



# Four Year Plan 2024 - 2027

## Our Vision



We support the Public Sector to enable the vision of the New Zealand Government's health and safety 10 year strategy that:  
**"Work is healthy and safe for everyone in New Zealand."**

## Objective



Uplift health, safety and wellbeing maturity and performance across the public sector.

## Focus

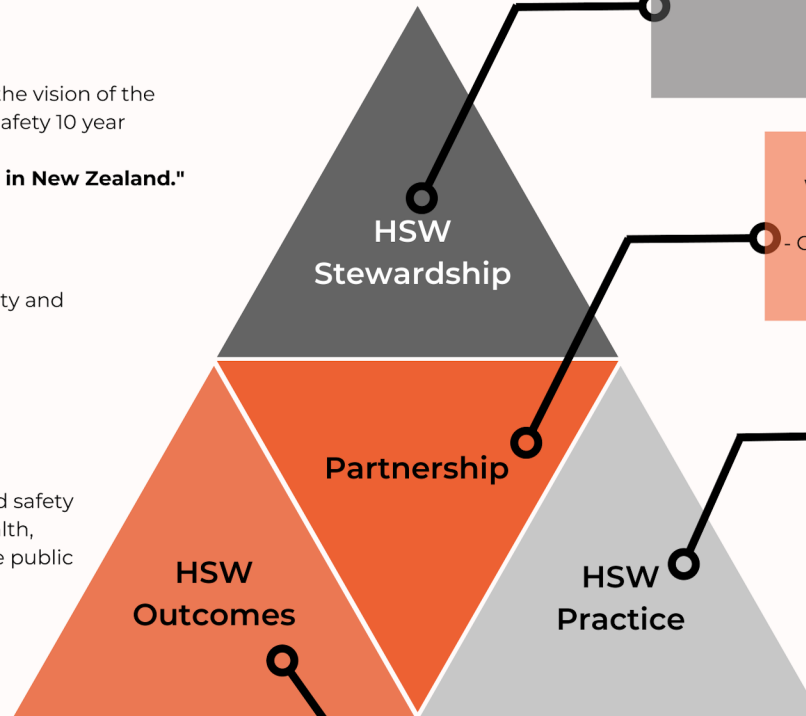


Enabling competent and capable Chief Executives, Senior Leaders and health and safety teams to enhance the stewardship of health, safety and wellbeing for the benefit of the public sector and all New Zealand.

## Value Propositions

We will engage and partner with the sector to:

- ✓ identify areas of specific need, helping to coordinate priorities and resources.
- ✓ identify and share good practice, helping to avoid inconsistency and duplication.
- ✓ understand and share learnings and lessons to enhance policies and processes within the sector.
- ✓ support the sector to identify, monitor and report on performance and trends, helping to focus on areas that will deliver the greatest benefit.



**Sector HSW Stewardship:**  
Developing Leadership of health, safety & wellbeing and building capability of Chief Executives and Senior Leaders.

- Governance
- Trust and assurance
- Communication

**Partnership with the Sector:**  
We will achieve by engagement and partnerships.

- Centre of everything we do – relying on engagement and participation from the sector

**Sector HSW Practice:**  
Building Capability of Health and Safety Teams, Practitioners, frontline leaders and Health & Safety Representatives.

- Health, safety & wellbeing knowledge for Leaders, practitioners
- Health and Safety management systems
- Risk management
- Enhancing Worker Engagement, Participation and Representation

**Sector HSW Outcomes:**  
Understanding and reporting on our health and safety performance.

- Understanding and defining current position
- Agreeing areas of improvement / focus
- Reducing harm

## How we will measure success

*\*To be discussed and agreed upon with the sector*



# 2024 Focus Areas

Working across public sector organisations to help develop health, safety and wellbeing capability through sharing good practice, and identifying common risks or areas for improvement.

**Understanding and developing Governance**

- Review of Good Practice Guide for Public Service Chief Executives and Officers.

**Senior Leader health, safety & wellbeing capability development:**

- Officer Development workshops.
- Development of a Senior Executive H&S Committee shadowing programme.

**HSW Stewardship**

**Engagement Activities:**

- GHSL Reference Group.
- Heads of HS&W Forums.
- Practitioners Forums.
- Community of Practice groups.

**Communication with Sector:**

- Chief Executives Newsletter.
- Directors Updates.
- GHSL Website.

**Partnership**

**Partnering programmes of work:**

- GHSL Summer Internship Programme.
- Positive Workplace Cultures Programme.

**Wider New Zealand H&S System**

- Partnering with other sector lead and H&S system influences.

**Understanding current position and identifying areas of need:**

- Data, Assurance & Insights Programme, defining HS&W metrics and the context in which they are collected, analysed and reported.
- Sector Dashboard.

**Celebrating success:**

- Developing a sector HS&W annual publication to celebrate sector achievement.
- H&S Rep of the Year Conference and Awards.

**HSW Outcomes**

**HS&W management systems guidance:**

- Violence and Aggression Critical Risk Programme.
- Mentally Healthy Work Programme.
- Overlapping duties and Multiple PCBU's guidance.

**Worker Engagement, Participation & Representation:**

- Worker Participation Agreements Guidance.

**HS&W Practitioner Capability:**

- HS&W Generalist Senior Adviser Capability Programme.
- Early in Career workshops.

**HSW Practice**