

Year Two Report

September 2019

Government
Health & Safety Lead

YEAR TWO REPORT

This report provides an update on the activities and progress made by the GHSL since our 12 month report in August 2018.

HIGHLIGHTS

The GHSL has continued to run successful forums and professional development sessions for all levels of people involved in health and safety, from chief executives, executives to practitioners, and to develop resources and support agencies to collaborate on key initiatives.

In August 2018, the GHSL hosted a state sector conference on mental health and wellbeing in the workplace. Over 440 people from 71 agencies attended the conference and the GHSL launched a series of resources for state sector workers and managers. Sixty-eight thousand copies of the resources were ordered across the wider state sector.

A second Health and Safety Representatives' conference was held in April 2019, with almost 600 health and safety representatives, health and safety professionals, senior leaders and key stakeholders attending from across the sector.

Our second year running the Government Health and Safety Summer Intern Programme saw 21 agencies employee 22 interns in health and safety roles. The interns even had the opportunity to sit down and speak with Hon. Iain Lees-Galloway, Minister for Workplace Relations and Safety at Parliament about the future of health and safety in New Zealand.

FOUR YEAR PLAN 2019-2023

All GHSL initiatives, and more, have contributed to increased collaboration and confidence across the sector in the health and safety space. This value the sector places in the GHSL has been recognised by the State Services Commissioner recommending a four- year extension of the GHSL to coincide with my term of Director-General, Ministry for Primary Industries, and overwhelming support from agencies during a review of the function undertaken by Deloitte in early 2019.

In June the GHSL Chief Executive Leadership Group endorsed a plan to set a clear direction for the GHSL over the next four years. The four-year plan has been shaped by the feedback provided as part of the Deloitte review, and the Government's *Health and Safety at Work Strategy 2018-2028*.

The GHSL Four-Year Plan seeks to build on the momentum of the past two years but with clearer focus on lifting sector performance and maturity. It also includes a focus on harm reduction; focusing on common critical risks such as violence, driving and health, including mental health. The GHSL will also support me in my role leading a sector programme of work building Positive and Safe Workplaces.

I would like to acknowledge the role Public Service Chief Executives have taken as a senior leadership collective to make the health, safety and wellbeing of their staff a priority for action.

Ray Smith
Government Health and Safety Lead

AREAS OF FOCUS

Overall progress



LEADERSHIP & CAPABILITY

Objective

Support organisational leadership and capability in health and safety at the chief executive and senior management level.

Achievements

Sector chief executives met together four times to reflect on their roles in health and safety (sessions presented by Mary Deacon of Bell Canada, Department of Conservation, SSC and MBIE).

Deputy chief executives met twice to discuss key areas of their roles in health and safety (Kensington Swan facilitated a session on workplace health and Meredith Connell ran a session on incident preparedness).

Facilitated six Small and Medium-sized Agency Forums and four High Risk Agency Forums to support operational leaders of these agencies to discuss common health and safety-related matters.

Won the ACC Best Leadership of an Industry Sector or Region at the New Zealand Workplace Health and Safety Awards 2019





Collaborate to produce clear and accessible resources based on sector needs.

Achievements

Worked with the New Zealand Defence Force to adapt two mental health guides and a pocketbook for the wider sector with input from the Ministry of Health, the Mental Health Foundation and the Health Promotion Agency.

Produced a quick reference guide for health and safety representatives on how to engage and innovate, in collaboration with Impac and unions.

Established a LinkedIn page for the GHSL which has over 350 followers.

Produced three case studies in collaboration with the Ministry of Education, Housing New Zealand and

Two good practice guides developed: *Remote Working* and *Health and Safety Indicators and Measures Knowledge Bank*.

Worked with MBIE, MFAT and PSR to develop a guide for government employees to ensure they consider the health, safety and security risks when travelling internationally for work purposes. All AOG travel providers will send the Guide to employees along with their itinerary information.

DATA & ASSURANCE

Objective

Facilitate comparative data and opportunities for relevant benchmarking to assist agencies to understand their relative performance, set direction for future work and monitor progress.

Achievements

Health and Safety: Indicators and Measures Knowledge Bank good practice guide produced in consultation with WorkSafe New Zealand, CosmanParkes, Impac and the Civil Aviation Authority of New Zealand.

Continued to promote SafePlus. Seven agencies have now completed full SafePlus assessments and four have completed the online self-assessment.

Produced and distributed three further sector dashboards on the state of the sector's H&S workforce work-related injuries, fatalities and critical risk to the sector.

Engaged Deloitte to conduct a small, targeted independent review, resulting in the GHSL's extension through to December 2023.

PROCUREMENT

Objectives

Achieving better health and safety outcomes through procurement.

Achievements

Developed a Good Practice Procurement Guide for Improving Health and Safety, in partnership with MBIE and a number of other agencies and stakeholders, due for release in late September 2019. The guide has been designed to help purchasers within government achieve better value in spending public money through better health and safety outcomes for all New Zealanders.

15 agencies have signed a collective approach to providing death and permanent disablement insurance to their staff, resulting in more agencies providing this type of cover and decreased premiums for those with existing cover.



WORKFORCE DEVELOPMENT



Objective

Achievements

Second year of the Health and Safety Summer Intern programme ran with 21 agencies employing 22 interns. Of these, ten have been employed in health and safety positions in government agencies.

Facilitated 13 professional development sessions and forums for sector health and safety practitioners and leaders, including a field trip to Corrections' National Learning Centre.

Facilitated eight Heads of Health and Safety Forums.

Delivered two sector conferences: Mental Health and Wellbeing at Work (attended by 440 delegates) and a second Health and Safety Representatives' Conference (attended by almost 600 delegates)

Presented six Health and Safety Representatives Finalists Awards and an overall Health and Safety Representative of the Year Award at the Health and Safety Representative's Conference 2019.

Awarded the first Postgraduate Study Grant in Health and Safety at Victoria University of Wellington to Robyn Parkin, Inland Revenue.

CRITICAL SECTOR RISKS



Objective

Focus on harm reduction by working with agencies to address common critical risks.

Achievements

Facilitated practitioner and director level workshops on lone workers, hazardous substances, client violence, mental health and wellbeing.

The GHSL has been working with SSC to establish a working group and support MPI and NZIC Director-Generals to lead a programme of work to build positive and safe culture across the NZ Public Service.

Engaged agency leads, industry experts and key stakeholders in initial consultation regarding a driving work programme for the sector. Work is now underway to establish a working group to develop specific initiatives for the sector, including a proposed agency launch event (conference/forum) in 2020.

Held a Mental Health and Wellbeing at Work sector conference and launched resources for managers and staff.

Facilitated a special interest workshop for agencies with an aviation/helicopter critical risk.
