving workplace health and safety in New Zealand?

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

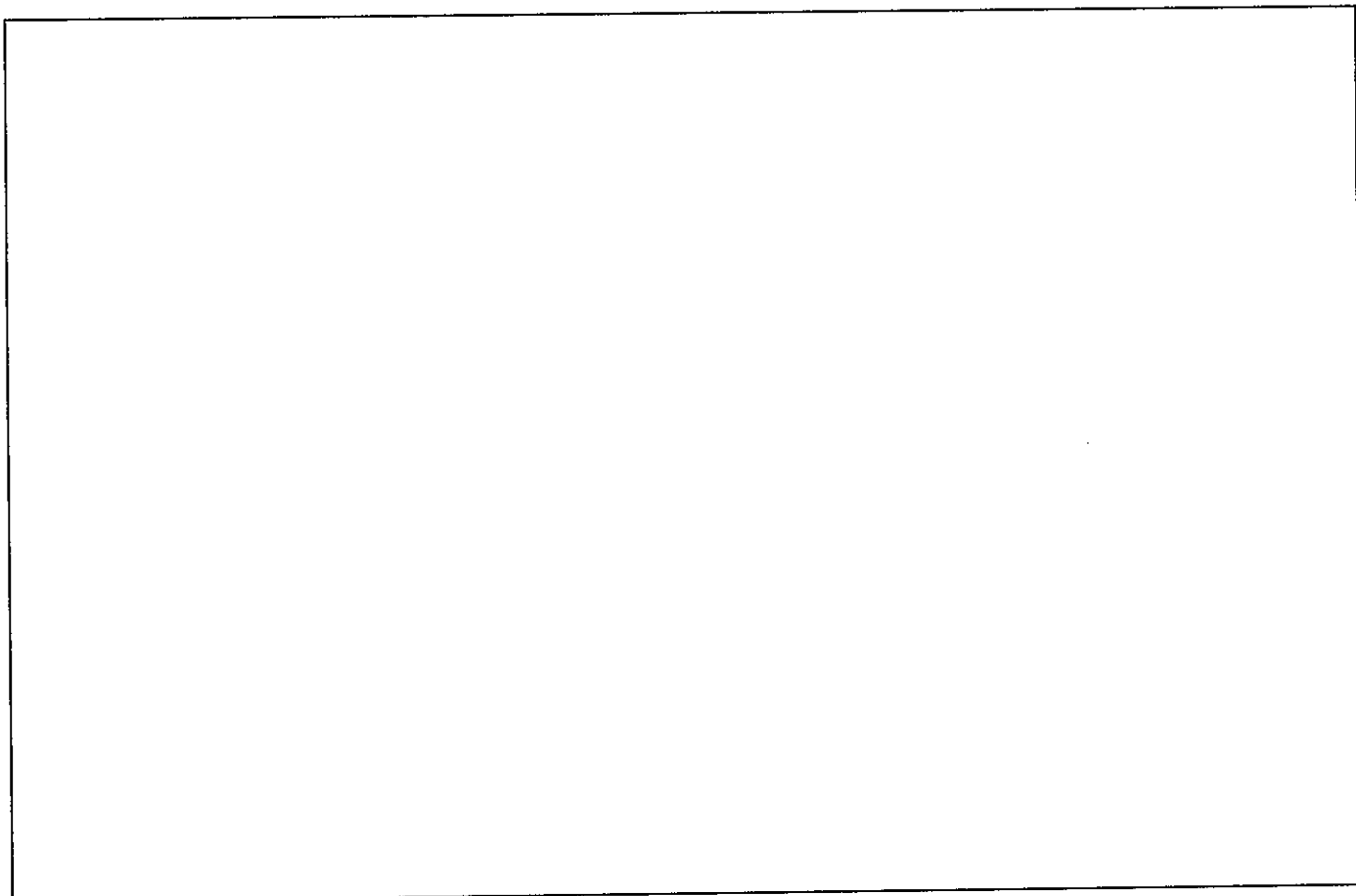
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**Leadership and governance**

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



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?





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**Capacity and capability of the workplace health and safety system**

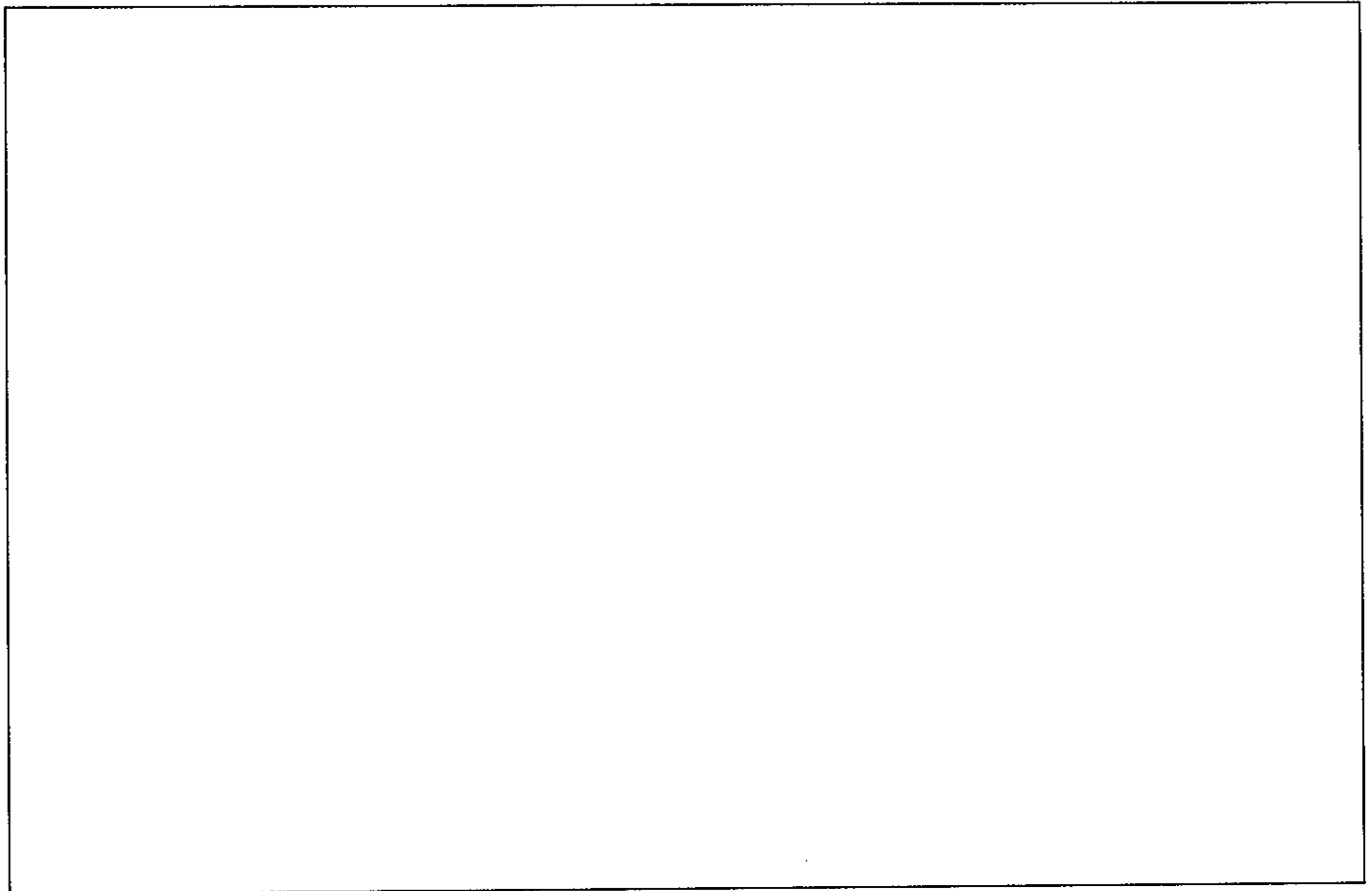
13. To what extent do firms have the capacity and capability to effectively manage workplace health and safety issues (including through accessing external resources)?

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

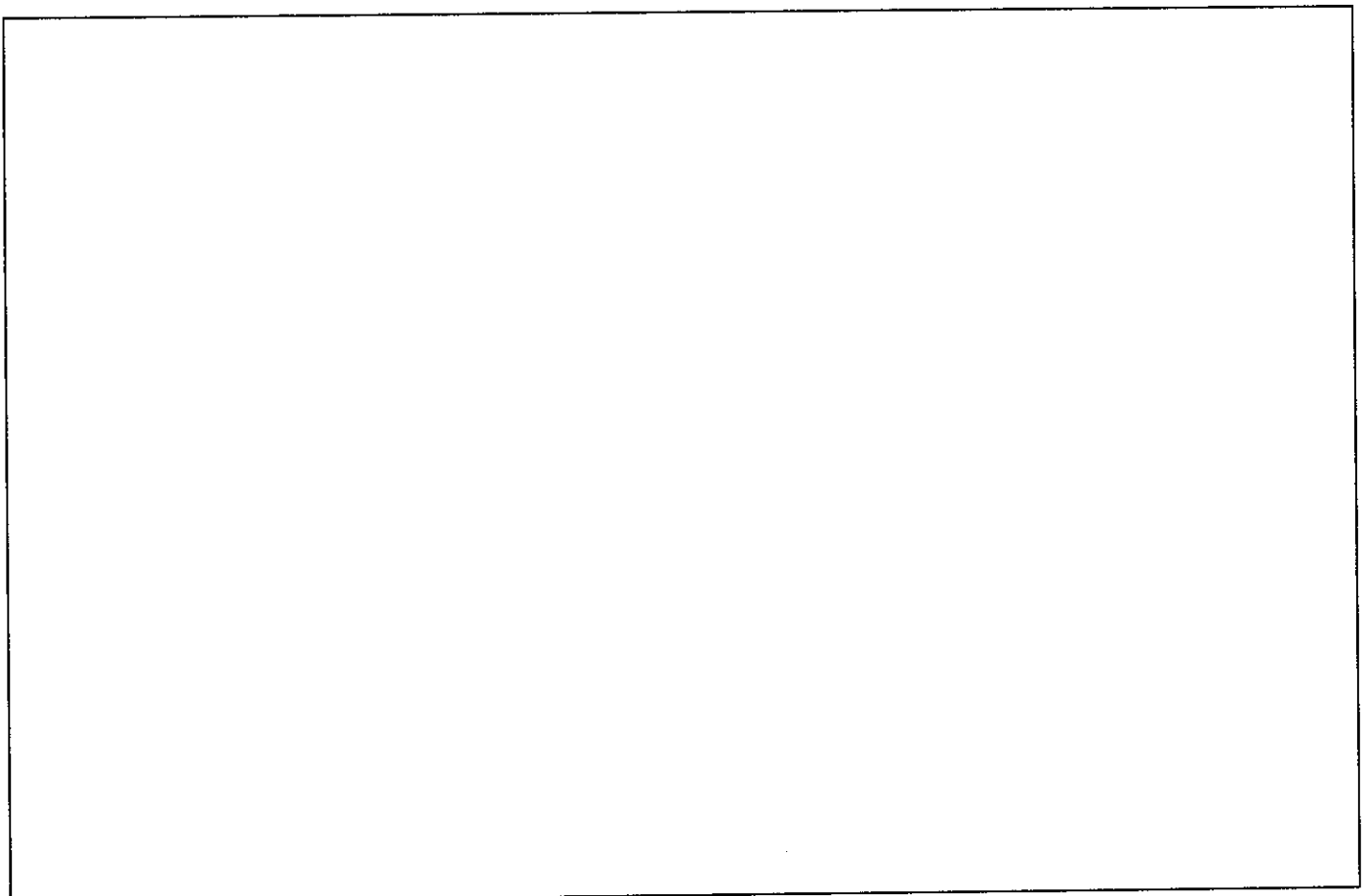
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**Incentives**

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



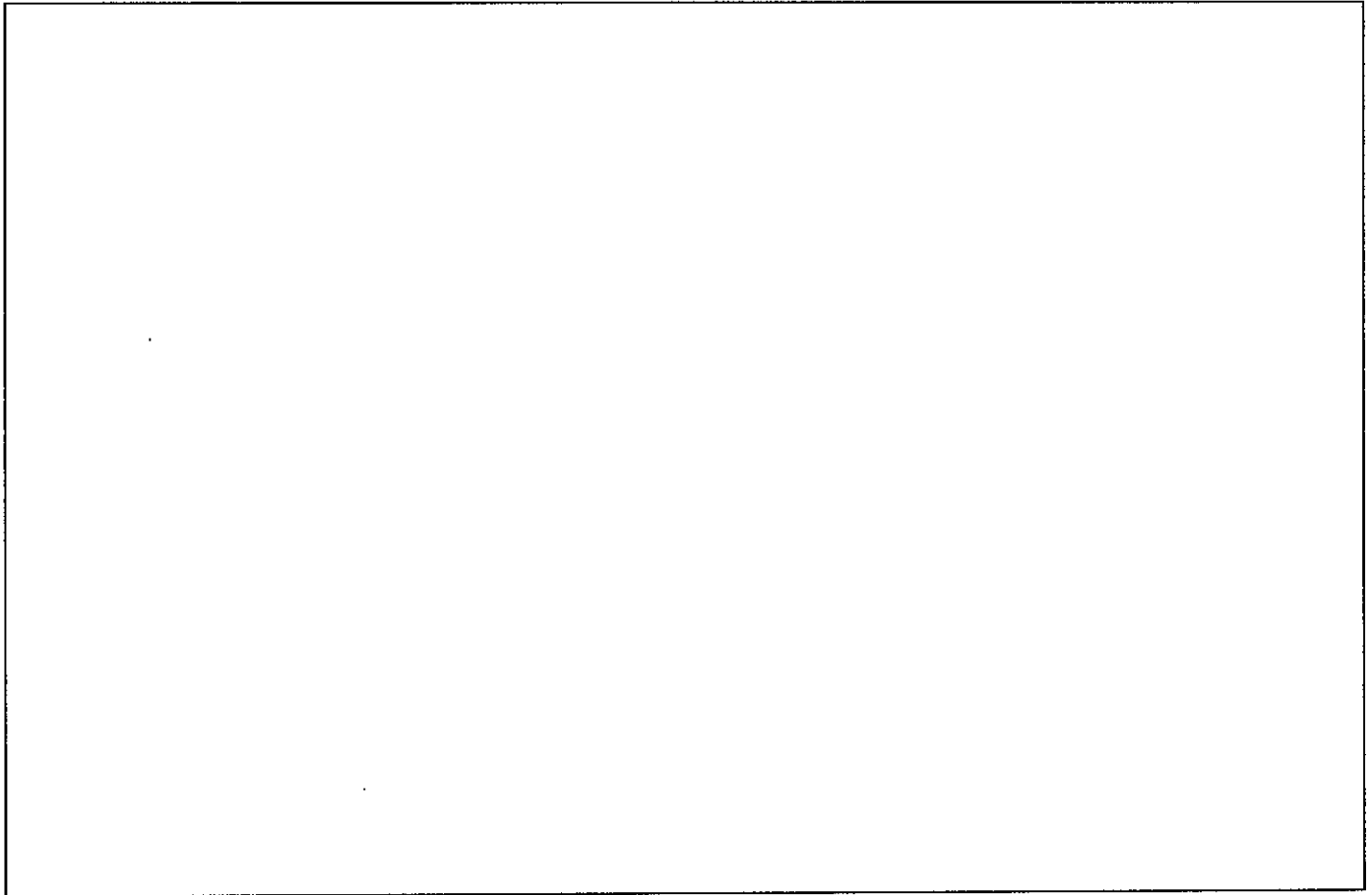
16. How could incentives be better used to improve workplace health and safety outcomes?



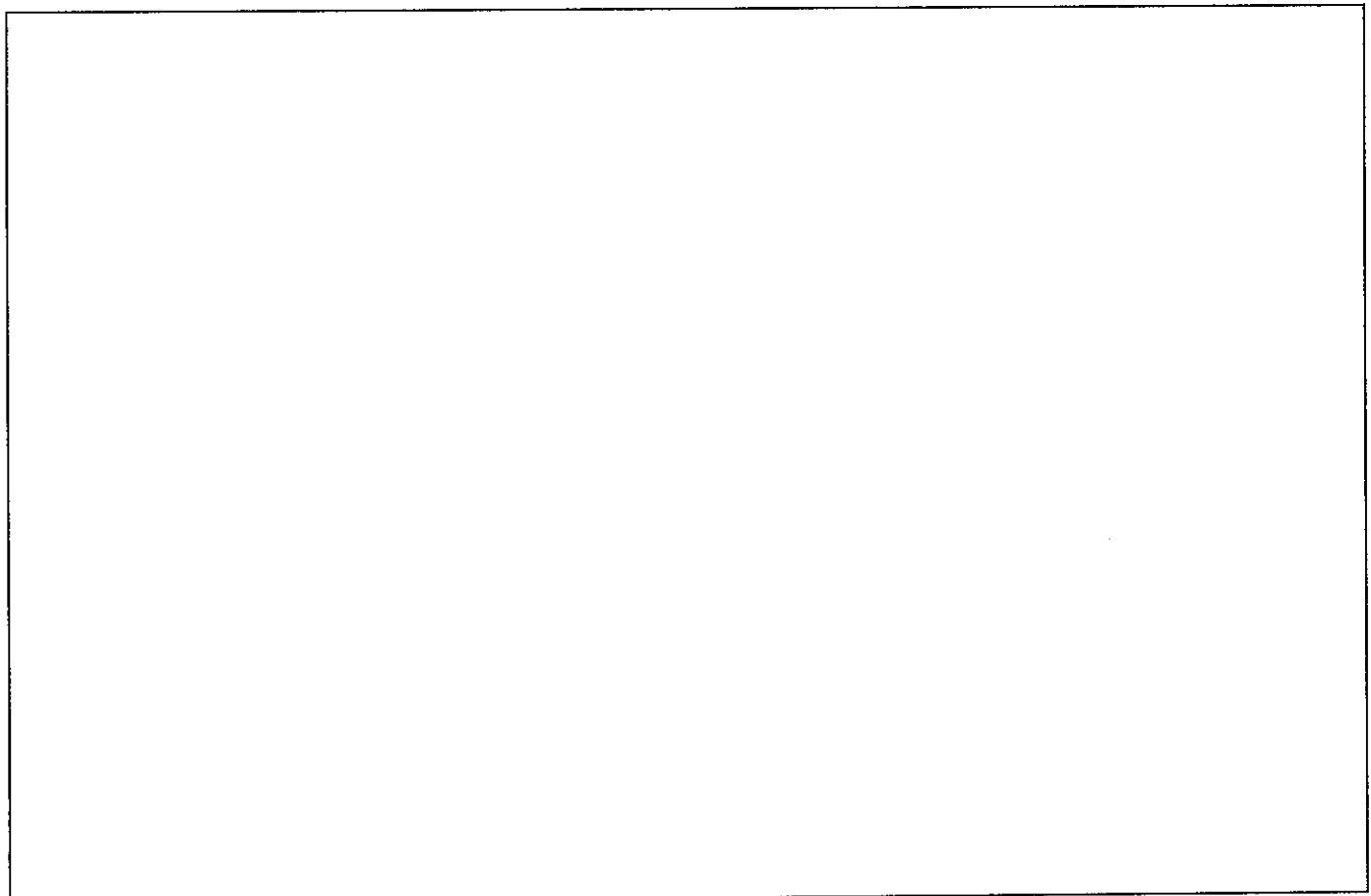
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**Influencing health and safety outcomes beyond one's own workplace**

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)?



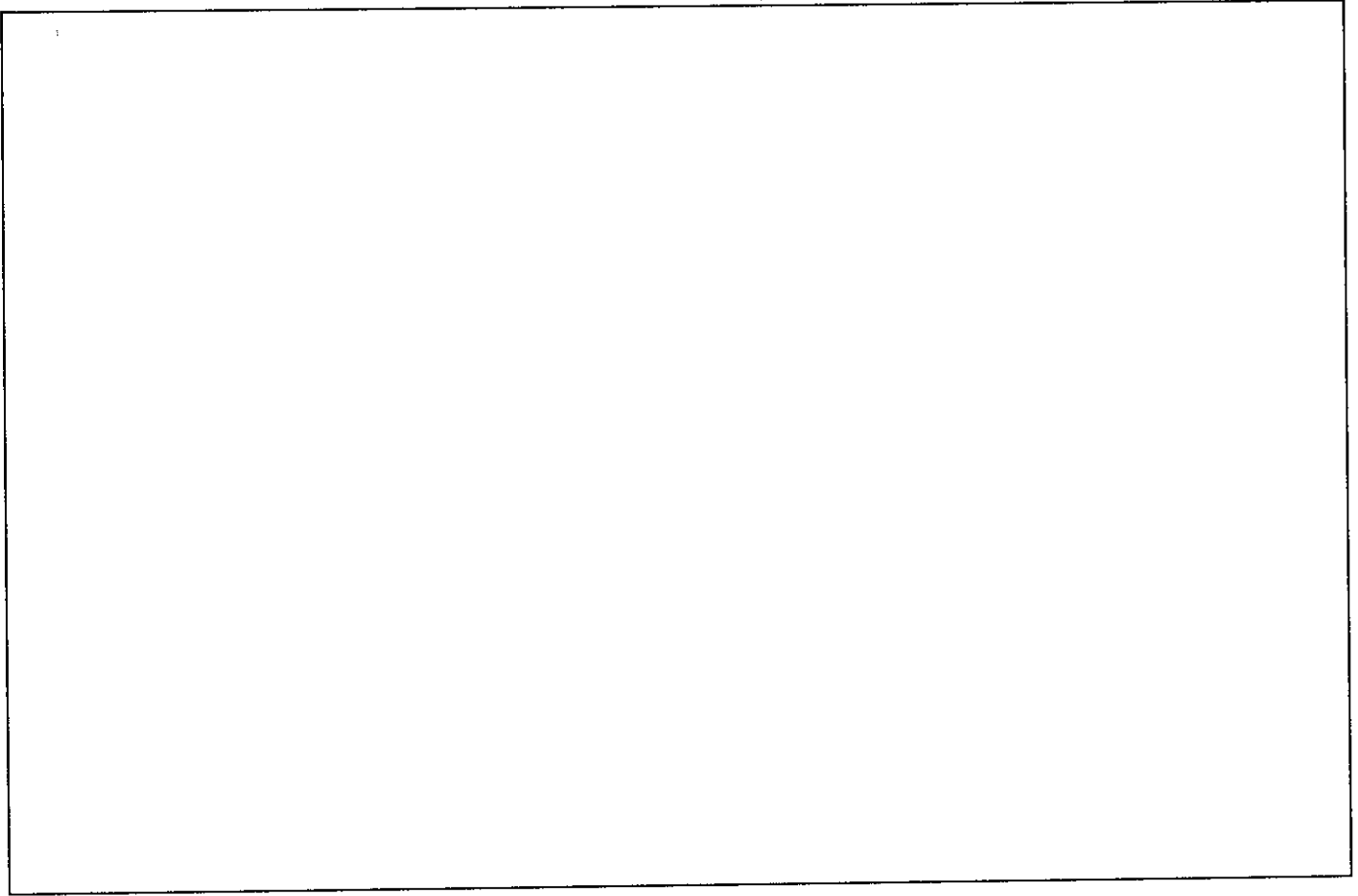
18. What could be done to get government, industry, corporate or other potentially influential bodies to exert greater influence on improving workplace health and safety outcomes beyond their own workplaces?



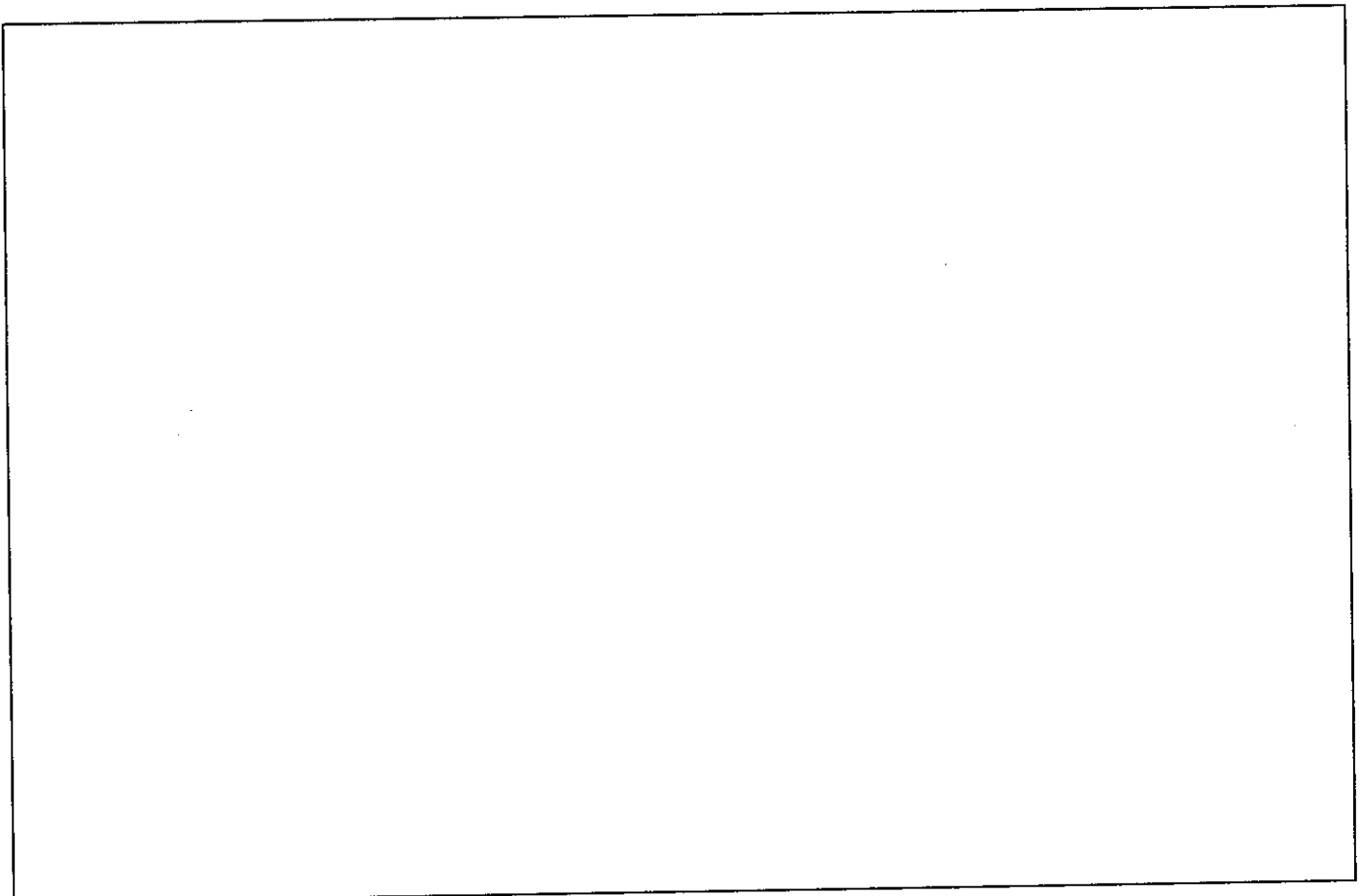
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**Major hazards**

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



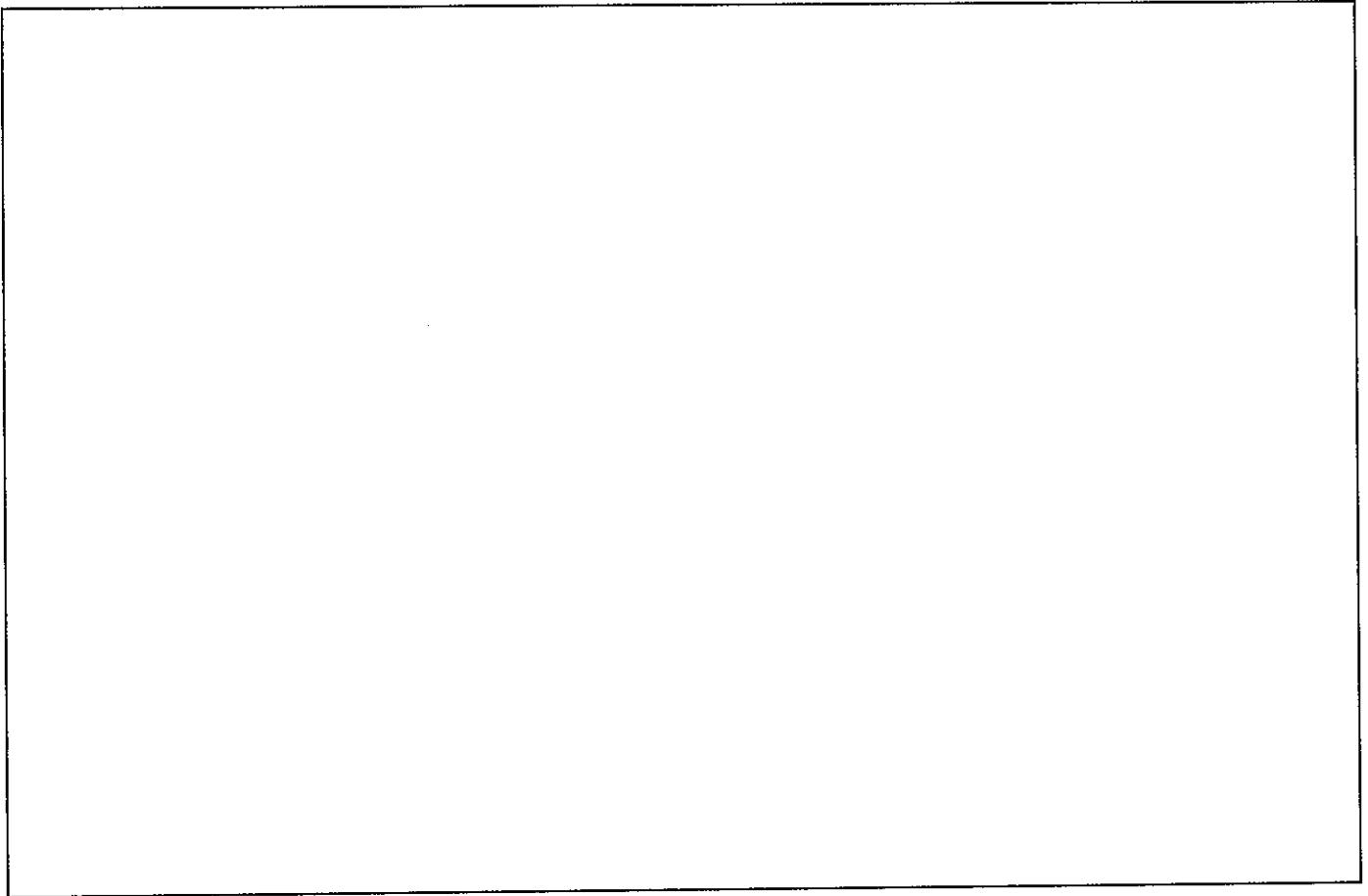
20. What improvements to the regulation of major hazards would lead to better health and safety outcomes?



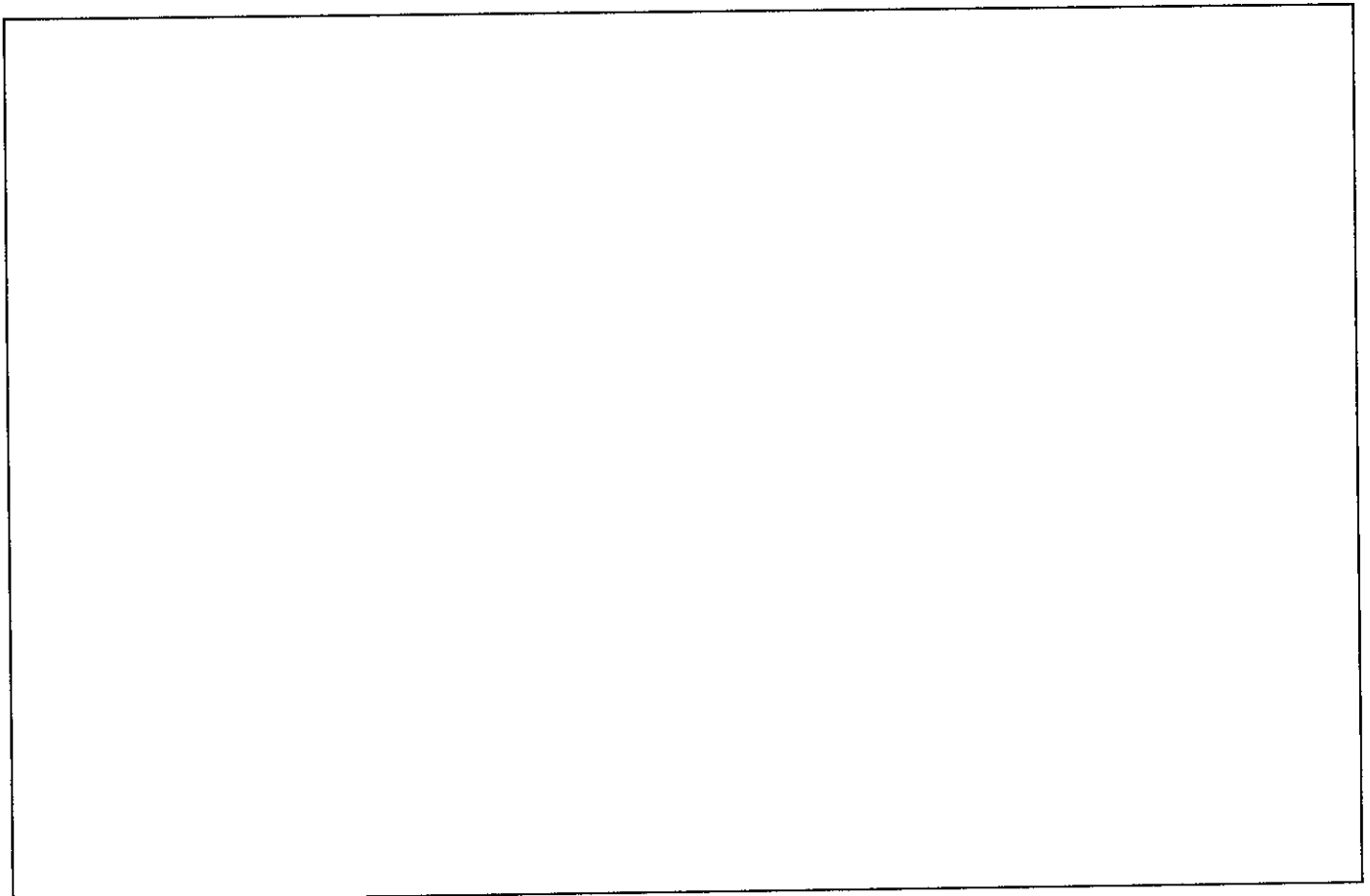
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**Health and hazardous substances**

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?



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**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?

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**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?

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**Our national culture and societal expectations**

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

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



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**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?

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## Other comments

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

I worked for Shell New Zealand (ie Downstream Oil not Upstream) for 20 years in a variety of managerial roles including two spells as Shell's Health and Safety Manager. I was exposed to and specifically trained in best international H&S practice. Since leaving Shell in 2001 I have spent 10 years working in New Zealand as an H&S Consultant, mainly investigating industrial accidents for businesses and conducting corporate H&S reviews. My views as expressed in this submission had been formed by assignments with large and midsize companies. In addition I have had close dealings with sheep and beef farmers and some dairy farmers in the Wairarapa through ownership of a farm and membership of the Wairarapa irrigation Trust.

In summary, my observations over 10 years are as follows:

Large NZ companies. Have H&S systems and professionals in place, audit, review and improvement processes. Need and seek advice on what to do - to translate high level goals into do-able plans.

Medium companies. can have ACC WSMP processes in place which are entirely detached from their actual businesses. Senior execs may think WSMP = Workplace Safety. Need advice on what to do - to translate high level goals into do-able plans. The lack of Director's H&S accountability, as identified by the Pike River Royal Commission, can lead to lack of focus at the most senior levels

Farmers - often fail to change their own actions and beliefs from what they picked up when small. Sadly a combination of education (via schools and women's organisations) and salutary, publicly visible prosecution of those whose children are killed on quad bikes is required.

With all deterrent actions (such as prosecution), the effectiveness of deterrence is a combination of the LIKELIHOOD of detection and the SEVERITY of punishment. Much more routine workplace inspection is required, together with the jailing of some seriously negligent directors. and of Pike River Coal would have been good starters for jail if the legislation had permitted.

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.