

# **Gordon MacDonald**

Worksafe New Zealand

We can't do it alone – creating a culture of health and safety in New Zealand







Risk NZ Development Day Gordon MacDonald – WorkSafe Chief Executive

GETTING YOU HOME HEALTHY AND SAFE.
THAT'S WHAT WE'RE WORKING FOR.

#### **NEW ZEALAND HAS A PROBLEM**

#### Every week, on average...

- > 1 person dies at work
- > 15 people die from work-related diseases

#### Each week...

> 16 loved ones don't go home



#### WHAT ARE WE ALL WORKING TOWARDS?

A significant reduction in serious injury, illness and death from work

- > Through ...
  - Targeting risk
  - Working together
  - Working smarter
  - Working safer

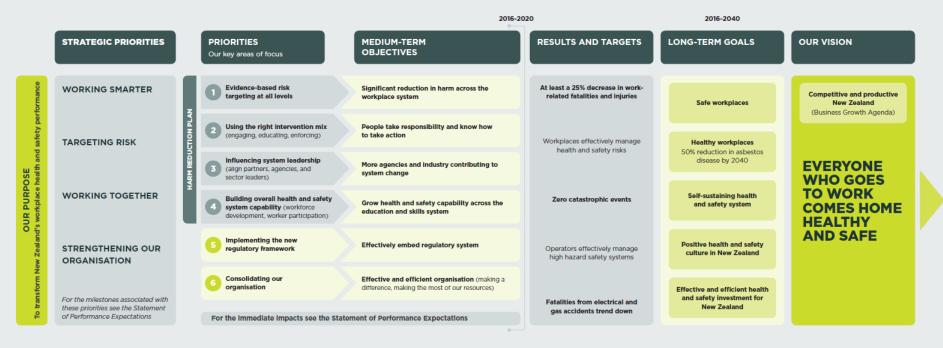




## **Our strategic direction**

Our strategic framework is set out below and is informed by the Government's *Working Safer* blueprint to transform health and safety at work in New Zealand.

#### WORKSAFE'S STRATEGIC FRAMEWORK

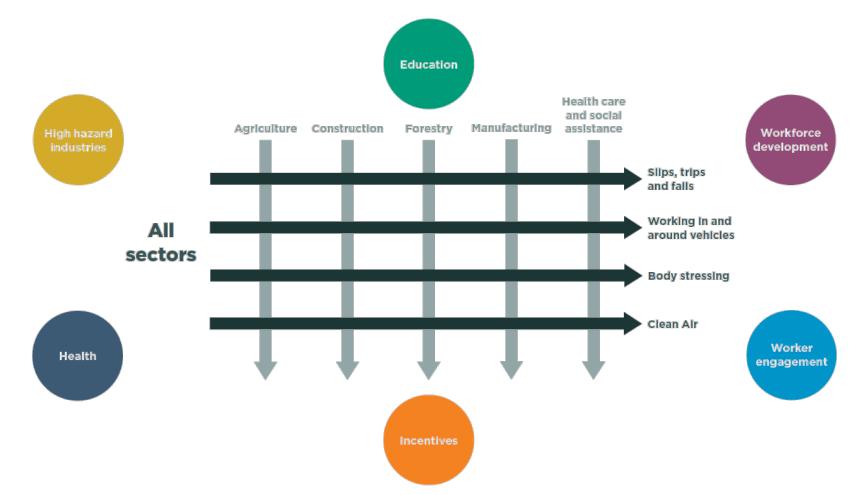


#### CREATING THE PLATFORM

- > Landing
  - > The new law
  - > Harm reduction plan
  - > Work-related health
  - > Targeting high hazard sectors and major hazard facilities



### **WORKSAFE/ACC HARM REDUCTION ACTION PLAN 2016-2020**



### **EVERY YEAR\*...**

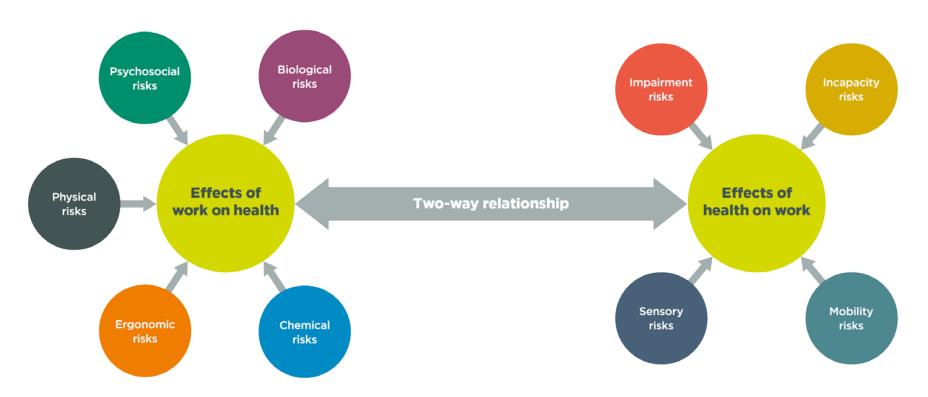
MANY MORE UNREPORTED CASES

30,000 NEW CASES OF SERIOUS ILL-HEALTH

**600 TO 900 DEATHS** 

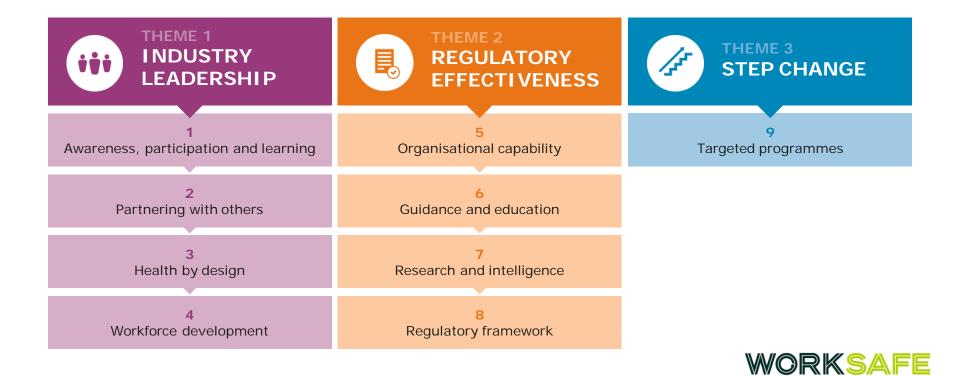
<sup>\*</sup>estimated figures

#### WHAT IS WORK-RELATED HEALTH?





#### **ACHIEVING THE VISION**



NEW ZEALAND

### **DELIVERING A** WORKFORCE **DEVELOPMENT PLAN**

Outcomes sought we will know we have succeeded when:

Senior leaders have the tools and support to lead and monitor effectively the identification and management of health and safety risks in their businesses.

Businesses can easily access robust professional advice. both internally and external to the businesses.

**OBJECTIVES:** 

**A Workforce** 

**Development Plan** 

There is a greater take-up of education and training because they have been developed in a way that is accessible and valued by the people they are targeting.

Good qualifications and competency pathways exist for health and safety professionals and it is increasingly recognised as a viable career pathway with more people entering these professions as a result.

There is a greater understanding of risk management among people entering the workforce.

There is robust (both initia and ongoing) education and training available for people working in high-risk roles, including training and support specifically targeted at supervisors and managers.

Working together to achieve better health and safety outcomes

Raising work health and safety standards through education, training, and quality assurance & creating a clear career pathway

Ensuring business has access to quality assured professional health and safety advice

Supporting initiatives that address widereaching health and safety gaps

- > HSWA and Workforce Development forum for all Industry Training Organisations and the NZQA
- > New Health and Safety Representative (HSR) unit standard
- > HSR Transition training
- > Review of qualifications and unit standards

- > Generalist accreditation framework
- > Supporting HASANZ's development of a register of health and safety professionals
- > Shaping a free, online and nationally available workplace health and safety literacy and numeracy tool



# PROPORTIONATE, CONSISTENT REGULATORY PRACTICE

- Practice framework sets standards and expectations of how we want our inspectors, and others, to work:
  - specifies what is mandatory because of legislation, operational policy or to mitigate organisational risk
  - specifies scope of inspectors discretion



#### PROPORTIONATE, CONSISTENT ENFORCEMENT

- > Enforcement decision-making model guides discretion of inspectors
- Takes inspectors through a process so they can make an enforcement decision
- Can be applied in almost any situation or set of circumstances
- > Guides training, peer review and management oversight
- > Ensures proportionate, consistent and transparent action
- > Based on the UK Health and Safety Executive Enforcement model.
- > Available on our website



#### HOW ARE WE PERFORMING?

#### Annual service excellence survey

- Inspectors "fair educators"
- 73% respondents say satisfied or very satisfied with Inspector interaction (56% previous year)
- 72% report better understanding of responsibilities (61% previous year)
- > 75% made at least one change to practices after contact with WorkSafe











#### COMMUNICATION AND INFORMATION TOOLS









# FOR MORE INFORMATION VISIT: WORKSAFE.GOVT.NZ



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