

Mental health and wellbeing at work



Nicole Rosie

Chief Executive, WorkSafe New Zealand

Health on work – work on health

Government
Health & Safety Lead

New Zealand Government

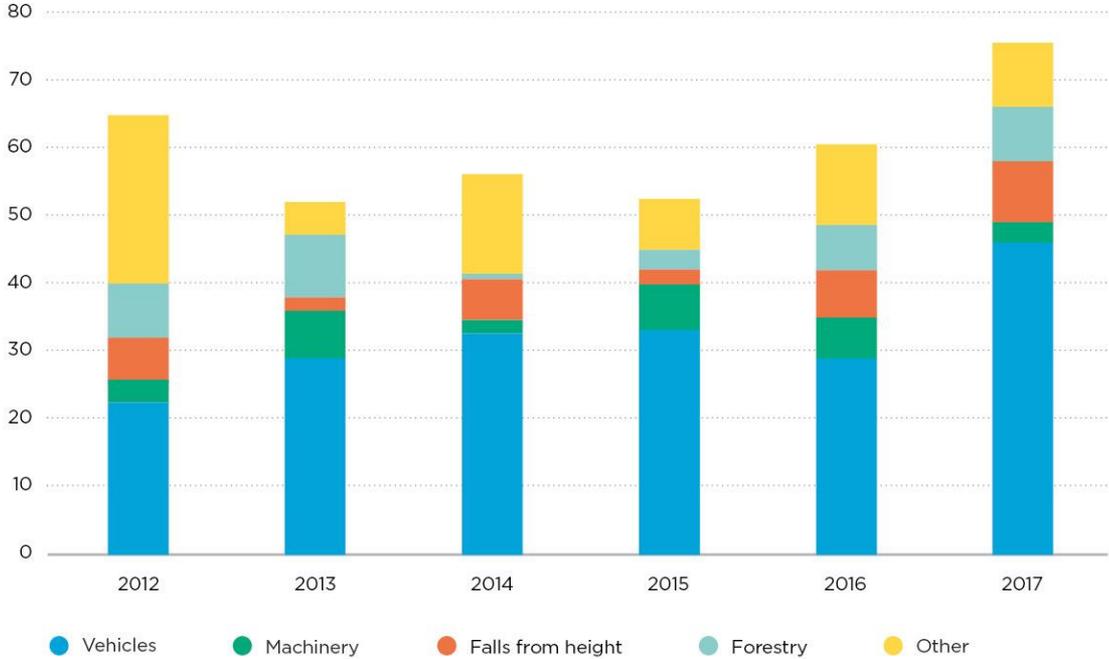
A person wearing high-visibility green work pants and black shoes is walking on a grassy field. They are carrying a wooden pallet under their arm. The background is blurred, showing a green field and some trees.

WORKSAFE

Public sector conference

- **Nicole Rosie**
Chief Executive
- **28 August 2018**

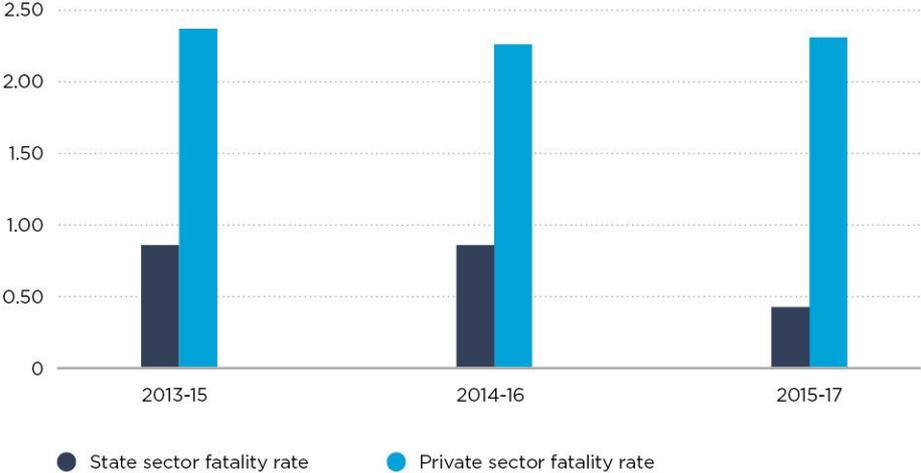
Acute: New Zealand



Acute

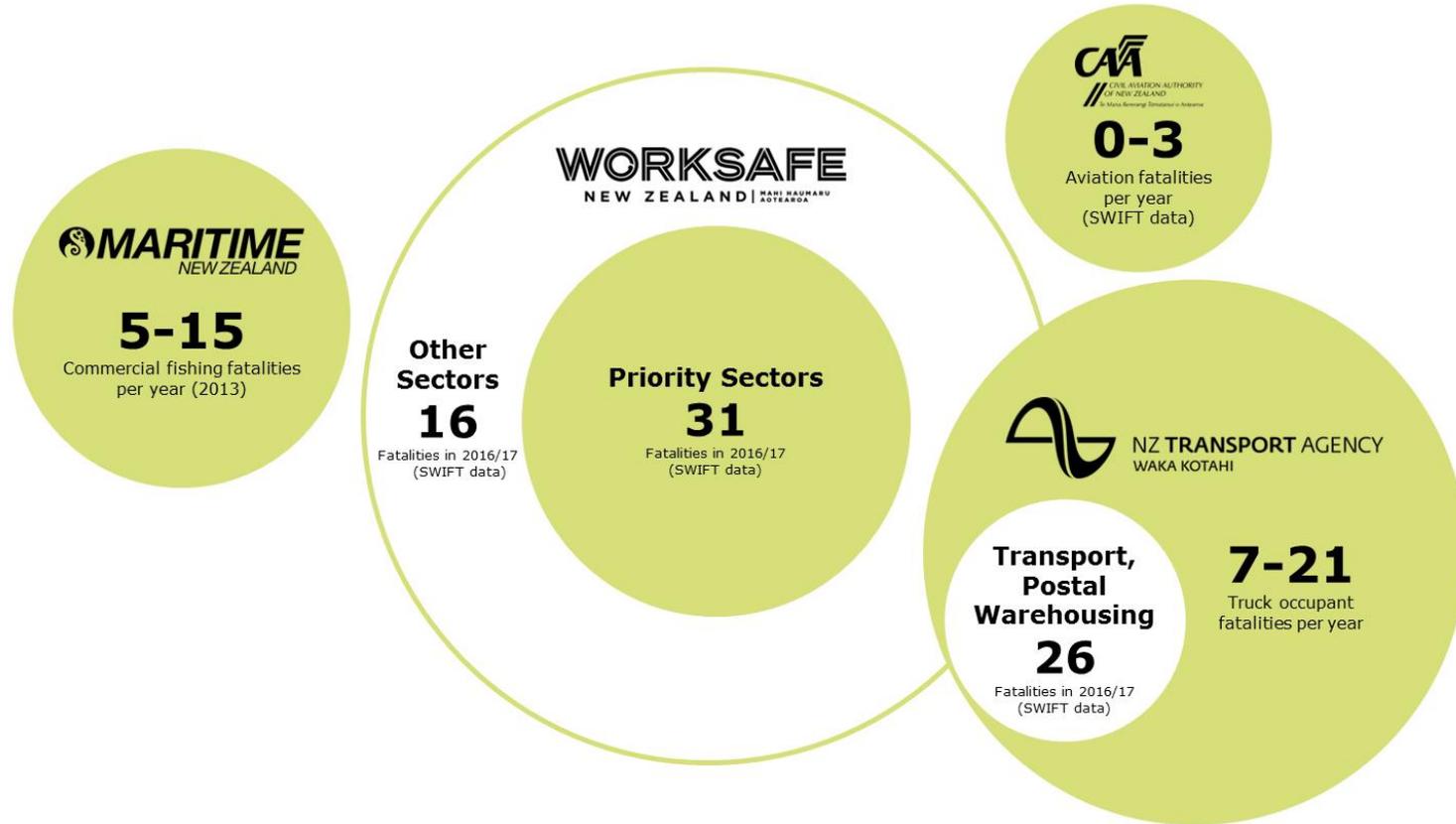
State vs private sector

fatalities per 100,000 in employment



Indicative data only. Not for operational use. Not for distribution or publication.

Acute: Jurisdiction breakdown





Workplace fatalities in USA

Date range

16/10/2007 28/04/2017



Fatalities by industry

Government - Central
65 100.00%

Industry

- Financial Services
- Fishing
- Forestry
- Government - Central
- Government - Municipal
- Health
- Hospitality/Tourism
- Landscaping

Hazard type

- Select All
- Animals
- ATV
- Aviation Accident
- Caught between
- Contact with Electricity
- Drowned
- Environment

Total number of fatalities

65

Number of industries

1

Hazard categories

20

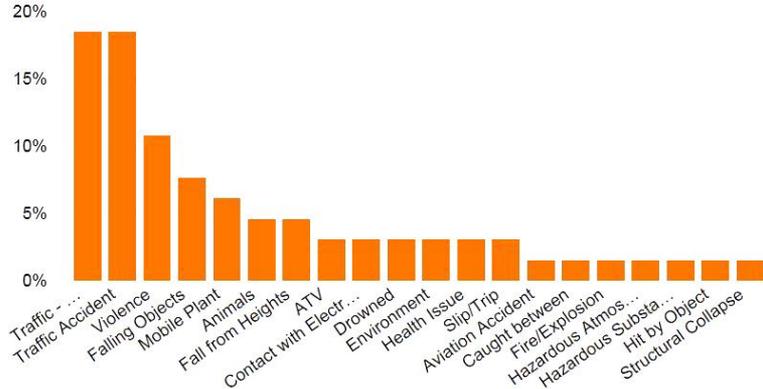
Showing fatalities since

20 August, 2009

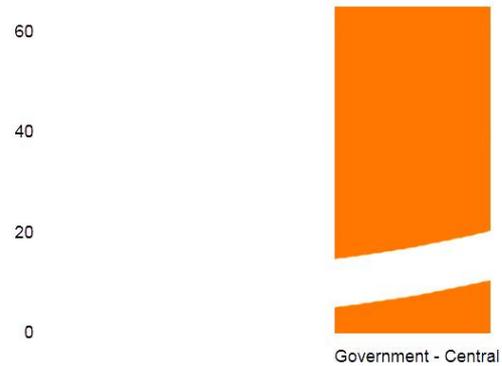
Company description word filter

Hazard description word filter

Fatalities by hazard type

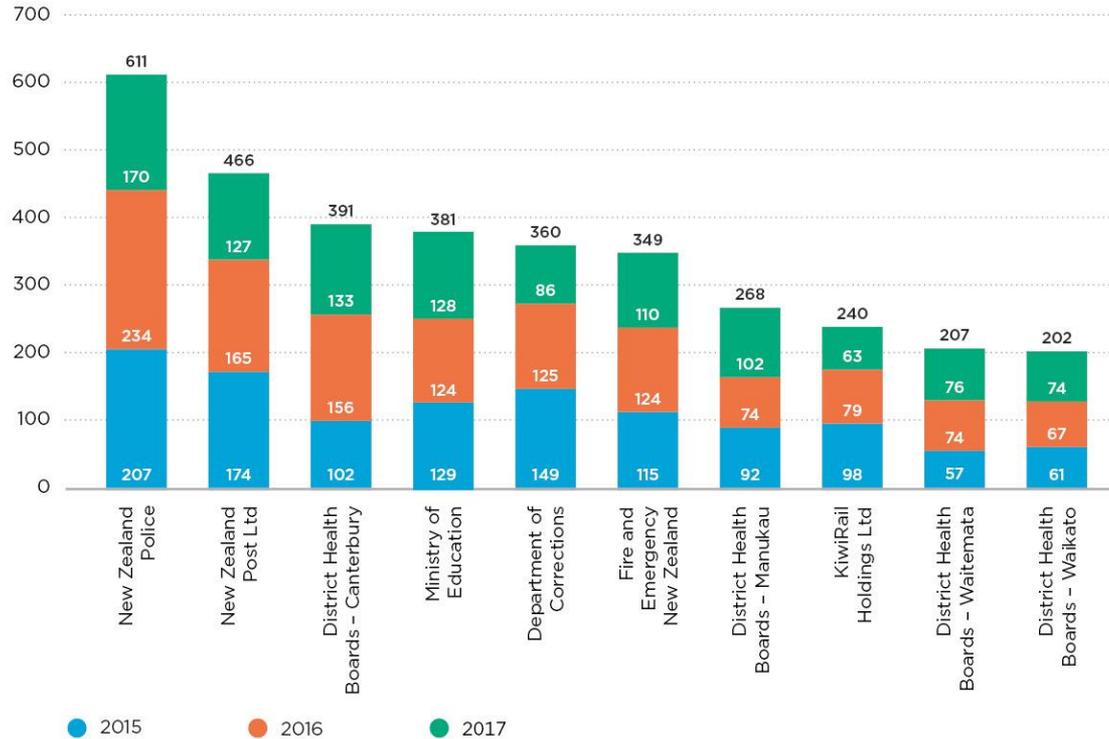


Number of fatalities by industry

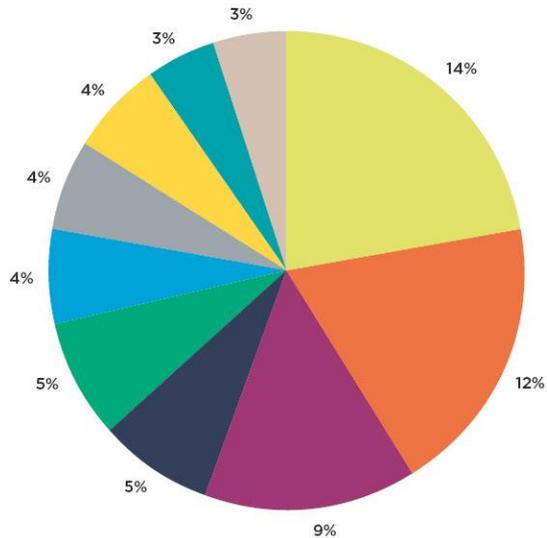


Source: PwC Analysis, Occupational Safety and Health Administration - Fatality inspection data 2017
Disclaimer: PwC has neither audited nor verified this data and therefore does not ensure its accuracy or completeness

Top 10 public sectors for WAFW injuries: Jan 2015 - Dec 2017

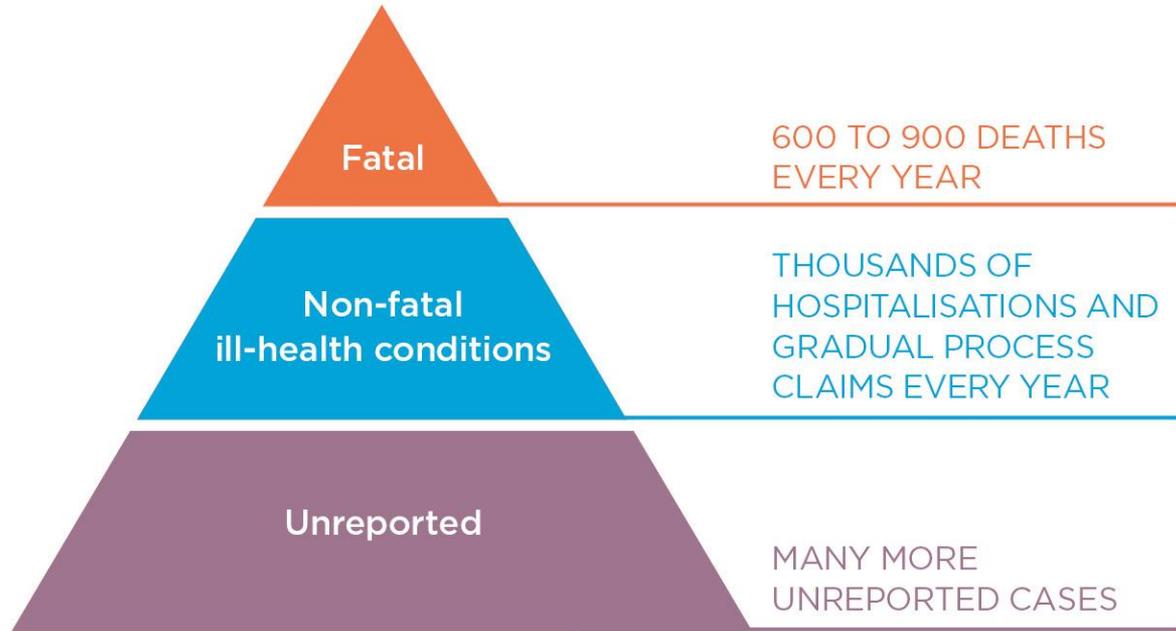


Top 10 public sectors for WAFW injuries: Jan 2015 - Dec 2017



- Falls on the same level 14%
- Muscular stress with no objects being handled 12%
- Muscular stress while lifting, carrying or putting down objects 9%
- Being hit by a person accidentally 5%
- Muscular stress while handling objects other than lifting, carrying or putting down 5%
- Being assaulted by a person or persons 4%
- Vehicle incident 4%
- Fall from height 4%
- Sports injuries 3%
- Hitting stationary objects 3%

Chronic:
New Zealand context



Chronic:
New Zealand context





**1 in 3 workers report
experiencing bullying
or harassment each year**

40,000

notifications of health and safety incidents over the last 4 years



159

 were recorded as bullying

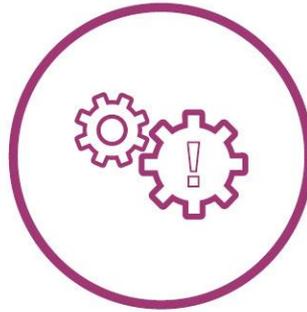
HALF REFERRED
TO ANOTHER
AGENCY
(POLICE, ERA)

JUST UNDER
HALF NFA

13
INVESTIGATED -
NO PROSECUTIONS



LEADERSHIP



RISK
MANAGEMENT



WORKER
ENGAGEMENT

An iceberg floating in the ocean. The tip of the iceberg is above the water surface, and the much larger base is submerged. The background is a clear blue sky with some clouds. The water surface is visible, separating the visible part of the iceberg from the hidden part.

BEHAVIOURS

< This what people see

INTENT

Values	Self thought	World view
Mindset	Strengths	Beliefs
Obstacles		

< This is what you need to focus on



Cause

- Workplace stress due to hours of work
- People leaders lack leadership skills
- Culture
 - What is acceptable behaviour around here
 - Alcohol
- Inappropriate individuals
- Individual factors (eg mental health, personal, non-work)

Preventative controls

- Reporting around hours of work
- Policies/Procedures
- Cultural Surveys
- Leadership/People Management Training
- Reporting systems allow for elevation of issues outside line management
- Cultural Surveys
- Policies and Procedures
- Values led organisation with leadership expectations on what and how
- Reporting systems including outside line
- Resistance training
- Health and well-being initiatives
- Support services

Mitigation controls

- ER approach/HR support
- Reporting and early management
- Independent reporting management system
- Early referral (intervention) for individuals needing support

Consequence

- Resolved prior to escalation
- Remedied with outside/independent support
- Systemic and repeat offenders identified early and risk managed
- Engagement and productivity increases

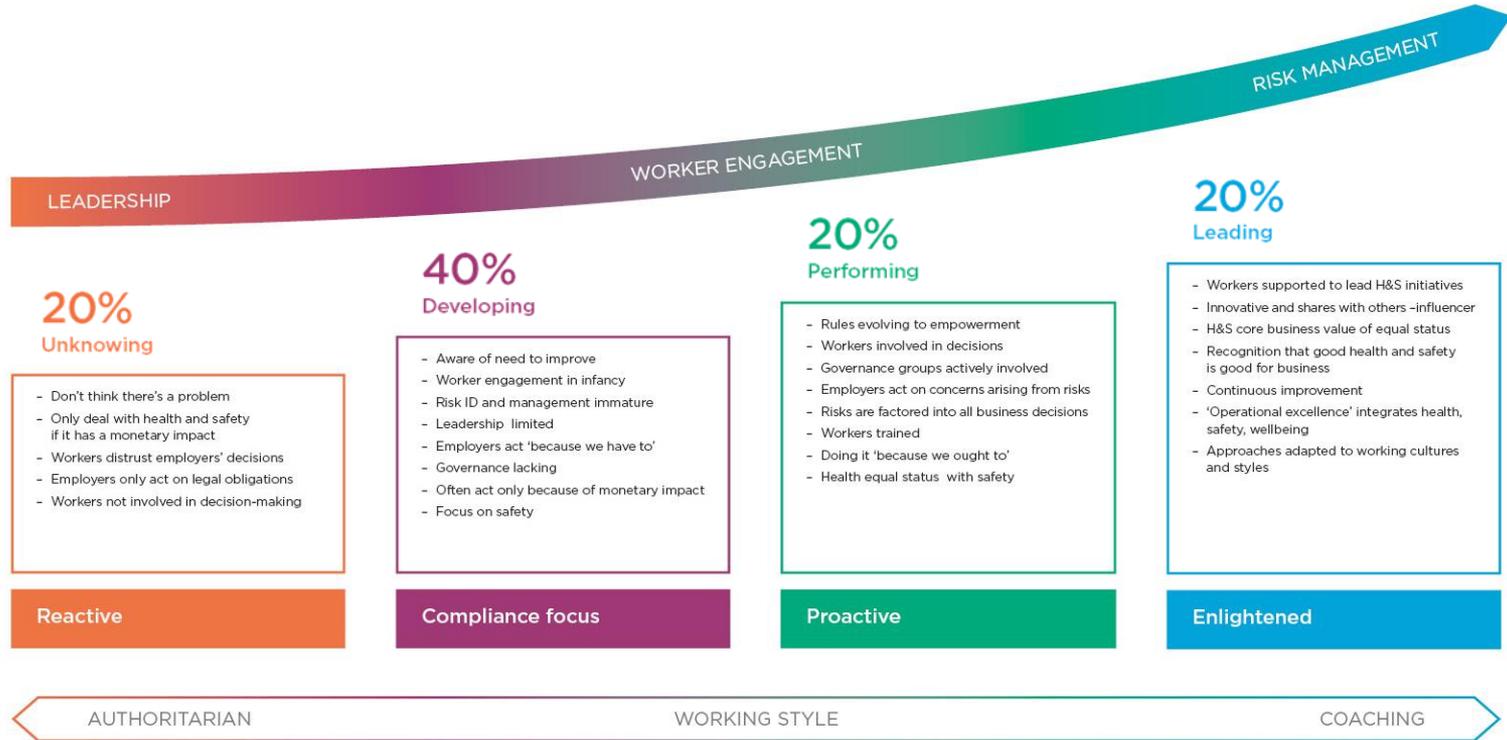


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New Zealand health and safety system: Maturity model



WorkSafe's strategy: 2018-2022



EXTERNAL

Our focus areas

- 1 Deliver the right mix of services in the right way**
We are optimising our services and tools to support best practice and lift health and safety capability
- 2 Build our harm prevention approach**
We are working to reduce harm through targeted, evidence-based programmes

We enable workers to participate in and influence health and safety improvement
- 3 Grow effective strategic relationships**
We use the influence and insights of our strategic partners to work together to drive system-wide changes

INTERNAL

- 4 Drive organisational excellence: Strengthen our people and culture**
We have capable and engaged people leading health and safety.

Enhance our technology, data and infrastructure
We are a learning organisation where our people are enabled with the right tools, data and information to do their jobs effectively.

Future-proof our organisation
We'll deliver the best benefit to New Zealanders through sustainable funding used in a targeted and effective way.

WHAT WE ARE AIMING FOR

Everyone who goes to work comes home healthy and safe

People value health and safety
Our work encourages people to value health and safety as part of good business

Health and safety improves wellbeing
Our work enables good health and safety to improve people's quality of life

Collective approach to health and safety
Our work leads the health and safety system towards shared goals

System targets

25% reduction in work-related fatalities and injuries

50% reduction in asbestos disease by 2040

0 catastrophic events

Fatalities from electrical and gas accidents trend down



WORKSAFE



**Getting you home healthy and safe.
That's what we're working for.**

WORKSAFE
NEW ZEALAND | MAHI HAUNARU
AOTEAROA