

**GOVERNMENT  
HEALTH AND SAFETY LEAD**

# DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL

## MENTALLY HEALTH WORK – INCLUDING A SPECIAL INVITATION

Continuing capability development, the GHSL is partnering with Australian Psychological Services (APS) to deliver an exclusive 90min seminar on the basics of Workplace Mental Health on 29th November (strictly limited to 50 participants). This session is specifically designed to build practical knowledge that enables practitioners to move beyond supporting others in a reactive manner when mental-ill health has emerged, to creating a workplace system that prevents harmful psychosocial hazards and promotes the protective factors that influence mental health and people's experience of work. Following the session, participants will be offered the opportunity to complete a maturity self-assessment and the option to consult with APS leading experts on recommended next steps. [Register here](#)

I am also delighted to say that Module 2 video of the Mentally Healthy Work Development Programme is available here with Dr. Philip Voss from Leading Safety presenting Managing Psychosocial Risk. This is a timely release, aligning with WorkSafe's Managing Psychosocial Risks at Work guidelines opening for public consultation.

## OUR SUMMER INTERNS ARE ONBOARD

On Monday 18 November, our 2024/25 Summer Internship Programme will start, running until 14 February 2025. This year we will be welcoming eight interns, based in Auckland and Wellington.

The three-month internship programme provides a valuable mix of on the job experience, learning events and workshops to develop their H&S knowledge and support them with their assigned intern work. The programme is now in its eighth year and is an important capability and capacity initiative, building a pipeline of future H&SW practitioners for the public sector and addressing an acknowledged gap in the health and safety workforce.

A big thank you to our host agencies (Corrections, Customs New Zealand, Inland Revenue, Ministry of Regulation, MOTAT and MPI) for employing an intern this year, as it's important we continue to attract good candidates and highlight the HSW career opportunities and pathways available in the profession, particularly in such a fiscally challenging environment.

Are you keen to share your passion of HSW with our interns? If the answer is yes, please contact Debbie Bridge, at [deborah.bridge@mpi.govt.nz](mailto:deborah.bridge@mpi.govt.nz) to set up a 30 minute informal online session showcasing the role you play in your agencies H&S system and how you manage the multiple of H&S risks, hazards and implications that your workforce face every day.

# MANAGEMENT OF HARASSMENT COMPLAINTS

This [recent media article](#) is a timely reminder of how toxic workplace behaviours can have prolonged or profound consequences and the importance of managing them well. Key lessons surfaced reveal the need for organisations to ensure:

- Complaints handlers and decision makers are well trained and equipped with robust procedures; able to suspend any and all judgment, establish psychologically safe conditions and demonstrate humble enquiry.
- Support for all parties needs to be fair and equitable. Support must be provided in a timely and accessible manner, with consideration for the often enduring nature of harm experienced.
- Communications are regular and continuous, ensuring all parties know who they can engage with, the status of the complaint, planned next steps and expected timelines.
- Transparency with all parties throughout the entire process on what information is to be shared with who, and what information is not to be shared and why.
- The different options and pathways available and what can be expected within each are explained and the range of possible outcomes are understood, to enable informed decision making by all parties.

Guidance produced as part of the [Positive Workplace Cultures Programme](#) provides important references to further assist review and improvement of complaints or bullying and harassment policies and procedures. For any further information or support contact [liam.bourne@ghsl.govt.nz](mailto:liam.bourne@ghsl.govt.nz).

## H&S REP CONFERENCE AND AWARDS EVENT - SAVE THE DATE

Mark Thursday 5th June 2025 in your diaries and keep your eyes open for information on how to Nominate your H&S Reps and teams for one of the annual H&S Rep Awards.

This is a popular development day for our public service H&S Reps and a fantastic opportunity to celebrate their hard work. The Conference is free for H&S Reps and I hope you'll once again be supporting attendance.



# CALL FOR STORIES FOR THE ANNUAL "KEEPING OUR PEOPLE SAFE" PUBLICATION

Last year, the GHSL launched the inaugural edition of Keeping Our People Safe, celebrating the work across our sector dedicated to improving the health, safety and wellbeing of our people. We've since heard about agencies utilising the stories to promote ideas and inspiration for their own work plans, as well as connections being made where people have similar work underway.

This year, I'm looking forward to hearing from you again, whether it's an ongoing project or a fresh approach to safety, completed initiatives or work in progress. The aim is to share and celebrate what's happening across our agencies and to inspire and inform others about how we're making improvements in safety for our teams, workers and communities. How to submit your story:

1. Draft a brief article or bullet points outlining your initiative and its impact.
2. Send it, along with any photos you have, to [Braden.Lister@mpi.govt.nz](mailto:Braden.Lister@mpi.govt.nz)
3. Our team will review and collaborate with you or your nominated person to shape and approve your submission.
4. The publication will be launched at the GHSL H&S Rep Conference and Awards Event on 05 June 2025.

I'll send out a reminder later this year, asking for confirmed submissions by 27 January 2025. Let's showcase the great work we're doing and keep building a strong safety culture across our sector.

## TIER 2 HSW LEADERS PROGRAMME:

A huge thank you to Janine Hearn from Fire and Emergency NZ and Richard Griffiths from the Ministry of Business, Innovation and Employment, for leading the first Tier 2 Health, Safety & Wellbeing (HSW) Leader's event, on Wednesday, 23 October. Janine shared her insights and experience of Cyclone Gabrielle and the Muriwai landslide that caused the Volunteer Fire Fighter fatalities in February 2023 and her role in supporting Ministers, the Leadership Team, the family of the firefighters who lost their lives and the wider Fire and Emergency NZ family. Over 20 Tier 2 leaders attended the breakfast event, which is designed to connect those public sector leaders with responsibility for the HSW function, sharing experiences, encouraging collaboration and building a network for future support.

