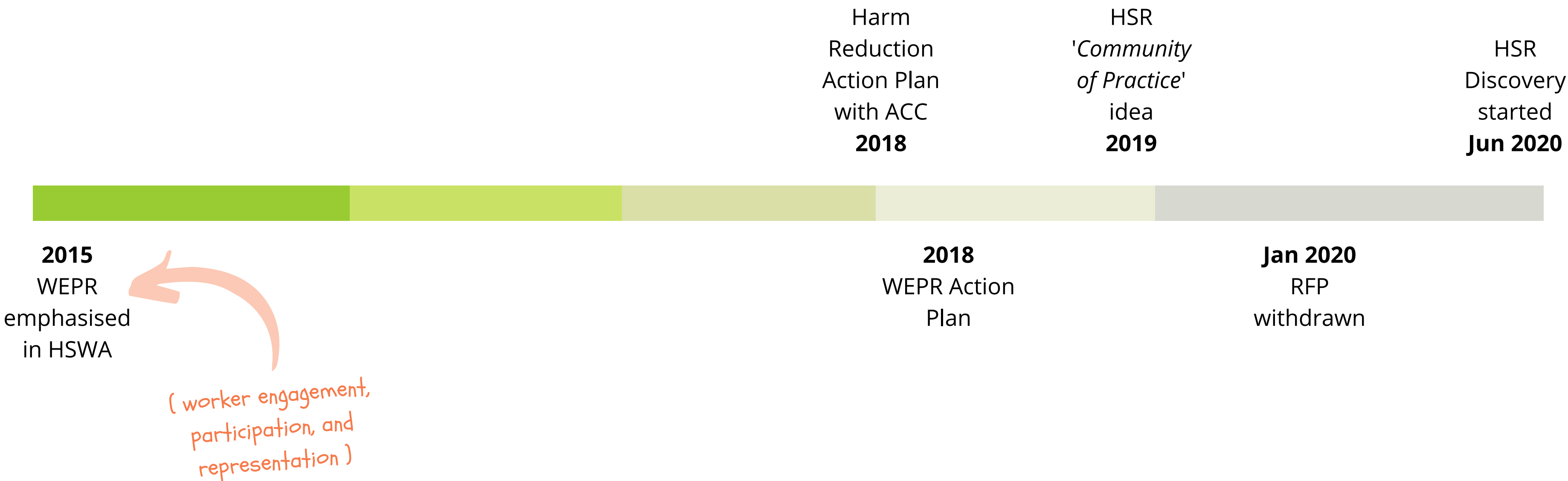




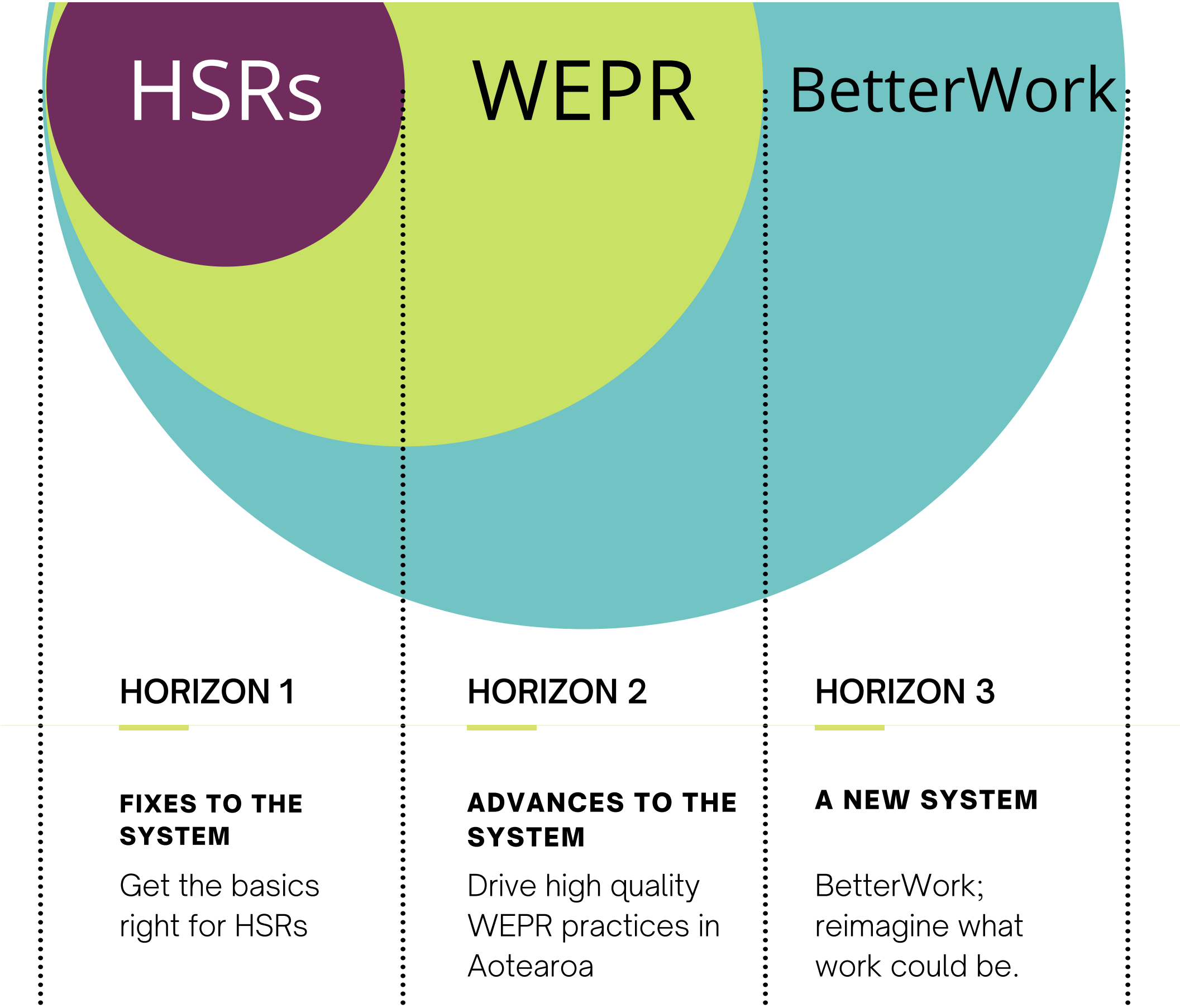
Health and Safety Representatives Discovery project

WORKSAFE
Mahi Haumaru Aotearoa

Background



LINE OF
SIGHT



Parallel Processes



Listen. Empathise. Respond.



Discovery

Empathy interviews, workshops, conferences, site visits, webinars, and mobile surveys.



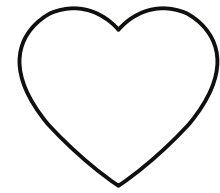
- 400+ HSRs through interviews, workshops, webinars, site visits, and conferences
- 400+ *hard-to-reach* HSRs through mobile engagement
- Themed findings, created artefacts for feedback
- H&S Manager interviews
- External Reference Group
- MBIE policy connection
- Ministerial priority



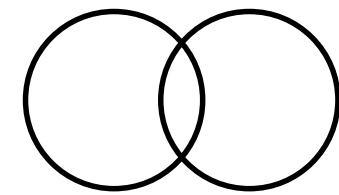


Findings

Role Clarity

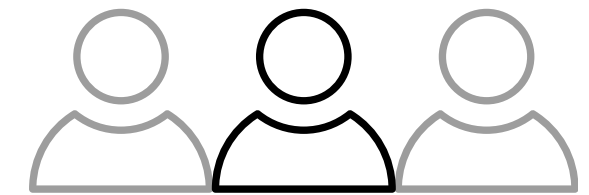


HSRs are **intrinsically** motivated by affecting meaningful change



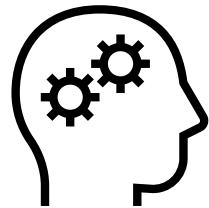
(tends to have H&S delegated down onto them)

The HSR role is voluntary and must be simple and achievably-sized

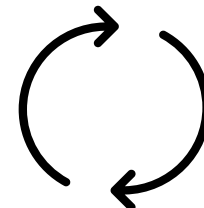


HSR activities should be participatory (not leading)

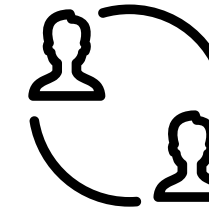
- ✗ Leading audits
- ✗ Leading compliance checks
- ✗ Writing policies or SOPs
- ✗ Leading H&S training



Once in the role, HSRs are motivated by continued learning and development



New HSRs struggle to apply their training upon return to the workplace

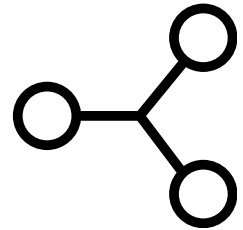


HSRs seek connections to other HSRs, and other sources of knowledge

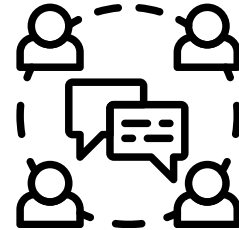


Continued development

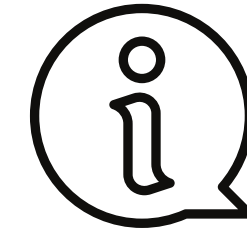
Connection to WorkSafe



**HSRs seek a
connection to
WorkSafe**



**HSRs want
WorkSafe to
be more
approachable**



**HSRs want up-to-
date and relevant
information for
their industry or
area**



**Frontline
Leaders**



**H&S Managers
and Advisors**

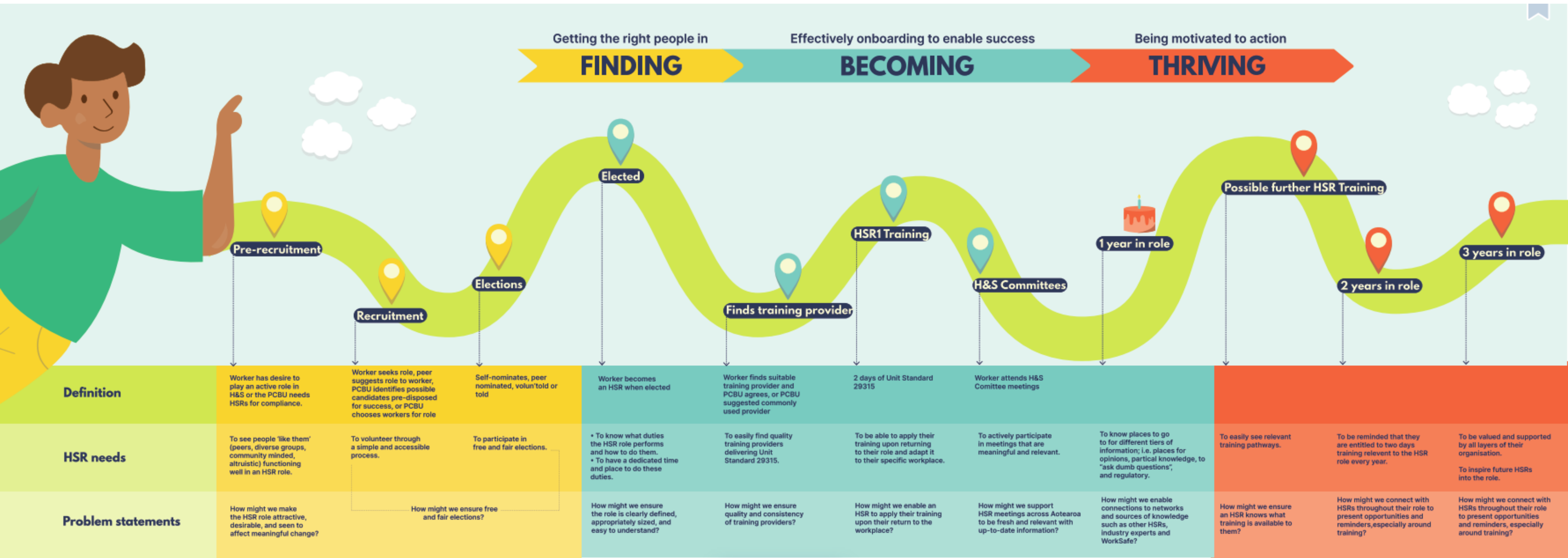


**Leaders need
to be curious
and listen with
a view to be
influenced**



Leadership in the system

The HSR Journey —



Priority Interventions

01.

Role clarity

Single point fo truth, human-centred, appropriately sized.

03.

Recognition of HSR1 Training

That connects HSR into **opt-in/opt-out HSR register** and is a key link to WorkSafe support.

05.

WEPR context in Frontline Leadership training

Develop, influence, initiate, support - embedding WEPR as context for frontline leaders training.

02.

Regional HSR meetups

Start with human connection, tripartite facilitation, focused on network development.

04.

(Pilot) WorkSafe HSR Support roles

HSR Support Advisor, regional, personal connection to HSRs and regional networks.

06.

Shared vision around worker participation in Aotearoa

Alongside our tripartite partners and iwi representatives we develop a shared vision that NZ organisations can sign-up to and work towards.

What can **you** and **your organisation** do?

What can **sector leads** do?

And what should **WorkSafe** do?

Always keen for your feedback.

Thank you for listening.

Lets collaborate and support each other to drive positive workplace change in Aotearoa.

Ali.Whitton@WorkSafe.govt.nz