



**Nicole Rosie** Chief Executive, WorkSafe New Zealand

**Glenn Barclay** National Secretary, PSA

**Felicity Lamm** Chief Health and Safety Adviser

## Panel discussion: The future of worker engagement, participation and representation

Unleashing the Power of Engagement – Employee Engagement in Health and Safety



# WORKSAFE

## Unleashing the Power of Engagement

---

Nicole Rosie  
Chief Executive  
WorkSafe New Zealand

10 May 2018

# Overall performance:

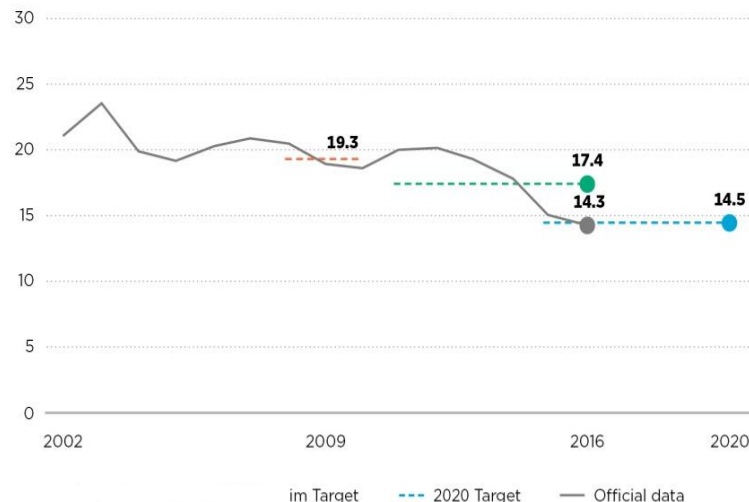
## Current performance and 2020 outlook

The rate of work-related fatal injury has been trending down since the peak of 2009-11, and now appears on track to meet the 2020 target



Source: Towards 2020 (WorkSafe)

The rate of work-related serious non-fatal injuries has been gradually decreasing since 2011, and appears to be on track to meet the 2020 target

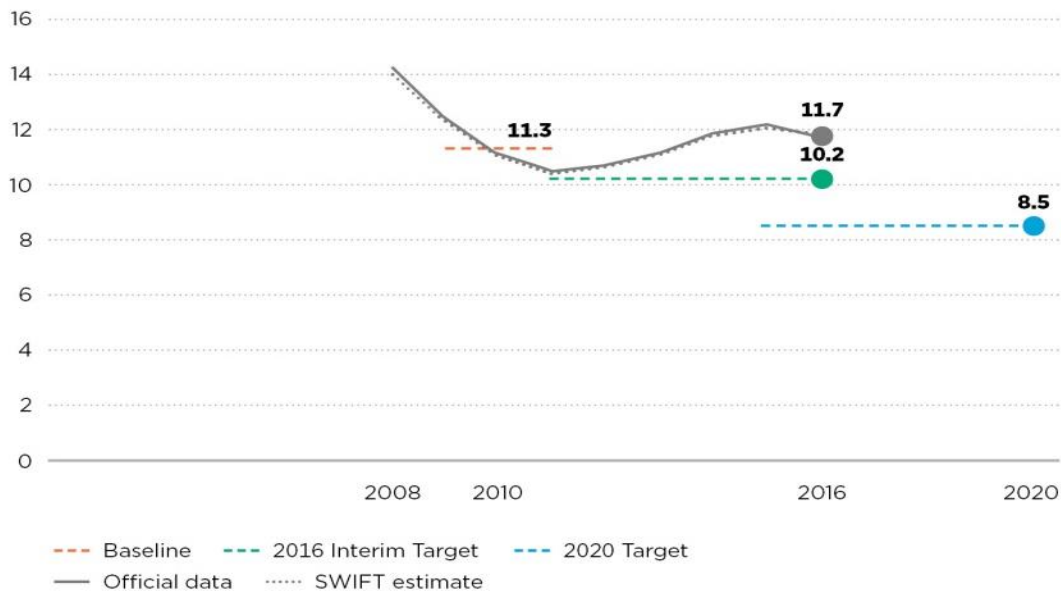


Source: Towards 2020 (WorkSafe)

# Overall performance:

## Current performance and 2020 outlook

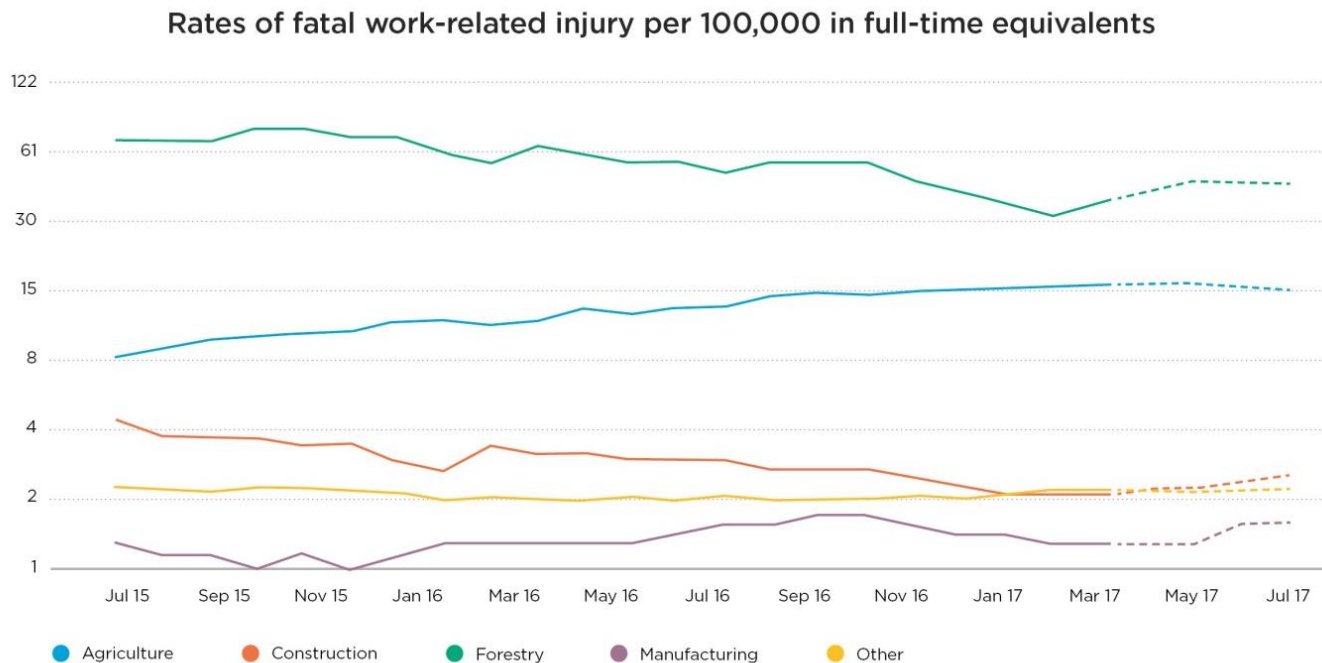
After four consecutive years of increase, the rate of injuries resulting in more than a week away from work is off track. Estimates indicate that this rate is beginning to slow



Source: Towards 2020 (WorkSafe)

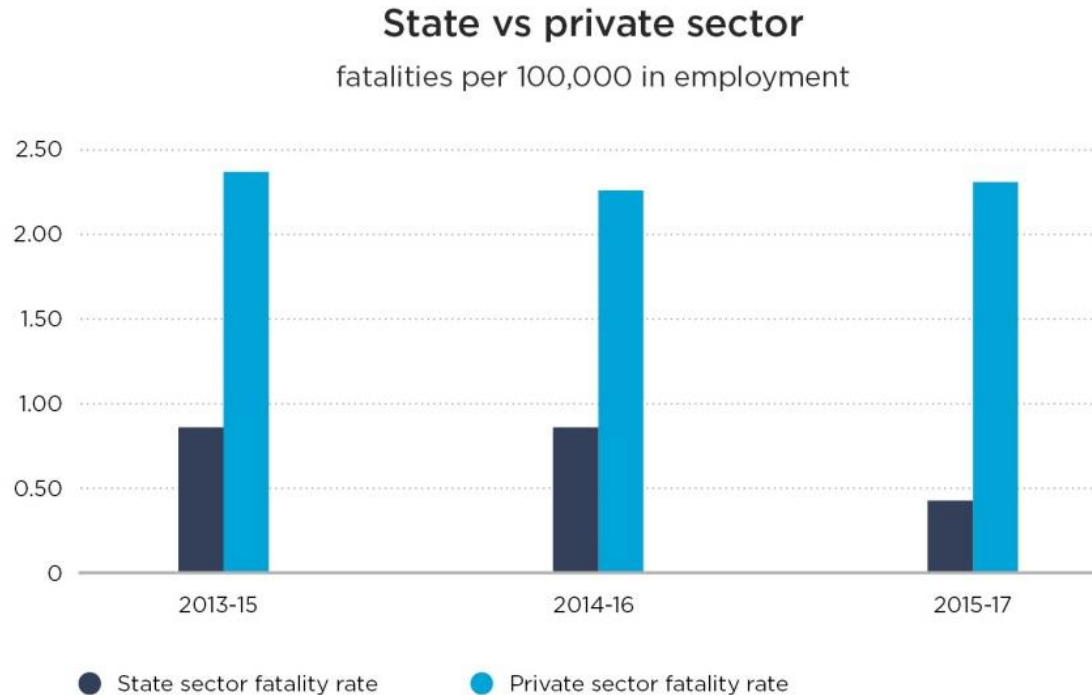
# Overall performance:

## Priority sectors



# Public sector

How do we compare?

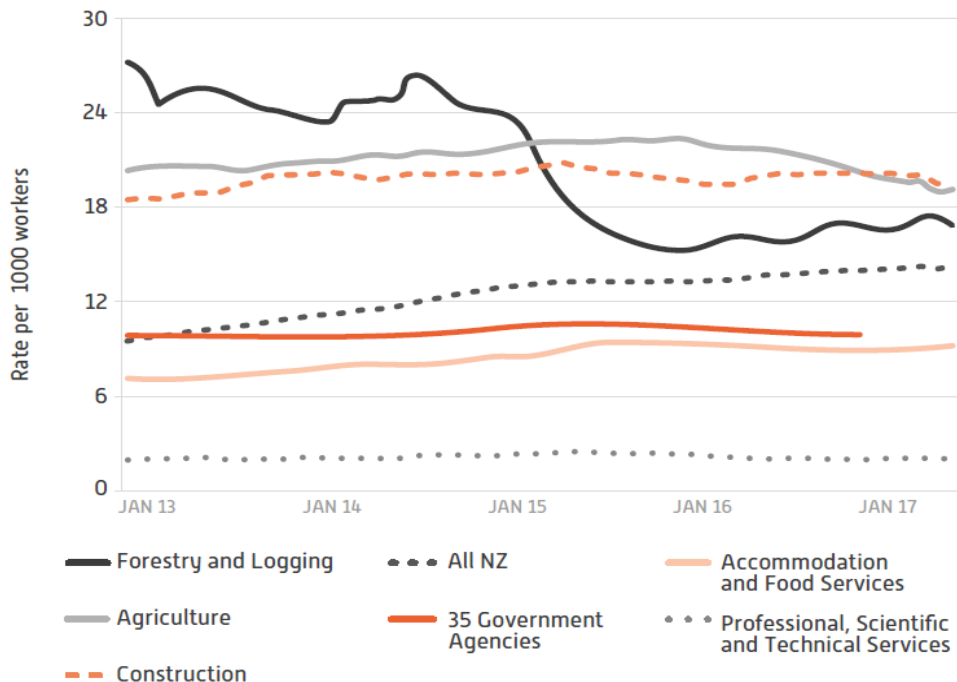




# Public sector

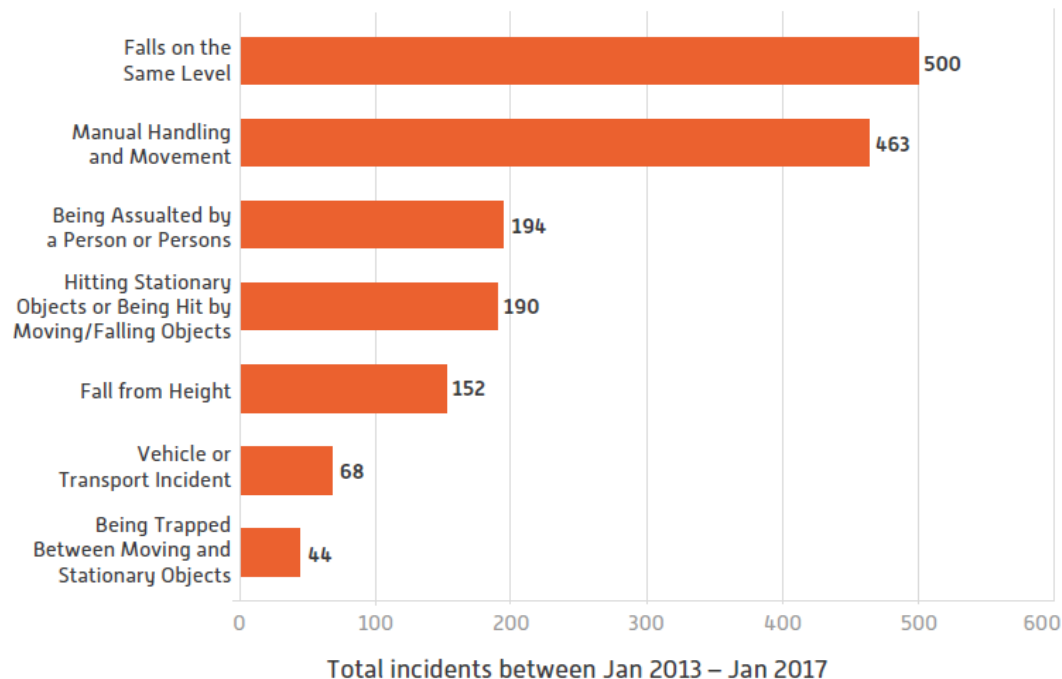
## how do we compare?

RATE OF INJURIES RESULTING IN A WEEK OR MORE OFF WORK



# How are people being injured?

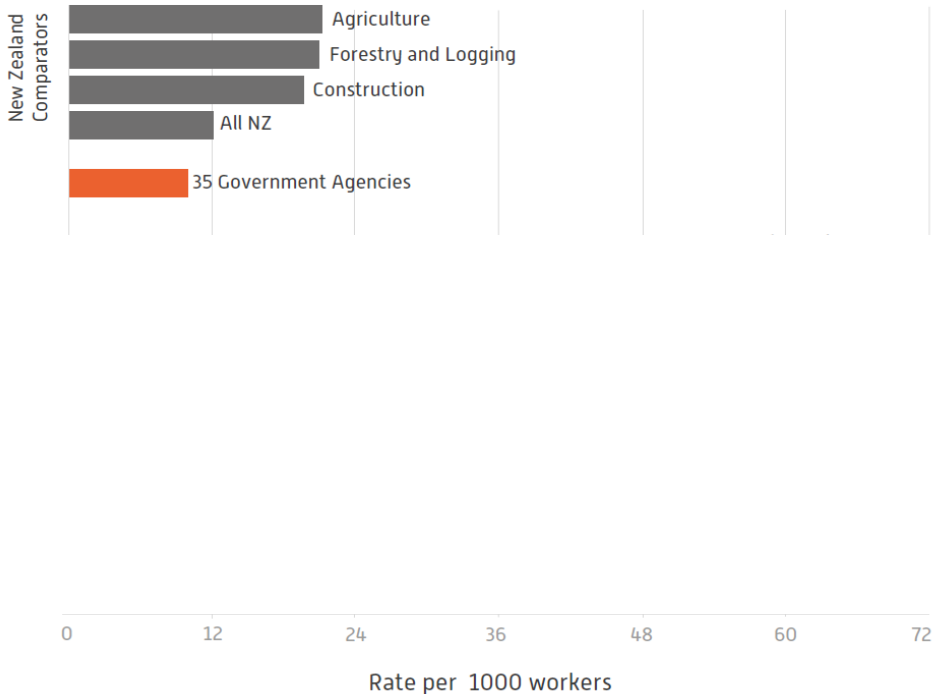
## KEY MECHANISMS OF INJURY RESULTING IN A WEEK OR MORE OFF WORK





# How do we compare?

AVERAGE RATE OF INJURIES RESULTING IN A WEEK OR MORE OFF WORK (JAN 2013-JAN 2017)



# Workplaces are healthier and safer when workers actively engage in health and safety

## Key enablers for high worker engagement:

1. Presence of regulatory measures (and the possibility for their application)
2. Management/Employer commitment and support for representation and consultation
3. Engagement of regulatory inspectors and their commitment to a participatory approach
4. Workforce support (support of Health and Safety Representatives) by the workforce they represent
5. Competent representatives (knowledge activists)
6. Union support, training and information.

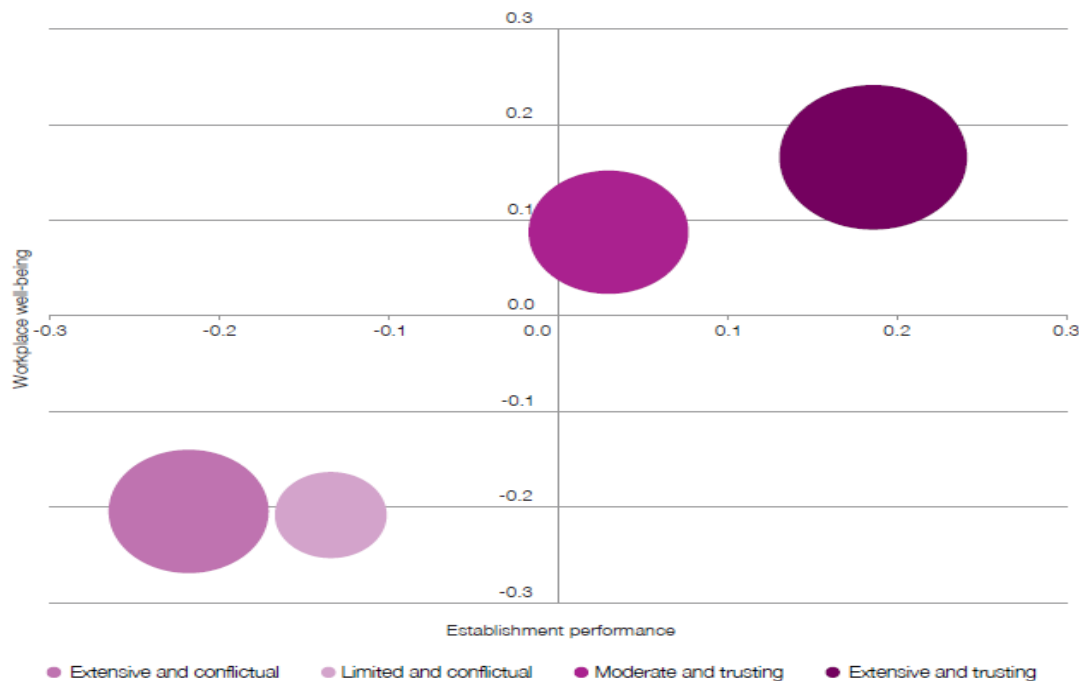
# Union support, training and information



- Worker organisation at the workplace that prioritises OHS and integrates it in other aspects of representation on industrial relations
- Strong connections between H&S reps and the union support that integration
- International research "...demonstrates quite convincingly that the most effective kind of training ...[in supporting the success of health and safety representatives]... is that which is rooted in the philosophy and methods of labour education." *Walters 2012*

# Workplace well-being and establishment performance

Figure 56: Establishment-level outcomes, by type of social dialogue



# H&S Reps are the Vanguard!

- Worker participation and representation in health and safety have historically led workplace reform.
- Research shows that H&S reps can be effective change agents.
- Research also shows that the level of worker engagement and health and safety standards can be a barometer of how well the organisation and society at large are functioning.

Government  
**Health & Safety** Lead



# UNLEASHING THE POWER OF ENGAGEMENT

Government  
Health & Safety Lead

*Thinking about worker engagement and participation ...*

**Identify one or two factors that you think are critical when it comes to worker engagement in your organisation?**

**Why do you think that these factors are critical?**

**Identify one or two factors that you think could be improved when it comes to worker engagement in your organisation?**

**What ideas would help to improve worker engagement in your organisation?**