

GOVERNMENT
HEALTH AND SAFETY LEAD

DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL

As 2024 comes to a close, I'd like to personally thank each of you for your support and engagement with the Government Health and Safety Lead this year. Each agency has experienced challenging operating environments whether through organisational change, business disruption, fiscal pressure or new leadership and I have been continually impressed by the health and safety communities' ability to support people, their agencies and each other throughout.

With expectations for similar headwinds next year and the outputs of the health and safety regulatory system review to be revealed, I hope you all manage to get some opportunity to rest and relax this summer holiday. Whether you're an active relaxer (like me), ready to unwind in the company of friends and whānau or just in need of some 'you' time, I hope you are able to enjoy a break.

*Have a safe and (mostly) healthy holidays
from the team at the GHSL.*

LOOKING FOR FUTURE TALENT?

With the Summer Intern Programme well underway, five interns will be looking to spring-board onto HSW careers from 17th February next year. GHSL interns are some of the best and brightest, motivated to transfer and apply their health and safety work experience into opportunities identified across the public service in Auckland, Wellington, and Christchurch.

If you would like to view Intern bios showcasing their project work at agency placements or discuss options for future employment, please contact Debbie Bridge on 022-0134-884 or email: deborah.bridge@mpi.govt.nz

HEALTH AND SAFETY LEADERSHIP – RECENT EVENTS

As we work to improve our systems and manage the risks our agencies face, we can continue to learn from the near misses and incidents that we experience or are aware of.

I covered the recent conviction of the former CEO of the Port of Auckland Limited under the Health and Safety at Work Act 2015 in the last Update and so just wanted to note that we plan to facilitate opportunities for senior leaders to better understand the decision to convict, in the New Year.

There has also recently been interest in the management of sexual harassment cases within the public service, which serve as a reminder of the importance of managing cases appropriately. Most recently, Public Service Minister Willis set out her expectations in response to questions from the media. These include:

- Better training for people handling complaints.
- Better communication and support for complainants.
- Increased transparency of the process, rights and expectations.
- An understanding that whilst sexual harassment cases are an employment matter, they must remain victim centred.

These expectations relate well to the five critical lessons identified by the GHSL for managing sexual and other forms of harassment, through the Positive Workplace Cultures Programme. The Public Service Commission has also been asked to conduct further work on its standards on how people should be treated in the workplace.

INTEGRITY FRAMEWORK LAUNCH

The Officer of the Auditor General has launched the revised and improved [Integrity framework](#). Integrity forms a cornerstone of what it means to conduct work, embody the spirit of service, and develop trust and confidence. This framework provides a principled approach to further close any gap between organisational purpose and values, with behaviours observed in practice.

It provides a structure for first reflecting on our founding constitutional arrangements and Te Tiriti o Waitangi, then how to strengthen the core (systems, policies and procedures) and then finally translating into visible demonstration. Organisations cannot decide whether they have integrity - it must be seen, felt and experienced by those who engage with it and I encourage you take a look through the supporting material provided.

A recording of the launch event is available [here](#)