

**GOVERNMENT HEALTH AND
SAFETY LEAD**

DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL

LOW NUMBERS FOR EARLY IN CAREERS (EiC) PROGRAMME

In March, in agreement with IMPAC+, I decided in light of the low registration we would push out the start date of the EiC programme to 22 May, rather than cancelling. However, we still only have nine people registered and need a minimum of 15 for the programme to go ahead. I really don't want to lose this programme, so I would appreciate it if you could consider whether there are members of your organisations who would benefit from this training and encourage them to sign up. Recognising that budgets are tight, I have also authorised IMPAC+ to open the training to the wider New Zealand public.

As a reminder, the programme is tailored for Health and Safety (H&S) coordinators, new H&S Advisors, H&S practitioners seeking a refresher, H&S Representatives aiming to enhance their expertise and HR professionals collaborating with H&S teams. The cost is \$1,165 +GST per participant, which includes 16 hours of engaging learning spread across four modules, allowing for collaboration and connection. Successful participants will achieve a level 3 NZQA unit standard, which can be applied towards a national certificate. Attendees will gain valuable insight into what defines a 'good H&S Advisor' acquiring foundational knowledge of the four key principles of H&S legislation, aligning with the H&S Generalist Pathway.

FAREWELL AND BEST WISHES TO BRADEN LISTER



After more than four years with the GHSL, Braden will be leaving us this month. Braden joined the GHSL in late 2020 and has made a significant contribution to our work programme, sector engagement and thought leadership. We at the GHSL will miss having Braden in the team and I am sure many of you will feel the same way. It's not all bad news, however, as Braden is taking up a Health and Safety Manager role within the public sector and so will stay connected with our work.

Reflecting the financial constraints currently facing the sector, I have made the decision not to replace Braden's role and instead provide member agencies with a reduction in fees.

I'm sure you will join me in congratulating Braden, thanking him for his support over the last four years and wishing him all the very best for the future.

GHSL HEALTH AND SAFETY REP CONFERENCE AND AWARDS EVENT

We're a month away from what will be fantastic development day for our H&S Reps, focusing on Critical Risk. This event is for our GHSL members only and attendance remains free, to remove barriers to participation. We received over 30 nominations for an individual or team award this year and finalists have all been notified.

To register for the conference, click [here](#), or if you have any queries, please email our Conference lead anita.mcghie-filkins@mpi.govt.nz

05 JUNE 2025

SHED 6

Wellington

Government
Health & Safety Lead

GHSL REFERENCE GROUP

Understanding the issues faced by the sector is a core part of what the GHSL does. In addition to engaging through various forums and meetings, the GHSL Reference Group provides an important platform for sharing feedback on our initiatives and work programme and getting a steer on our overall direction. Meeting quarterly, the Group is made up of ten health, safety and wellbeing leaders from across the sector.

While the GHSL always welcomes direct feedback, the Reference Group members are a valuable resource for the sector. I encourage you to align yourself with a member from a similar-sized or similar-makeup agency to share insights, raise concerns or discuss ideas. You can connect with them directly or reach out through the GHSL team. To keep you up-to-date, we are now sharing an [unattributed summary](#) of the discussions we had at the last quarterly meeting.

TRAUMA POLICY

Does anyone have a Trauma Policy that they would be happy to share with a member agency that is keen on putting one together – or have anyone who would like to help draft a policy? I have shared the publicly available [Police](#) and [NZDF](#) policies but am sure others would be of assistance.

T2 HSW LEADERS PROGRAMME

Our second Environmental Scan, [Health and Safety Matters](#), was recently sent out to T2 HSW Leaders and continues to receive positive feedback on its value. On Wednesday, 30 April, the New Zealand Police Force hosted our second Tier 2 HSW Leaders Breakfast event which was well received. This event was presented by Superintendents Kelly Ryan and Melanie Aitken, along with Deputy Commissioner Andrea Conlan, sharing their Tactical Response Model in the context of HSW and how they put the Model together, following the murder of Constable Matt Hunt.



MENTALLY HEALTHY WORK PROGRAMME COMPLETION

Over the previous two years the Mentally Healthy Work programme has delivered a range of artefacts and experiences for participants contributing to the uplift of psychosocial health and safety capability across the public service. Initially delivered in workshop formats, all the programme material has been translated into a variety of enduring formats to continue to affect ongoing change:

- A series of four MHW Development Modules intended to prime Executive and Functional Leaders with the information necessary to drive conversations on psychological health and safety, maturity and the desired next steps.
- Massey University's Level 5 NZQA micro-credentialled MHW Practitioner Development course, currently underway, as an annual option for cross-disciplinary practitioners interested or working in the field. This has expanded to two cohorts due to demand.
- The sector led MHW Community of Practice continues to meet monthly, is consistently well attended and attracts leading experts, academics and practitioners to present. Planned upcoming sessions include:
 - Amanda Wallis (Research and Innovation Lead, Umbrella Wellbeing) – Psychosocial harm in the context of critical risk
 - Dr. Laura Kirby (Chief Psychologist, Australian Psychological Services) – Topic TBC
 - Robert Lubbe (Safety Manager, Auckland Council) – Dealing with the impact of aggression and violence on the psychological/psychosocial wellbeing of employees
- A Resource Hub containing GHSL created and agency shared artefacts and documents, and
- WorkSafe's just released guidelines for business on Managing psychosocial risk at work

With all deliverables complete, the formalised programme now comes to an end. However we will continue to explore opportunities to continue to share and develop Mentally Healthy Work capability, good practice and leadership across the public service with liam.bourne@mpi.govt.nz remaining the GHSL contact.

OPPORTUNITIES TO CONNECT ONLINE WITH LOCAL H&S PROFESSIONALS

Building professional networks isn't easy with everyone's busy lives. The NZISM Wellington Branch Committee has set up a new private Facebook (FB) group to help H&S professionals to connect, chat and build relationships online. If you are interested in joining this new Wellington FB group contact Aaron Young at well.nzism@gmail.com

2025 BEYOND ECONOMIC LABOUR REPORT

For those who haven't seen the 2025 Beyond Economic Labour Report, with analysis by the economist Shamubeel Eaqub - [attached is a link](#). There were some fascinating insights in the report and it is well worth a read

Safety I and Safety II Webinar

Braden Lister recently joined Aaron (AJ) Young, a health and safety lead from the sector and Moni Hogg, noted as the 'pioneer of Safety II in New Zealand', for a webinar hosted by Beyond Recruitment. The panel discussed the differences between Safety I and Safety 2 models, highlighting what this means in a practical sense for organisations.

If you're interested in practical insights from the session – including reflections on technical skills, leadership influence and building Safety II capability – you can read the webinar highlights here: [What's the Difference Between Safety I and Safety II?](#)



Te Rōpū Marutau o Aotearoa
Māori Health and Safety Association

Te Rōpū Marutau o Aotearoa Māori Health and Safety Association 3rd annual conference

Anita attended the 3rd annual conference and once again it was well worth attending. The focus was on Māori and Pasifika workers, who we know are over represented in injury and fatality H&S statistics.

Minister for Maori Development, Hon.Tama Potaka spoke about the recent legislative reform and what that means for Māori, ACC provided an update on their work programme, and others introduced work they are doing in this area to make work safer for kaimahi.

There was also a special announcement -

Te Rōpū Marutau o Aotearoa, Vertical Horizonz and HSI Donesafe will be sponsoring two scholarships in 2025 to support those committed to advancing Māori health and safety outcomes.

These scholarships will fund study toward the New Zealand Certificate in Workplace Health and Safety (Level 3).

Applications are now open until 5pm May 16th 2025.



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