



<p>Monthly update</p>	<p>As we race towards the end of the year, it's always good to stop and look back. Health and Safety professionals are good at agonising about all the things they haven't done, and often miss the chance to celebrate the small wins.</p> <p>It may be helping senior management understand what a PCBU overlapping duty really means, or you've implemented an effective traffic management system that provided separated work zones for contractors and workers in your organisation, or you've recommended and influenced significant change following the investigation of a serious incident, or the health and safety committees in your workplace have developed their own initiative that helped the people they represent.</p> <p>Whatever it is, stop and enjoy the moment. You've made a difference. Well done.</p>
<p>Review of last event</p>	<p>Tuesday 5 November 2019</p> <p>The panel discussion with Julie Williamson and Steph Dhyrberg will be remembered as the highlight of our 2019 year. More than 70 people listened to a discussion about how to respond to reports of bullying or harassment, and how strong leadership is needed to build a culture where negative behaviour is not tolerated.</p> <p>Julie's gave an overview of her work leading the strategic development of the psychosocial risks workstream, and how WorkSafe, as the regulator, is only one part of the bigger national conversation about why bullying and harassment is such a large part of the work environment in NZ. She reminded us that the assessment of psychosocial risk requires the same approach as physical risks.</p> <p>Steph's shared her extensive experience as an employment lawyer. Her observation is that the culture of an organisation will determine how well people are treated. And this starts at the top with leadership. She also mentioned that when recruiting, organisations should be considering if individuals demonstrate the company values. Stephen also encouraged HR and H&S functions to move beyond deciding who 'owns' the bullying and harassment policy, to a space of how they can work together to stop it happening in the first place.</p> <p>When closing the discussion, Kim Payton noted that times of change are particularly tough for workplaces and often when poor behaviour can surface. She encouraged health and safety professionals to consider how they can influence good planning and discussion about change eg. feedback in health and safety committees or participating in procurement assessments.</p> <p>WorkSafe has extensive guidance on preventing bullying in the workplace and Employment NZ details what must be done if reported.</p>
<p>Next event Tuesday 3 December 5.00-7.00pm Southern Cross Abel Tasman Street</p>	<p>Christmas time!</p> <p>The NZISM Wellington Branch Committee warmly invites branch members to join us at the Southern Cross Garden Bar for an informal gathering to celebrate the end of another busy year. The focus is on relaxing and networking over some nibbles and a drink, and to share the different adventures we have all experienced in health and safety in 2019.</p> <p>This event is for NZISM members only. To ensure we have enough kai to keep you all happy, please rsvp by 5.00pm, Friday 30 November 2019 using the eventbrite link.</p>

<p>Local H&S scene / What's going on</p>	<p>The dates for 2020 events are on the Wellington page of the NZISM website for NZISM. We'll continue using the National Library and meet the first Tuesday of every month as that seems to work for most. If you have a topic you'd either like to present on or have the Committee try and find a speak for, please send us a query on well.nzism@gmail.com.</p> <p>Committee members – The next AGM is May 2020 and new members will be needed for the committee to ensure continuity in 2021 when the current members step down.</p> <p>if you'd like to volunteer to support the committee, you can do so any time. We are down to a core of 5 members, but it would be better if we can have up to 8. One role is the writing of this newsletter each month – if this is a strength you have, please get in touch. It takes about 1-2 hours a month and is easier if you regularly attend the seminar events.</p> <p>If you'd like to promote an event or share information that would be of interest to NZISM members, please email well.nzism@gmail.com.</p>
<p>Other Information</p>	<p>Contact information</p> <p>A reminder to ensure your profile on the NZISM website – https://www.nzism.org is up to date. The success of the Wellington branch relies on the input of its members and our ability to send communications to you.</p>
<p>Important stuff to know</p>	<p>Wellington monthly events are scheduled for the first Tuesday of every month at The National Library, Thorndon. Keep an eye on the NZISM calendar on the website for more information.</p> <p>A reminder also to check out our neighbouring regions' events on the NZISM Calendar. There may be something on in another Branch that is relevant to you.</p>