

**GOVERNMENT
HEALTH AND SAFETY LEAD****DIRECTOR'S UPDATE****GHSL 2024 - 2027 WORKPLAN**

The initial GHSL four-year plan concluded at the end of 2023 and so we have developed a new [Plan for 2024-2027](#). This has been reviewed by the GHSL Reference Group and now I would like your views on it.

Our primary objective remains to empower competent and capable Chief Executives, Senior Leaders, and health and safety teams to enhance the stewardship of health, safety, and wellbeing (HSW) for the benefit of the public sector and all New Zealanders.

We are committed to working closely with you to develop both qualitative and quantitative measures to track progress against the plans. Please take a look and let me know your thoughts.

**GUIDE TO WORKER PARTICIPATION AGREEMENTS (WPA)**

We all know that workers understand “work as done” rather than just “work as imagined”. Worker participation ensures decisions affecting health, safety and wellbeing and the design of work are based on the reality of the work they carry out.

While Worker Engagement, Participation and Representation (WEPR) typically involves Health and Safety Representatives and Health and Safety Committees, any activity that involves seeking input from and addressing the views and concerns of those doing the work is considered worker participation. Establishing a clear understanding among all parties on how this participation is facilitated can significantly improve the overall health, safety, and wellbeing outcomes for organisations.

In collaboration with MBIE (as lead agency), PSA, NZISM and WorkSafe, we have developed a short [guide](#) outlining the key principles for developing a WPA to support WEPR. Please note that this resource is simply a guide and is intended to support those who do not already have an effective WPA in place or who may be reviewing their WPA, helping facilitate discussions aimed at enhancing existing processes.

I hope you find it useful and, as always, welcome any feedback you may have.

**GHSL H&S REP
CONFERENCE 2024**

**REGISTRATIONS
OPEN NOW!**

**06 JUNE
2024**

SHED 6

Wellington



GHSL H&S REP CONFERENCE AND AWARDS EVENT REGISTRATIONS

If you or your teams and H&S Reps haven't already registered, get in quick to secure your seats for the Conference. The Conference is free for GHSL member agencies to attend and is a fantastic development day for our H&S Reps, with the focus this year being on worker engagement, participation and representation. Registrations can be done through our event management portal [here](#).

POSITIVE WORKPLACE CULTURES WORKSHOP

On Thursday, 5 April the GHSL delivered the final workshop of the Positive Workplace Cultures Programme, with over 30 guests from H&S, OD and HR teams attending from across the public sector.

Expert speakers covered:

- Leading Positive Work and Teams (Kathryn Milburn, NZ Police)
- Creating Safe Systems of Work (Dougal Sutherland, Umbrella), and
- Learning, Monitoring and Continuous Development (Geoff Plimmer and Ollie Zhou, Victoria University)

The Workshop provided an opportunity to share learnings, knowledge and examples of good practice, supporting organisations to take iterative steps for the desirable aspects of workplace culture to flourish.

The Principles Guidance and Case Studies released on the day are available in the [Resource Hub](#).



EARLY IN CAREERS

Unfortunately we have had to cancel the planned Early in Careers training for both Auckland and Wellington, as we couldn't get the number needed for each course. We will have a look as to whether there is sufficient demand to run these courses in the new financial year.

CE NEWSLETTER

Here's a link to the recent [CE newsletter](#) in case you haven't already seen it.

THE NEW ZEALAND JOURNAL OF HEALTH AND SAFETY PRACTICE

A new issue of the [Journal](#) has been published and is packed with interesting articles.

PARTICIPATING AT THE WILNZ CONFERENCE

The 2024 Work-Integrated Learning (WIL) Conference at Victoria University was aimed at tertiary institutions, workforce development groups, private training institutions and careers and education professionals and anyone in the work-Integrated learning area.

Work-Integrated Learning (WIL) is the term used to describe educational activities incorporating both academic learning and workplace practice. Students engage in authentic and meaningful work-related tasks involving three stakeholders – the student, the education provider and the workplace or community.

Debbie Bridge, GHSL Principal Advisor, H&S Workforce Capability, participated in the Keynote Panel Discussion: WIL 'Partners in Practice – Thriving Together'. Debbie shared her insights in managing the GHSL Summer Internship Programme and the importance of fostering successful partnerships and the preparation of the learners to ensure effective work-integrated learning.

The Panel was chaired by Professor Karen Smith, Associate Dean (Learning and Teaching), Victoria University of Wellington, along with Tracey Cotter-Martin (Associate Director Futures + Insights, Datacom) and Te Oho Reedy (Ngāti Porou, General Manager Qualifications and Quality Assurance, Ringa Hora - Workforce Development).



TE RŌPŪ MARUTAU O AOTEAROA – MĀORI HEALTH & SAFETY ASSOCIATION

Braden Lister, GHSL Principal Adviser, recently attended the second annual Aotearoa Māori Health and Safety Conference 2024 in Hamilton. Here's what he had to say:

"With its Te ao Māori approach, the Aotearoa Māori Health and Safety Conference 2024 built on last years' success, with an emphasis on inclusion, ensuring everyone was made to feel comfortable and welcome, allowing for open dialogue and tough questions.

The key takeaway for me was the importance of including those affected by change in the change-making process. Whether that be assessing health and safety risk, creating a new process, changing how we do a task or re-thinking how we work. Empowering the people who will be affected by the change to lead change is crucial.

Organised and run by Te Rōpū Marutau o Aotearoa and held in Hamilton, this Conference is a must-add to your annual calendar. They inspire, educate, inform, and engage with their members to achieve best practices in workplace health and safety management, all with a Te ao Māori approach. Thank you to all who made it happen."