

Year in review

2022/2023



A Year of Substance, Quality and Reconnection

This year we have well and truly hit our stride. Without global events hampering our plans, we have delivered substance, quality, and reconnection within our team and across the wider sector we support. This is largely due to finally holding our HASANZ biennial Conference in person again! We have all missed the in-person connections and learnings our conference provides, and seeing so many familiar faces from across the sector in the same room again was cause for celebration.

Also cause for celebration has been adding Engineering New Zealand as a new member association, we awarded 20 new HASANZ scholarships, we have seen remarkable growth in the HASANZ GM Safety Forum, and we completed our original SME Pilot Project in September (as well as a fantastic first intake of learners in our HASANZ Workforce Development Projects).

Also, over this year, HASANZ has renewed and fulfilled its commitment to continually support member associations to increase their capacity and capability by delivering workforce development initiatives. It has been achieved by working in partnership with Human Factors and Ergonomics Society of New Zealand (HFESNZ), New Zealand Institute of Safety Management (NZISM), New Zealand Occupational Health Nurses Association (NZOHNA), and New Zealand Occupational Health and Safety (NZOHS), among other key stakeholders.

We have been busy - in the best kind of way! Our partnerships, our membership associations and our team are the backbone of our ability to deliver the substantive work programme we expect of ourselves, and the quality of delivery has been a highlight of the year.

Connections and Reconnections

In November, after a couple of years of absence, we got to bring the health and safety community together again with our HASANZ biennial Conference, which exceeded even our expectations. It was heartening to see all the new connections form and the reconnections take place over those few days in Wellington. This conference was put together by the industry for the industry, and it had something for everyone interested in health and safety.

Our programme had a blend of heavy-hitting international and local keynote speakers on relevant health and safety topics and the latest trends, as well as plenty of opportunity for key players across all disciplines, business leaders, and policymakers to connect and reconnect. The in-person sessions were all well attended, and everyone unanimously agreed that our Conference MC Pinky Agnew was excellent!

We are very grateful to our international keynote speakers Ron Gannt and Associate Professor Jodi Oakman for making the journey to our shores, and of course to our homegrown speakers Dr Lucy Hone, Mike Hargreaves, Associate Professor Siouxsie Wiles and Sarah Williamson too. A major highlight of the programme was our association governance group members presenting on stage - they were outstanding.

KEY HIGHLIGHTS



94 HASANZ Scholarships awarded to date



Ongoing work on five Workforce Development Projects



Completion of SME Project with ACC



PSPLA decision



Register page views

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HASANZ

HEALTH & SAFETY ASSOCIATION NZ

2022 Conference



Derek Miller

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Substance and Quality = Delivery

This year has seen us deliver substance and quality across all areas of our work programme. We are delighted that Engineering New Zealand has come on board with us as a HASANZ member association, showing their commitment to health and safety and joining our growing list of member organisations.

These partnerships are crucial to building capacity and capability in the health and safety workforce. Engineering New Zealand is recognised for their support of engineers to influence most of the risks people are exposed to in their day-to-day lives, and we are so pleased to have them as our newest member association.

We have had another year of excellent applications for our scholarship programme, with 20 scholarships awarded (taking us to 94 scholarships since our programme started in 2018!). The ongoing interest throughout the year for the 2023 scholarships on offer shows the word is getting out there about the quality of our scholarships and indicates we have plenty of growth yet to come.

So far, we have secured three new sponsors for 2023, and we have had three of our existing sponsors re-commit to another year, which is excellent. Building on our sponsorship programme's existing substance and success, we plan to create a coordinated and collaborative method to provide experience-building via additional scholarships and add internships, graduate programmes, secondments and a mentoring programme.

Our HASANZ Register is continuing to be utilised by both health and safety professionals to advertise their services and expertise (we have had 52 new Registered professionals in this financial year), as well as significant continued traffic to the website from people looking to make use of HASANZ Registered Professionals and health and safety expertise. The Worksafe SafePlus assessor list is now exclusively available on the HASANZ Register, adding to the quality of information available. We expect it will continue to add more growth in the use of the Register as well. We have made excellent progress and now look to our next phase with our Register, which includes creating an integrated HASANZ Register website in 2023.

Our SME Pilot Project wrapped up in September, and despite delays due to the pandemic and other challenges we faced along the way, we consider the project to have been a successful venture. Valuable outcomes and learnings from this process led us to propose a formal evaluation of the project, which we kicked off in November 2022 and is due to conclude in June 2023. Some early learnings have emerged that confirm that guidance alone does not change behaviour in SMEs, so (if we are given the opportunity to develop and undertake similar projects in the future) we already know it will be necessary to explore different avenues of delivering health and safety guidance to small businesses.

Building on the successful release of our Health and Safety Career Generalist Pathway documents by Hon Michael Woods (then Minister for Workplace Relations and Safety) in mid-2022, we have been working to support many industries in upskilling for the future through our HASANZ Workforce Developments Project. New Zealand is experiencing a growing demand to find an extra two thousand health and safety professionals over the next ten years. We see HASANZ as vital in preparing for this future need, and we already see the benefits of our proactive approach. We know that hazardous substance professionals are critical to the safety of New Zealanders and protecting our environment. Our new Hazardous Substances Professional Training Pathway has already had 18 learners enrol for the e-modules on offer, and they are on their way to building New Zealand's number of capable, competent, and qualified compliance certifiers.

Our gratitude goes out to our various industry partners who have enabled us to work towards our shared goal of future-proofing New Zealand's health and safety needs - both the NZ Institute of Safety Management (NZISM) and the NZ Safety Council were instrumental in getting our Health and Safety Career Generalist Pathway initiative off the ground. Industry partners such as Vertical Horizonz NZ and Skills Consulting Group worked with us to deliver our various Workforce Developments Projects, and we are already getting feedback from the learners and their industries that they can see the benefits being far-reaching.

We also appreciate the strong advocacy and support we have received from Minister Wood. It was a pleasure to have his attendance at the GM Safety Forum event at Foodstuffs NI, where he spoke on executives' important leadership role in creating a business culture with health and safety at its heart. Already we are seeing the benefits of the GM Safety Forum in helping the members grow their capacity and working to enhance their leadership in this space as they collaborate to improve health and safety systems and performance across their organisations.

Looking to the year ahead, we see this as a year to further increase our visibility with the sector and our advocacy for the issues raised with us. This year we have seen the Private Security Personnel Licensing Authority (PSPLA) decision come through, following our advocacy with the Ministry of Justice and PSPLA about how best to define health and safety auditors under the legislation (specifically the Private Security Personnel and Private Investigators Act 2010) and, who is best placed to regulate and oversee health and safety professionals. Previously it could have been argued that they were carrying out health and safety investigations in a private investigating capacity. HASANZ and our member organisations have been recognised by PSPLA as the better-placed entity to have this oversight, and any person who is on the HASANZ Register (or is a member of a HASANZ member organisation) is no longer required to also hold a license or certificate with PSPLA.

Our ability to connect across the sector and beyond, enables us to play an essential role in bringing together the right people around the table to lead to the best possible outcomes for our health and safety community.



As always, we immensely appreciate our Governance Group and their continued leadership and strength in guiding everything we do. Our team has expertly managed to steer us through this year - the quality and substance in all we have delivered is down to them. Of course we also need to thank and acknowledge ACC for their ongoing engagement and support, as well as Worksafe, our member associations and our various stakeholders for all they have contributed to HASANZ this year. We look forward to working and collaborating with them all, to keep achieving together for our health and safety community.

It has been a pleasure to connect (and reconnect) with our community this year with Executive Director Bronwyn Presland's first full year at the helm. We know there is still much to do, and we are ready to continue building on from this year of substance, quality and delivery.

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HASANZ Independent Chair

Bronwyn Presland

Executive Director

HASANZ Governance Group



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New Zealand Institute of Safety Management

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Hazardous Substances Professionals New Zealand

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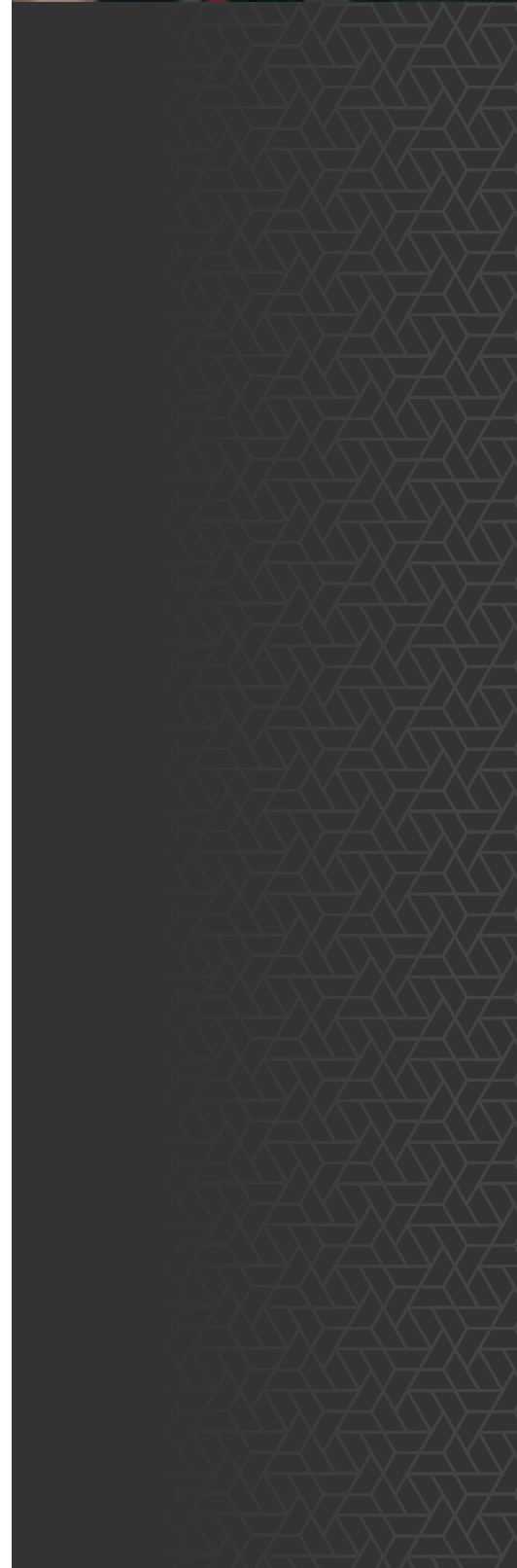
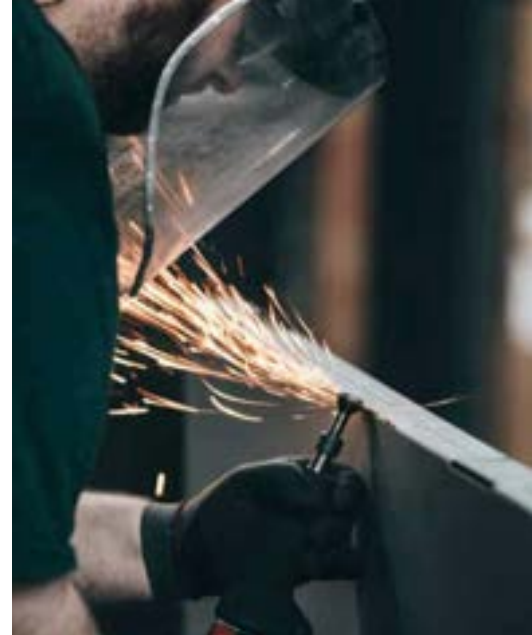
Project Manager

Carolina Henriquez

Project Manager

Heather Kimber

Senior Project Manager to December



Financial Statements

Statement of Financial Performance

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2023

	2023	2022
Revenue		
Donations, fundraising and other similar revenue	-	150,000
Fees subscriptions and other revenue from members	28,929	24,254
Revenue from providing goods or services	1,767,856	1,373,941
Interest, dividends and other investment revenue	2,566	393
Total revenue	1,799,352	1,548,588
Expenses		
Volunteer and employee related costs	916,839	1,254,761
Costs related to providing goods or services	573,597	358,185
Other expenses	106,821	94,680
Total expenses	1,597,257	1,707,626
Surplus/(deficit) for the year before tax	202,095	159,038

Statement of Financial Position

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2023

	2023	2022
Assets		
Current Assets		
Bank accounts and cash	499,069	362,451
Debtors and prepayments	58,311	280,486
Other current assets	13,863	265,499
Total current assets	571,244	908,436
Non-current assets		
Property, plant and equipment	687	1,113
Intangibles	19,946	70,026
Total non-current assets	20,634	71,138
Total assets	591,878	979,574
Liabilities		
Current liabilities		
Creditors and accrued expenses	112,267	100,815
Revenue in advance	117,031	718,509
Other current liabilities	2,135	1,899
Total current liabilities	231,433	821,223
Total assets less total liabilities (net assets)	360,445	158,351
Accumulated funds		
Capital contributed by owners or members	51,337	51,337
Accumulated surpluses	128,709	107,014
Reserves	180,399	-
Total accumulated funds	360,445	158,351

Approved by the Operations and Finance Committee on 30 June 2023



Mike O'Brien
HASANZ Independent Chair



Bronwyn Presland
Executive Director

HASANZ

HEALTH & SAFETY ASSOCIATION NZ

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[@hasanz](https://twitter.com/hasanz)



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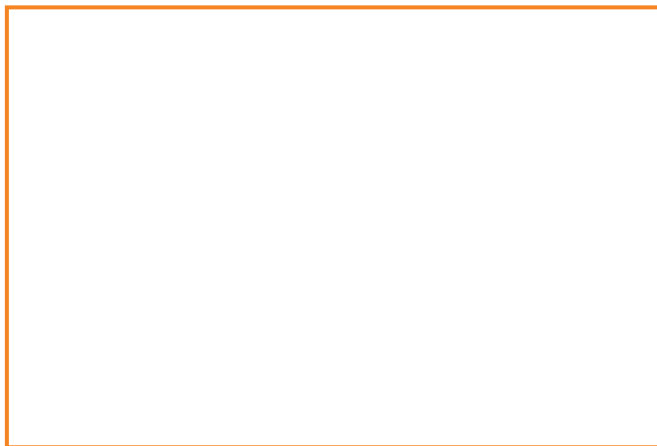
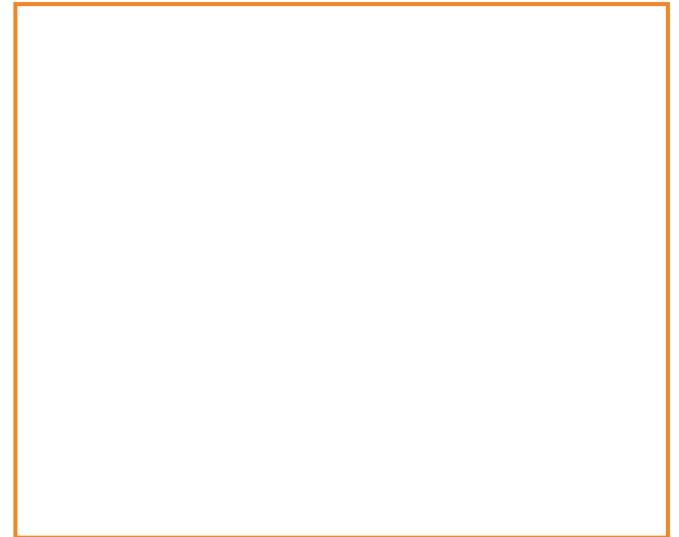
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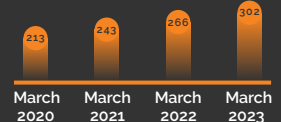


PSPLA decision

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HASANZ Registered Professionals:





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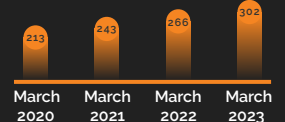


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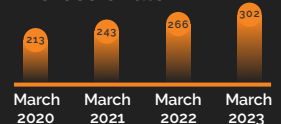


PSPLA decision

66,853

Register page views

HASANZ Registered Professionals:





Year in review 2021/2022

A Year of Growth & Delivery

It is heartening to say the 2021/2022 year was one of growth and delivery. No person or industry has been immune to the effects of the COVID-19 pandemic, and it speaks to the tenacity and resilience of the HASANZ team and our partners that we have continued to go from strength to strength.

We have had another year of uptake in our scholarship programme, use of our Health and Safety Register is tracking well, our Health and Safety Generalist Career Pathway was successfully launched and our team and our key working relationships are strong.

We of course had our challenges - particularly realising that we couldn't go ahead with our Annual Conference for the second year in a row. At our core we are here to build capacity and capability across the Health and Safety workforce and our conference is a central pillar in us delivering on this. Which is why we are very excited to say our HASANZ 2022 Conference is booked for November. Planning is already underway and it is set to be a big one! We are very much looking forward to seeing everyone face to face again.



Growth Across the Board

The growth is evident with a 44% increase in people accessing our Health and Safety Register in the 2021/2022 year!

This speaks to why the Register was created, as the search numbers highlight the strong need across the country for qualified and knowledgeable health and safety professionals. It also provides a great incentive for advisors to upskill to be eligible for the Register, with the flow on effect of lifting expectations on the industry as a whole. Clearly word has gotten out that if your business finds itself in the position of needing a Health and Safety advisor, anyone featured on the HASANZ Register is going to have the skills and knowledge for the job. And, if you are a health and safety advisor on the Register, you are likely to be busy!

Our scholarship programme year on year is growing, both in popularity and in the scholarship categories we offer. We added the WISE (Women In Safety) category to our programme this year and were thrilled with applicants' interest in the first year of this special category to encourage and support women into influential positions in Health and Safety. We are grateful to Van Schaik Health and Safety Solutions in funding this inaugural scholarship category.

We now have 75 scholarship recipients who are either still studying, or are in the workforce putting their studies into practice, and being the excellent ambassadors for our scholarship programme that we knew they would be. This is a significant number for the Health and Safety industry, as it is starting to turn heads towards both the scholarships on offer but also to encourage people to see Health and Safety as a career with longevity. We are excited about the direction our scholarship programme is going - we now have a strong record to build on for increasing both capacity and capability in the health and safety workforce, and the growth in momentum is encouraging for the future.

FY21/22 HIGHLIGHTS



75 HASANZ Scholarships awarded to date



5 Workforce Development Projects in train



New scholarship category - WISE Women In Safety



Joint SME project with ACC underway

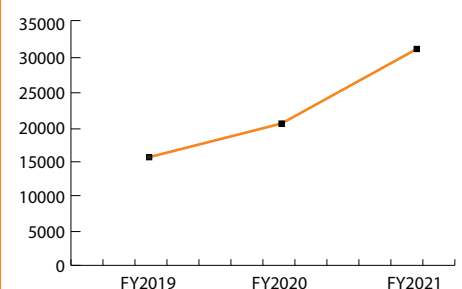


44% increase in people accessing our Health and Safety Register



266 Professionals on the HASANZ Register

No of sessions on the HASANZ Register website



Derek Miller

It was with great sadness that we acknowledge one of our long time supporters of HASANZ passed away in September 2022. Derek was a valued contributor to HASANZ, with him being on our governance board from 2014 until 2021. Derek played a significant role in establishing and continuing the HASANZ Register, volunteering much of his time and wisdom. Derek was a significant leader in the NZ and international Occupational Hygiene societies. Pam Mitchell presented a moving tribute to Derek at our Conference this year, recognising all he brought to HASANZ and the wider industry. He was a rock that so many of us relied upon, and as an industry, we will miss him dearly.



HASANZ

HEALTH & SAFETY ASSOCIATION NZ

The Terrace Business Centre
Office 6.14, Level 6
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Wellington 6143, New Zealand



A Year of Substance, Quality and Reconnection

This year we have well and truly hit our stride. Without global events hampering our plans, we have delivered substance, quality, and reconnection within our team and across the wider sector we support. This is largely due to finally holding our HASANZ Annual Conference in person again! We have all missed the in-person connections and learnings our conference provides, and seeing so many familiar faces from across the sector in the same room again was cause for celebration.

Also cause for celebration has been adding Engineering New Zealand as a new member association, we awarded 20 new HASANZ scholarships, we have seen remarkable growth in the HASANZ GM Safety Forum, and we completed our original SME Pilot Project in September (as well as a fantastic first intake of learners in our HASANZ Workforce Development Projects).

Also, over this year, HASANZ has renewed and fulfilled its commitment to continually support member associations to increase their capacity and capability by delivering workforce development initiatives. It has been achieved by working in partnership with Human Factors and Ergonomics Society of New Zealand (HFESNZ), New Zealand Institute of Safety Management (NZISM), New Zealand Occupational Health Nurses Association (NZOHNA), and New Zealand Occupational Health and Safety (NZOHS), among other key stakeholders.

We have been busy - in the best kind of way! Our partnerships, our membership associations and our team are the backbone of our ability to deliver the substantive work programme we expect of ourselves, and the quality of delivery has been a highlight of the year.

Connections and Reconnections

In November, after a couple of years of absence, we got to bring the health and safety community together again with our HASANZ Annual Conference, which exceeded even our expectations. It was heartening to see all the new connections form and the reconnections take place over those few days in Wellington. This conference was put together by the industry for the industry, and it had something for everyone interested in health and safety.

Our programme had a blend of heavy-hitting international and local keynote speakers on relevant health and safety topics and the latest trends, as well as plenty of opportunity for key players across all disciplines, business leaders, and policymakers to connect and reconnect.

The in-person sessions were all well attended, and everyone unanimously agreed that our Conference MC Pinky Agnew was excellent!

We are very grateful to our international keynote speakers Ron Gannt and Associate Professor Jodi Oakman for making the journey to our shores, and of course to our homegrown speakers Dr Lucy Hone, Mike Hargreaves, Associate Professor Siouxsie Wiles and Sarah Williamson too. A major highlight of the programme was our association governance group members presenting on stage - they were outstanding.

The wealth of knowledge and experience shared by all of the exceptional speakers gave our conference attendees not only

something to learn from, but also something to reflect on, challenge themselves with, and take away and build on. As the flagship conference for the health and safety industry, we delivered a program of substance that appealed to every business with an interest in health and safety and that attracted sector influencers, educators, regulators, and decision-makers. The feedback we received after the conference showed we delivered a quality programme that all our attendees made the most of - people have told us they wished they could have gone to every speaker and every session!

Planning is already underway for our 2024 Conference, and we look forward to building on the success of the 2022 conference.

KEY HIGHLIGHTS



94 HASANZ Scholarships awarded to date



Ongoing work on five Workforce Development Projects



Completion of SEM Project with ACC

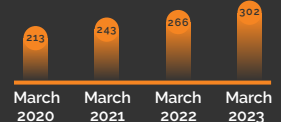


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Substance and Quality = Delivery

This year has seen us deliver substance and quality across all areas of our work programme. We are delighted that Engineering New Zealand has come on board with us as a HASANZ member association, showing their commitment to health and safety and joining our growing list of member organisations.

These partnerships are crucial to building capacity and capability in the health and safety workforce. Engineering New Zealand is recognised for their support of engineers to influence most of the risks people are exposed to in their day-to-day lives, and we are so pleased to have them as our newest member association.

We have had another year of excellent applications for our scholarship programme, with 20 scholarships awarded (taking us to 94 scholarships since our programme started in 2018!). The ongoing interest throughout the year for the 2023 scholarships on offer shows the word is getting out there about the quality of our scholarships and indicates we have plenty of growth yet to come.

So far, we have secured three new sponsors for 2023, and we have had three of our existing sponsors re-commit to another year, which is excellent. Building on our sponsorship programme's existing substance and success, we plan to create a coordinated and collaborative method to provide experience-building via additional scholarships and add internships, graduate programmes, secondments and a mentoring programme.

Our HASANZ Register is continuing to be utilised by both health and safety professionals to advertise their services and expertise (we have had 52 new Registered professionals in this financial year), as well as significant continued traffic to the website from people looking to make use of HASANZ Registered Professionals and health and safety expertise. The Worksafe SafePlus assessor list is now exclusively available on the HASANZ Register, adding to the quality of information available. We expect it will continue to add more growth in the use of the Register as well. We have made excellent progress and now look to our next phase with our Register, which includes creating an integrated HASANZ Register website in 2023.

Our SME Pilot Project wrapped up in September, and despite delays due to the pandemic and other challenges we faced along the way, we consider the project to have been a successful venture. Valuable outcomes and learnings from this process led us to propose a formal evaluation of the project, which we kicked off in November 2022 and is due to conclude in June 2023. Some early learnings have emerged that confirm that guidance alone does not change behaviour in SMEs, so (if we are given the opportunity to develop and undertake similar projects in the future) we already know it will be necessary to explore different avenues of delivering health and safety guidance to small businesses.

Building on the successful release of our Health and Safety Career Generalist Pathway documents by Hon Michael Woods (then Minister for Workplace Relations and Safety) in mid-2022, we have been working to support many industries in upskilling for the future through our HASANZ Workforce Developments Project. New Zealand is experiencing a growing demand to find an extra two thousand health and safety professionals over the next ten years. We see HASANZ as vital in preparing for this future need, and we already see the benefits of our proactive approach. We know that hazardous substance professionals are critical to the safety of New Zealanders and protecting our environment. Our new Hazardous Substances Professional Training Pathway has already had 18 learners enrol for the e-modules on offer, and they are on their way to building New

As always, we immensely appreciate our Governance Group and their continued leadership and strength in guiding everything we do. Our team has expertly managed to steer us through this year - the quality and substance in all we have delivered is down to them. Of course we also need to thank and acknowledge ACC for their ongoing engagement and support, as well as Worksafe, our member associations and our various stakeholders for all they have contributed to HASANZ this year. We look forward to working and collaborating with them all, to keep achieving together for our health and safety community.

It has been a pleasure to connect (and reconnect) with our community this year with Executive Director Bronwyn Presland's first full year at the helm. We know there is still much to do, and we are ready to continue building on from this year of substance, quality and delivery.

HASANZ Governance Group



Text

Mike O'Brien

Independent Chair

Robyn Bennett

New Zealand Institute of Safety Management

Ken Clarke

Hazardous Substances Professionals New Zealand

John Eatwell

Institute of Organisational Psychology New Zealand

Nikki Edge

New Zealand Occupational Health Nurses Association

Hamish Mackie

Human Factors and Ergonomics Society of New Zealand

Dr Geraint Emrys

Royal Australian College of Physicians
- Australasian Faculty of Occupational & Environmental Medicine

Linda Wilson

Physiotherapy New Zealand Occupational Health Group

Miriska Gerber

New Zealand Occupational Hygiene Society

Pam Mitchell

Occupational Therapy New Zealand - Whakaora Ngangahau Aotearoa

Jodi Wright

New Zealand Safety Council

Bridgette Jennings

Faculty of Asbestos Management of Australia & New Zealand Limited

Joe Bain

Engineering New Zealand

HASANZ TEAM

Bronwyn Presland

Executive Director

Ruth Hefford

Business Manager

Mia Hradský

Business Manager

Theresa Balke

Project Manager

Carolina Henriquez

-

Heather Kimber

Senior Project Manager to December

HASANZ

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