

# WORKSAFE

NEW ZEALAND | MAHI HAUMARU  
AOTEAROA

## HEALTH & SAFETY PROGRESS REPORT

WHAT CONSTRUCTION LEADERS CAN  
EXPECT IN THE YEAR AHEAD

PREPARED FOR Construction Clients Group 2015

# **PROGRESS REPORT**

- **Construction results: Health and Safety Attitudes & Behaviour survey**
- **ACC/WorkSafe NZ injury prevention initiatives for construction**
- **Health and Safety Reform Bill**
- **Safety Star Rating Scheme**

# WORKSAFE HEALTH & SAFETY ATTITUDES & BEHAVIOUR

- **Baseline Survey in 2014 – it will be repeated**
- **Focussed on high risk sectors:**
  - **agriculture**
  - **forestry**
  - **construction**
  - **manufacturing**
  - **commercial fishing (for Maritime NZ)**

# **SURVEY TOPICS**

- **The type work/business**
  - **Involvement in the Canterbury rebuild**
  - **Views about risk, serious injury and harm**
  - **Risky behaviours in the workplace**
  - **Experience of serious injury & harm – and responses**
  - **Experience of near misses/hazards - and responses**
  - **Views about health and safety in the workplace**
  - **Positive behaviours**
  - **Worker participation and communication**
  - **Training**
  - **Sources of advice**
  - **Response to campaigns**
    - *Doing nothing is not an option*
  - **Knowledge of/contact with WorkSafe NZ**
  - **Information about workers/employers**
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# CONSTRUCTION: KEY TAKE-OUTS

- **Aware that Construction is a higher risk industry:**
  - **risk of getting seriously hurt relative to other industries**
    - **6/10 workers, 5/10 employers**
  - **key causes of injury – slips, trips and falls, falling from height, manual handling**
  - **Frequent harms – wear and tear, joint and back pain**

# CONSTRUCTION: KEY TAKE-OUTS

- **But almost all workers feel safe in their work and are confident they know how to keep safe and healthy**
  - only 5% feel unsafe**
  - 9/10 say they have the knowledge and skills to keep safe**

# CONSTRUCTION: KEY TAKE-OUTS

- **Risky behaviours still happen, suggesting a degree of complacency - employers tend to have a more positive view on many aspects than workers**
- **Workers say that from time to time or a lot**
  - **They work when sick or injured (57%)**
  - **They work when overtired (50%)**
  - **They take shortcuts on purpose (42%)**
  - **They make mistakes under pressure to get the job done (36%)**

# CONSTRUCTION: KEY TAKE-OUTS

- **The research also indicated a large degree of under-reporting and a casual approach to risk management in terms of reporting and recording incidents**
  - **Only 1/5 of workers and 1/4 of employers believe reporting of hazards, near misses and accidents happens “all the time”**



# CONSTRUCTION: KEY TAKE-OUTS

- **Construction** employers are less knowledgeable about legal obligations and how to comply, than employers in other risk sectors
  - **only 2/3 confident about their Health & Safety responsibilities**
  - **only 6/10 say they know how to comply with obligations**
  - **lower than all but Agriculture**

# CONSTRUCTION: KEY TAKE-OUTS

- **Awareness of “Doing Nothing is not an Option” campaign was at a good level**
  - **31% of workers certain (52% somewhat)**
  - **46% of employers (64% somewhat)**
  - **56% of workers and 54% of employers more aware of what others are doing when working at heights;**
  - **45% of workers and 57% of employers now use different approaches, eg safety platforms**

# INJURY PREVENTION INITIATIVES

## Target:

- Serious harms down 25% by 2020

## Methods:

- Formally partner with ACC
- Evidence-based National Campaigns focussed on practices and causes
- Construction on the short list!

# **INJURY PREVENTION INITIATIVES**

## **➤ Consolidation of Themes**

- Falls from Heights, Excavation, Mobile Plant**
- Asbestos > Clean Air**

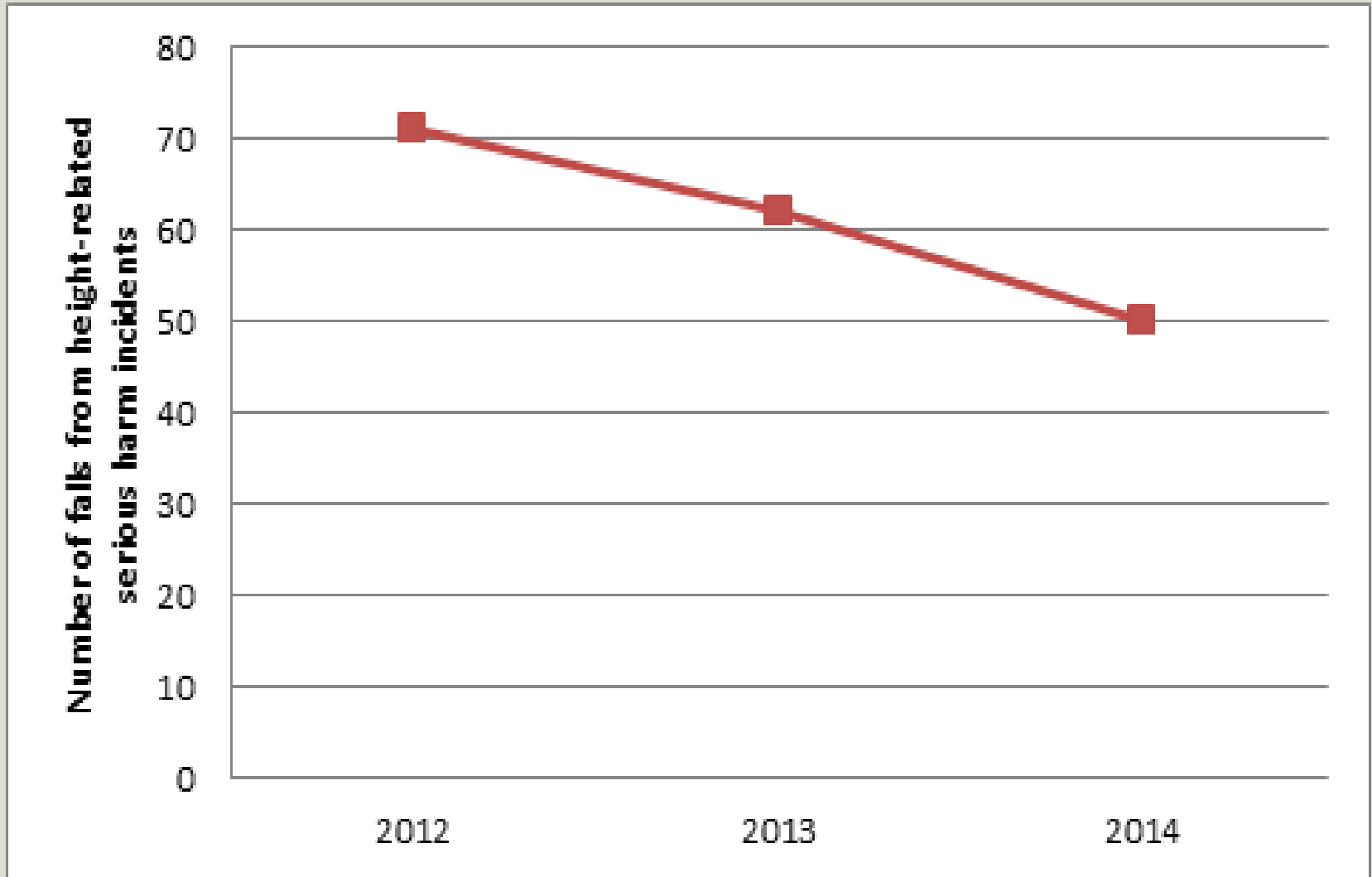
## **➤ Early Engagement on Significant Projects, eg**

- Transmission Gully**
- Ryman Village build in the Hutt**

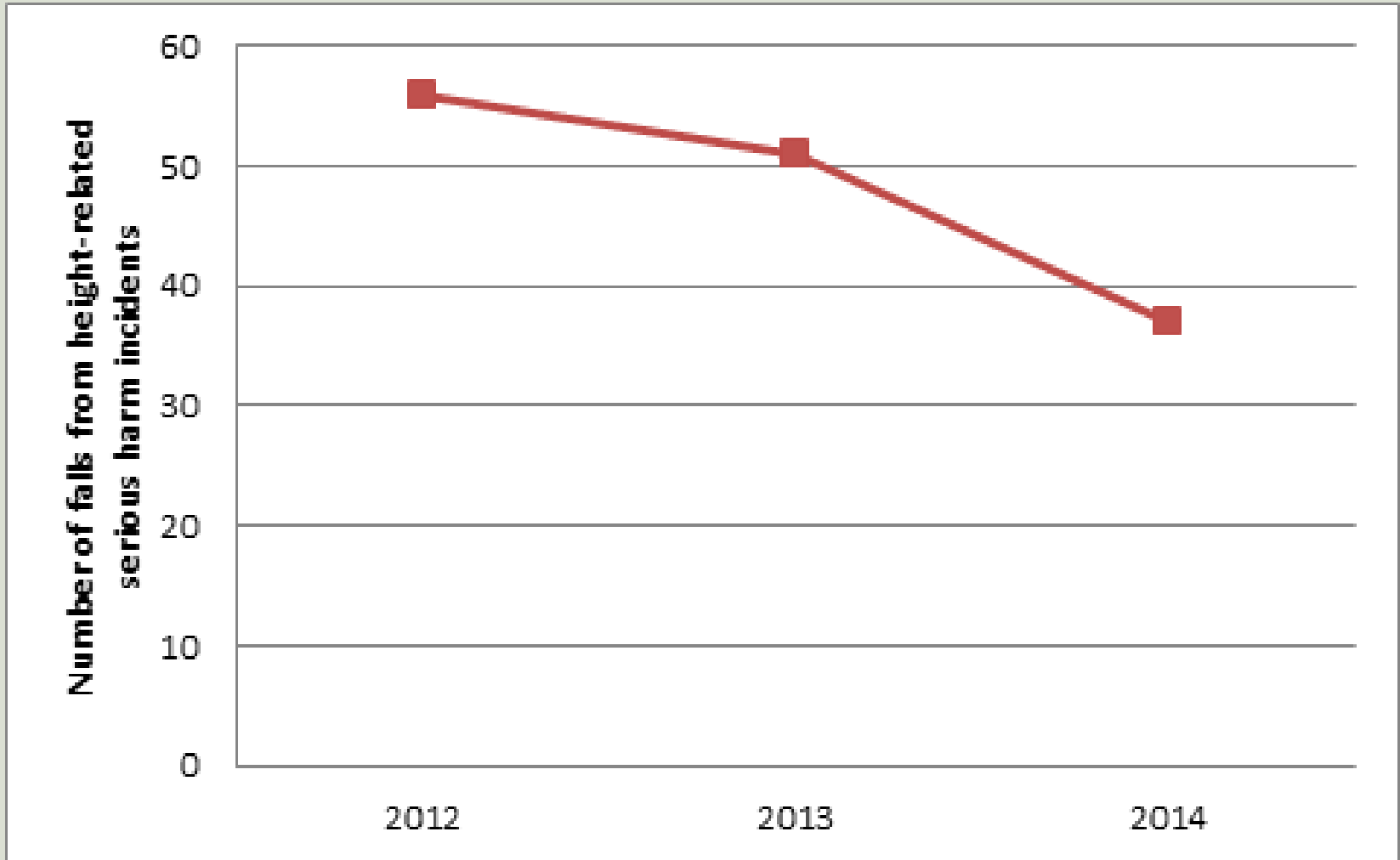
# FALLS FROM HEIGHT CAMPAIGN: ALL CONSTRUCTION

Calendar year	Number of falls from height-related serious harm incidents	Percent change from 2012
2012	71	N/A
2013	62	-12.7%
2014	50	-29.6%

# FALLS FROM HEIGHT: ALL CONSTRUCTION



# RESIDENTIAL AND SPECIALIST TRADES



# HEALTH & SAFETY REFORM BILL

- **2014: Health & Safety Reform Bill went before the House**
- **Based on the Australian Model Law**
- **Requires duties on persons controlling a business or undertaking (PCBUs)**
- **Places due diligence obligations on officers of PCBUs**



# REFORM BILL - STATUS

- **To be reported back to Parliament by the end of July**
- **There will be a period between the passing of the Bill and it coming into force to allow people to prepare.**

# HEALTH & SAFETY REFORM BILL



**Do I have a  
responsibility?**



**What is my  
responsibility?**

# REFORM BILL - KEY ELEMENTS



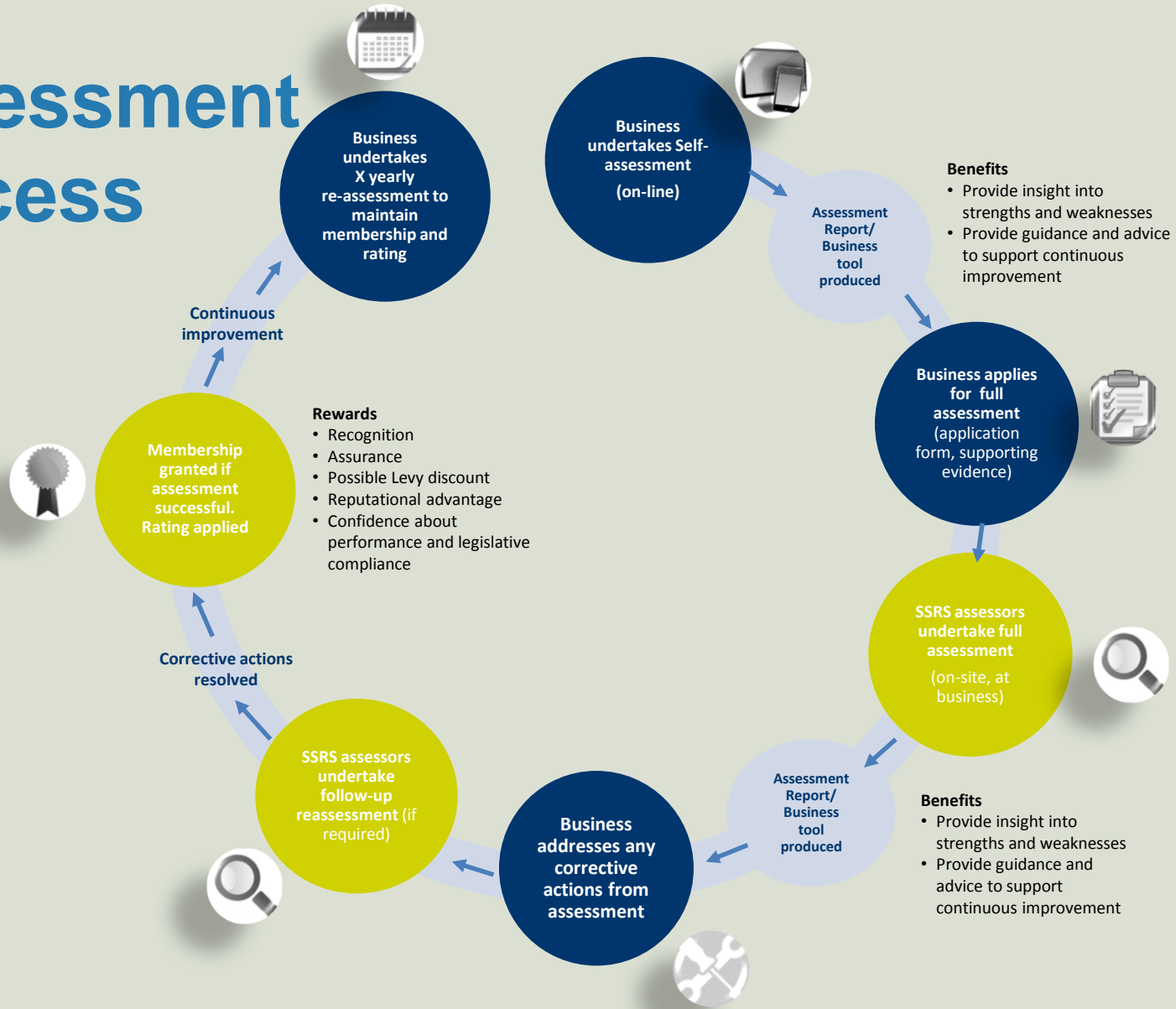
# **SAFETY STAR RATING SCHEME**

- **Independent qualified assurance: businesses are meeting good health and safety practice.**
- **To be piloted with 50+ businesses this year**
- **Available to market in 2017 (subject to Ministerial Decision)**
- **Recommendation by Independent Taskforce > Cabinet direction to develop scheme**
- **Joint programme of Worksafe, ACC and MBIE**
- **Part of a wider strategy to reduce work place deaths, injury and occupational disease**

# ABOUT THE RATING SCHEME

- **Educative tool: independent guidance and advice supporting continuous improvement in health and safety.**
- **Two assessment stages**
  - **online self assessment**
  - **on-site full assessment**
- **Focus: risk awareness and management, leadership and work force engagement and participation.**
- **Target market: 21,000 medium to large businesses (10 or more staff) - nearly 80 percent of all employees.**

# Assessment Process



# Standards



Demonstrate leadership

Understand risk

Resources Health & Safety

Evaluate risk

Engage and empower workers

Manage risk

Measure performance

Monitor risk controls

Review performance

Review risk management

Continuous Improvement

# POINTS OF DIFFERENCE

- **Focus: worker behaviour, organisational culture & leadership rather than on documented management system policies & procedures**
- **Interviews & observations of behaviours & practices - not paper based review of documented policies & procedures**
- **Partnership approach: '*work with*' rather than '*audit of*'**
- **'Deep Slice' methodology: look at how a business manages selected risks right through their business from governance & management to 'coal face' workers**
- **Educative approach – guidance to support continuous improvement**



# **INTENDED BENEFITS: BUSINESS**

- ✓ **Assurance and greater confidence of having good health and safety practices**
- ✓ **Guidance and advice on how to improve health and safety performance**
- ✓ **Competitive advantage for work where a high standard of health and safety management is expected**
- ✓ **Possible ACC Levy Discount**
- ✓ **Reduced costs due to injury, illness and fatalities**
- ✓ **Opportunity to show health and safety leadership in their industry and wider community.**

# **INTENDED BENEFITS: CROWN**

- ✓ **Contributes to reducing**
  - **\$3.5 billion annual cost of workplace injury and death**
  - **workplace injuries and death - 25% by 2020**
  - **financial and social impact of workplace injury or illness on families**
- ✓ **A more productive and efficient workforce to help drive the economy**
- ✓ **helps drive an improved health and safety culture**

# **BENEFITS: WORKERS**

- ✓ **More confidence that employer has good health and safety practices**
- ✓ **Less risk of work place related injury, illness and death**

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[worksafe.govt.nz](https://www.worksafe.govt.nz)  
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