

How to use the HSR Guidebook

Employers, HR Managers and Line Managers

The HSR competency framework ('Knowledge Wheel') outlines the knowledge, skills and attributes that are required to enable your HSRs to be effective in their roles and contribute in a meaningful way to improving the way work is done in your organisation. It should be used as a tool to guide you in your HSR development programmes.

NZISM has defined the critical knowledge "what I need to know" and the supporting knowledge "what I need to be aware of" and we hope that you will use this information to formulate development plans for your HSRs, and prioritise and select training providers who offer content aligned to this framework.

What is most important is that you have an awareness of the depth and breadth of knowledge that HSRs require to be successful. The role of an HSR is tough; this was evident in our journey engaging HSRs to understand their experience and the current gap in their knowledge. Training is one tool that will give them the knowledge they need, but without adequate time to do the job, and without your support and encouragement, they simply cannot be as effective as they could be.

The impact that engaged, supported and educated HSRs can have on the health and safety of workplaces is unlimited. When HSRs develop the necessary knowledge, skills and attributes to do their mahi effectively, they will contribute significantly to their organisation and optimise the effectiveness and efficiencies of your workers, enhancing all those organisations willing to engage on this journey.



He aha te mea nui? He tāngata, he tāngata, he tāngata

What is the most important thing in the world? It is the people, it is the people, it is the people.