

## Canterbury Newsletter

### July 2021

#### BRANCH COMMITTEE UPDATE



**North Canterbury Network Group** held a networking evening on 23<sup>rd</sup> June at The Good Home in Pegasus. It was our first evening event, so it was great to see 9 members there. It

was a great opportunity to relax and meet some new people and catch up with some past colleagues. The group had a varied Health & Safety background, so it was good to discuss different challenges in our various industries, as well as have a general "get to know each other" catch up over a few drinks and nibbles. The consensus on the night was that moving forward we would alternate daytime presentations and evening networking for our quarterly meetings. Our next North Canterbury event will be a daytime presentation on the new changes to hazardous substances regulation.



**Jen our South Canterbury Networking Group Rep** arranged a tour of one of her worksites for the members in South Canterbury.

#### MEET THE COMMITTEE – Steph Hembury –responsible for monthly Newsletter.



I started my journey into Health and Safety back in the 80s working with a Local Authority in the UK and completed my BTEC in Environmental Health Studies. I stayed there 18 years transitioning from Food Hygiene Inspector, carrying out food hygiene and health & safety inspections of local food and retail businesses, to being the in house Health and Safety Officer, completing my NEBOSH Diploma in Occupational Health and Safety along the way. I then worked as the SW Regional Health and Safety Advisor for the Meat Hygiene Agency working with independent slaughterhouse owners with the sole purpose of keeping our inspectors safe and believe me it was challenging at times.

I then had a complete break from H&S and went to live on a small island off the north coast of Venezuela for 3 years, running a small tourist snorkelling business. However, as the political climate deteriorated I knew it was time to go back to

the real world and continue my H&S career, so after having a long-distance interview over Skype, I once again found myself working for a Local Authority back in the UK. Over the next 2 years, I also dabbled in consultancy but wasn't settled

in the UK so in 2014 I moved to New Zealand.

Since arriving here I was lucky enough to walk straight into a health and safety role and in the past 7 years I have been both employed, and self-employed and have definitely enjoyed the journey, and I now find myself working at Fonterra supporting the Distribution Centres in both South Island and Lower North island where I continue to learn about the different challenges that are faced by the business daily, providing support wherever I can.

I first joined NZISM as an overseas member before my move to NZ as I felt it was important to be part of a well-established association of professionals especially given it was a new country, new legislation and a different culture. I have been grateful for my membership ever since, meeting new colleagues and making new friends. I have also been on the Canterbury Branch Committee since 2016 and have seen it develop and grow especially under the leadership of Claire Johnson who is like an Ever Ready bunny never stopping, working tirelessly behind the scenes to ensure we can provide our members with the best support we can.

When I'm not working I try and keep up with my two very energetic Foxies going for long walks or venturing further afield in my Motorhome, as there is so much more of this beautiful country I have yet to see.

#### HASANZ SCHOLARSHIPS

The 2021 round of HASANZ Scholarships is now open for applications.

The HASANZ Scholarship Programme was established in 2018 to encourage further education in workplace health and safety to help build the capability and capacity of New Zealand's professional health and safety workforce. Scholarships are awarded annually.

There are six categories of scholarship.

- **General:** for practitioners and health and safety representatives who want to upskill to a diploma or degree
- **Poutama:** for Māori health and safety practitioners who want to take their skills to the next level.
- **Postgraduate:** for people wanting to specialise in health and safety by undertaking a postgraduate qualification at a university
- **Occupational Hygiene:** for people wanting to become an occupational hygienist or to do further training in this field.
- **Women in Safety:** for people to encourage and support women health and safety practitioners to upskill from a technical level into leadership and governance to influence health and safety leadership and governance practice in New Zealand.
- **Applied Research:** not open for applications in 2021.

HASANZ Scholarships include:

- a financial contribution of \$5000\* each year for up to two years.
- practical learning and the ability to work on real life issues.
- mentoring by an industry professional.



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\*Scholarship value may vary at HASANZ's discretion.  
Application forms can be accessed [here](#)

Alternatively, enquiries should be directed to [scholarships@hasanz.org.nz](mailto:scholarships@hasanz.org.nz)

**UPCOMING EVENTS – Please register for all events via NZISM website -**

<https://www.nzism.org/info/branch/canterbury/>

### Thursday 12th August 5:15 pm to 6:00 pm South Canterbury Networking Group

Join the South Canterbury Network as they welcome Lyn Osmer, Hazardous Substances Inspector - WorkSafe NZ, who will deliver a 30-minute presentation on the following topics, to be followed by a Q&A session:

Please note, the venue is still to be confirmed and this information will be updated as soon as possible

### Friday 20th August 7:00- 9:00 am

#### PIKE RIVER MINE - Re-entry Challenges and Risks –Our Journey

**Presentation by Chief Operating Officer – Pike River Recovery Agency - Dinghy Pattinson**

See the Branch Event page for further details and to register for the event.

### Friday 24th September 7.00-9.00am

#### HAVS Presentation

#### Vibration Action/Jason Johnstone

Jason has been diagnosed with hand-arm vibration syndrome. (HAVS)

He won a commendation award at the recent SAFEGUARD New Zealand Workplace H&S Awards and would like to share his journey with us.

### SAVE THE DATE!

#### NZISM Canterbury Branch Xmas Function

**Friday 29th Oct 3 pm – 7 pm– Venue: Hornby Working Men's Club - Details to follow**

### WORKSAFE NZ UPDATES

#### WorkSafe focus on Talley's group of companies.

WorkSafe New Zealand is planning to take a close look at how Talley's group of companies are meeting their obligations under the Health and Safety at Work Act (HSWA).

"WorkSafe has taken a number of enforcement actions over individual incidents over a number of years.

"We are concerned that where health and safety issues continue to arise in a company or a group of companies, this may indicate there are systemic issues that need to be addressed in the boardroom," Mr Parkes said.

"HSWA places clear health and safety obligations on all levels of businesses from the boardroom to the production line so WorkSafe will be looking at every aspect of the Talley's group's health and safety performance and we will liaise with other regulatory agencies as appropriate.

"Our approach with Talley's is not an investigation, nor is it linked to an individual incident.

"While obligations exist throughout a business, leaders have the obligation and the influence to create healthy and safe workplaces and focusing on the duties of officers under HSWA is a priority approach for WorkSafe," Mr Parkes said. The plan for this work is being developed currently.

### HASANZ SEMINAR

#### Managing mental health and wellbeing in the workplace

On Wed 7th July one of our committee members John Woodrow was lucky enough to attend this HASANZ seminar at The Piano in Christchurch.

It was exceptionally well attended – as John Fitzgerald (WorkSafe Lead Mentally Healthy Work) noted:

"Mental health seems to have been all over the media recently. None of us deals well with uncertainty or things beyond our control. COVID-19 was beyond everyone's control... Mental health is **positive** and is defined as a state of wellbeing in which every individual realizes his or her potential, can cope with the normal stresses of life, can work productively and fruitfully and can make a contribution to her or his community.... Culture eats strategy for breakfast. Shared vision values and beliefs are at the pinnacle of culture... Everyone is an individual, and thriving will mean different things future of people. Mental wellbeing will also change minute to minute, based on circumstances and the environment. We all carry memories which can be triggered by e.g., smell."

Olivia Lund (Partner Duncan Cotterill) told us.

'Health is defined in the act as physical health and mental health therefore wherever we see health in the act we can substitute the words mental health.

We have an obligation to point safe and healthy workplaces... The contractual obligation requires reasonable steps which are proportionate to known unavoidable risks... This could be demonstrated by having people in the organization or trained to recognize and mitigate risk to mental wellbeing.... Case law states that employers must take proactive steps to ensure that performance management and performance review process do not adversely impact on an employee's mental health. Employers cannot expect employees to provide updates on the state of their health.

Performance management in and of itself can be a stressor."

John Eatwell (Organisational Psychologist) said:

"Focus on your strengths and you have twice the development gain and 30 times the potential for resilience to mental ill health.

Find meaning and purpose in your work. If you learn something new your happiness levels run higher for two weeks, then they would have been if you did not undertake the learning....

- 80% of engagement is relationships with the line manager.
- 15% of engagement is the senior leaders.



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- 5% of engagement is with the brand.

Relationships are about quality time."

And Judy Currie (President of NZOHNA) advised us that: "Health and safety reps (a thorn in the side for some businesses) are the best advocates for mentally healthy work... Organizational causes of workplace mental injury include poor change management and low recognition and reward... Psychosocial risks are endemic throughout all organisations. To encourage sensitive reporting is a good idea to have some form of control over the privacy of the information for example having a sensitive tick box whereby the report is only viewed by a defined person in the organization... High profile presentation speakers can trigger should avoid large documents and information overload."

### CPD Day

**This was a great success with a full venue as well as some excellent speakers and plenty of Trade Stands. Here are some reflections on the day.**

**Kristen Gawn introduced us to the Beadle Test – What Shape are you?**



Take a piece of paper and draw a square, a triangle, a circle, a rectangle, and a squiggle.

Study them and decide which shape you are drawn to.

Now, look at the following to see what personality type you are. (Beadle says it's 84 per cent accurate).

**Square:** sticklers, orderly and methodical, they are interested in how things get done – always on time – and can be unforgiving of others who do not show the same commitment.

**Triangle:** go-getting, born leaders, triangles are fascinated by success and generally get what they want. They can be brusque and are results-driven.

**Circle:** more interested in relationships than anything else, empathetic, and keen to see people get along. A peacemaker, circles are likely family/home orientated, ecologically minded.

**Rectangle:** a transitional stage; it may be the shape that draws itself to him/her a little less than the rectangle is the real personality type. The person is slightly unsure of their position, outlook.

**Squiggle:** creative and high-octane, squiggles can be anarchic, their huge successes matched by spectacular disasters. Multi-taskers, not necessarily multi-finishers, However, a one-hit-wonder may be preferable to a non-hit wonder.



Figure 5 Mike Cosman – Engaging with Governance



Figure 1 Amy Baynes of Pilgrim Bandits – presentation brought a lump to the throats of a lot of attendees.



Figure 2 Amy's Medals – well deserved.

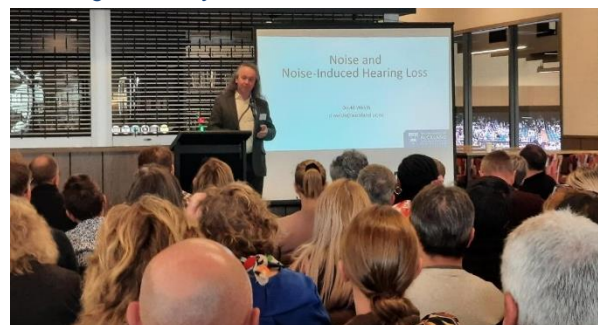


Figure 3 David Welch - Noise & Noise Induced hearing Loss.



Figure 4 Bridget Jennings - Chemsafety