

Monday 4 November, 2019

BUILDING THE PROFESSIONS - HASANZ HEALTH AND SAFETY WORKFORCE PIPELINE REPORT

This report provides an in-depth review of capacity, capability and demand within New Zealand's health and safety workforce.

It aims to support workforce planning by identifying current gaps and future challenges, and by making recommendations that will grow the professionalism of the workforce.

The report was completed by HASANZ, with funding from WorkSafe and the Skills Organisation and with considerable input from the health and safety disciplines and other stakeholders.

New Zealand workplaces need access to specialist skills and services to ensure health and safety risks are well-managed. The importance of having a skilled workforce was identified in both the 2013 Report of the Independent Taskforce on Workplace Health and Safety and the Government's Health and Safety at Work Strategy 2018-2028.

However, until now there has been no clear picture of the current state of the health and safety workforce, or what is needed to ensure it can deliver the services required by workplaces now and in the future. This report helps to fill those information gaps in order to support workforce planning and development.

It focuses on the seven health and safety disciplines that are members of HASANZ and that together account for a substantial proportion of the workforce.

The report suggests that New Zealand will need at least another 2,100 health and safety professionals over the next 10 years – with the actual number likely to be higher given growing demand for advice and services.

It highlights several challenges facing the workforce, and makes recommendations aimed at:

- Improving understanding of the role of the various disciplines and the value they offer
- Developing fit-for-purpose competency frameworks
- Improving the accessibility and quality of education and training pathways
- Building the workforce's ability to meet current and future demand
- Improving access to appropriate continuing professional development
- Improving the ability of professional associations and network to support the workforce.

The report identifies priority areas for action, including the need to address urgent capacity and capability issues affecting hazardous substances professionals. Other disciplines highlighted as priorities for action are health and safety generalists, occupational hygienists, occupational health nurses and human factors and ergonomics professionals.

The report's findings will support discussions with a broad range of stakeholders in order to develop action plans for implementing the recommendations.

Thanks to all those who gave their time to help prepare this report.

[Read the report here](#)