

Annual Report

For the year ended
31 March 2016

HASANZ

HEALTH & SAFETY ASSOCIATION NZ



Chair's report



2015/16 has been a challenging year for HASANZ, focused on the need to get ourselves on a strong and credible footing.

We have put in place a solid foundation on which to move forward with a five-year strategic plan and have robust funding bids in train for both baseline operations and a comprehensive programme of activities. Our programme is comprised of three key elements:

- improving the quality of supply of health and safety professionals
- educating the market about the need for professional advice to drive demand
- connecting the demand and supply sides.

The programme aims to establish HASANZ members as the key source of competent health and safety expertise for business owners and managers to call on as an extension of their own capability and capacity. This will help address a glaring gap in the market – a recent survey by MBIE shows that only 14% of businesses currently use health and safety advisors.

The register is an important tool to build demand and enable businesses to access professional capability and remains an important deliverable as part of our wider work programme. However, our first priority has been to build a sustainable organisation.

The past year has been defined by the advent of the Health & Safety at Work Act which came into force on 4 April 2016. This major reform of the regulatory environment has sharpened the focus on the critical role health and safety professionals have in lifting New Zealand's health and safety performance in workplaces so that everyone returns home healthy and safe. It calls for a new way of thinking – and behaving.

The new professional

HASANZ is helping to shape the role of the "new professional", emphasising the need for workplace health and safety professionals to step up as leaders in the organisations they serve. As well as being technical experts, they will increasingly be expected to facilitate the right conversations with executive teams and directors about health and safety requirements, adding value at a strategic level. As the new enablers, health and safety professionals will also support line managers to be more effective, helping them put the right systems and processes in place. The new regulatory regime will see an increase in reporting on health and safety, along with financial management, sustainability and corporate responsibility as critical performance measures.

Active advocate

HASANZ's role as a voice for workplace health and safety professionals has come into its own in this new environment. We have made numerous submissions on draft regulations, standards and guidance and made presentations to key industry conferences. Our broader membership is now able to join the conversation on issues impacting on health and safety professional practice through our LinkedIn page. Twitter is also extending the reach of our key messages on the social network.

Working for business

In March I had a very positive meeting with Minister for Workplace Relations and Safety, the Hon Michael Woodhouse, who was well informed about HASANZ. The Minister was interested in our perspective on "who we were working for". I affirmed that we see our key role as being trusted advisors to business – a view he shared. The Minister has requested regular meetings with HASANZ.

The quality of relationships both within HASANZ and with our business and sector partners is outstanding. We continue to have an excellent working relationship with the Business Leaders' Health & Safety Forum – our touchstone for what business leaders need from us. We are exploring a joint programme of work at a regional level. I also continue to meet one on one with industry leaders and key influencers as part of our vigorous stakeholder engagement programme. Our "5 Quick Questions" are proving to be a popular tool to quell some anxiety in the market and help businesses select competent, qualified health and safety advisors.

Being trusted advisors goes hand in hand with raising standards and the calibre of workplace health and safety professionals in New Zealand. To this end, HASANZ is contributing to a number of educational initiatives. We have been an active member of the Targeted Review of Qualifications (TRoQ) for the health and safety sector convened by The Skills Organisation. HASANZ is partnering with AUT's Centre for Occupational Health and Safety to engage with tertiary providers about the changing knowledge and skills needed to manage workplace health and safety today.

Strength of membership

HASANZ is only as strong as its members. Over the last 12 months we've invested significant resources in building a rigorous membership process to underpin the register. This reflects the necessary link between membership of a HASANZ member organisation and qualification to be on the HASANZ register. This requirement must serve to safeguard the interests of future users. In addition to our founding members, we have welcomed the Human Resources Institute of New Zealand (HRINZ) on board as an Associate Member and more organisations have expressed interest in being supporting partners. We thank them for this support.

HASANZ CONFERENCE 2016 gives us the opportunity to reflect on our performance in the new environment – seeing health and safety in a new light. Organised by the industry for the industry, the conference will illuminate, challenge and transform – exploring new professionals, new practices and new possibilities. With a compelling line-up of international and national speakers we look forward to welcoming everyone with a direct interest in workplace health and safety to join us in Wellington at Te Papa from the 7 to 9 September. A highlight of the programme will be a Parliamentary reception hosted by Minister Woodhouse. As well as contributing to professional development, the conference will provide an important income stream for HASANZ.

Financial sustainability

Securing sustainable funding continues to be a priority for HASANZ. We have had a clear message from our member associations that we shouldn't go to them for money. We are pursuing two main avenues to achieve financial independence and deliver on our strategic plan and aspirations – government funding for workplace health and safety via MBIE (for baseline funding) and Injury Prevention funding from ACC (for our programme of activities). Preparation of our business case demanded a lot of attention and I would like to acknowledge the outstanding work done by Karen Chaney on this.

WorkSafe New Zealand has agreed to fund baseline activities until September 2016. HASANZ greatly appreciates the support shown by WorkSafe to date and the goodwill we have experienced from all quarters. Everyone wants HASANZ to succeed.

HASANZ continues to deliver good value from very limited resources. What we have achieved is due in no small part to the voluntary efforts of our Leadership Team. In addition to representing the interests of their member associations, they have done a fantastic job working collectively for the greater good. It's widely recognised that HASANZ can achieve much more than any individual organisation in reframing the conversation about workplace health and safety and meeting the new expectations placed on health and safety professionals. Constrained circumstances have not dampened our enthusiasm, energy or commitment to making a positive difference for New Zealand and reducing workplace harm.



Craig Smith
HASANZ Independent Chair

HASANZ Leadership Team

Dr Joe Bain

Maintenance Engineers Society of New Zealand*

Jane Cowan-Harris

Occupational Therapy New Zealand

Judy Currie

New Zealand Occupational Health Nurses Association

Greg Dearsly

New Zealand Institute of Safety Management

Marion Edwin

Human Factors and Ergonomics Society of New Zealand

Rachel Lilley

Physiotherapy New Zealand – Occupational Health Group

Andy Loader

New Zealand Safety Council

Derek Miller

New Zealand Occupational Hygiene Society

Craig Smith

Independent Chair

Jack Travis

New Zealand Institute of Hazardous Substances Management

Dr Moazzam Zaidi

Australian/New Zealand Society of Occupational Medicine

*Craig Carlyle was the MESNZ representative until October 2015

HASANZ Secretariat

Karen Chaney

Implementation Support Manager

Ann Kennedy-Perkins

Communications Advisor

Kathy Maguren

Administrator

The year in brief

Following is an overview of key activities that HASANZ has led or contributed to during the year in review.

Organisational development

We've invested significantly in setting our strategic direction and securing financial independence by:

- developing the HASANZ five-year strategic plan
- developing a business case and value proposition to underpin funding bids.

Membership

We've also invested resources in maintaining an active, connected and informed membership by:

- regular communication with all members via updates and blog from HASANZ Chair
- addressing the Human Factors and Ergonomics Society of New Zealand AGM
- engagement meetings with executives of Physiotherapy New Zealand – Occupational Health Group, the Australian/New Zealand Society of Occupational Medicine, the New Zealand Occupational Health Nurses Association and the New Zealand Institute of Safety Management
- visits to Taranaki to meet NZOHNA occupational health nurses
- one on one meetings with HASANZ Chair and New Zealand Occupational Hygiene Society and the New Zealand Safety Council
- holding six-weekly Leadership Team meetings.

Business support

We've helped businesses find quality, reliable advice on workplace health and safety by:

- producing the "5 Quick Questions" checklist for selecting competent health and safety professionals
- co-creating new health and safety content with WorkSafe and MBIE for business.govt.nz – a key source of information for thousands of small businesses
- groundwork for the establishment of the HASANZ register
- collaborating with WorkSafe on resources for businesses to support the launch of the Health & Safety at Work Act 2015
- working with HRINZ to consider developing advice on the recruitment of health and safety professionals
- participating in Business NZ H&S Training and Advisory Group session on designing H&S rep training.

Communication and stakeholder engagement

Increasing HASANZ's visibility and building strategic partnerships continue to be a priority. Key activities included:

- briefing the Minister for Workplace Relations and Safety, the Hon Michael Woodhouse
- meetings with new President of the Council for Trade Unions Richard Wagstaff, Chair of the New Zealand Business Leaders' Health & Safety Forum George Adams, Civil Aviation Authority CE Graeme Harris, Local Government NZ President Lawrence Yule, WasteMINZ CE Paul Evans and Chamber of Commerce (Dunedin)
- meetings with WorkSafe New Zealand CE Gordon MacDonald
- regular meetings with Business Leaders' Health & Safety Forum Executive Director Francois Barton to explore opportunities around common interests and goals
- participating in the Business Leaders' Health & Safety Forum 2015 CEO Summit, ACC's Injury Prevention Partners

Conference, International Ergonomics Assoc. Congress, and inaugural meeting of the Asian Network of Occupational Hygiene

- presentations to the Occupational Health Advisory Group, New Zealand Society for Safety Engineering, the Moving and Handling Association of NZ Roadshow and Safeguard Conference
- meetings with Otago University, Otago Polytech and Auckland University of Technology (AUT)
- editorial in mainstream and industry media
- creating a social media presence for HASANZ with our LinkedIn page and Twitter – follow us @HASA_NZ
- 10,642 visits to the HASANZ website by more than 8,200 people – 78% of these were new visitors
- responding to approx. 30 public enquiries received each month via the HASANZ website, with referrals to relevant agencies and member associations.

Advocacy

HASANZ has represented the interests of workplace health and safety professionals and promoted their value through:

- four submissions on key pieces of the new regulatory regime:
 - exposure draft of the first phase of regulations intended to support the new Health and Safety at Work Act
 - exposure draft of worker participation regulations intended to support the new Health and Safety at Work Act
 - draft good practice guidelines for worker engagement, participation and representation at work
 - exposure draft of the Health and Safety at Work (Hazardous Substances) Regulations 2016
- contributing to working groups on wood dust and welding fumes under the Clean Air programme
- contributing to the development of Safer Construction programme at an industry workshop
- participating in the first phase of WorkSafe's Workforce Development Plan
- reviewing and commenting on WorkSafe's Strategic Plan for Work-Related Health
- contributing to The Skills Organisation's targeted review of workplace health and safety qualifications (TRoQ) through representation on governance group and working groups
- an alliance with AUT to co-sponsor a meeting of tertiary institutions delivering health and safety professional programmes to explore teaching and research collaboration plus bi-laterals with the institutions.

HASANZ Conference 2016

HASANZ has supported continuing professional development across the sector by:

- organising the first ever HASANZ Conference – designed for the industry by the industry – for more information see the conference website:
www.hasanz.org.nz/page/conference/