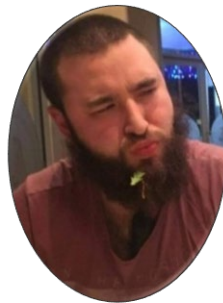


Welcome to another spring edition of a NZISM Newsletter during a COVID 19 Lock Down. We hope you are all safe and well and secure in your easing bubble, emerging to enjoy the longer warmer days ahead.

The Northland Branch Committee has farewelled Vaughan Clyma and welcomed Dov Morris and Robert McAulay. In August the Northland Branch Committee met to plan the year's events – COVID 19 willing.

Introducing you to the 2021/2022 NZISM Northland Branch Committee we have:



Kathleen Ferguson
Branch Manager

Rachel Elliott
Branch Secretary

Dov Morris
Branch Member

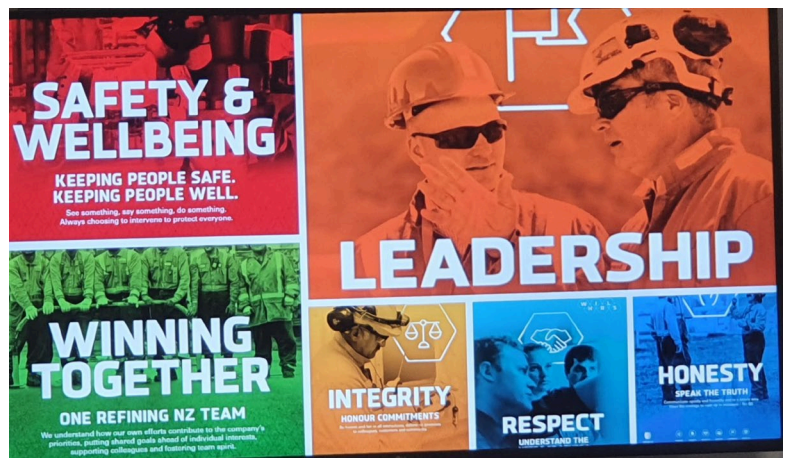
Andrew Saunders
Branch Member

Rob McAulay
Branch Member

E TŪ TĀNGATA - A SAFETY PROGRAMME WITH A DIFFERENCE



On the evening of the 12th August Cory Abraham presented on Refining NZs' award-winning E Tū Tāngata safety programme. Cory took us through the start of what is proving to be an exciting journey of evolving Health and Safety practice as a bottom up rather than top-down process. E Tū Tāngata (stand together) is an evolving safety engagement programme designed by workers for workers adopted and implemented by Refining NZ. Cory showed us that te ao Māori principles are naturally conducive to Health and Safety and, especially, Safety II practice. Mātauranga (Māori knowledge) and tikanga Māori support the creation of more effective, culturally inspired, workplace health and safety intervention. Cory took pains to point out that this was by no means limited to Māori. The naturally holistic approach of the programme embraced refinery staff of diverse cultural backgrounds and served to give many, real meaning to Refining NZ's values. The approach helped ensure better buy-in of Health and Safety practices by the whole of the workforce as they were all better able to relate to the programme: "It's about looking after the whole of you".



COVID-19, A BIOLOGICAL HAZARD DILEMMA

(Some thoughts to promote discussion)

I don't believe there is any argument that the potential effect on the health and wellbeing of workers posed by COVID-19 is a risk to workers in our workplaces. Under the HSWA Act employers have duties to take all practicable steps to manage risks posed by COVID-19 to workers.

How do we meet this duty of care? Looking at the dilemma from a practical H&S good practice perspective:

- We need to identify the risk, the potential effect on workers in my workplace/s and who we work for or with;
- We need to consider our worker profile and whether we have at risk staff in relation to susceptibility to contracting Covid. This must also be considered in relation to the work we do. Does this work involve contact with at-risk or high-risk groups in the community;
- We need to consider the potential risk to our workers whanau and community. Is this an organisational responsibility?
- We need to think about what reasonably practical looks like, in this situation.

In terms of mitigating the risk associated with COVID-19 and bearing in mind people's right to decide in regard to immunisation, I believe organisations need to make sure their workers have access to information to enable them to make informed decisions for themselves and their whanau.

The same also applies to the organisation when deciding on how best to manage the risk to the organisation. One size is not going to fit all and as such the organisation needs to take into account the variables of their situation.

It is the process that matters. You must be able to demonstrate your considerations on these matters to achieve a practicable result whatever that might be.

Those of us who use contractors also need to consider the implication of any rule or procedures we put in place. As CHASNZ has pointed out your rules must be able to be met by your contractors and anyone else who you interact with to enable your business to function.

So share information with other people in your networks e.g. other NZISM members and learn what has worked and what hasn't. Sometimes such information won't be applicable to your organisation or its environment but there may be aspects of this you can adapt to suit you. We are in a unique period dealing with a unique hazard and goal posts that change on a regular basis.

There is no one answer to the dilemma except to conduct a risk assessment for each situation, because every situation may be different. Do that and be able to prove you have done that in each case would seem to be the only solution.

These are just some of the considerations that I am trying to work through to help keep my colleagues safe and well.

Kia Kaha.

By Rob McAulay (Northland Branch Committee Member)

**Unite
against
COVID-19**

Please remember your Northland Branch committee is working hard for you to continue providing quality speakers and events as a part of your membership. There is also a lot of work that goes on in behind the scenes. Efforts put in are purely voluntary and it is vital the branch is supported.

If you know of anyone who would like to be added to the newsletter mailing list, please let us know or if you have any questions, please email northland@nzism.org.

Thank you