



## Wellington Branch Newsletter – August 2021

Kia ora and welcome to the August edition of the Wellington NZISM Branch Newsletter. There has been a deliberate delay in sending this out until we had a better understanding of the impact from the latest COVID-19 lockdown. As face to face is not possible until Alert Level 1 (when we can access our normal venue again), with the help of the NZISM team, we will move our September event to a webinar. Updated information can be found below. Stay safe in your bubbles everyone.

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### Event Update - August

**What a fantastic lunchtime seminar with Moni Hogg we had earlier this month, it was great to see such a big turnout!**

**It was an engaging seminar and great to see everyone in the room getting involved in the discussions.**

Since many of us have been watching the Safety Differently Master Series with Sydney Dekker, it was quite fitting that we were able to have Moni Hogg, Safety Differently / Safety II expert join us for our August lunchtime session.

Moni shared with us the idea around Safety Differently and how she started on this journey. It's a different way of thinking for many of us and we are all on different stages of the journey. It was interesting to see that many have started or didn't realise that they had started when Moni showed us the Bradley Curve diagram.

Moni took us through the Safety Differently road map, which involved readying for change, building a foundation and establishing new practices. We talked about how it's okay to fail and make mistakes during this process.

When Moni shared the five pillars, there was a large focus on the people influencing leadership and getting buy-in from the team, as well as de-cluttering systems. When you struggle to get buy-in from others, then go where the love is and pick the team that is doing well and try new ideas with them. Moni shared examples from motorsports and reminded us that it is okay to build controls around something that will fail safely.

Moni is currently writing a book called "The New View Safety Book". If you have any stories or examples that you have experienced or implemented using the safety differently approach, then please get in contact with Moni via text on 021 298 6407 or [www.monihogg.com](http://www.monihogg.com). Her reading list can be found at the end of the newsletter.



## Mental health in the workplace

Many businesses are focusing on the importance of mental health, as they want to find a way to let workers know that it is ok to talk about their mental health and to have the support in their workplace, should they need it.

Thinking and talking about mental health can be difficult, and lots of people are uncomfortable with this topic. However, like most things, businesses can start by taking a step-by-step approach. It is not the employer's responsibility to 'fix' anyone's mental health, but employers do need to consider how they can make their workplace a safe place to work and how they can support their people to keep well.

Making a start can be as simple as introducing the topic of mental health at the next H&S or team meeting. Managers can talk about how important it is to them that people can talk about their health - mental or physical and take the discussion from there.

There are lots of good resources out there that can be used to assist with these workplace conversations:

[The Mental Health Foundation](#)

[Mates in Construction](#)

[Veterans Affairs NZ](#)

[FarmStrong](#)

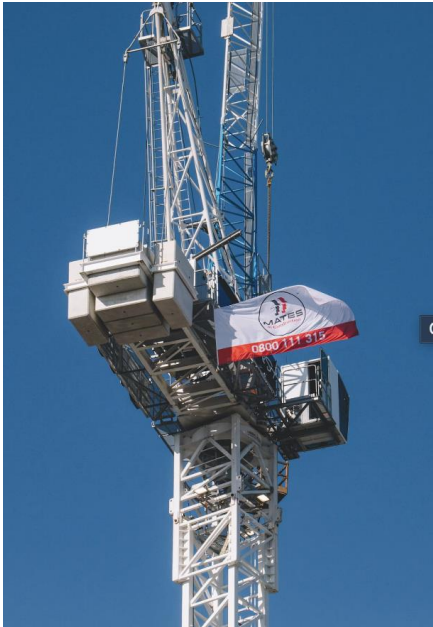
[Wellplace.nz](#)

[WorkSafe NZ](#)



## Useful mental health support numbers

 24-Hour Support Services 	 National Helplines 
National Helpline - 1737 Shine 9am-11pm 7 days - 0508 744 633 Lifeline - 0800 543 345 Local Health Service - 0508 558 855 MATES in construction - 0800 111 315 Poisons Centre - 0800 764 766 Rape Crisis - 0800 883 300 Samaritans - 0800 726 666 Depression Helpline - 0800 111 757 Kidslines 27/7 - 0800 543 754 Ezispeck - 0800 453 771 Veterans Affairs NZ - 0800 483 8372 Tautoko Suicide Helpline - 0508 828 865	Alcohol and Drug Helpline - 0800 787 797 CADS (Community Alcohol & Drug Services) - 09 845 1818 ManAline - Main Offices 0800 826 369 Women's Refuge Crisis Line - 0800 733 843 Problem Gambling Helpline - 0800 654 655 Problem Gambling Free Text - 8006 Healthline - 0800 611 116 Outline (LGBTIQ+ Support) - 0800 688 5463 Family Services - 0800 211 211 Wellplace NZ - 04 917 0060 Chinese Lifeline - 0800 888 880



## Fly the Flag during September for Suicide Prevention

Are you in the construction industry? During the whole month of September, MATES in Construction will be raising awareness of the importance of talking about mental health and suicide prevention across our industry.

Flying the MATES Flag shows your support and raises awareness of suicide prevention in the industry. It is a display to the broader community that the construction industry is actively involved in the prevention of suicide. Organise an event to happen during the week of Fly the Flag 6th – 10th of September. Have a BBQ on site or toolbox talk to spread the word that it's OK to talk about mental health and wellbeing. You can find [More information](#) here.

## Mental Health Awareness Week

This year's Mental Health Awareness Week (27 September - 3 October) is all about connecting with the people in our lives and creating space for conversations about mental health and wellbeing. Whether it's checking in with a mate, having a kōrero over some kai or saying hello to a stranger, a little chat can go a long way.

Make sure to [register](#) for updates so you'll be the first to hear about free posters, resources, and activity ideas to help your workplace get involved in the week.

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## Next Event – September

Come along to hear [Greg Cain](#), give us the latest on what's happening in the legal world and things to keep an eye out on. Greg's updates are now an annual event in the Wellington Branch calendar so make sure you have it marked in your calendar.



Greg Cain is a partner at Kensington Swan, specialising in employment law issues including health and safety. Greg advises clients on a range of health and safety issues, including PCBU interactions, officer duties, earthquake-prone buildings, asbestos, and managing contractors. Greg also assists clients carrying out investigations into serious harm incidents, and represents clients in Worksafe investigations and prosecutions.

**What:** Legal update with Greg Cain

**When:** Friday 17 September 2021, 12.00pm – 1.00pm

**Where:** by Webinar. Please register [here](#).

## Moni Hogg's Reading List

### The seminal papers/books:

Eric is the Danish grandfather of the "Safety II" thinking. Daniel Hummerdal studied under him in Europe. Responsible for birthing the new thinking in Europe.

- Eric Hollnagel: <http://erikhollnagel.com/A%20Tale%20of%20Two%20Safeties.pdf>

At a similar time that Eric began publishing, Sidney Dekker, out of Griffith University in Brisbane, was thinking the same things and coined the term "Safety Differently". Both schools of thought arose out of a need to address the same problems.

- Sidney Dekker:  
[https://books.google.co.nz/books/about/Safety\\_Differently.html?id=MefMAwAAQBAJ&source=kp\\_book\\_description&redir\\_esc=y](https://books.google.co.nz/books/about/Safety_Differently.html?id=MefMAwAAQBAJ&source=kp_book_description&redir_esc=y)
- Safety differently movie:

Sidney Dekker began running experiments captured in the following movie:

<https://www.youtube.com/watch?v=moh4QN4IAPg>. Note if you only have time for the 2 minute trailer, view here: <https://www.youtube.com/watch?v=Ct7X0XHvXog>. Here is a summary article: <https://sidneydekker.com/safety-differently-movie/>

### Key viewing/reading:

- Safety differently.com: [www.safetydifferently.com](http://www.safetydifferently.com)

An international blog that houses great thought pieces from contributors.

### Main schools of thought:

- Safety Differently – Sidney Dekker has written heaps of books...
- Safety II – Erik Hollnagel
- Learning Teams, plus all of Todd Conklin's work (Todd dreamt up Learning Teams)
- Human Operational Performance (HOP)
- Resilience engineering
- High reliability organisations
- Dialogic organisation development
- Appreciative enquiry
- Complex adaptive systems theory
- Cynefin framework <https://www.youtube.com/watch?v=epXqgrm2hs4>

### Key papers:

Resilience engineering:

<https://pdfs.semanticscholar.org/a0d3/9cc66adc64e297048a32b71aeee209a451af.pdf>

High reliability organisations: <https://digital-commons.usnwc.edu/nwc-review/vol51/iss3/8/>

Safety clutter:

[https://www.researchgate.net/publication/327090877\\_Safety\\_clutter\\_the\\_accumulation\\_and\\_persistence\\_of\\_'safety'\\_work\\_that\\_does\\_not\\_contribute\\_to\\_operational\\_safety](https://www.researchgate.net/publication/327090877_Safety_clutter_the_accumulation_and_persistence_of_'safety'_work_that_does_not_contribute_to_operational_safety)

## **Ted Talks:**

Ricardo Semler turned Semco Partners around in the 1990's using a radical approach.

[https://www.ted.com/talks/ricardo\\_semler\\_how\\_to\\_run\\_a\\_company\\_with\\_almost\\_no\\_rules?language=en](https://www.ted.com/talks/ricardo_semler_how_to_run_a_company_with_almost_no_rules?language=en)

David Marquet shares a fascinating story about how he lead a submarine team by giving them ownership to make all the decisions collaboratively.

<https://www.youtube.com/watch?v=pYKH2uSax8U>

## **Good blog posts:**

<http://www.safetydifferently.com/a-short-introduction-to-human-and-organizational-performance-hop-and-learning-teams/>

<http://www.safetydifferently.com/a-case-for-host-leadership/>

<http://www.safetydifferently.com/an-introduction-to-the-5-phases-of-hop-integration/>

<http://www.safetydifferently.com/from-deficits-to-possibilities/>

## **Popular podcasts:**

<https://preaccidentpodcast.podbean.com>

<https://safetyofwork.com>

## **Others writers/academics etc to search and review:**

Nick Obolensky

Todd Conklin

Mark McKergow

Clive Lloyd

## **Case studies:**

<https://youtu.be/6gREMV6j2A4>

[https://www.youtube.com/watch?v=8gvgJMXyl\\_8&feature=youtu.be](https://www.youtube.com/watch?v=8gvgJMXyl_8&feature=youtu.be)

**Do you have more questions? Go to Moni's website for more information:**

<https://www.monihogg.com/>