

GOVERNMENT  
HEALTH AND SAFETY  
LEAD

DIRECTOR'S UPDATE

GET YOUR NOMINATIONS IN NOW FOR THE 2024 GHSL  
HEALTH & SAFETY REPRESENTATIVE OF THE YEAR AWARDS!

A reminder that we are seeking nominations for the GHSL H&S Rep of the Year Awards. This is a great opportunity to recognise the hard work our H&S Reps do as part of their voluntary role. Nominations close 30th March 2024.

Forms and guidelines can be found [here](#), and the awards will be presented at the GHSL H&S Rep Conference on the 6th June 2024.

If you have any questions about either the Conference or the nominations, please email either [ghsl@mpi.govt.nz](mailto:ghsl@mpi.govt.nz) or [Anita.mcghie-filkins@mpi.govt.nz](mailto:Anita.mcghie-filkins@mpi.govt.nz)



**GHSL H&S REP  
CONFERENCE 2024**

**REGISTRATIONS  
OPEN NOW!**

**06 JUNE  
2024**

**CLICK [HERE](#)**

Shed 6, Wellington

Government  
Health & Safety Lead

GHSL FTE COUNT AND FEES

You will no doubt be planning your 2024/25 budgets and I am conscious of the financial constraints being faced by the public sector. With this in mind, the GHSL will be maintaining its fees at the same rate they have been held since 2020, when we reduced our fees by 20% in response to the COVID-19 pandemic, as set out in the adjacent table.

I'm asking each agency to confirm their current FTE, so that we can be sure to get the billing right. Invoices will be sent out after 1 July 2024. The information I have has been obtained from the Public Service Commission / Te Kawa Mataaho or from your most recently published Annual Reports. Please check the information [here](#) and let me or Anita know if it is not correct.

Paid FTEs	Membership Fee
>100	\$400
100-300	\$1,600
300-1000	\$8,400
1000-2500	\$20,000
2500-4000	\$36,000
4000-6000	\$44,000
6000+	\$52,800

## EARLY IN CAREERS PROGRAMME

Register today for your Auckland or Wellington 2024 Early in Careers Dates!

Following on from the success of last year's Early in Careers (EiC) Health and Safety Certificate programme, we are delighted to announce that we will be delivering two EiC programmes this year, one in Auckland (Newmarket) and Wellington. The four workshops cover 14 hours of professional development at a total cost of \$1,165 + GST per person. The programme covers Risk Fundamentals; Engagement & Participation; Working with other PCBUs; and Reporting & Measuring H&S Performance.

Auckland	Wellington
• 12 April	• 8 May
• 14 May	• 5 June
• 12 June	• 3 July
• 3 July	• 28 August



To register and book your place, please contact Anita directly at [ghsl@mpi.govt.nz](mailto:ghsl@mpi.govt.nz)

## POSITIVE WORKPLACE CULTURES

Following release of Enablers of Positive Workplace Culture, phase 2 of the programme concludes with a workshop on 4th April in Wellington bringing together Positive Workplace Culture Leads to explore how desired behaviours and relationships are fostered in the workplace. During the day core principles and case studies will be presented across three sessions (Creating safe systems of work, Leading positive work and teams, Monitoring learning and continuous improvement) delivered by leading experts in each field.

We're looking forward to celebrating this milestone and sharing all the important contributions made to date. There are a few remaining places so if you're interested in attending, please e-mail the team at [GHSL@mpi.govt.nz](mailto:GHSL@mpi.govt.nz)



## DATA, ASSURANCE AND INSIGHTS COMMUNITY OF PRACTICE

The Data, Insights and Assurance Community of Practice (DAICOP) held its first session this month. This group aims to share the data, assurance and insights work being done within the sector and provides an opportunity to connect with experts. Those who will benefit most from attending will be H&S practitioners who are collecting, assessing, analysing and presenting health, safety and wellbeing information, and Data Analysts who are supporting the health and safety function. This first session was attended by 25 people. At the meeting, MPI shared their governance dashboards, a draft deep-dive framework was presented and the session ended with a brief review of an academic report on the statistical invalidity of TRIR as a measure of safety performance.

Please contact Braden Lister if you're interested in attending the next DAICOP. ([braden.lister@mpi.govt.nz](mailto:braden.lister@mpi.govt.nz))

## OFFICER DEVELOPMENT

Once again, we are working with the Institute of Directors (IoD) to deliver the Officer Development Programme which starts on **14 March 2024**.

This programme is designed for public service agency senior leaders with officer responsibilities under the Health and Safety at Work Act 2015 (HSWA). Over 48 agencies and 350 people have engaged in this award winning programme since its inception.

there are still a few places left, so please contact Anita directly at [ghsl@mpi.govt.nz](mailto:ghsl@mpi.govt.nz).



# SUCCESS FOR OUR 2023 EARLY IN CAREERS HEALTH AND SAFETY CERTIFICATE

Our first “Public Sector Early in Careers Health and Safety Certificate” programme concluded on 8 November 2023, and I am thrilled to announce that 21 out of 23 attendees completed and passed their Level 3 NZQA Early in Careers Certificate.

This new Certificate is a steppingstone programme, providing an introduction to the pathway of what a ‘good’ H&S advisor looks like, as outlined in the H&S Generalist Career Pathway. It uses NZQA’s micro-credentialling qualification process to help build the required vocational knowledge, which when combined with on-the-job experience, helps to deliver the overall skills that are required by employers and the H&S industry.

# SAFEGUARD STATE OF THE NATION SURVEY

Safeguard magazine is running its annual State of the Nation survey and would like you to share the link with your teams. The idea is to take the pulse of how we are doing in health & safety as a nation. The results will appear in the March/April edition of the magazine and will enable any year-on-year trends to be detected.

The survey is anonymous and all but one of the questions are multi-choice, so it takes only a minute or two. The survey is designed to be taken by people based in New Zealand and who belong to one of these groups:

- Health, safety or wellbeing practitioners
- Health & safety reps
- Business owners/CEO/GM of any kind of organisation

The link to the survey is here. Those taking part will have the option to request the survey results to be emailed to you.



# FAREWELL OUR SUMMER INTERNS

This month we said goodbye to the seventh cohort of GHSL Summer Interns, 19 of whom completed their three-month placement across 16 public sector agencies located in Auckland and Wellington. At the farewell event, the interns reflected on their experiences, presented their completed work and talked about their appreciation for how their agencies supported them in their first roles. The interns have been engaged in a diverse range of projects including Wellbeing initiatives, Critical H&S Risks, Data insights, H&S assurance, Capability building and Learning reviews and incident investigations.

We also celebrated a significant milestone this year, with the latest cohort taking the number of interns who have taken part in the programme up to 102 interns from 30 public sector agencies. The long term benefits of this programme are starting to come through, with around half of all previous interns now working in advisor and senior advisor roles across the sector. For the most recent cohort,

There are still a number looking for their next role, so if there are any job opportunities available, please reach out to Debbie Bridge at [Debbie.bridge@mpi.govt.nz](mailto:Debbie.bridge@mpi.govt.nz).



If you haven't done so already, remember to factor in the cost of an Intern in your 2024/25 budgets – approximately \$15,600.