



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:

William Dunstan Atkinson

2. *Is this submission on behalf of an individual or an organisation?

☐ Individual ☐ Organisation

Name of organisation: Individual

3. *Region

- | | | |
|--------------------------------------|--|--|
| <input type="checkbox"/> Northland | <input type="checkbox"/> Whangarei | <input checked="" 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-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 checked="" type="checkbox"/> Health and safety practitioner |
| <input checked="" 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 type="checkbox"/> Self employed | <input type="checkbox"/> 20-49 employees |
| <input checked="" 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 checked="" type="checkbox"/> 55–64 |
| <input 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?

Ethnic groups other than europeans have cultural barriers to who is in charge and how they acknowledge understanding. Many will say they know or understand when asked but in reality they do not. Need to demonstrate . Employers and supervisors must understand and follow through on this.

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?

Commitment by company directors down to employees but particularly commitment to H&S by Directors , managers and supervisors. This demonstrated by walking the talk.

Regulatory framework

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

Essentially there is not enough guidance as to what is required followed up by not enough enforcement. Wholesale change is not needed. Many more effective field staff are required to provide advice and do the the enforcing.

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

Regulators' roles and responsibilities

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

Ineffective. Anecdotaly we are told that there not enough staff to follow-up possible prosecutions let alone provide and effective and admired guidance service. Admiration will come from knowledgeable and well trained field staff who can carry the role of advisor and enforcer, difficult but possible.

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

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 casualisation and contracting out of both employees and management roles. Loss of effectiveness of trade unions

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

Commitment to H &S from directors down. Rewards for managers, supervisors and employees for commitment and action.

Worker participation and engagement

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

Highly variable. Both between industries and between enterprises within an industry.

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

Leadership and governance

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

Highly variable. Both between industries and between enterprises within an industry.

Evidence is seen in the performance of award winners in national H & S competitions and that of the enterprises convicted of H&S Act and regulation breeches.

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?

Develop the concept that injury and harm is a risk to the business. It is putting in place effective H&S systems that makes for good business. It is not a cost.

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)?

Depends on the directors and managers.

There is no shortage of training resources and management systems.

Its getting them used and maintained.

Examples of poor maintenance and hence commitment of management are seen when enterprises gain ACC discount status but then loose it at the next audit.

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

More effective guidance and enforcement.

Staff need to be competent and confident in the law as well as their industry. Carry qualifications and experience in both areas.

Such people will only be forthcoming if they are rewarded well.

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?

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)?

There is clearly a trickle-down effect on sub-contractors from large employers and government bodies (central and local). But the SME sector is difficult.

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?

For agriculture, my special area, the purchasers of product, essentially processors and exporters, could have a bigger role following the parallels between animal and crop health and welfare as requirements to be met before product is accepted from the farmer or grower and how good are the health and welfare systems for employees in the enterprise.

Influential groups to change the culture of the industry include groups promoting the industry such as Young Farmers Clubs, Dairy Womens' Network and Rural Women. Sadly the record of Federated Farmers has not been one of full support for H&S culture development.

Major hazards

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

Not strong enough.

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

More effective staff in the field.

Health and hazardous substances

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

Commitment of management.
Knowledge of management and employees.

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?

Culture of the industry as H& S is not a critical part of doing the business successfully. It is an add-on. Therefore a cost.

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?

Dedicated staff in the regulator taking the injury data from ACC and cross checking it for workplace connections. This is an application of Bird's triangle.
Its not just the fatal events but the detail of all the smaller injuries so they can be corrected.

Our national culture and societal expectations

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

Yes. Still the pioneer and do-it-yourself attitude is admired and promoted. But it is changing with the HSE act providing a logical framework and more H&S equipment and training being available.

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

Reward good performance.

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?

Thank you for the opportunity to comment.

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.