



Annual Report

For the year ended
31 March 2017

HASANZ
HEALTH & SAFETY ASSOCIATION NZ



Chair's report



HASANZ stepped up in the year covered by this report to firmly establish itself as a respected player in the field of workplace health and safety. We are raising the bar for professional standards.

The five-year strategic plan outlined in last year's annual report identified three objectives that we are now delivering on:

- 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 HASANZ Register of Workplace Health and Safety Professionals (the HASANZ Register) is the lynchpin bringing these three elements together.

The HASANZ Register

In July 2016 HASANZ signed an agreement with ACC that provided funding for the development of the HASANZ Register and, after a lengthy procurement process, we appointed New Zealand web company, Signify, as the software developer. Progress is going very well under the direction of HASANZ Implementation Support Manager Karen Chaney and I am confident that we will deliver a user-friendly, national online register of workplace health and safety professionals.

The steps people have to go through to list on the Register are part of HASANZ's strategy to raise the bar for professional standards. These have been determined by our Leadership Team comprising representatives from all of HASANZ's founding member organisations. Applicants must go through the gateway of a HASANZ member association and meet stringent registration standards that cover qualifications, experience, CPD, ethics, insurance and good character. They need to demonstrate competence in their respective profession.

Our member organisations, in turn, have had to step up and meet the strict criteria required to be a Full Member of HASANZ including good governance, a Code of Ethics and a robust complaints procedure. I am pleased to say that, at the time of writing this report, five of our member organisations have achieved Full Member status. Congratulations to Occupational Therapy New Zealand, the New Zealand Occupational Health Nurses Association, New Zealand Institute of Safety Management, Human Factors and Ergonomics Society of New Zealand and New Zealand Occupational Hygiene Society on meeting the high standards for entry. The Register development process has been demanding and sometimes arduous for member organisations but we make no apologies for this as it is the path to living our vision of "trusted advisers for healthier and safer workplaces".

The Register has a value to the wider health and safety system, as well as a value to businesses or professionals. By driving health and safety professionals to increase their competence to list on the Register, it builds system capability for the benefit of everyone who works in New Zealand.

Valuing professional diversity

One of the many benefits of the process of developing the Register is that it has highlighted a lack of understanding of what different health and safety professions do. Overlaps in practice have generated animated discussion around the Leadership table, resulting in recognition that many professions can make a valuable contribution to solutions, such as workstation assessment. While we are closing this information gap internally among HASANZ members, we know there is a big job to do across PCBUs and government to help explain the role of different professions and how to use them. To this end, we worked with ACC to produce a booklet called "How to Choose a Workplace Health and Safety Consultant" which proved to be a very popular take home resource at the 2016 Safeguard conference.

Strategic partnerships

HASANZ has extensive national reach through our member organisations, but our resources are limited. So we have invested heavily in building strong partnerships to help achieve our strategic objectives. This fits well with the collaborative approach needed to lift New Zealand's health and safety performance.

HASANZ created a consortium with Skills International (the consulting arm of The Skills Organisation), the Centre for Occupational Health and Safety Research at Auckland University of Technology (AUT) and the health and safety training division of EMA Northern to respond to a Request for Information (RFI) issued by WorkSafe to provide competency assessment services for the Workplace H&S Performance Improvement Tool to replace the former Safety Star Rating Scheme. We believe HASANZ is ideally placed to be the accreditation body for assessors using this Tool on-site. It fits well with our role and strategic goal of setting the standard for health and safety advice and services in the workplace.

Building on positive and growing engagement with The Skills Organisation that started with HASANZ's contribution to their Targeted Review of Qualifications (TRoQ) for the health and safety sector, we were invited to apply to become a member of that organisation. We've gladly done so. Skills will be a supportive partner of HASANZ going forward and help us in a variety of ways.

In December PricewaterhouseCoopers (PwC) offered to collaborate with HASANZ on New Zealand's first annual Health and Safety Professionals Survey. This will canvass the views of businesses on their attitudes towards, and experiences of, workplace health and safety professionals, as well as surveying health and safety professionals on their experience of working with businesses. The information we capture will help us work with partners to improve the capability and capacity of health

and safety professionals, and improve business access to quality advice. The data collected from the inaugural survey in 2017 will be used as a benchmark to help measure changes in business confidence after the HASANZ Register comes into service.

We continue to work closely with Business NZ and with the Business Leaders' Health & Safety Forum to ensure we are customer-facing, with the needs of business always in mind. We are leveraging these channels, along with business.govt.nz and numerous industry conferences and presentations to fuel demand for specific health and safety advice.

It's good to be taking the initiative on a number of fronts as a respected partner to many influential organisations. As part of a core network HASANZ can help bring the right people together to create opportunities and solutions to improve workplace health and safety.

Reflection on HSWA

The year under review coincides with the first year of the Health and Safety at Work Act (HSWA) being put into practice.

In a column in Safeguard Magazine this year I reflected on the fact that the data indicates that people's behaviour is not always following through on the promise of better health and safety outcomes for those who work in New Zealand. This is particularly evident in the increase in the severe injury rate. We are still in the early stage of the change cycle introduced by the HSWA and, while there is much to celebrate, it is clear that there is no room for complacency.

We are in sync with WorkSafe's workforce development strategy. To service the needs of NZ Inc. in the future, in terms of ensuring an adequate supply of well qualified health and safety professionals, we need to think a decade out. We need to undertake some robust modelling on where we need to get to and the major planks required to reach that end. We need to plan now to attract people into the health and safety workforce, recognising that there's a long lead time to develop some professionals, such as occupational hygienists.

HASANZ is one of the organisations invited by WorkSafe to have input to New Zealand's next health and safety strategy, due to be released in 2018.

HASANZ is working with a number of organisations to help get enough people qualified and competent and on the pathway to a rewarding career in health and safety. We supported the creation of AUT's exciting new graduate business diploma focusing on health, safety and wellbeing – the first tertiary level qualification in health and safety to be offered through a business school.

A stunning conference

A highlight of the year was HASANZ CONFERENCE 2016. Our first conference, held at Te Papa in September, was a stunning event appealing to hearts and minds. From the opening powhiri to Rebecca Macfie's moving address on the Pike River tragedy to Gordon MacDonald's swansong as WorkSafe CEO, the conference carried 400 plus delegates forward on an energising wave of discovery and discussion that left everyone buzzing.

Developed for the industry by the industry, the conference gave health and safety professionals – and the businesses that use them – the opportunity to share their own professional thinking and have it challenged by new and different perspectives. We achieved our aim of building a community of interest. In the follow-up survey, 98% of delegates were satisfied or very satisfied with their conference experience.

Minister Woodhouse kindly hosted a reception for delegates at Parliament and continues to take an active interest in HASANZ. I have met with the Minister twice since and his overriding concern is the health and safety of workers in New Zealand.

Many thanks to our premium sponsor WorkSafe and conference partners PwC, ACC and MBIE, and to the team who worked tirelessly behind the scenes for helping to make it an outstanding success.

By popular demand, we brought back conference keynote speaker Dr Vincent Covello to take two professional development workshops in March on best practices for health and safety engagement and communication. Held in Auckland and Wellington, the workshops proved to be popular, practical, hands-on sessions for both business managers and health and safety professionals. Attendees gave the workshops very positive reviews, such as: *More high calibre speakers like Dr Covello make HASANZ stand out from the rest.*

Financial status

Financial sustainability is our biggest issue. HASANZ continues to be supported by WorkSafe for baseline operations. Our funding bids resulted in Injury Prevention funding from ACC of \$400,000 towards the development of the HASANZ Register. Thanks to additional funding of \$100,000 from WorkSafe we have been able to include functionality to enable online payment of registration fees which will be a real benefit for people who list on the Register and relieve member organisations of a significant administrative burden. We are deeply appreciative of WorkSafe's investment in HASANZ and for the constructive working relationship we enjoy day to day. Sincere thanks to ACC too for coming on board as a financial backer and partner. We could not deliver the Register without you.

Our profitable conference gave us a welcome injection of funds which will be used to seed further educational opportunities and to offset some Register costs.

HASANZ is proving to be of significant value to business, government and our members. We could do so much more with greater resources. It can be frustrating that so much time is taken up with an ongoing struggle to secure sustainable funding. We have great products and services, we have excellent people and a compelling mission to help deliver healthier and safer workplaces in New Zealand.

Being on the HASANZ Leadership Team is not for the faint-hearted – every member puts in a lot of voluntary time on top of the demands of their regular job and we also acknowledge the significant contributions made by their associations in their support.

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HASANZ
 HEALTH & SAFETY ASSOCIATION NZ
CONFERENCE 2016
 7-9 September, Te Papa, Wellington
 ILLUMINATE // CHALLENGE // TRANSFORM
 Seeing health and safety in a new light



"It is one of the BEST conferences I have ever attended."





"A remarkable two days."



"I am tired but inspired!"



With thanks to all delegates and to our major conference sponsors and partners: WorkSafe, ACC, PwC and MBIE.

Photos: Mark Tantrum Photography

Chair's report (Contd...)

We hope they will look back with some satisfaction in playing a key role in getting New Zealand's first register of workplace health and safety professionals off the ground and in binding HASANZ into a cohesive, highly effective organisation. They can be justifiably proud.

We are now starting to see the benefits of the considerable effort we have put into positive engagement. HASANZ is seen as a natural partner in important conversations about workplace health and safety. Increasingly, we will play an integral role in a well-functioning system that helps people return home healthy and safe. HASANZ has earned that confidence.



Craig Smith
HASANZ Independent Chair

The HASANZ Register

Trusted advisers for healthier and safer workplaces.



HASANZ
REGISTER

The HASANZ Register will be a free, online database of workplace health and safety professionals who meet required competency standards. Everyone listed on the HASANZ Register must belong to a HASANZ member organisation.

Businesses seeking proven, relevant advice will be at the centre of the user experience. Professionals will pay to list on the Register but access for businesses will be free. There will be more than 200 categories of professional services to search for.

The HASANZ Register will be up and running for professionals to list on by the end of this year, and available for businesses to use in early 2018.

HASANZ has developed a HASANZ Registered quality mark to distinguish professionals listed on the Register so businesses can be confident in their advice.

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

Dr Rosy Fenwicke*

Australian/New Zealand Society of Occupational Medicine

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

Phillip Tse*

New Zealand Institute of Hazardous Substances Management

***Jack Travis** was the NZIHSM representative until May 2016 and was replaced by **Phillip Tse**.

Dr Moazzam Zaidi was the ANZSOM representative until February 2017 then was replaced by **Dr Rosy Fenwicke**.

HASANZ Secretariat

Karen Chaney

Implementation Support Manager

Ann Kennedy-Perkins

Communications Advisor

Anne Williams*

Administrator

***Kathy Maguren** was HASANZ Administrator until December 2016.

Financial statements

Statement of financial performance

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2017

	2017	2016
Income		
ACC HASANZ Register project	105,000	-
Conference income	413,142	-
Events income	45,257	-
Membership fees	1,800	-
Sales from donated goods	-	200
Total income	565,199	200
Cost of sales		
Contractors	102,896	-
Total cost of sales	102,896	-
Gross profit	462,304	200
Expenses		
Accountancy fees	2,609	-
Bank fees	30	-
Conference costs	242,037	-
Entertainment	43	-
Event costs	12,836	-
General expenses	-	210
Legal expenses	16,245	-
Printing & stationery	33	-
Travel and accommodation	14,269	-
Venue hire, catering & AV	7,886	-
Total expenses	295,987	210
Net profit (loss) before taxation	166,316	(10)
Taxation and adjustments		
Income tax expense at year end	45,784	-
Total taxation and adjustments	45,784	-
Net profit (loss) for the year	120,532	(10)

Statement of financial position

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2017

	2017	2016
Assets		
Current assets		
Cash and bank		
HASANZ Inc.	218,185	29,726
Total cash and bank	218,185	29,726
Accounts receivable	52,391	-
Expenses paid in advance	-	21,601
Total current assets	270,575	51,327
Total assets	270,575	51,327
Liabilities		
Current liabilities		
Accounts payable	25,667	-
GST payable	27,265	-
Income tax payable	45,784	-
Total current liabilities	98,717	-
Total liabilities	98,717	-
Net assets	171,859	51,327
Equity		
Retained earnings	171,859	51,327
Total equity	171,859	51,327

Approved on behalf of the Managing Committee on 30 June 2017.



Craig Smith
HASANZ Independent Chair

The year in brief

Following is an overview of key activities undertaken during the year to deliver on each of HASANZ's strategic objectives.

Improving the quality of supply of health and safety professionals

- Full Membership of HASANZ gained by Occupational Therapy New Zealand, the New Zealand Occupational Health Nurses Association, New Zealand Institute of Safety Management, Human Factors and Ergonomics Society of New Zealand and the New Zealand Occupational Hygiene Society
- Holding HASANZ CONFERENCE 2016 "Seeing health and safety in a new light" from 7 to 9 September 2016 in Wellington, encouraging HASANZ members and businesses to join forces and build the competence and reputation of workplace health and safety professionals in New Zealand
- Running two professional development workshops on best practices for health and safety engagement and communication with international authority Dr Vincent Covello in Auckland and Wellington on 29 and 30 March 2017
- Stimulating debate and raising awareness of workplace health and safety issues with HASANZ members via regular communications, including updates and blog from HASANZ Chair
- Maintaining an active social media presence for members to join the conversation on LinkedIn and Twitter
- Preparing three submissions on behalf of workplace health and safety professionals:
 - Submission to WorkSafe on the review of the Notifiable Occupational Disease System
 - Submission to MBIE on proposed changes to the Incorporated Societies Act
 - Submission to WorkSafe on the proposed Work-related Health Strategic Plan.
- Encouraging HASANZ membership by creating a membership application facility with supporting information on the HASANZ website
- Promoting participation by health and safety professionals in WorkSafe initiatives via HASANZ LinkedIn and Twitter channels
- Supporting the creation of AUT's exciting new graduate business diploma in health, safety and wellbeing, and working with tertiary institutions to explore other education and training opportunities.

Educating the market about the need for professional advice to drive demand

- Co-authoring with ACC a guide for businesses, "How to Choose a Workplace Health and Safety Consultant"
- Ongoing stakeholder engagement to build and nurture strong relationships with government, industry and business leaders including meetings with the Minister for Workplace Relations and Safety, the Hon Michael Woodhouse, WorkSafe New Zealand, Business Leaders' Health & Safety Forum and Business NZ
- Leveraging HASANZ CONFERENCE 2016 to raise HASANZ's profile and salient health and safety issues through multiple media channels including business.govt.nz, industry publications, National Radio interviews with keynote speakers Dr Vincent Covello (Kim Hill) and Professor Drew Dawson (Kathryn Ryan) and Dominion Post articles and feature photo
- Undertaking an active editorial programme including regular columns "HASANZ: A professional view" and advertising in Safeguard Magazine to comment on industry issues
- Interview with HASANZ Chair in Safeguard Magazine October 2016 issue about the health & safety professional of the future and driving demand for higher levels of capability
- Collaborating with Skills International, Auckland University of Technology and EMA Northern to respond to an RFI to provide accreditation of assessors using the new Workplace H&S Performance Improvement Tool
- Entering an agreement with PwC to conduct New Zealand's first annual Health and Safety Professionals Survey
- Contributing articles and giving a voice to health and safety professionals in numerous industry publications and workshops
- Joining panel discussions at the 2016 Safeguard Conference and EMA's 20th OH&S Conference.

Connecting the demand and supply sides

- Progressing the development of the HASANZ Register to give businesses better access to quality workplace health and safety advice
- Creating and trademarking a HASANZ Register brand and a HASANZ-registered logo to denote workplace health and safety professionals who have met registration standards
- Doubling traffic to the HASANZ website, boosted by our conference, with 24,250 visits (10,642 in 2015/16) from 16,586 people (8,200) – 67% were new users
- Responding to more than 300 public enquiries and helping to connect businesses with health and safety professionals to meet their needs.