

**GOVERNMENT
HEALTH AND SAFETY
LEAD**

DIRECTOR'S UPDATE

FROM THE DIRECTORS DESK

A lot can change in a month - we go from the highs of the All Blacks making it to the rugby world cup final, to the low of losing one of New Zealand's keenest mental and physical health advocates, Dr Tom Mulholland. Add in the uncertainty around a new government and it can be a tumultuous time for people. As we head into Summer, with more blue skies and sunshine coming through, I'm fortunate to have the support of a great team who look after each other when times are a bit rocky. Please make sure you put your own wellbeing at the top of your priority list, look after yourselves and don't be shy of asking for help.

NEW MEMBERS

I am very excited to welcome Te Whatu Ora as a new GHSL member. There is a huge amount of work to be done as Te Whatu Ora manages the merger and integration of the old District Health Boards and I am very excited to have them on board and to see how we can help each other as they go forward. Again, if you know of any organisations we could be discussing membership with, please let me know.

Te Whatu Ora
Health New Zealand



The pilot for the Mentally Healthy Work Development Programme is now complete. The level of engagement and support for this pilot has been fantastic and we have appreciated your involvement and feedback throughout. We are now undertaking an evaluation of the pilot, which will include a thorough review all content, our observations of the pilot and the feedback provided at each session. This will inform next steps for the programme and the GHSL's approach to supporting our member agencies with mentally healthy work in 2024.

STATE OF THE NATION

The Business Leaders Health and Safety Forum New Zealand recently released their inaugural State of a Thriving Nation report.

This report pulls together a range of economic and qualitative data to better understand this country's health, safety and wellbeing performance. For the first time, we now have a wider understanding of New Zealand's performance in the context of the current economic cycle, international comparisons and true cost and value of health, safety and wellbeing in New Zealand.

The report conservatively estimates the cost of fatalities and serious injury to New Zealand as around \$4.4billion. One of the most interesting findings is that businesses that perform the best are those that treat health and safety as a necessity rather than a "nice to have," regardless of economics. If you would like to read the report, please go to [State of a Thriving Nation](#)

Wellbeing, Health and Safety by Design 2023 – Annual Publication

The GHSL is creating a yearly sector publication to highlight the good work our member agencies are doing in wellbeing, health and safety. We have been reaching out to agencies to identify and to help develop case-studies to share your success stories.

Please have a think about initiatives that can be shared and celebrated across the sector. While I recognise in some cases these may only be partly implemented, we are interested in sharing learnings, challenges and early observations, where we can.

We'll be linking in with the Public Communications Head of Profession to help support the creation of the publication. Let's celebrate your accomplishments and initiative and promote the ever improving safety in our sector.

PLANNING FOR MID-YEAR STAFF PROFESSIONAL DEVELOPMENT CONVERSATIONS? REMEMBER TO CHECK OUT THE H&S GENERALIST INDIVIDUAL CAREER GUIDE.

The H&S Generalist individual career guide provides information and resources such as a job family wheel, which enables line managers to assess and benchmark staff members current skill set against the core H&S generalists skills required to be successful for at each H&S role.

The guide also serves as a useful tool for line managers to start a discussion to identify, explore new opportunities and set professional development goals required for career progression. The guide can be downloaded here: [H&S Generalist Career Pathways Guide](#)



THE HEALTH AND SAFETY REP KNOWLEDGE WHEEL - A NEW RESOURCE FOR UPSKILLING OUR H&S REPS

The New Zealand Institute of Safety Management (NZISM) has recently released resources to support the development of Health and Safety Representatives (H&S Reps). The H&S Rep Knowledge Wheel outlines all the knowledge, skills and attributes that can be developed as a H&S Rep progresses through their role, to set them up for success. The Framework and Guidebook provides a kick start for a H&S Reps learning journey, identifying the various subjects and attributes required to be effective in their role.



The framework can also be used to support training and development conversations. Through building and uplifting our H&S Rep capability, it can support them to transition into a career in health and safety, if they so choose.

The H&S Rep Knowledge Wheel and Guidebook can be downloaded from [REP-CENTRAL](#) - a dedicated space for HSRs on the NZISM website

POSITIVE WORKPLACE CULTURES - UPDATE



Thank you all for your ongoing support for the Positive Workplace Culture (PWC) Programme. Following the change in government and cost pressures the public sector is facing, we are reviewing our Programme plan. This review will look to simplify the existing approach and we will provide you all with an update once this review is complete. In the meanwhile, we have developed the attached document in collaboration with your nominated Agency PWC Leads, outlining some of the key enablers identified for fostering a positive workplace culture. I hope this will support you and your teams to recognise where work is being done well in addition to areas for further development. If you have any further feedback, please send it through

Looking for some operational resources and ideas?

**Check out this free
resource from Fulton
Hogan, featuring their
specific risk management
processes, risk
information and safety
alerts:**

**Know How – People at the
heart of everything**

(fultonhoganknowhow.co.nz)



please feel free to share this with your teams