

The evolution of the OHS profession in NZ

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What is a profession?

A Profession is a disciplined group of individuals who adhere to ethical standards and who hold themselves out as, and are accepted by the public as possessing **special knowledge and skills in a widely recognised body of learning derived from research, education and training at a high level, and who are prepared to apply this knowledge and exercise these skills in the interest of others**. It is inherent in the definition of a Profession that a **code of ethics** governs the activities of each Profession. Such codes require behaviour and practice beyond the personal moral obligations of an individual. They define and demand high standards of behaviour in respect to the services provided to the public and in dealing with professional colleagues. Further, these **codes are enforced by the Profession** and are acknowledged and accepted by the community

Development of the generalist profession

- From safety to OS to worker's comp OSH to OHS
- 1840-1900
- 1900-1947
 - Read the Davidson (1945) report
- 1945-1980: Garland, Glass and others
- 1980-1992 attempted reforms
- 1992-2010
 - Hazard management led to self-defeating activity
- Workers' Compensation and ACC influences

2010-2019, the turning point?

- Canterbury earthquakes
- Pike River
- Four reports:
 - Royal Commission
 - Taskforce
 - Shanks & Mears
 - Forestry Industry
- Corporate governance, section 44
- HASANZ register

Summary of the past

- Government management up to 1981
- Partial tripartite management 1981-1990
- Employer hazard management 1990-2010
- Each year we still kill about:
 - about 90 people in traumatic incidents in workplaces
 - 700-1,000 people by occupational disease
- That's more than the UK
 - 4.8 million compared with 68 million people

From HASANZ into the future

- Why are so few of us on the register?
- Why are we so shy of qualifications?
- “Professional judgement” and the matrix
- Education (our education) and CPD
- When will we have tertiary education requirements for entry into our profession?
- The UK MHSWR requirement for a “competent person”
 - Qualifications and experience
- HSWA section 45(b) ... !!!

Our opportunities

- The trend from:
 - occupational disease
 - occupational health
 - mental health
- Risk management, **including** OHS-related risk management
- Refocus efforts onto organisational performance
- Management system standards
 - ISO45001 and Annex SL

Are we a profession (yet)?

- Professions Australia definition
- special knowledge and skills: INSHPO
- widely recognised body of learning
- derived from research, education and training at a high level
- code of ethics
- But we're ageing



PEANUTS



Postscript: Victoria University of Wellington appoints new WorkSafe New Zealand Chair in Health and Safety

Dr Joanne Crawford has been appointed as the inaugural WorkSafe New Zealand Chair in Health and Safety. The role is designed to lift New Zealand's health and safety performance through high quality research and teaching



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- We now have opportunities and challenges
- Will we hide on the battlements or go out and conquer all we survey?

• Q & A


