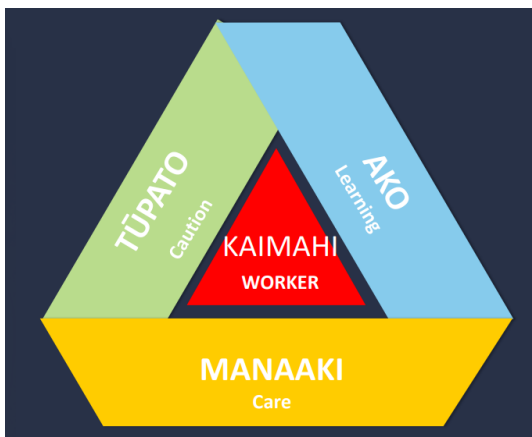


Wellington Branch Newsletter – October 2021

Kia ora, and welcome to the October edition of the Wellington NZISM Branch Newsletter.

It's hard to believe that we are approaching the end of the year, with only two more branch events left for 2021! The committee has started discussing what our Christmas event will look like this year and are very excited to share that we are organising a face to face event. More details to follow next month!



October Event - The emerging genre of Māori health and safety with Vance Walker

For our October event, we welcomed Vance Walker and heard about his doctoral research. In particular Tupato – to be careful or cautious. Vance posed that concept is understood better by Maori workers vs adhering to safety systems that curb caution. It was a fascinating insight and members are encouraged to watch the [recorded webinar](#) if they missed it the first time round. If you would like a copy of the slides click [here](#).

NZISM

Survey

Have you completed the [NZISM survey yet](#)? If not please do so, it will only take 5-10 minutes and you will be eligible to enter the prize draw for a FREE membership next year.

Your answers help us to improve our member benefits and ensure that our focus and priorities remain in step with your own.

Mental Health Resources

At the moment many of us might be looking for new or additional ways to help our teams and ourselves feel mentally well. Here is a great resource from the Ministry of Health outlining some useful tools - [Looking after your mental wellbeing](#).



Safeguard Article - Stuck in a rut?

Have you had a chance to read Wellington Branch Manager, Kim Payton's [Stuck in a Rut](#) article yet?

The article focuses on Kim's experience working in different industries and how doing so along with curiosity and communication will help expand your expertise in the health and safety world.

STUCK IN A RUT?

Been working in one industry sector for a long time?
KIM PAYTON advocates seeking work in new sectors to expand your expertise and meet different people.



Last edition, Jane Fowles advocated for the value of networking, and I entirely agree. It has helped me hugely in my career development. Another factor in my development is knowing that by taking a risk and moving to a new role, I will not only improve my generalist health and safety expertise, but also open my world to meeting new people and learning about the work they do.

Health and safety is a people-centric occupation. I think sometimes that concept is overlooked amongst all the rules, regulations, forms, etc.

We often hear about the need for soft skills in the health and

safety profession: relationship management, communication (verbal and written), and EQ (emotional intelligence) or the ability to read the people you are talking with, picking up the verbal and non-verbal cues.

It's easy to tell people what they need to do to keep themselves safe. It's harder explaining the why, and influencing their decision to change a behaviour that will improve safe outcomes.

Trust is critical for creating opportunities to start any conversation about change. One of the best ways to establish that trust is to move from behind the desk, meet those who do the work, ask lots of questions to

understand what they do, and find out what things get in the way of them doing their day-to-day work.

Thankfully I enjoy talking. Combine that with a natural curiosity about the world, a desire to find out how things work and a willingness to put myself in the shoes of the people doing the work, and I have the foundation to support and guide an organisation on its health and safety journey.

Over the past seven years I have worked in three different industries: gas, public transport and now emergency services. The risk profiles of each organisation are quite different, which meant I had to learn about a different group of risks and controls each time.

Reporting and data can give you information, but there is nothing more rewarding than asking one of the employees in your organisation what they do and how they do it.

Thanks to the generosity of

many people in sharing their expertise and experiences (along with a few hair-raising near miss stories), my knowledge library has grown. I have an awareness and understanding of the risks and controls for such things as uncontrolled release of (reticulated) gas; confined spaces; trenching; operating and maintaining large buses across public transport networks; and now emergency response to fire, motor vehicle accidents and medical events.

Facing the fear and doing it anyway has shaped my health and safety career. Stepping outside my comfort zone and taking the risk to work in a different industry has not only grown my horizons, but also my confidence.

Maybe it's time for you to try something different?

HEALTH AND SAFETY IS A PEOPLE-CENTRIC OCCUPATION. I THINK SOMETIMES THAT CONCEPT IS OVERLOOKED AMONGST ALL THE RULES, REGULATIONS, FORMS, ETC.

Next Event – November

The drive to get New Zealand vaccinated against COVID-19 has thrown up a lot of questions for managers in the workplace.

- Can I ask if someone is vaccinated?
- Can I dismiss staff who refuse?
- What are the rights of the employee and the employer?



Join us for this informative session as Olivia Lund Partner at Duncan Cotterill walks us through the legalities involved in this hot topic.

Presenter Bio: Olivia is a litigation and dispute resolution specialist and leads Duncan Cotterill 's health and safety and employment law team. She is recognised as a 'Next Generation Partner' by the Legal 500 Asia Pacific 2021 legal directory for her work in labour and employment. Olivia regularly instructs on complex workplace incidents involving fatalities and serious harm across a range of industries including agriculture, construction, education, forestry, hospitality, manufacturing, and transport.

What: Vaccines in the workplace: Navigating the law

When: Tuesday 2 November - 12pm

Where: Webinar - Please register online using [this link](#).

NZISM - Coffee Catchup

Did you know that every Thursday NZISM hosts an online coffee catchup for any members who wishes to connect, recharge, share or inspire? If you are interested join the zoom link and say hi to members of the SLT and colleagues from the peer support network.

Meeting Details

Zoom link: Click [here](#)

Meeting ID: 875 3689 8575

Password: NZISM

