

The team has been hard at work and this month has seen a lot of progress in many of our work streams. Our Mentally Healthy Work programme kicked off, Cohort 9 of the Officer Development programme began and the micro credentialling of the Early in Careers training have all been highlights for us. And, of course, we are behind the scenes preparing for our annual H&S Rep Conference and Awards presentation in June. As always, please always reach out if there is any way we can help you with your own work streams.

Lance Goodall Director, GHSL

WELLBEING HEALTH AND SAFETY DATA, ASSURANCE AND INSIGHTS COMMUNITY OF PRACTICE:

We are looking to increase the size and scope of our Wellbeing, Health and Safety Data, Assurance and Insights Community of Practice. As we shift our focus towards utilising data and insights to improve governance and assurance across the sector, we are looking for more members to join the Community of Practice. We want to bring together individuals from various organisations who are involved with presenting health and safety metrics, assurance activities, and identifying insights. By sharing and discussing practices on how to effectively use data and insights, we hope to make progress in improving wellbeing, health and safety in the workplace. Please ask anyone in your organisations who might be interested this work contact Braden Braden.Lister@mpi.govt.nz

VIOLENCE AND AGGRESSION:

The team is looking to assist the sector in developing a deeper understanding of the complexity of work and the many different interactions that can lead to violence and aggression as an outcome. In line with this, we are establishing a programme of work that explores more preventative measures, based on recommendations from the Social Sector Safety Forum.

Kainga Ora and Government Health and Safety Lead (GHSL) are planning a sector discovery workshop that will focus on issues around information sharing in relation to the risk of violence and aggression. Two key questions will be posed to the attendees: 1) What is the problem we are trying to overcome and 2) Is there is an appetite to trial an approach to data sharing across the sector.

At a recent meeting, Minister Wood, requested an update on violence and aggression in the public sector and how lessons learned can be shared with other sectors, such as the public transport sector. He was very interested in how information sharing obstacles can be overcome.

WORKFORCE CAPABILITY UPLIFT:

In Ray Smith's latest newsletter to your Chief Executives, he focussed on the need to build health and safety workforce capability. As highlighted by Ray, the global labour shortage crisis has made it increasingly challenging to find skilled workers, and this issue is particularly evident in the health and safety profession. In fact, a shortage of skilled workforce in this area was identified long before the pandemic (<u>Building the Professions H&S Workforce Pipeline Report - 2019</u>).

Despite these challenges, initiatives aimed at uplifting workforce capability are making a difference. Within the public sector, GHSL has focused on building capability across the public sector through targeted programs, such as the Officer Development, Early in Careers, and the Summer Internship Programmes. The impact of these workforce development programmes has been significant, with:

- Over 250 chief executives, deputy chief executives and senior leaders having uplifted their capability in the health and safety governance space across our member agencies, and wider, through the Officer Development Programme.
- The Early in Careers Programme, designed to help new health and safety representatives and practitioners build core capability, has been completed by 44 attendees across two cohorts. This programme is now being micro-credentialled for future cohorts.
- After six years, the Summer Internship Programme continues to be successful, with 83 interns to date, 51% of whom have gone on to obtain part-time or full-time employment within H&S teams across the public sector.

The team will continue to provide a focus in this area and look for further ways that we can support the sector to engage H&S Representatives, build a pipeline of professionals into the profession, develop existing practitioners and support our officers to understand their role.

MENTALLY HEALTH WORK CAPABILITY UPLIFT:

Our most recent initiative is the Mentally Healthy Work Development Programme. Sponsored and led by Jeremy Lightfoot at the Department of Corrections, this Programme aims to improve psychological health and safety at work in the public sector by creating a shared understanding and consistency of approach. The Programme consists of three streams: Officers, human resource and health and safety Leads, and Practitioners. The Officers and Leads cohorts are designed as peer-to-peer discussions with support from organisational psychologists, while the Practitioners cohort is conducted as interactive lectures.

