

HASANZ

HEALTH & SAFETY ASSOCIATION NZ

NZISM

**HASANZ and the Pipelines and
Pathways Report**

**December 2019
Lisa Bridge**

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HOW WE WERE AS A HEALTH & SAFETY SECTOR



My business needs help!
But who should I talk to?



Government wants to
work with the sector.
But who represents them?



H&S profession/s
under- utilised

SPEAKING WITH A SINGLE VOICE



THREE KEY THEMES

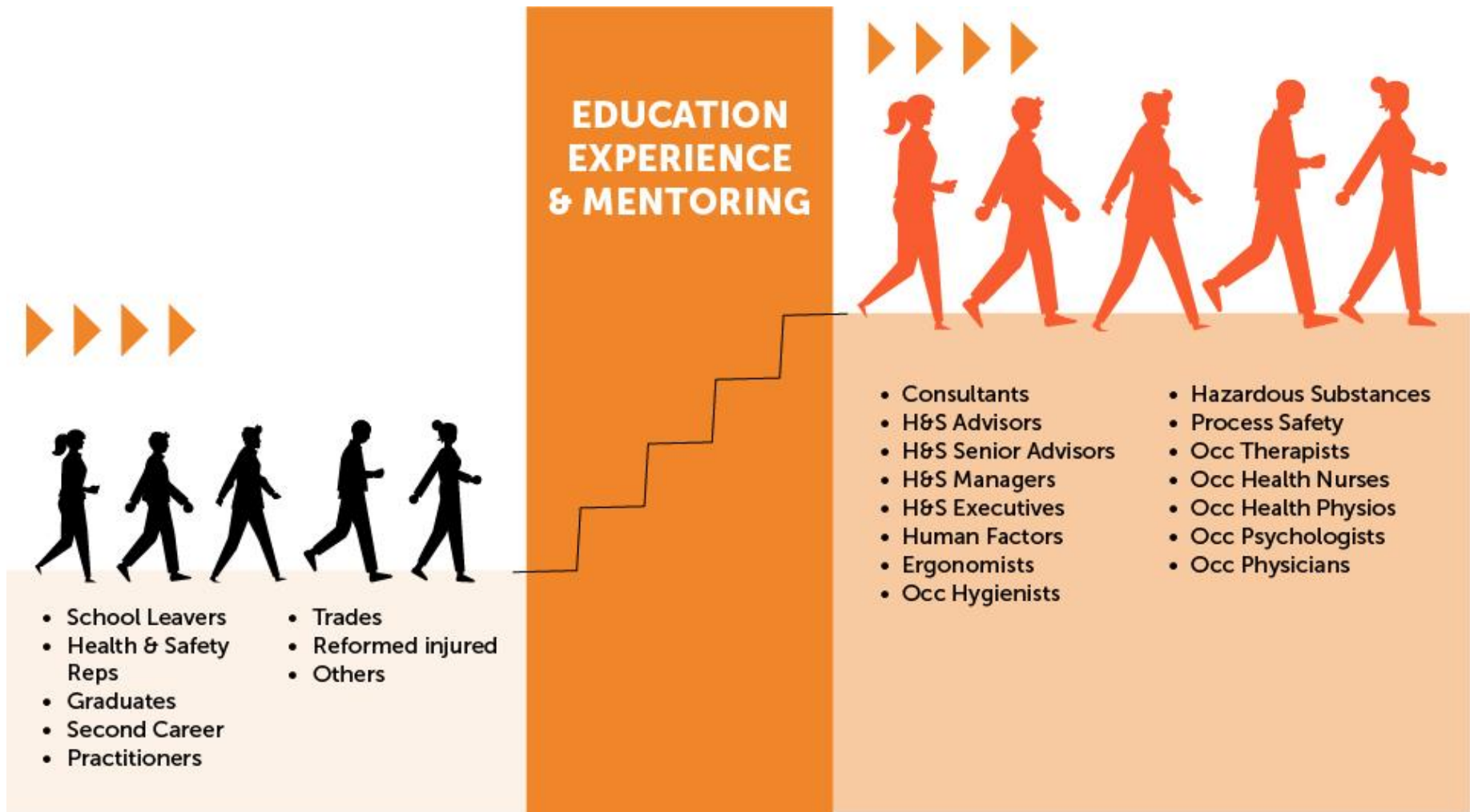


A register for workplace H&S professionals

- Improve the quality of Health and Safety advice to business
- Over 163 people on the register. Another 40 in the pipeline
- Over 100 categories covering areas like noise, manual handling, fatigue, mental health, slips/falls & stress
- Professional recognition of individuals (like Chartered Engineers)
- <https://register.hasanz.org.nz>
- **ACC H&S Advice Subsidy**- launched Sept 2019



DEVELOPING A PIPELINE



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Workforce Development Initiatives

Scholarship

- 1st Year we awarded 19 scholarships
- 2nd year we awarded 22 scholarships
- General, Post Grad & Occ Hygienists, Applied Research and Poutamu (Māori)

Specific discipline Related Projects

- Building the number of Occ Hygienists
- Building the number of Hazardous Substances professionals



STOCKTAKE/PIPELINE PROJECT FINDINGS

- Business don't know what each discipline does
- Not all disciplines have agreed competency frameworks
- Substantial gaps in learning pathways and programmes. Often programmes are not based on a competency frameworks
- Skills shortages. Most disciplines experiencing strong demand with big shortages in some areas
- Need >50% people within 10 years (4,500 to 6,600) while the workforce is aging and the education provision is "mixed" and often fragmented



KEY RECOMMENDATIONS

Scope

- Simple framework to describe each discipline (and interactions between them)
- Tools/case studies for help business
- Implement competency frameworks

Education / Development Pathways

- New programmes (potentially from overseas)
- Vocationally based pathways
- Accreditation of providers

Skills Shortages / Future Demand

- Attraction strategy
- Guidance for business on hiring people
- More support for mid-level professionals



Potential areas of focus for NZISM

- Another 1800 professionals needed over next 10 years
- **Supply & demand**
 - Attracting new people into the profession
 - Recognising and building on existing skills
- **Competency & professionalism**
 - Not widely incorporated into design of education programmes
- **Improve recognition and positioning:**
 - Educate business on value
 - Focus is moving to work-related ill health –
 - Mental health/wellbeing



What is means for you?

- HASANZ provides a direct line into WorkSafe, ACC and the Minister
- A group focused on the overall system that is representing you
- Initiatives to build the capacity and capability of the workforce
- Feed intelligence into us on what is working (and what is not)
- We use partnerships to extend reach
- Look at initiatives to profile and expand Occupational Health Nursing/
Generalist health & safety



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