

**GOVERNMENT
HEALTH AND SAFETY LEAD**

DIRECTOR'S UPDATE

DCE WITH RESPONSIBILITY FOR HEALTH, SAFETY & WELLBEING

We are currently updating our database and are looking to confirm the name and email of the DCE who holds the Health and Safety portfolio for your agency. If you could provide this information to Anita.McGhie-Filkins@mpi.govt.nz as soon as possible that would be appreciated.

2024/25 SUMMER INTERNSHIP PROGRAMME

We are seeking agencies' expressions of interest by July 19, 2024, to gauge interest in our programme scheduled from mid-November 2024 to mid-February 2025. I recognise these are challenging fiscal times and some of you will not be able to budget for an Intern. However, for those of you who can, the summer internship programme continues to offer cost-effective access to new talent whilst maintaining operational efficiencies and continuing to develop the pipeline of talent and resources. The basic cost of an intern is \$15,568 (for three months' salary @\$27.80 per hour).

Our interns are motivated, educated, and ready to contribute to your projects, providing you with an affordable short-term dedicated resource. You will find having an intern offers many benefits, including fresh perspectives, workload support, opportunities for professional development for existing team members and an easy recruitment process – and around 50% of interns go on to continue working in health and safety in the public sector. Our managers' evaluation survey from last year showed that all host managers expressed satisfaction with the quality and quantity of work delivered by their interns. You just need to select your ideal candidate.

GHSL ANNUAL SUBSCRIPTION FEES

As we approach the start of the new financial year, it's time for agencies to renew their GHSL subscription for 2024/25. We'll be sending an email to your Chief Executives outlining the renewal process and summarising the key work the GHSL has completed over the past year.

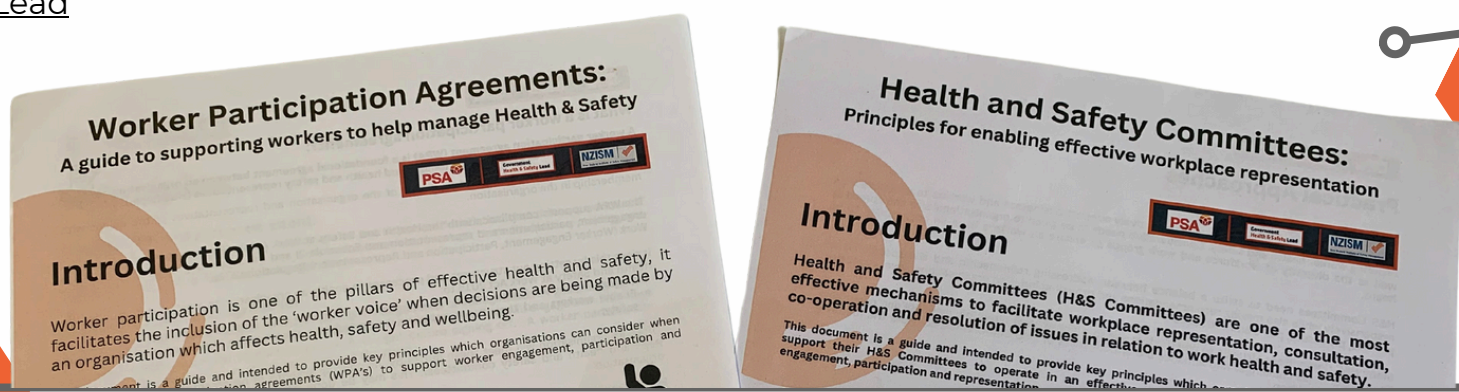
Our subscription fees follow a tiered structure based on the recorded FTE count, sourced from the Public Service Commission website. Given the recent restructures and changes across the sector, I'd be grateful if you could confirm your 1 July FTE count, so that I can ensure we don't overcharge you, along with your purchase order number, cost centre and key contact information.

NEW WORKER, ENGAGEMENT, PARTICIPATION AND REPRESENTATION (WEPR) RESOURCES LAUNCHED

At the 2024 GHSL H&S Rep Conference and Awards, we soft launched two new resources that we developed in collaboration with MBIE, NZISM, PSA and WorkSafe. These resources are designed to support agencies as they consider worker engagement, participation and representation. These tools are now also available on the GHSL website - Please feel free to provide any feedback, as we will always look to improve on any resources developed.

The first resource sets out the key principles for developing Worker Participation Agreements (WPAs) [Worker Participation Agreements | Government Health and Safety Lead](#)

The second resource provides guidance around the essential principles for enabling effective Health and Safety Committees. [Health & Safety Committees | Government Health and Safety Lead](#)



ENHANCING SAFETY: DE-ESCALATION WORKSHOP IS BACK!

In 2022, when WorkSafeReps ceased trading, we lost the short online foundational de-escalation workshop that was co-designed with them. This workshop had been developed as part of the COVID-19 response for frontline public-sector workers who engage with the public over the phone or in a controlled work setting. We are delighted that NZCTU has taken over WorkSafeReps. We have been working together to refresh and update the de-escalation workshop for the public sector, which is now ready for use.

The 3.5-hour online session is divided into three segments, focusing on understanding de-escalation principles, handling confrontational situations, and safely disengaging when de-escalation tactics are ineffective.

Costs: \$150 per person +GST. Workshops can be delivered via MS Teams or Zoom. For individual bookings, please book directly through [WorkSafeReps](#). For group bookings, in-house options, or onsite workshops, please contact [WorkSafeReps](#).

Please note this workshop is not aimed at workers who may have to deal with physical aggression, threatening clients in an uncontrolled environment.

MENTALLY HEALTHY WORK PROGRAMME

The Mentally Healthy Work development modules continue to be developed with module one nearly ready for release. If your agency has been considering raising functional and executive leadership in Psychological Health and Safety, these modules are a perfect mechanism to place it firmly on the agenda and inspire change.

Contact liam.bourne@mpi.govt.nz for more information on the design and delivery, and how your agency may be able to best utilise.

On 3rd July, 11am, Col Claire Bennet (Director Integrated Wellness – NZDF) will lead the Community of Practice through a session on burnout. For anyone with an interest or in a position to influence Mentally Healthy Work, these monthly sessions are open invite by requesting the meeting series be forwarded.

KEEPING OUR PEOPLE SAFE 2023/24

At the recent H&S Rep Conference and Awards event, Ray Smith launched the first edition of our annual publication, “Keeping Our People Safe - Sharing Stories from across the Public Sector 2023/24.” The collection highlights inspiring stories from GHSL member agencies, showcasing collective efforts to enhance health and safety within our sector.

We are delighted to share this publication with all of you. Copies are being sent individually to each agency’s Chief Executive and H&S Lead and an **online version** is available on the GHSL website. In the fast-paced environment of New Zealand workplaces, this publication is a reminder to pause and reflect on our achievements. As your Agencies look to commence preparing your Annual Reports, these are the type of stories which you may want to consider to help you to meet the Treasury Guidance for reporting.

2024 SAFEGUARD PUBLIC SECTOR WINNERS

Congratulations to all the finalists and the winners at the 2024 Safeguard Workplace Health and Safety Awards. Whilst we didn’t win our category, there was a lot to celebrate, with other public sector finalists there. In particular, it was great to see Josh Darby, Fire Emergency New Zealand win the Mental Health Champion Award and Kate Poole, NZ Transport Agency/Waka Kotahi take out the Emerging H&S Practitioner Award.

Also, I would like to congratulate Mike Massar, who was presented a Lifetime Achievement Award for his contribution to H&S at the Department of Conservation as an early advocate of a detailed, formalised approach to critical risk and critical controls and for advocating for difficult decisions following from it.



UMBRELLA®

Umbrella Wellbeing has been producing content to assist agencies through the public service changes. If these may be of interest, visit the [thinking hub](#) for articles on job insecurity, change leadership and work demands. Or the [media](#) section for segments on bullying, change management and work design. Please send any reflections through to liam.bourne@mpi.govt.nz or to Amanda Wallis Amanda@umbrella.org.nz.

GHSL H&S REP CONFERENCE AND AWARDS

On 6 June, we celebrated the hard work our public sector Health and Safety Reps do every day, with the 2024 GHSL Health and Safety Rep of the Year Conference and Awards Event. Over 300 H&S Reps and their leaders attended and the topic this year was worker participation. We had a great range of speakers who discussed various ways to engage with people at all levels of an organisation to ensure all worker voices are heard and included.

Our six individual Finalists were presented with beautiful awards carved by prisoners at Manawatu prison and \$500 training vouchers from +Impac, one of our key sponsors. Our overall individual and team winners also received carved awards, along with a \$1000 training voucher for the Individual winner and \$2000 training voucher to be shared across the members of the winning Team. This year's individual winner was Stephen Mackle from the Ministry of Social Development and the winner of the inaugural Team award was the Waikato Tari H&S team from Kainga Ora.

The Conference remains free for attendees and this is only possible because of our sponsors:

Gold Sponsor: HSE Global

Silver Sponsors: ACC and Umbrella

Bronze Sponsors: Department of Corrections, Fitness Passport and +Impac

For more information on our finalists and winners, to see photos of the event and to access some of the resources provided on the day, check out our website [here](https://healthandsafety.govt.nz)

