

## Chief Executives' Leadership Group

Meeting Date:	18 October 2018
Title:	Government Health and Safety Lead Progress Report, June to September 2018

### Purpose

- 1 The purpose of this paper is to update the Chief Executives' Leadership Group (CELG) on the Government Health and Safety Lead's (GHSL) activities for the period 30 June to 30 September 2018, to present a draft work programme for 1 January to 30 June 2019 and, to propose that a review of the sector's health and safety system capability be undertaken in early 2019.

### Executive summary

- 2 The sector's work programme continues to progress and almost all tasks remain on track. A detailed summary of completed activities is attached as Appendix one: 12 Month Report. Those few tasks uncompleted by 31 December 2018 will be carried over to the next period.
- 3 All agencies, including the New Zealand Transport Agency and New Zealand Trade and Enterprise, have been invoiced for their contributions to the GHSL's operations for the 2018/19 financial year.
- 4 Stakeholders and selected agencies have been consulted over a draft work programme for the period 1 January to 30 June 2019. The draft work programme is attached as Appendix two: proposed work programme 1 January to 30 June 2019. The work programme has a particular focus on activities that create long term, sustainable change in the sector and that start to reduce dependence on the GHSL.
- 5 The original mandate from the State Services Commission for the GHSL runs through to 30 June 2019. This paper proposes that a small, targeted assessment of the sector's health and safety system capability be undertaken in early 2019 to inform a fuller review of the GHSL's mandate and role prior to 30 June 2019.
- 6 The GHSL team will relocate to the Ministry for Primary Industries later on this year. Corrections will continue to provide administrative support to the group until 30 June 2019.

### Progress to date

#### *Progress against work programme*

- 7 The sector has achieved a great deal during the period from June to September 2018. Significant achievements during this period include:
  - publication of guidance material for remote working

- The Treasury's 2018 Crown Entity and Departmental Annual Report guidelines recommend that agencies consider including health and safety in their Year End Reporting
- Three large agencies completed SafePlus Assessments (MFAT, Conservation and Corrections)
- The State Services Commission has agreed to add a health and safety measure to the 2018 Human Resources Capability Report
- 23 agencies have committed to the Government Health and Safety Intern Programme for the 2018 intern intake. Agencies such as NZ Post, Transpower and WorkSafe New Zealand are now involved in the programme
- Ray Smith was awarded the SafeGuard Health and Safety Leader of the Year for his leadership of health and safety at Corrections and across the sector
- Sector chief executives, deputy chief executives, heads of health and safety and practitioners have continued to take up regular opportunities for professional development in health and safety

8 In August 2018 the GHSL completed twelve months in operation and the main achievements are listed in Appendix one: 12 Month Report.

9 In August 2018 senior leaders from agencies were surveyed against a 2017 baseline on perceptions of support, collaboration, resources and sector importance in the area of health and safety. The results demonstrate a significant increase across each of the areas surveyed:

**Survey Results** – ratings out of 10 for perceptions of the level of support available, collaboration and importance placed on health and safety in the sector.

Category	H&S Leader		Executive		Stakeholder		Chief Executive		Total Average		% Change
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	
<b>Sector support</b>	■	■	■	■	■	■	■	■	■	■	+ 80%
<b>Sector direction</b>	■	■	■	■	■	■	■	■	■	■	+ 62%
<b>Sector collaboration</b>	■	■	■	■	■	■	■	■	■	■	+ 69%
<b>Importance placed by sector</b>	■	■	■	■	■	■	■	■	■	■	+ 31%
<b>Awareness of resources</b>	■	■	■	■	■	■	■	■	■	■	+ 83%
<b>Self-assessment of performance</b>	■	■	■	■	■	■	■	■	■	■	-

- 10 The chief executives of the New Zealand Transport Agency and New Zealand Trade and Enterprise have both agreed to financially support the GHSL and have been invoiced for their contribution to the 2018/19 costs.

### *Mental Health at Work Conference*

- 11 A Mental Health at Work conference was held on 28 August 2018 and attracted over 440 attendees drawn from 71 state sector agencies. The conference was designed to raise sector awareness of wellbeing and mental health at work and to launch new resources for staff and leaders. The resources built on work undertaken by the New Zealand Defence Force and incorporated additional content from the Ministry of Health, the Mental Health Foundation and the Health Promotion Agency. Spark New Zealand supported Mary Deacon from Bell Canada to attend the conference as a keynote speaker, in addition to Nicole Rosie from WorkSafe and Shaun Robinson from the Mental Health Foundation.
- 12 The feedback from attendees on the conference was overwhelmingly encouraging as to its relevance and value. The conference also attracted positive media coverage for the sector and the initiative - <https://www.stuff.co.nz/national/health/106629945/corrections-leading-a-push-for-far-reaching-mental-health-support-in-the-public-sector>
- 13 Over 69,000 copies of the resources were ordered by agencies in the first print-run and many agencies accessed the online material. The resources were delivered to agencies and were promoted during Mental Health Awareness Week (MHAW) 8 – 14 October 2018. Many agencies are creating strategies and formalised work programmes to support their ongoing commitment to wellbeing and mental health at work.
- 14 In addition to the conference, Mary Deacon spoke at two further sessions on 29 August; a chief executives' breakfast session and a stakeholders' workshop. At both sessions Mary spoke about the central role that the National Standard of Canada for Psychological Health and Safety at Work played in setting the framework for public and private sector employers in Canada. The stakeholders' group, representing seven key agencies with an ongoing interest in improving mental health in workplaces, subsequently made a joint proposal to the Government Mental Health Inquiry Panel that New Zealand should develop a similar voluntary standard for mental health at work. [REDACTED]

### **Work programme for 1 January to 30 June 2019**

- 15 The GHSL consulted with sector agencies, stakeholders, and advisory groups, to refine its focus areas and activities for the period to 30 June 2019 - see Appendix two: proposed work programme 1 January to 30 June 2019. The key focus areas of the work programme largely remain the same as 2018 however, the advisory area has been amalgamated into the other six priorities as the demand in this area has been lower than anticipated. A number of 2018's activities, such as the intern programme and SafePlus promotion, will be ongoing but do not appear in the work programme to 30 June 2019 as they are not new initiatives.

16 In designing the work programme to 30 June 2019, particular focus has been placed on activities that develop longer term, sustainable capability in the sector and have ongoing utility but do not build further dependence on the GHSL as a central resource. This will enable a range of options to be considered for the future of the GHSL after 30 June 2019.

### **Reviewing the mandate for the Government Health and Safety Lead**

17 The original State Services Commission mandate for the GHSL was for a period of two years through to 30 June 2019. This provides an opportunity for the sector to review its needs and to consider future options. The State Sector Reform Proposals launched in September 2018 touch on the role and place of functional leads and may also impact on future considerations. The Chief Executives' Leadership Group will have an important role in considering the sector's needs and future options for the GHSL in the first quarter of 2019.

18 As an input into the review, it is proposed that the GHSL commission a small, targeted independent review of the sector's system capability and future needs in health and safety. The review would include consideration of the value and place of a sector functional lead. This would be a useful framework for a review of the GHSL.

### **Move to the Ministry for Primary Industries**

19 On 1 November 2018 Ray Smith commences his new role as Director-General of the Ministry for Primary Industries (MPI). In agreement with the State Services Commission, Ray will retain the health and safety functional lead role until 30 June 2019, when the current mandate ceases. Planning is underway to physically relocate the GHSL to MPI later this year.

20 The GHSL's administrative support (ITC, finance, payroll etc) is currently provided by the Department of Corrections. To minimise disruption to the unit, and given the review due in 2019, it has been agreed that, apart from office accommodation, all other administrative support will continue to be provided by Corrections through until 30 June 2019.

### **Recommendations**

21 It is recommended that you:

- |    |   |               |
|----|---|---------------|
| a) | <b>NOTE</b> the GHSL's progress against its work programme to 30 September 2018 as set out in Appendix one.   | <b>YES/NO</b> |
| b) | <b>APPROVE</b> the proposed work programme for 1 January to 30 June 2019 as set out in Appendix two.          | <b>YES/NO</b> |
| c) | <b>APPROVE</b> a small, targeted health and safety system capability review to be completed by 31 March 2019. | <b>YES/NO</b> |