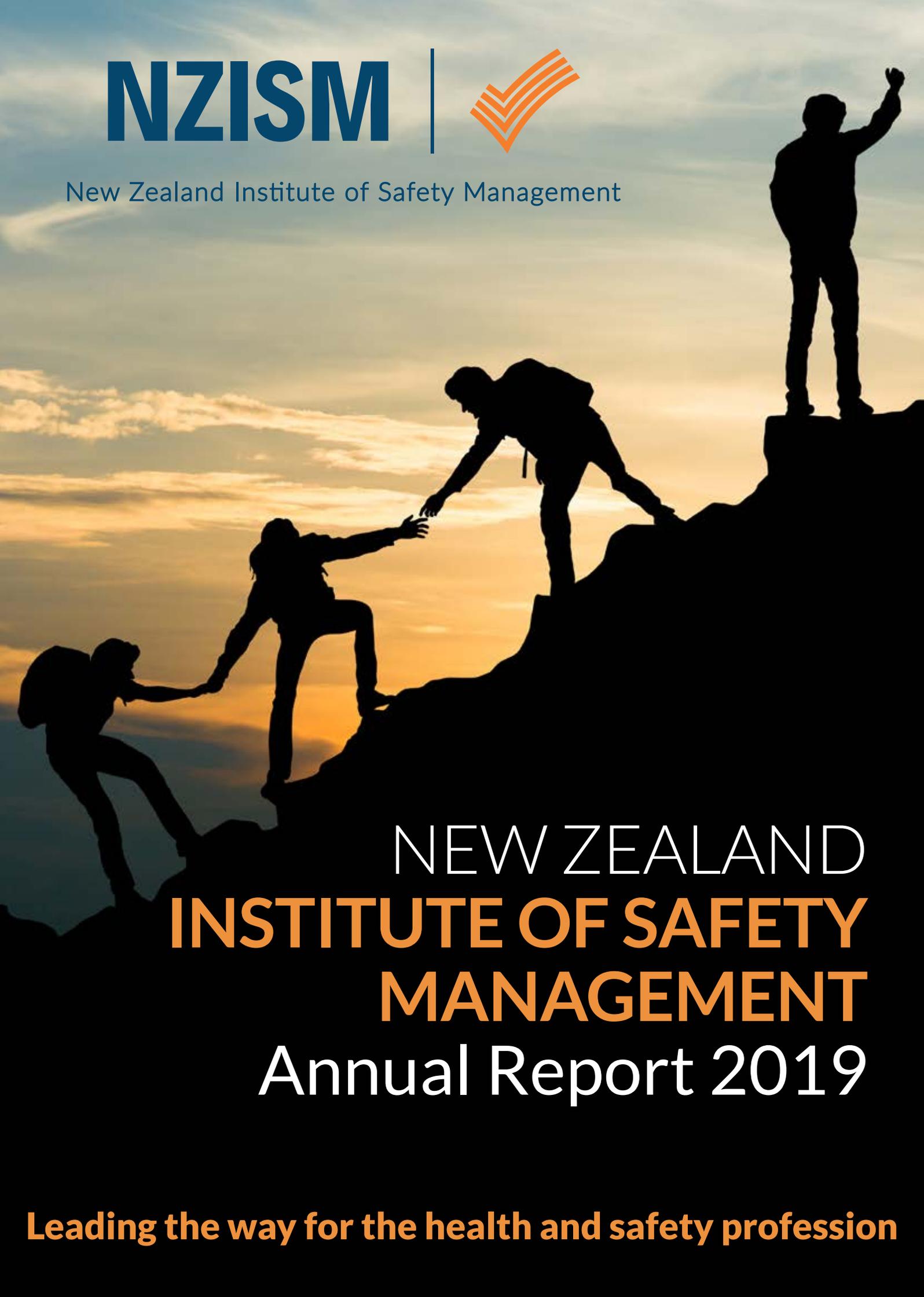


# NZISM



New Zealand Institute of Safety Management



NEW ZEALAND  
**INSTITUTE OF SAFETY  
MANAGEMENT**  
Annual Report 2019

**Leading the way for the health and safety profession**

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NZISM is the professional association providing ongoing development opportunities and offering an internationally recognised accreditation programme to those building a career in health and safety, as well as representing the interests of its members at industry and Government levels.

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## **Our Vision**

Leading the way  
for the Health  
and Safety  
profession.

## **Our Purpose**

To influence  
better health and  
safety outcomes  
at work.



# ADVISORY BOARD REPORT

## Advisory Board Chair – Mike Cosman

I'm delighted to be able to report progress to you on developing a truly professional management and governance structure for NZISM that befits an organisation with a growing membership and an increasing influence in the health and safety ecosystem.

Last year I reported on the preparatory steps we had taken to design that new structure. In 2019 we turned the ideas into a clear plan ensuring we allowed sufficient time for genuine consultation with our membership. We got agreement in principle to make the changes at the last AGM held alongside the HASANZ conference and then worked through how to give effect to them. Core principles around the change were:

- Clear separation of governance and management processes and structure;
- A key role in both for the President as the voice of members;
- Functionally focused management roles that will be filled through a robust selection process and with key deliverables;
- Centralisation of administration and delivery of national programmes to reduce the burden on branch committees;
- Branch representation on the management team with primary responsibility for ensuring local needs are met;
- Committees (grading, mentoring, peer support etc) that deliver essential services to members accountable to the management team;
- Simplified and consistent appeals and disciplinary process;
- Transparent and democratic processes to appoint key roles and to hold them to account.

We have made some changes to the structure we proposed last year after taking legal advice, consulting NEC members and branches and presenting the revised version to all branch AGMs in mid-2019. We look forward to a smooth passage of the new rules that put these changes into effect at the AGM in Christchurch in August.

Beyond these important structural changes, it has been a relatively quiet year for the Advisory Board as the confidence and capability of the Operations Committee to handle most decisions



has grown. The Operations Committee consists of the CEO, President, AB Chair and two NEC members - Ravi Kolluru and Sarita McClean.

Looking externally, the operating environment continues to change. In the tertiary education sector, we now have the suite of courses developed around the INSHPO framework in place at Victoria University with encouraging levels of enrolment on the Post Graduate Certificate and Diploma programmes. A number of our members are participating both as students and lecturers. The HASANZ scholarship programme has helped fund a number of these students.

WorkSafe made the bold decision to fund a professorial Chair in Health and Safety at Victoria University for 5 years in order to give added status to the important role of the tertiary sector in teaching and research. I was honoured to be asked to be on the selection panel on behalf of HASANZ and at the time of writing we are down to 2 excellent candidates who have been shortlisted for this prestigious position.

Our relationship with WorkSafe and ACC continues to develop in conjunction with HASANZ and we are now well connected into many of the key developments being proposed by those agencies.

Internationally, Greg continues to be our representative on INSHPO but Grant and I

were able to play our part by meeting the new Presidential and management teams of IOSH at their conference in Birmingham in June 2018. Relationships with SIA, or AIHS as it's now rebranded, continue to develop and we were delighted to welcome David Clarke to the Safeguard conference and to sign an MOU at our member networking function. Both he and other overseas commentators have reflected on how far and how fast New Zealand's health and safety journey has progressed and express envy at our ability to be agile and collaborative.

I want to finish with a challenge. There is a saying "Build it and they will come" coined in an unlikely US baseball movie called Field of Dreams. We think we have come a long way towards building a world class professional membership organisation. However, whilst you, our members, express support for our efforts and strategic

direction, we are still struggling to get the level of engagement we think is appropriate to a profession with such a high level of influence and interest. Only a minority of those working in our profession are members of NZISM and of those only a minority are participating in our grading and CPD system. So, I ask - "we have built it for you, will you come?"

Thanks again this year to my colleagues on the Advisory Board, Samantha Sharif, Grant Nicholson and Kaye McCauley for their support, constructive challenges and insights. Thanks to Greg and Selena for their tireless work on our behalf and thanks to you the members for your continuing commitment to helping workers and businesses deliver safer and healthier workplaces.

**Kaua e rangiruatia te hāpai o te hoe; e kore tō tātou waka e ū ki uta.** (Do not lift the paddle out of unison or our canoe will never reach the shore.)

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## NATIONAL REPORT

### President – Greg Dearsly

Another busy 12 month period has passed us by with a huge array of events happening during the period since our last AGM. I am pleased to present an overview of some of our key achievements this year.

The development of the Emerging Safety Leaders group which provides a network to support and guide those who are maybe new to the health and safety industry or are looking to develop their own skills and capabilities is a fabulous addition to the health and safety system in New Zealand. In addition, it has been great to see increased activity from the long-standing Women in Safety Excellence NZ group. Our support for both of these groups is something NZISM is proud to be a part of, in the future you can expect us to help both of these networks expand their reach both in NZ and look at partnership opportunities with similar networks in Australia.

There has been a great range of CPD events held throughout the organisation during the 2018/2019 year. The road show delivered by Chris Peace was extremely popular and well attended with additional events coordinated in parts of the country to deal with demand.

It was great to create relationships with a number of organisations whose services provide opportunities for development of members, of



note during 2018/2019 we saw relationships formalised with providers such as Southpac Industries who delivered the popular Learning Teams and HOP training programmes. This was followed by the sessions delivered by Human and Organisational Performance Coach Bob Edwards. We also developed an arrangement with Coachio Group which enabled discounted rates for NZISM members to attend NEBOSH Training and with St John to deliver the Mental Health First Aid Training.

Of course, the monthly branch CPD events continue to deliver value to members, we are constantly looking at ways to provide members with enhanced development opportunities, whether that be through branch events, nationally supported events like the annual road show and the webinar programme.

In the last 12 months we significantly increased our presence in the media with releases issued every couple of months related to important health and safety matters, these include subjects such as workplace bullying, the WorkSafe 10 year Health and Safety Strategy, the increased risk to workers in the lead up to and after the Christmas and holiday period and recognition of World Health and Safety Day. We will continue to have a media presence as and when suitable issues are raised in the media or when our commentary would contribute to increased awareness of the issue in question.

Our contribution to HASANZ and INSHPO continues to develop. HASANZ has been particularly busy this year with a range of projects on the go including the stocktake & pipeline project, research into musculoskeletal injuries and of course we saw the first round of scholarships issued. In terms of INSHPO, the annual business review meeting in 2019 was a great opportunity to gather and discuss the future activities that this group will coordinate including keeping the capability framework

current and looking at ways to promote good practices approaches to key health and safety issues from a global perspective. In 2020 we are looking to host the INSHPO Annual Business Review meeting during the period of next year's Safeguard conference.

NZISM understands that there is always competition for your membership budget, and therefore as the member representative within the senior leadership group I commit to continually challenging ourselves to review our offering and services to ensure they are the best in the market. It is our absolute commitment to provide you, our members, at whatever stage of your career you might be at, with opportunities to grow your knowledge through various professional development and networking events.

Finally I would like to acknowledge and thank everyone who contributes to the ongoing success of NZISM, there are too many individuals to name each one, but those who contribute to the various committees both at branch level and nationally, our representatives on external groups like the NZ Standards Committees on Risk and Occupational Health and Safety. I also would like to recognise you, our members, without whom we wouldn't be able to contribute to the betterment of the health and safety system in New Zealand, of which you are all a part. Through our collaboration we will make a difference.

E hara taku toa i te toa takitahi, he toa takitini

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## NATIONAL REPORT

### Chief Executive Officer – Selena Armstrong

I would like to begin by acknowledging the incredible support we have received from a passionate and engaged membership. NZISM has been built on the hard graft and dedication of a wide range of volunteer members and although we are now transitioning into a formal governance and leadership structure to support the current rate of growth and professionalism we expect of our organisation, we will continue to rely on the support of our members, especially to deliver at a local level.

This year saw a changing of the guard in our branch manager network, with 5 of our National Executive Team stepping down, enabling others in their region to take on leadership roles. I would like to extend my gratitude to the following



members who have played a big part in the growth and success of their branches and NZISM during their terms as Branch Manager; Tracey Murphy, Brent Dais, Charles de Lambert, Jessica Clout and Robbie Birch. The Branch Managers could not achieve all this on their own, they are supported by dedicated committees and we have seen a refresh right across the national network in these roles. I want to acknowledge the commitment and hard work of those leaving and welcome those who are new to their committees.

To ensure we maintain a currency of knowledge and ideas, regularly refreshing the leadership of NZISM is essential. With this in mind new leadership roles will be implemented this year supporting an increased focus on our relationships with both government and tertiary providers. We are also extending our leadership in the industry by supporting communities of interest. The Emerging Safety Leaders Network is focused on engaging those who are starting a career in health and safety whether through their role as a health and safety representative, or as a newly graduated tertiary student, or those who are currently studying and looking to further refine their area of focus. We see immense value in engaging this community to support the wider industry and promote the profession to potential leaders of the future.

The Women in Safety Excellence Network is now fully integrated into NZISM with a national committee overseeing the strategy and growth of this forum. Whilst it has been in existence for some time it has grown substantially with over 200 members and this means that the administration and management of this network is more than the role of a single person. I have huge admiration for Margaret van Schaik and her

leadership in getting this network established. With NZISM's support, Margaret now has a team of individuals who can support her and take this network into the next phase of growth. I look forward to being part of the development of this network along with the committee members who are volunteering their time to ensure its success.

We are moving from an inwards focused membership organisation to expanding our view and identifying areas where we can contribute on an industry level. As a professional membership body representing the health and safety profession, we have three key areas of focus; individual members and ensuring they are supported and developed throughout their career, the collective group of members/ the profession and ensuring they are valued, engaged and represented, and finally, externally where we play an integral part in influencing better outcomes for workplaces across New Zealand. To create sustainable change and lasting outcomes for our membership we need to operate collectively and embed ourselves in the overarching framework of the health and safety industry.

I am extremely proud of the progress that NZISM has made over the last year, with a stronger, larger team of volunteers supporting all areas of the business, with a focus on not only the benefits we deliver to our members, but the value we bring to the industry. NZISM's position and profile is growing markedly and our members should be proud of the progress we are making. I look forward to bringing more opportunities for our members to grow and develop their careers, and I'm focused on ensuring that our members are given the profile they deserve, of kaitiaki, the guardians of our workplaces.



**910 individuals**  
have been through  
our accreditation  
programme.

**8.7% of our members**  
volunteer at NZISM.

**48% average open rate**  
of our e-newsletter.



# 2019 HIGHLIGHTS

## HASANZ

A number of opportunities have been developed through HASANZ membership in the last year. We have supported the development of the scholarship programme by providing mentors and mentoring training for the HASANZ scholarship recipients. We have also had input into the stocktake and pipeline project which aims to understand the current capability (knowledge, skills, experience and pathways to practice) and capacity across multiple health and safety disciplines. This will inform recommendations that will ensure the health and safety disciplines can meet expected demand for services in 10 years' time.

Our members still represent the majority of registrants on the HASANZ register with 70% of the total number of people on the register being NZISM members.

## Safeguard Conference

At the annual NZISM networking event at the Safeguard Conference this year, we hosted David Clarke the CEO of Australian Institute of Health and Safety. David and our CEO Selena Armstrong, signed an agreement focused on collaboration between our organisations and developing opportunities to drive benefit and add value to our members. We look forward to working with AIHS on many exciting ventures to come



Selena Armstrong and David Clarke, CEO, Australian Institute of Health & Safety.

## National Safety Show

NZISM had a stand at this year's National Safety Show which provided the opportunity for us to engage with our members who attended, as well as meet new health and safety practitioners and engage potential supporters. This is an annual event on our calendar now and we enjoy interacting with a variety of people working in health and safety. Thanks to all those who volunteered their time to support NZISM on our stand.



Clark Anderson, Selena Armstrong, Greg Dearsly visit the NZISM stand at the National Safety Show.

## SouthMACH Show

NZISM also attended the SouthMACH show for the first time this year. A special thank you to Peter Fitt and the Canterbury Committee for their efforts in arranging this and representing NZISM at our stand. It was a great opportunity to engage a new audience and connect with other practitioners in the industry.

## Accreditation project

This year saw another shift in the policies around accreditation at NZISM. We are now accepting cognate qualifications for graduate accreditation, as long as they meet the minimum requirement of a level 6 Diploma and have at least 90 credits in occupational health and safety subjects. We have also determined that a Level 8 OHS Graduate or Post Graduate Certificate meets the requirements of Graduate. This has meant that for some of our members, qualifications that have not previously been recognised, are now accepted on an individual basis, if applicants have 90 credits in OHS papers in cognate qualifications of Level 6 Diploma and Level 8 OHS Graduate or Post Graduate Certificates.

This is a result of the ongoing review of our programme, to ensure it continues to meet the needs of the industry and our members. We extend our gratitude to the accreditation panel who continue to invest heavily in NZISM via the volunteer support they provide us; assessing applicants, undertaking reviews of qualifications across New Zealand and around the world, continuously optimising the programme by reviewing its requirements and framework. We are so grateful for their incredible contribution.

## Website upgrades

Further enhancements to the website have been made this year, with a new library catalogue developed in our member resources section, as well as a direct link to the MyOSH catalogue which is filled with the latest OHS news and resources from around the globe.

We have added the ability for members to sign up to receive a weekly email containing all the new job listings that have been added to the website that week.

We have also changed the landing page for our members, with core elements now displayed as icons. We will continue to enhance the website to ensure it is easy to use, simple to navigate and effective in providing information you need.

## St John Mental Health Training

This year through our Corporate Partner St John we provided access to their Mental Health training at heavily discounted rates. We held the training at 7 locations across New Zealand and had really positive feedback about the day. Those who attended have been given a whole new toolbox to deal with mental health distress and unwellness in their workplaces and we thank St John for this opportunity and for the benefit this has provided our members.

## NZISM Essentials Catalogue

NZISM teamed up with Standards NZ to provide access to the NZISM Essentials Catalogue at an affordable price for our members. This online library service is a quick and efficient way to access the core standards needed for business. NZISM Essentials Catalogue has been compiled to include standards that are specifically relevant for NZISM members. It provides easy-to-use standards that can be accessed online 24/7.



## Volunteer logo

This year we designed a special logo so that all the amazing members that volunteer for NZISM on our committees and our special interest groups can use a volunteer logo in their email signatures, acknowledging their roles in the ongoing success of our organisation.

A huge thank you from NZISM to everyone who works with us to build quality health and safety professionals and promote industry excellence.

## INSHPO

Our President, Greg Dearsly attended the annual INSHPO Board Meeting and Workshop in Paris, where member associations of INSHPO gathered to determine work for the coming 12-month period. This year's focus was on securing longevity for not only INSHPO as an organisation but also the Capability Framework which was launched in Singapore at the World Health and Safety Congress in 2017, of which NZISM was an inaugural signatory, now joined in New Zealand by Victoria University. The framework now has 52 signatories across 16 countries and INSHPO's focus is on how we can further expand the market through increased visibility, providing case study information on how signatories are using the framework in their countries. In addition to this we (INSHPO) need to ensure the framework is kept current, the world of work is a moving target and to ensure the framework remains relevant a timetable of reviews must be undertaken, it is likely this will occur on a 3 to 5-year cycle.

## Review of the organisational structure

A final copy of the updated rules and structure has been socialised across the branch network in advance of the annual general meeting, to cast the special vote on acceptance of these new rules and structure. Time has been spent developing the rules and structure to ensure member feedback is incorporated into the changes. This has resulted in what we believe is the best possible solution to move NZISM forward as a strong, leading, focused professional body for the health and safety profession.

## Profiling our members

We have begun a new communications strategy to profile the contributions that our members are making both to their organisations and to the health and safety industry. This way we can showcase the fabulous work that our members are undertaking and share the



Nick Engelmann (second from right) and his team at ADHB.



Above: Gareth Beck (left) and colleague at Aurecon offices in Auckland.

variety of skills that NZISM members bring to their workplaces. So far, we have profiled Linda Radosinska, H&S Advocate for When I Grow Up, Natalie Spray from Kaizon, Nick Engelmann at the ADHB and Gareth Beck at Aurecon and we will be bringing more stories from our members in the following year.

### NZISM in the media

As well as our regular column in the *Safeguard* magazine, we are also producing bi-monthly media articles on various topics that impact our members. This year we have raised the profile of World Safety Day, discussed the 10-year Work Safety Strategy, addressed the danger for workers during December, profiled the issue of work place bullying and celebrated Linda Radosinska, being ranked second in the *Health and Safety at Work* magazine's listing of "40 under 40" achievers. We will continue to produce content which raises the profile of NZISM, our members and addresses the issues important to the industry.

### Social Media

We have changed the NZISM LinkedIn page from an unlisted group to a public page. This means it is now visible in search results and health and safety



Linda Radosinska, H&S Advocate for When I Grow Up.

professionals are able to link with us and benefit from regular industry updates and the latest news on events and conferences. If you have friends or colleagues who would benefit from being LinkedIn with NZISM, please share the link and invite them to connect with us.

### NZISM ROADSHOW 2018

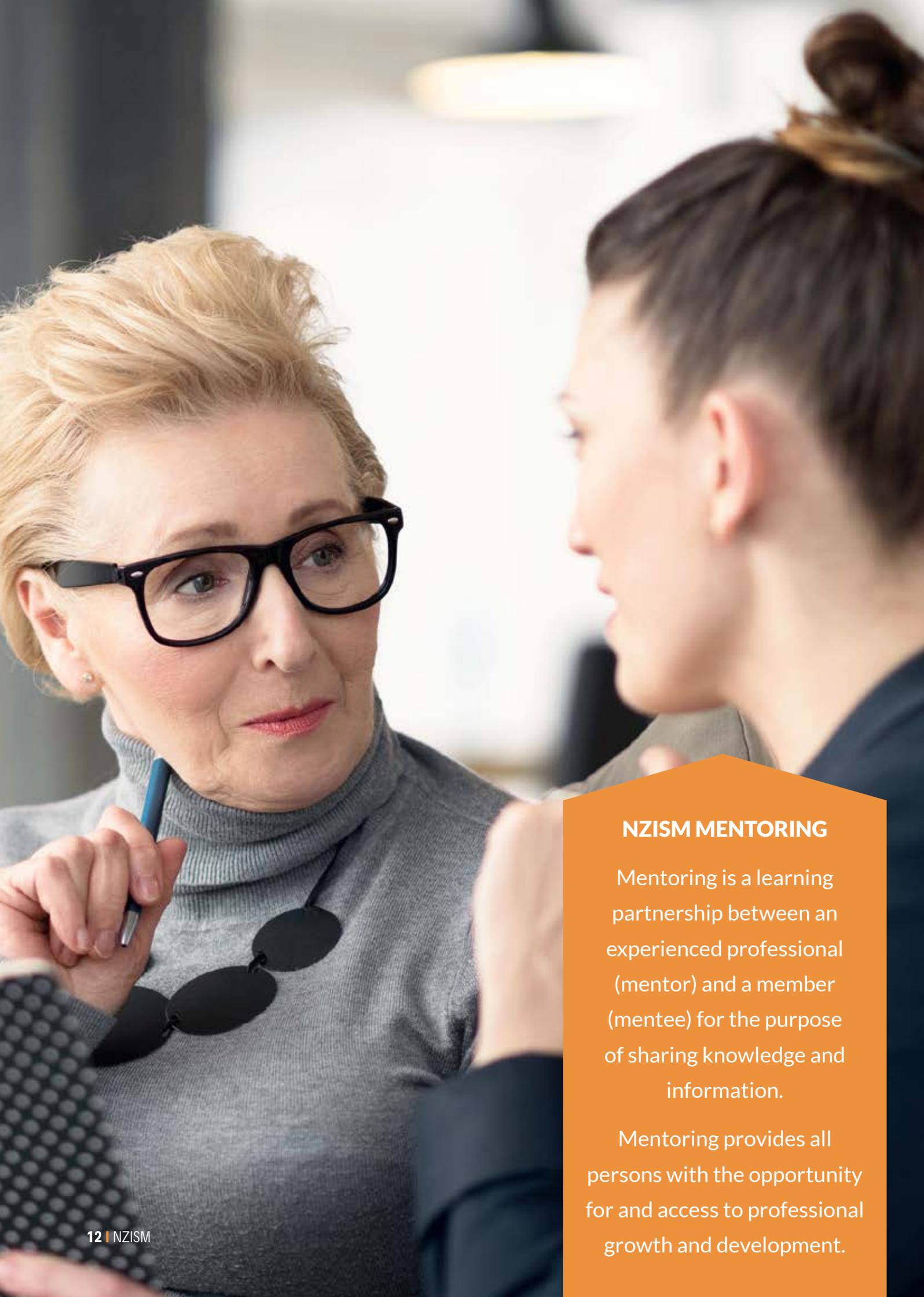
We delivered a successful roadshow in 2018, with Chris Peace attending every branch around the country to deliver a masterclass in ISO45001. With almost all venues reaching full capacity, this was a very popular roadshow which received some fabulous feedback from our members. Andrew Saunders told us "I believe you may have yourself a product you can deliver into MBA programmes around the country – management needs a better understanding of the value of H&S in creating engagement, resilience and surety". Thank you, Chris, for your continued wisdom and the knowledge you share for the betterment of our members and the profession.

### Government Health and Safety Interns

Representatives from NZISM including Mike Cosman, Kim Payton, Bruce Mackay and Margaret van Schaik presented to the 2018/2019 Government Health and Safety Interns. It was a great opportunity to provide a better understanding of the benefits of joining a professional body. Thank you to Tina Paterson and the Government Health and Safety Lead team for making this happen.

### Panel Discussion with Victoria University Students

NZISM representatives Mike Cosman and Josh Dorman joined the Government Health and Safety Lead team in a panel discussion for Year 1 and 2 students at Victoria University. This was the first time a panel discussion had been held with the students to give an insight into the different careers available across the health and safety profession. It was well received and hopefully will be the first of many to come.



## **NZISM MENTORING**

Mentoring is a learning partnership between an experienced professional (mentor) and a member (mentee) for the purpose of sharing knowledge and information.

Mentoring provides all persons with the opportunity for and access to professional growth and development.

# COMMITTEE & NETWORK UPDATES

## National Executive Committee

In September we held our National Executive Committee meeting alongside the AGM and prior to the HASANZ Conference. This was an opportunity for new NEC members to meet their peers, engage in knowledge sharing across the branches and further refine our focus on increasing value in the member experience. We were also lucky enough to have Eldeen Pozniak, the immediate past President of INSHPO join us and share her experience of a career in health and safety and her vision for the future of the profession.

## Accreditation Committee

The accreditation panel has had another busy year with regular applications for grading being processed by the team. We have seen a number of applicants going through to Certified level. In processing these applications through Skills Development Portfolio and Peer Reviewed Interview, opportunities have been identified to improve the process for the applicant and the panel.

The panel has continued to work through defining and clarifying the process. This was supported with a webinar explaining the process for initial applications at Technician and Graduate level. This will be followed up with the next stage webinar for applications from Graduate to Certified process being delivered at the end of July.

We have continued to review qualifications and credit requirements to ensure consistency in the grading process.

The panel looks forward to continue in assisting members through the process and seeing increased numbers at all grading levels.

## HASANZ Committee

The highlight of the year for the HASANZ committee was to see the HASANZ register reach a critical mass and go live to the public. NZISM has provided the majority of applicants, with 116 on the register and another 29 in the assessment process as of July 2019. The assessment process for applications has become more streamlined, mainly due to Joyce Tilbrook's tireless supporting work and cleverly designed form to assist assessors and applicants. The committee has continued to work well as a team, providing help and support to each other when needed. The committee chair has participated in two Register Competency

Committee meetings this year. The purpose of the meetings was to review the "Specific Health and Safety Subject Experience" Register Category to clarify lead associations, definitions and qualifications/standards. The meetings were constructive and the changes will likely make the register easier to use for both applicants and assessors.

## Mentoring Committee

Mentoring within NZISM has grown in 2019 with the establishment of a new Mentoring Committee, the members are as follows:

Phil Lewis-Farrell - Chair/Mentoring Manager

Pat Copp - Committee Member/Assistant Mentoring Manager

Fiona Carney - Committee Member

Rob Carney - Committee Member

Selena Armstrong - Committee Member/CEO NZISM

Joyce Tilbrook - Mentoring Administrator/Committee Secretary

The committee is meeting monthly enabling us to align and assign Mentors to Mentees, keep up to date on Mentor requirements, review and assess what training, tools and documentation might be developed to assist, etc.

HASANZ, which is the national association of H&S associations, commenced a scholarship programme in 2018. These were awarded to persons who wished to further their academic qualifications in H&S and NZISM agreed to assist in the provision of Mentors to successful applicants. This led to the inaugural launch of NZISM Mentor Training in May, held in Auckland, Wellington and Christchurch. The training was attended by NZISM Mentors and other HASANZ association Mentors and was sponsored by both HASANZ and NZISM. The workshop introduced Mentors to the philosophy, purpose, benefits and challenges of mentoring and included an introduction to the NZISM mentoring process, values and professional standards as well as the NZISM framework for mentoring.

The workshop was delivered by an external provider, Coachio Group and a review of feedback confirmed the information provided was well received. Further workshops will be organised later this year and early in 2020.

With the continued support of our CEO and President, we anticipate our committee will develop a strategy aligned with the overarching NZISM strategic

plan, focused on increasing Mentors and providing mentoring to those who seek it.

The definition of Mentoring is; “Mentoring is a learning partnership between an experienced professional person (mentor) and a member (mentee) for the purpose of sharing knowledge and information. Mentoring provides all persons with the opportunity for and access to professional growth and development.”

The above assists our Committee to understand that the Mentor Development Training Programme should not and will not be a one-off event, but a series of development sessions that allow NZISM Members to be supported in their role as a mentor.

Finally, I would like to give thanks to the CEO and President and other members of the National Executive Committee for their on-going and relentless support of the Mentoring Programme. Without this support we would not have achieved our goals. As the Chair of the Committee I am looking forward to working with the rest of our committee members, seeing the growth of our Mentors and our Mentees following accreditation and achieving success within the health and safety profession.

### **Continuing Professional Development (CPD) Committee**

The CPD committee was appointed by the NZISM senior leadership team to oversee the ongoing management of the NZISM CPD programme on behalf of the NZISM senior leadership team. The role of the committee is to select topics, identify speakers and support the delivery of monthly webinars, an annual roadshow and overseeing the national training and events programme.

In 2019 the committee has gone from strength to strength formalising its identity and establishing a framework of CPD for members. It is made up of five dedicated members supported by an Administrator and the Chief Executive Officer.

To date this year, it has delivered six webinars on subjects ranging from leadership to managing workplace violence. The webinars are run through Magpie Media who have provided excellent support of the speakers and moderators. There has been good attendance at webinars with the evening timing proving to be popular.

The 2019 National Roadshow set for July has secured the talent of Dr Todd Conklin, Ph.D, an internationally recognised expert in Organisational Culture and Behaviour and Human Performance. Minimum

attendance numbers have been met and continue to grow, and the committee is excited about having the opportunity to offer a world class speaker.

The CPD committee is supported throughout the organisation by Branch Managers and National Officers and the committee continues to be thankful for this support.



### **Peer Support Network**

By ‘peer support’ we mean members offering support to one another. The roles we play at work require full attention with personal sacrifices often being made to reach our goals. To each of us, the journey to experiencing a mental low is unique. Peer support allows members to talk to others who have empathy gained through similar experiences. We recognise that it takes courage to reach out to a ‘stranger’, so our network members have been chosen for their friendliness and ‘relatability’. The benefit to NZISM members is that the service is free, non-judgmental and completely confidential.

Peer support plays a role in helping people overcome a range of barriers. Since the network began, we realised there is also benefit in offering advice or knowledge on practice related matters, where individual experience allows.

Formed in January 2019, our Peer Support Network are all volunteer members whose motivation is simply to help their colleagues. There are now 20 network members, available daily to take your call and have a bit of a ‘chat’. Further information about our group is in the NZISM newsletter with network members’ contact details available via the members section of the NZISM website.

## Emerging Safety Leaders Network

NZISM's 2018 annual report stated that 42% of the members were over 50 years old, in that same report 4% of the members were under the age of 30. As a result of this there will be a huge shortfall in professionals with our ageing workforce and their departure upon retirement. We asked ourselves:

- How we prepare for 10 years' time and beyond that?
- How can we support our emerging safety professionals (those starting in the profession and those on the periphery who are interested) and the institutions who will be training them?
- How can we make those safety professionals into safety leaders who will take NZ's H&S to the next level?
- How can we raise the standards of H&S professionals in NZ now and for the future?

The Emerging Safety Leaders (ESL) are the answer to these questions. Einstein said "a new kind of thinking is essential if we are to survive and move towards higher levels". The Emerging Safety Leaders is exactly that, it's a group of professionals who are starting out in safety or not in a safety role but are very interested (such as reps or professions on the edge of H&S) and a group who are ready to think differently when it comes to safety and how we engage with one another across Aotearoa. It's the next generation of professionals that will be there to shape how health and safety looks in NZ. The statistics show the engagement amongst younger safety professionals with NZISM is low. We feel a way to change that is through peer to peer support, guidance and networking (social and professional) opportunities for these emerging safety leaders. The events held by the group will encourage discussion, participation and acknowledge that everyone is at varying levels, any question is valid however small or large.

The ESL group will host local events with ESL facilitators in four of the largest member locations in NZ (Auckland, Wellington, Christchurch and Tauranga) for professional development and connect the community of emerging talent and innovators. It aims to connect with education providers and safety champions (health and safety committee members in the workforce) to create pathways within the NZISM professional development framework.

Members of the WISE NZ Network with Jon Harper-Slade, CHASNZ. From left: Margaret van Schaik, Gayle Smith, Moni Hogg and Selena Armstrong.

## WISE NZ Network

The Women in Safety Excellence (WISE) NZ network is now operating as a special interest group of NZISM. The network has been running for a number of years, established by Margaret van Schaik and Helen Parkes in 2010, it has more than 200 members around New Zealand. Its aim is to promote the equity and advancement of women in the safety profession, striving to continuously influence industry to address current and future safety challenges affecting women in the workforce locally, nationally and globally.

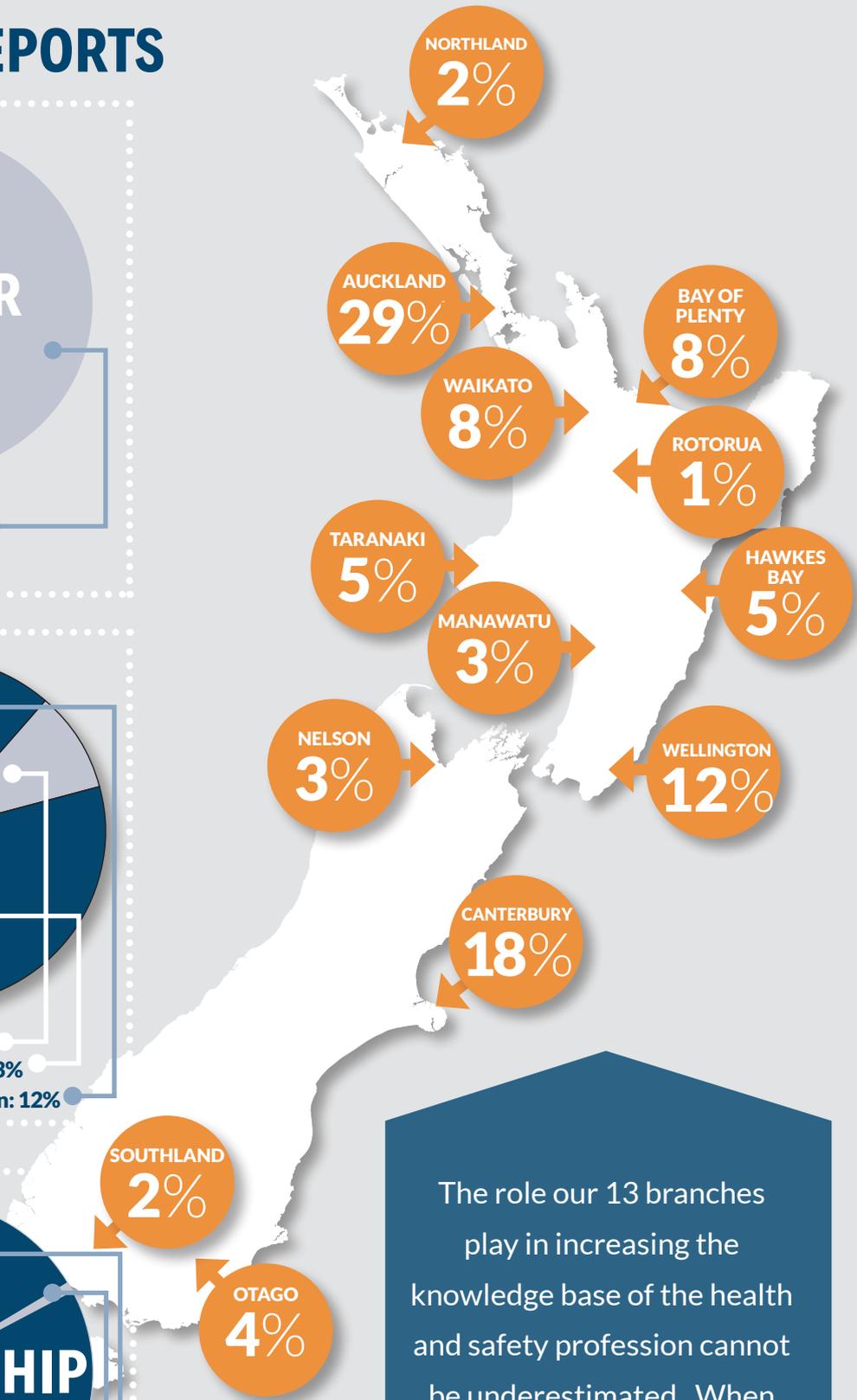
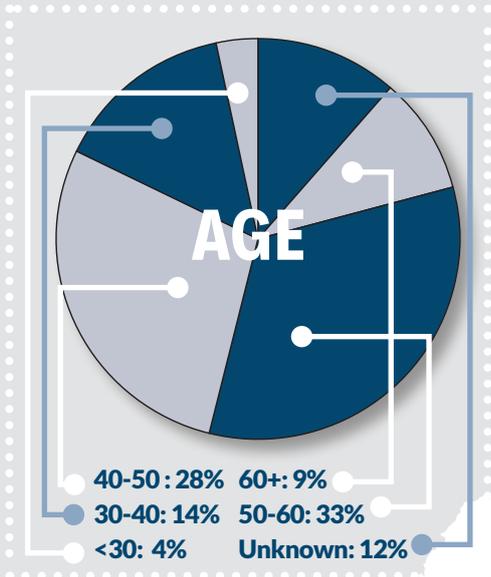
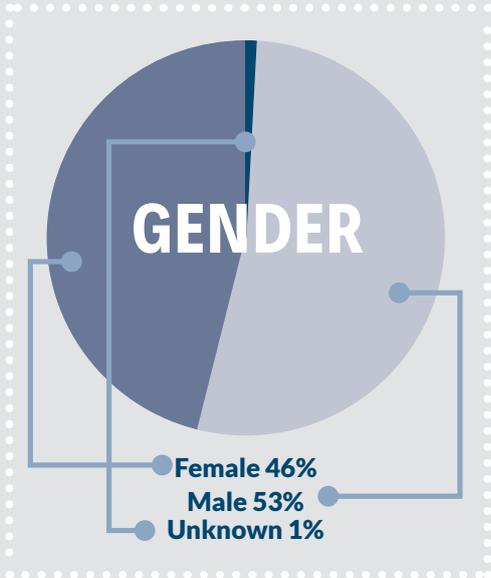
With Margaret van Schaik as Chair we have appointed a national committee to support the development of this network and have already delivered our first event alongside the Safeguard Conference. It was a fabulous opportunity to gather with friends and colleagues and share some insights into engaging through leadership, collaboration and influencing using emotional intelligence.

## Standards New Zealand Committees

We would like to thank Brian Holmes who represented NZISM on various Standard New Zealand Committees in a voluntary capacity for many years. Brian's efforts enabled NZISM to participate in the development of a range a standards and in 2018 Brian stepped down from his role. Chris Peace has continued to engage Standards New Zealand and provide feedback and information to the leadership team of NZISM, who have supported Chris's input and we appreciate his efforts in this space. 2019 has seen Greg Dearsly replace Brian Holmes on the Standard New Zealand Committee, Greg will now formally represent NZISM.



# BRANCH REPORTS



The role our 13 branches play in increasing the knowledge base of the health and safety profession cannot be underestimated. When one person shares their knowledge with another and that person passes it on, the impact of knowledge sharing on the capability of the H&S workforce in New Zealand is immeasurable.

# BRANCH REPORTS

## AUCKLAND

Membership in Auckland currently stands at 434 active members with meetings continuing to be held at our Northern venue at 3M HQ, and Southern venue at Site Safe Onehunga. We have geared our topics towards those identified in the members survey that was carried out in 2018, and the committee is always on the lookout for interesting topics and potential site visits. The AGM saw four new committee members brought into the team and the focus for this year will be the same as the last – improve the membership experience.

The highlight of the year for the committee was in March where we organised a CPD day that saw us explore Worksafe's new vision, Human and Organisational Performance, Personal Resilience, Human Factors, and presentation skills. Cost was capped at \$50 for members, and the strong degree of interest saw us filling the venue to capacity. Feedback from attendees was that it was excellent, and that it was very applicable for all who attended.

Members also participated in Safeguard and supported the NZ Safety Show in June, and our next events will see us discuss Hazardous Substance Management, and what to do if you encounter asbestos at work. We are also supporting members with enquiries about CPD and the grading system, and are engaging with the Emerging Safety Leaders network so they get off to a good start. I thank our outgoing committee members, and with a new team, we are looking forward to what the next year will bring.

## BAY OF PLENTY

The Bay of Plenty branch continues to strengthen. BOP NZISM branch meetings are well attended with between 30-40 members, and our committee has done an excellent job of ensuring that each branch event is well organised and provides an opportunity for members to develop professionally.

Over the last 12 months, the committee have volunteered their time to identify and organise some great branch meetings with presentations on: the Zespri Enforceable Undertaking, the Domestic Violence Bill, ACC changes, Occupational Therapy and Return to Work. Our branch events provide a great opportunity to network and seek advice from peers. We have also been grateful to have been able to use the Mount Ocean Sports Club's beautiful venue free of charge for many of these meetings.

A main highlight of the past year was our extremely

successful CPD evening "Bullshit Brains and Planes" in October. We had two high calibre speakers: Lance Burdett and Captain Gary Parata. This event was free of charge for our members, and the feedback was extremely positive.

## CANTERBURY

Canterbury branch represents a multidisciplinary group of OH&S practitioners from a diverse range of backgrounds and industries. The Canterbury Branch remains the 2nd largest with 272 members.

This year we have had Charles De Lambert step down from the Branch Manager role and various other committee members resigning. There has been a good selection of new NZISM members putting their hand up to join the committee. I would like to thank everyone who has been part of the Canterbury committee and the work and effort they have put in behind the scenes.

I would like to thank Tait Communication who have come on board and supplied Canterbury Branch with a great venue to hold our monthly breakfasts. Canterbury are still holding monthly breakfasts where we have guest speakers come and speak. This year we have had a great range of speakers such as Andy Graves, Safety & Wellbeing Leader for Lion NZ from Auckland who talked to us about Lion's 'Best Me' campaign and Jon Harper-Slade from CHASNZ. We also have a site visit booked this year to look at a well-known New Zealand manufacturing company. Canterbury have also started a North Canterbury network group who meet 3 monthly, this is to try and capture the members who can't quite get to our monthly breakfasts.

Our annual joint CPD day with NZOHNA is set for October this year. We have a great range of speakers coming – Telarc, HASANZ, 3M and Annette and Tony from the Glove Up just to name a few. The CPD day committee have also managed to get some great giveaways for this event as well as securing trade stands.

Once again, thank you to everyone who has stepped down from the committee and welcome to the new committee members. It is their time and effort that they have put in that has helped Canterbury branch get to where we are today.

## HAWKES BAY

What a year in the ever evolving world of health and safety, what an institute in delivering value for members and what a branch in providing opportunities to network and learn!

Hawkes Bay branch has enjoyed continued core membership, great business support, we have hosted numerous excellent speakers and delivered CPD topics to enhance our thinking, understanding and direction with the aim of providing benefit to the local industries, employers and most importantly the workers!

We survey our members on a regular basis to see what their needs, wants and ideas are and then plan to deliver on these thoughts and suggestions. We do this to build quality H&S practitioners.

In addition to our regular branch meetings we ran a series of CPD events across the year with topics such as: Emergency Preparedness and Emergency Management, Mental Health Awareness and Mental Wellbeing, Bow Tie Risk Assessment, Health Risk Assessments, Scaffold Safety, Psychological Wellbeing – Positive Psychology & Fatigue Management.

We thank NZISM National for the increased and innovative ways of communicating with us, the improved marketing and promotional material, the plentiful learning opportunities and delivery of a strategic direction and future focussed structure.

I think we can all agree that this last year has encompassed positive change and we are collectively 'Leading the way for health and safety professionals in New Zealand'.

## MANAWATU

We have a loyal and diverse range of practitioners and professionals in our region, this is reflected in the range of presentations and of social activities offered to members. We are especially proud of Terri Coopland who was awarded the NZISM H&S Practitioner of the year (2018).

Golf and games night at Orlando Country Club,  
Manawatu.



Terri shared with our members the journey at Mars Pet food and gave an overview of the NZISM grading process. In October, we hosted Eric Holliday who presented a masterclass on Human Factors considerations in risk management for our CPD day attracting several members from outside the region. Closer to home, Mike Sarten from Fletchers gave us an overview of their enforceable undertaking experience and Dr Kate Blackwood from Massey University spoke about the latest research on psychosocial risk in New Zealand. Early this year, the Honourable Iain Lees-Galloway spoke about the Health and Safety at Work strategy 2018 – 2028.

We are not all work and hosted several social events, with the golf and games night at Orlando Country Club and our Christmas function at a local English alehouse being member highlights.

## NELSON

This year our membership has steadily grown and we continue to have good numbers attending meetings.

At the May AGM we thanked and said farewell to committee members, Aaron Kennaway, Peter Denton, Rachel Fraine, Sheryl Edwards and Peter Fisher.

The new committee is a mixture of new and existing members who are working hard to organise a full calendar of events for the coming year. The committee is also focusing on CPD opportunities for 2020.

Selena Armstrong was our guest speaker at the May meeting. Branch members welcomed the opportunity to meet and find out more about the changes proposed for the NZISM. The attendees supported the changes and expressed confidence in the direction the NZISM were heading.

## **NORTHLAND**

The Northland Branch has been busy this year, working to add value for our members here. We are very grateful to our speakers (a great mix of local talent and those from a little further afield) who have been a big hit with those who attended the various Branch events.

Onwards and upwards – with such a diverse membership - we will be engaging all and inviting comments and suggestions as to how to move forward, ensuring we are providing what the membership wants.

Due to the geographical spread (some members travel huge distances to attend) and small membership numbers, we have included a number of non-members in our invitations and have found there has generally been very good uptake. We hope that these people will be encouraged to join NZISM moving forwards and at some point we will evaluate whether a small charge will be put in place for non-members.

We invite all and any comment from our membership – please feel free to get in touch with your suggestions, ideas and if you would like to assist, we would love to have you!!

Finally, a big thank you to our small band of volunteers who work tirelessly to keep the Branch going – it's pretty tough at times when working full time, so many thanks for your efforts!

## **OTAGO**

This year we have endeavoured to reach out to our business community through co-hosted events. This was particularly successful at the end of January when we ran a combined function with the Otago Chamber of Commerce – featuring an experienced Worksafe inspector, and a Q&A session on what Worksafe required from the average business in Otago. We also reached in to the University of Otago Post-graduate health and safety course and looked at the theory and practice behind the 'zero harm' movement. In addition, we hosted the ISO145001 roadshow – which provided a valuable CPD opportunity for our members - and convened several talks from safety practitioners from major local companies with challenging health and safety issues.

Our local AGM delivered a committee comprising both new and existing (2018/19 members. It also welcomed Selena Armstrong who explained the revised NZISM national structure, and the attendees discussed possibilities for the coming year for CPD and/or networking opportunities for Otago members. Our membership base is growing slowly, but we are constantly looking for new ideas and feedback from our members. In the coming year we hope to host more visiting experts and conduct visits to several large worksites around Dunedin.

## **ROTORUA**

At the recent AGM a new committee was established, comprising a strong committee of five who plan to grow the membership from the current 15. The branch, whilst small (for now), is an enthusiastic and focused team willing to share and impart their knowledge and experiences to the wider group. This in itself has huge benefits for any members to the Rotorua Branch. The Branch is very fortunate to have an extensive cross-section of industries covered by its members including energy, agriculture, forestry and government organisations. Because of this broad cross-section and experience we currently have within the membership, it will be of great value both personally and professionally to those members who are newer to the profession.

## **SOUTHLAND**

Southland has had a few more members join in the last year bringing the membership up to 28. Robbie Birch stood down as Branch Manager with Michelle Carter taking up the role at this years AGM. We gained Karen McRae as Assistant Branch Manager, Jackie Scott-Frew and Jacqui Saville have both stayed on as Secretary and Treasurer respectively. We have had four other members join the committee; Dave McCone, Corrine Wright, Craig Caddie and Dale Herron.

The new committee is really motivated to promote NZISM Southland and host events to excite and engage our members. We have a great 12 months ahead planned and the committee have been very hard working to make the upcoming events a success. Our first big event was held on the 17th July with Allan Halse from Culture Safe, followed by Susan Kennedy talking about her experiences being both bullied and sexually harassed at work and her continued fight for it to be recognised as a H&S case.

## **TARANAKI**

The 2018/19 period saw another busy and varied array of events for members. We provided a mix of site visits, CPD learnings and collaborations between other associated groups in our region.

Site visits included a thought provoking walkaround of Entec, an electrical engineering company who had recently embraced Lean Management principals and processes. Very thorough safety practices were in play at BeGin Distilling Ltd. Their Juno Gin is made with a commitment to sustainability from a husband and wife team utilising their skills from previous industry experience.

K2 Environmental Ltd gave a great presentation on Asbestos awareness. To guarantee we had absorbed all the information, a test followed and certification to

those that passed. Following the airborne contaminates theme, Ruth Medley from 3M spoke about setting up a workplace respiratory protection programme.

Suicide Awareness / Prevention & Self-Care was presented by Kiri Pardoe & Cathy Stevens in conjunction with HRINZ (Human Resources Institute NZ). It was very sobering to hear the horrendous statistics on suicide in New Zealand. It was good to learn how to give support to those with mental health issues and also about volunteering for the Victim Support organisation.

New personnel are now involved with the Taranaki region. A new Branch Manager (Nigel Jones) and Secretary (Zoe Cossill) along with new and existing committee members. Huge thanks to Jessica Clout and Carlie Cossill who will remain active members in various roles.

## WAIKATO

The past year for the Waikato branch has been a steady year with some great speakers at our network meetings. There have been changes in our committee with turnover due to work and personal commitments. At the AGM in May, Grant Forsyth was voted in as the new Branch Manager with Tracey Murphy stepping down after many years of being the Branch Manager and stepping up on numerous occasions to fill in, thank you Tracey as it is members like you that keep NZISM branches running successfully.

We currently have 109 members in our branch and this year's focus as a committee is to increase our network meeting attendance and increase our committee members from 4 to at least 6. Our focus as a branch is now on our CPD day on the 12th September, whose theme is Stress Management and Mental Wellbeing. This will be followed up with some additional focus on health and wellbeing in the workplace early next year for networking meetings.

## WELLINGTON

Following the departure of Branch Manager, Briar Eddington, in September to a new role outside of Wellington, Greg Tetzlaff stepped in as the interim

Branch Manager until Kim Payton was elected at the May 2019 AGM.



Stuff Petone Print site visit, hosted by Josh Dorman.

A number of successful key note speaking events across a wide variety of subjects have been delivered over the year. We have had excellent attendance rates averaging 30 attendees. The 'Understanding Your Risk

Management" seminar presented by Michael Jones, reached 40 attendees, a reflection of the subject matter and calibre of speaker.

Members also had the opportunity to go behind the scenes at the Stuff Petone Print site, hosted by member, Josh Dorman.

Our aim is to continue to provide quality presentations that inform and enhance skills as health and safety practitioners and professionals.

In January, on behalf of NZISM National, we hosted a panel discussion with interns from the Government Health and Safety Lead programme. 19 interns took the opportunity to ask Mike Cosman, Bruce McKay, Margaret van Schaik and Kim Payton about their health and safety careers to date, the history of health and safety in NZ, what the future holds, and where challenges lie. Panel members were also able to discuss how being a member of NZISM supports their H&S professional development and the value to the interns of being a member. This event was very successful and we intend to run this programme again.

We would like to recognise our Wellington branch members Margaret van Schaik and Josh Dorman for their vision and leadership to health and safety via the new WISE and ESL Networks.

# AWARDS

## Safeguard NZISM Practitioner of the Year 2019

Congratulations to Bridget Smail who is our NZISM Practitioner of the Year for 2019. Bridget identified mental health as a critical risk and arranged training for 200 people leaders, and integrated health and safety into the response to traumatic events such as robberies.



Bridget Smail receives the Practitioner of the Year award from Greg Dearsly.

# DONATIONS

WSP Opus made a donation to NZISM for \$10,000 as part of an Enforceable Undertaking to WorkSafe. This donation contributed to the budget of engaging Todd Conklin as a speaker for the New Zealand H&S industry.

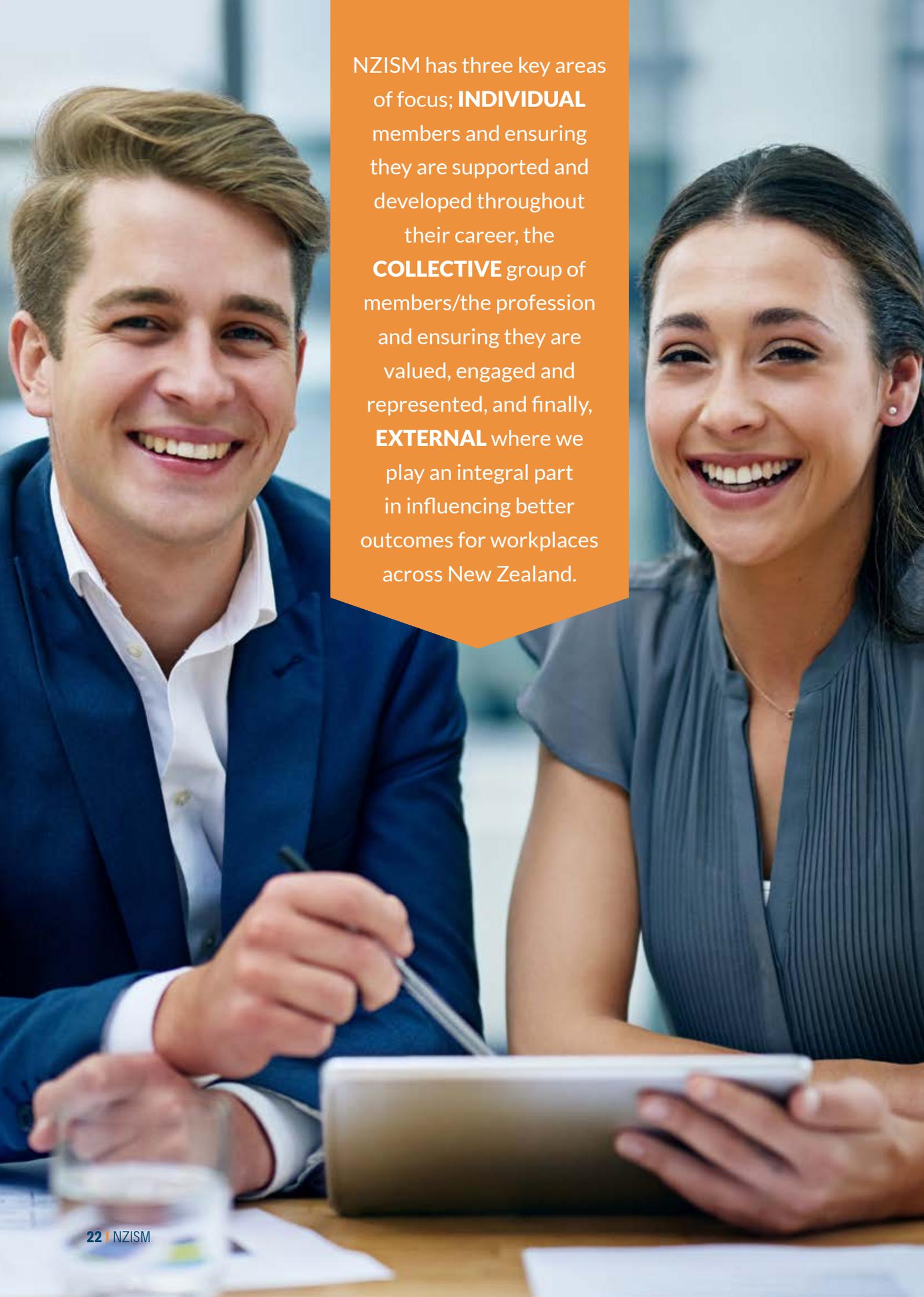
The Business Leaders Health and Safety Forum also contributed \$10,000 to the Todd Conklin roadshow. Without support from industry, engaging international speakers of this calibre would not be possible, thank you for your continued support.

As part of an enforceable undertaking Fletchers donated \$10,000 to NZISM. This donation contributed towards the delivery of the NZISM 2018 ISO 45001 road show by Chris Peace which went to all 13 National Branches.

## Safe365 Awards

Greg Dearsly and Selena Armstrong attended the Safe365 Awards in November, where NZISM sponsored the Small Business Award. Special congratulations to Brad Turfrey and his team at Turfrey on taking out the 2018 Supreme Award as NZ's Safest Place to Work and to White Island Tours who won the NZISM sponsored Small Business Award for 2018. Well done!



A photograph of a man and a woman in business attire sitting at a desk. The man, on the left, is wearing a blue blazer over a white shirt and is smiling broadly. The woman, on the right, is wearing a grey pleated top and is also smiling. They are both looking towards the camera. In front of them is a laptop and a tablet. The background is a blurred office setting.

NZISM has three key areas of focus; **INDIVIDUAL** members and ensuring they are supported and developed throughout their career, the **COLLECTIVE** group of members/the profession and ensuring they are valued, engaged and represented, and finally, **EXTERNAL** where we play an integral part in influencing better outcomes for workplaces across New Zealand.

# FINANCIAL REPORTS

## Statement of Financial Performance

New Zealand Institute of Safety Management

For the year ended 31 March 2019

<b><u>Account</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>
<b><u>Revenue</u></b>		
Revenue from providing goods or services	607,121	565,474
Interest, dividends and other investment revenue	485	405
Other revenue	22,381	21,000
Total Revenue	629,987	586,879
<b><u>Expenses</u></b>		
Volunteer and employee related costs	17,490	2,036
Costs related to providing goods or services	436,797	333,822
Other expenses	146	138
<b>Total Expenses</b>	<b>454,433</b>	<b>335,996</b>
<b><u>Surplus/(Deficit) for the Year</u></b>	<b><u>175,554</u></b>	<b><u>250,883</u></b>



# FINANCIAL REPORTS

## Statement of Financial Position

New Zealand Institute of Safety Management

For the year ended 31 March 2019

<b><u>Account</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>
<b><u>Assets</u></b>		
<b>Current Assets</b>		
Bank accounts and cash	564,467	342,961
Debtors and prepayments	94,033	40,325
<b>Total Current Assets</b>	<b>658,500</b>	<b>383,286</b>
<b>Non-Current Assets</b>		
Property, Plant Equipment	68	138
Other non-current assets	000	000
<b>Total Non-Current Assets</b>	<b>68</b>	<b>138</b>
<b>Total Assets</b>	<b>658,568</b>	<b>383,424</b>
<b><u>Liabilities</u></b>		
<b>Current Liabilities</b>		
Creditors and accrued expenses	25,807	8,218
Other current liabilities	86,748	4,747
<b>Total Current Liabilities</b>	<b>112,555</b>	<b>12,965</b>
<b>Total Liabilities</b>	<b>112,555</b>	<b>12,965</b>
<b><u>Total Assets less Total Liabilities (Net Assets)</u></b>	<b><u>546,011</u></b>	<b><u>370,459</u></b>
<b>Accumulated Funds</b>		
Accumulated surpluses or (deficits)		
<b>Total Accumulated Funds</b>	<b><u>546,011</u></b>	<b>370,459</b>

# FINANCIAL REPORTS

## Statement of Cash Flows

New Zealand Institute of Safety Management

For the year ended 31 March 2019

<b><u>Account</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>
<b>Cash Flows from Operating Activities</b>		
Interest, dividends and other investment receipts	485	405
Cash receipts from other operating activities	681,527	672,530
GST	(21,463)	(49,965)
Payments to suppliers and employees	(515,870)	(387,190)
Cash flows from other operating activities	(70)	(139)
<b>Total Cash Flows from Operating Activities</b>	<b>144,609</b>	<b>235,641</b>
<b>Cash Flows from Investing and Financing Activities</b>		
Receipts from sale of property, plant and equipment	70	139
Cash flows from other investing and financing activities	76,827	(4,060)
<b>Total Cash Flows from Investing and Financing Activities</b>	<b>76,897</b>	<b>(3,921)</b>
<b><u>Net Increase/(Decrease) in Cash</u></b>	<b><u>221,506</u></b>	<b><u>231,720</u></b>
<b>Bank Accounts and Cash</b>		
Opening cash	342,961	111,241
Closing cash	564,467	342,961
Net change in cash for period	221,506	231,720

Signed on behalf of the National Executive Committee at Auckland on this 31st day of March 2019:

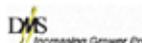


**Selena Armstrong**  
CEO



**Greg Dearsly**  
President

# THANKING ALL OF OUR SPONSORS



# OUR TEAM

## Advisory Board

Mike Cosman (Chair), Kaye McAulay, Grant Nicholson, Samantha Sharif

## President

Greg Dearsly

## Chief Executive Officer

Selena Armstrong

## National Office

Joyce Tilbrook (Grading Manager), Nicole du Toit (Administrator), Caroline Jackson (Marketing & Communications Manager), Sara Dearsly (CPD Administrator)

## National Executive Committee

Robert Powell, Deborah Cameron, Claire Johnson, Barbara McDonald, Nigel Jones, Sarah Clark, Pani Herekiuha, Steve Young, Suzanne Peden, Grant Forsythe, Kim Payton, Steve Percival, Michelle Carter

## Operations Committee

Ravi Kolluru (Ops Manager), Greg Dearsly, Selena Armstrong, Mike Cosman, Sarita McClean

## Accreditation Committee

Terri Coopland (Chair), Beryl Oldham, Bruce Campbell, Les Heads, Olivia Welsh

## HASANZ Committee

Dan Davis (Chair), Fiona Carney, Jon Harper-Slade, Ravi Kolluru, Maxine Griffin, Robyn Bennett, Sarita McLean

## Mentoring Committee

Phil Lewis-Farrell (Manager), Selena Armstrong, Patricia Copp, Robert Carroll, Fiona Carney

## Continuing Professional Development Committee

Robyn Bennett (Chair), Selena Armstrong, Ravi Kolluru, Carlie Cossill, Nick Engelmann, Matt Sadgrove

## Women in Safety Excellence New Zealand (WISE)

Margaret van Schaik (Chair), Selena Armstrong, Karla Mendiburu, Kate Sutcliffe, Jane Grace, Emily Steele, Alison Gill, Tracey McGall

## Emerging Safety Leaders (ESL)

Gareth Beck, Joshua Dorman, Jen Dransfield, Vanessa Jones, Matthew Dixon, Peter Fitt

## Peer Support Group

Britta Badenhorst, Chayne Zinsli, Samantha Prevezanos, Selena Armstrong, Steve Reid, Chris Harris, Graham Philips, Andy Miller, John Woodrow, Jane Fowles, Peter Fitt, Hannes De Bruin (MBA), Sherralynne Smith, Patricia Copp, Raymond Toplis, Joanne Brown, Pia Carpenter, Tracey Ackroyd, Geoff Brokenshire, Phil Lewis-Farrell

Thank you to all the members who volunteer locally for their Branch Committees, the names of which are too many to list here, but your efforts are appreciated right across New Zealand.

insurance technician **accreditation** training discounts **CPD** roadshows scholarships newsletters employability support resources events presentations branches qualifications webinars **HASANZ** lifetime member social media

# health and safety

thought leadership **graduate** grading sponsorships leaders **certified fellow** internationally recognised **code of ethics** industry events and industry experts **capability** international alignment **NZISM** media reciprocity membership **networking** industry representation **guiding** **certified** career planning **NZISM** |  **mentoring**

New Zealand Institute of Safety Management