

GHSL UPDATE

October 2022



contact our team at ghsl@mpi.govt.nz

MENTALLY HEALTHY WORK PROGRAMME

Millie has been working steadily on developing our Mentally Health Work capability programme alongside WorkSafe, with respective streams for practitioners, Heads of Health and Safety, and Chief Executives. We will be releasing more details next month once the contracts are finalised and the programme is nearer to launching. We are excited to confirm our Mentally Healthy Work Community of Practice will kick off from November. This is a special forum for public sector practitioners who lead or support their agency's efforts in relation to work-related mental health and wellbeing. The forum is an opportunity for practitioners to connect with their peers across the sector to share ideas, challenges and current practice, as well as hear from industry leaders on a range of relevant topics.

For more information about this programme, email Millie at Amelia.Thompson@mpi.govt.nz

H&S REP ROLE CLARITY

Debbie and Braden have been working on creating two simple documents to clarify the role of a H&S Rep within an organisation – one for the Reps themselves and the other for the Organisation. Consultation has been undertaken with a range of people with different roles across the sector and is now undergoing a final review before release in November.

VIOLENCE AND AGGRESSION PROGRAMME

Millie has finalised our 2022/23 programme plan for violence and aggression, which seeks to build the knowledge of Officers, Heads of Health and Safety, and practitioners through a series of targeted communications, forums, sharing of practice, and the provision of insightful and helpful tools and resources. A key aspect of the programme is looking at violence and aggression as an outcome of complex systems and how this informs the approach we must take to managing the risk.

**SAVE THE
DATE!**

**08 06
2023**

Government
Health & Safety Lead

**GHSL HSR
CONFERENCE
AND AWARDS**

Te Papa, Wellington

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PRIVATE SECURITY PERSONNEL LICENSING AUTHORITY (PSPLA) DECISION WITH REGARD TO WHETHER H&S INVESTIGATORS ARE PRIVATE INVESTIGATORS

On 30 September 2022, the PSPLA released their decision on whether health and safety investigators and auditors are private investigators as defined by section 5 of the Private Security Private Investigators Act (the Act). The Private Security Personnel Licensing Authority concluded that:

- a) Health and safety auditors do not fit within the definition of private investigator in s 5 of the Act and accordingly are not required to be licenced or certified under the Act.
- b) Health and Safety professionals who are in the business of carrying out health and safety investigations are private investigators as defined by s 5 of the Act and, subject to the provision below, should be licensed or certified with the PSPLA. This finding extends to health and safety investigator employees as defined in s13 of the Act.
- c) HASANZ and its member organisations are better placed than the PSPLA to regulate and have oversight of health and safety professionals. Therefore, any person on the HASANZ register or a member of a HASANZ member organisation is not required to also hold a licence or certificate with PSPLA, and complaints against them for failing to do so will not be accepted by the Authority.

The PSPLA did specify, in paragraph 31 of their decision, that "... in-house health and safety professional who carry out workplace investigations do not fit within the definition of private investigators in s5" and therefore are not required to be licensed at all. However, It is important that anyone who hires external Health and Safety Professionals to undertake investigations ensures they are on the HASANZ Register or licensed through the PSPLA. You can check out the HASANZ register here ([Home | HASANZ Register](#)).