

**GOVERNMENT HEALTH AND
SAFETY LEAD**

DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL



FINALIST AT THE SAFEGUARD CONFERENCE

I am delighted that we have been recognised as Finalists at the 2025 New Zealand Workplace Health and Safety Awards in the Governance category, for our Public Sector Tier two Health, Safety and Wellbeing Leaders Programme.

Being a finalist for this programme recognises the importance and responsibilities T2 leaders have around HSW, where they often have to bridge the gap between governance expectations and operational responsibilities under Health and Safety at Work.

I would also like to congratulate the other finalists, especially our fellow MPI colleagues in the Safety and Wellbeing team and the Department of Corrections team. If any of you are in Auckland for the Conference and/or Awards Dinner, keep an eye out for Debbie Bridge and me and come and say "Hi".

GHSL FEES

As previously notified, I have reduced the fees for 2025/26 onwards by around 10%. We will be invoicing organisations early in July and it is important we get it right, so could you please check the tables at the end of this document and let me know if the FTE / Sizing for your organisation is wrong. If I don't hear from you, I will assume it is all correct.

GHSL NEW MEMBER

I am delighted to welcome the Natural Hazards Commission to the GHSL membership.



TE TAUNAKI PUBLIC SERVICE CENSUS RESULTS STARTING TO ROLL OUT

In March, departments and departmental agencies employees were surveyed to develop an understanding of workforce demographics and experience of working in the public service. Thank you to everyone who supported a robust response rate and strengthening the data set. This month agency Integrity Champions will have begun receiving early insights and results, with the Public Service Commission presenting overall results in July. For the first time questions have been included that specifically explore health, safety and wellbeing and bullying and harassment, alongside other psychosocial factors. For support on interpreting, coordinating and responding to your results please get in touch with Liam Bourne or me.

GHSL SUMMER INTERNS - EXPRESSIONS OF INTEREST

We are seeking agency expressions of interest in our Intern programme, scheduled from mid-November 2025 to mid-February 2026. 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 program offers cost-effective access to new talent whilst maintaining operational efficiencies and continuing to develop the pipeline of talent and resources. The cost of an intern is \$16,000 (for three months' salary at \$28.95 per hour). **Please let Debbie Bridge know by July 15** if you are definitely (or are not) interested in having an Intern this year.

Debbie works with a number of our Universities to ensure the best candidates are aware of the opportunity and keen to apply. As a result, our interns are motivated, educated and ready to contribute to your projects, providing you with a short-term dedicated resource without the high costs associated with full-time employees or contractors. 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. You just need to select your ideal candidate.

Attached is a [host manager guide](#) which outlines agency expectations, testimonials and previous work/projects that have been completed.

Our managers' evaluation survey from last year revealed that all host managers expressed satisfaction with the quality and quantity of work delivered by their interns.

FLU TRACKING



What is FluTracking?

FluTracking is an online surveillance system used to detect the potential spread of influenza and COVID-19. ~By taking part, you'll not only be contributing to scientific research, but you will also be helping to track influenza and COVID-19 in your local community and nation-wide. A simple online survey that takes less than 30 seconds each week during flu season can tell us so much.

The main aims of FluTracking are to develop a system that can provide:

- Community level influenza-like and COVID-like illness surveillance
- Consistent surveillance of influenza and COVID-19 activity across all jurisdictions and over time; and
- Year-to-year comparison of the timing, attack rates, and seriousness of COVID-19 and influenza in the community.

We need more participants around the motu to help us track, and understand, flu & COVID-19 in the community. Please join us by forwarding this link:

<https://www.flutracking.net/Join/NZ/inv25nz>

HEADS OF HEALTH AND SAFETY FORUM ON 22 MAY

Our thanks go to Jason Hare, the Head of Health, Safety and Wellbeing at New Zealand Trade and Enterprise (NZTE) and guest speaker Lance Burdett, WARN International, who presented at the latest Heads of Health and Safety Forum. The discussion centred around understanding and responding to violence and aggression in changing and diverse work environments. Jason outlined the programme of work that the NZTE have been undertaking around this critical risk for their global workforce, which spans both international and domestic work environments. Lance Burdett, shared his insights about the WARN approach, which has been applied at NZTE.

WORKSAFE NZ PSYCHOSOCIAL RISK GUIDANCE

Following consultation WorkSafe have released the Managing psychosocial risks at work guidelines available on their website. These guidelines provide advice for organisations of any size, and in any sector, on how to interpret legislative obligations in the context of psychosocial risk management.

WORKSAFE
Mahi Haumaru Aotearoa

EARLY IN CAREERS (EiC) IS UNDERWAY

With thanks to those agencies who drummed up participants and +IMPAC for their flexibility, I am pleased to advise that the 2025 Early in Careers Programme went ahead with a mixture of public and private sector participants. The first module on H&S Risk Fundamentals highlighted some great H&S discussions, engagements and differing insights and perspectives which will enable our future H&S workforce to retain its talent and uplift system capability.

WORKPLACE INCIVILITY - DR OLLIE ZHOU

A key supporter of the Positive Workplace Cultures programme, Ollie (Ao) is a Lecturer at Waikato University developing a growing body of research on incivility (rudeness) in the workplace. A short summary of the chilling organisational effect this has if left unaddressed can be read here. Her current research project explores the costs and challenges individuals and teams face when maintaining workplace relationships and whether those relationships are genuinely harmonious or just superficially so. These results will be meaningful to understand the dynamics of interpersonal relationships at work, potential challenges and will be helpful to develop remedies and initiatives to help those struggling with work relationships. Interviews are being conducted with a few members of the public service workforce and those interested in participating are encouraged to contact o.zhou@waikato.ac.nz

OFFICER DUE DILIGENCE SURVEY

Members of the NZISM will be aware that Dr Chris Peace, lecturer in Occupational H&S at Te Herenga Waka – Victoria University, is halfway through a six-part online series teaching the origins of due diligence, the Health and Safety at Work Act section 44 and case law. Chris is seeking as many practitioners, managers and officers anonymised views on the respective elements of due diligence as possible, to strengthen research and understanding on how this is enabled within organisations.

Please share with your teams to complete the 10-minute survey [link here](#).

The [Journal of H&S practice](#) has also been published, with volume 3 including some especially relevant articles. Submissions for future articles always welcome.

BUSINESS LEADERS HEALTH AND SAFETY FORUM WEBINAR

On 1st August, the Business Leaders' Health and Safety Forum will host Dave Gawn (Chief Executive, National Emergency Management Agency) and Justin Watson (Chief Executive, Christchurch Airport), exploring what New Zealand's catastrophic risk profile looks like and how businesses can best prepare their organisation to run through a period of prolonged disruption. For those agencies which are members of the BLHSF [you can Register here](#).

CHASNZ OVERLAPPING DUTIES BREAKFAST

We had the pleasure of hosting one of CHASNZ's thought-provoking sessions on Contractor Health and Safety Management. Our thanks to Jon Harper-Slade and Sue Bottrell for making this fascinating session available to GHSL members. It sparked a lively discussion amongst those working with supply chains and how we can look to refine our approaches to fulfilling our duties under HSWA, regarding contractors. This is a common issue and difficult area for those in operational, governance and contract management roles. All the CHASNZ sessions, along with respective presentations are now freely available to view on the [CHASNZ website](#).



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To: Heads of Health and Safety

2025/25 GHSL Agency fee structure

AGENCY	Most recent FTE	Size	AGENCY	Most recent FTE	Size
Accident Compensation Corporation	4366	L	Ministry of Education	4172	L
Crown Law	226	XS	Ministry of Foreign Affairs and Trade	1179	SM
Department of Conservation	2555	M	Ministry of Health	697	S
Department of Corrections	10637	XL	Ministry of Housing & Urban Development	327	S
Department of Internal Affairs	2687	M	Ministry of Justice	4661	L
Department of Prime Minister and Cabinet	232	XS	Ministry of Maori Affairs / Te Puni Kōkiri	387	S
Education Review Office	225	XS	Ministry of Social Development	8760	XL
Electoral Commission	150	XS	Ministry of Transport	218	XS
Electricity Authority	135	XS	Museum of Transport & Technology (MOTAT)	180	XS
Fire and Emergency New Zealand	3046	M	National Emergency Management Agency (NEMA)	155	XS
Government Communications Security Bureau	599	S	Natural Hazards Commission	354	S
Health NZ / Te Whatu Ora	80793	XL	New Zealand Customs	1294	SM
Independent Children's Monitor	57	XXS	New Zealand Defence Force	12023	XL
Inland Revenue	4490	L	New Zealand Police	15559	XL
Institute of Environmental Science & Research	566	S	New Zealand SIS	450	S
Kainga Ora	2419	M	New Zealand Trade and Enterprise	624	S
Land Information New Zealand	819	S	New Zealand Transport Agency	2787	M
Maritime New Zealand	399	S	Oranga Tamariki	4620	L
Ministry for Culture and Heritage	145	XS	Public Service Commission / Te Kawa Mataaho	162	XS
Ministry for Pacific Peoples	82	XXS	Serious Fraud Office	71	XXS
Ministry for Primary Industries (Base contribution)	3479	M	Statistics New Zealand	1250	SM
Ministry for Regulation (TBC)	51	XXS	Taumata Arowai / Water Services Regulator	101	XS
Ministry for the Environment	826	S	The Treasury	602	S
Ministry for Women	36	XXS	Transport Accident Investigation Commission (TAIC)	34	XXS
Ministry of Business Innovation and Employment	5989	L	Wellington Free Ambulance	490	S
Ministry of Defence	187	XS	Whaikaha	95	XXS

Agency Size	Paid FTEs	Membership Fee to 2019/20 (exc.GST)	Membership Fee 2020/21 to 2024/25 (exc GST)	Membership Fee 2025/26 onwards (exc GST)
XXS	Up to100	\$ 500	\$ 400	\$ 350
XS	101-300	\$ 2,000	\$ 1,600	\$ 1,400
S	301-1000	\$ 10,500	\$ 8,400	\$ 7,500
SM	1001-2500	\$ 25,000	\$ 20,000	\$ 17,500
M	2501-4000	\$ 45,000	\$ 36,000	\$ 32,000
L	4001-6000	\$ 55,000	\$ 44,000	\$ 39,000
XL	Over 6000	\$ 66,000	\$ 52,800	\$ 47,000