

## Wellington Branch Newsletter – May 2022

Isn't the year just flying by?...so fast that we missed the April newsletter, apologies!  
Grab a cuppa though as this might be a long one.

### What's in this month's newsletter?

- ★ Wellington NZISM Branch Committee
- ★ Report from our Branch Manager
- ★ Event update
- ★ Next events
- ★ NZISM mentoring program article by Jan Houston
- ★ Mental health language guide
- ★ NZISM website tips

---

### 2022/2023 Wellington Branch Committee

Thanks to those who attended the AGM meeting earlier this month.

Firstly thank you to Steve Logan and Jan Houston for the hard work that they have put into the Wellington Branch Committee over the years. Both have played vital parts in the committee and have organised some fantastic speakers for us all.



We also welcome a new NZISM member, Moria King to the Wellington Branch Committee.

Your 2022/2023 committee members are - Kim Payton (Branch Manager), Kerry Small (Secretary), Tomas Haerewa, Evette McClure, Matt Campbell, Marta Fonseca, and Moira King.



### 2021/2022 Report from our Branch Manager, Kim Payton

A word that sums up the past 12 months for me is perseverance. Just when you thought you were on top of things, the next wave of COVID-19 news would come over the horizon, and adaption (or that dreaded word – pivot!) was required.

As a committee, we have persevered with our commitment to ensure Wellington Branch members stay connected through

networking events. While unable to hold face-to-face events for a few months, we moved back to webinars to help maintain those connections.

Highlights included Margaret van Schaik speaking on Good Governance; Moni Hogg on Safety Differently; Vance Walker on the emerging genre of Māori health and safety; and Greg Cain with his annual legal update.

During March and April 2022, we trialled virtual catch-ups, hosted by Committee members, to provide an informal forum to meet and chat and get to know each other better. These were well received, and we will plan a further 1 or 2 for the coming year.

I wish to acknowledge the efforts of the committee over the past 12 months to keep our members connected during changing and uncertain times. A problem shared is a problem halved, and the support of the committee, and their laughter, helped me keep moving forward.

A big round of thanks goes to Steve Logan and Jan Huston who are resigning from the Committee after 3 years. Steve has overseen the Branch budget and been the key organiser of the Christmas function. Last year's event at Little Beer Quarter was a great success and we'll be going back. Jan has used her impressive list of contacts to identify guest speakers for our monthly meetings and has been a big promoter of the mentoring program. Thank you both for your time and the energy you have put into volunteering for NZISM.

I would also like to thank NZISM for their support and help over the past year. In particular, Sara Dearsly who set up our webinars and Zoom calls with no fuss and lots of encouragement.

Our membership is in good heart with 211 active members at time of writing. Affiliate membership is still our highest percentage (115), followed by Professional (58) then Practitioner (28). We have 3 Certified Fellow Members, 5 Certified Professional Members, and 2 Student Members.

I wish our members well over the coming 12 months as we transition back to 'normal' and navigate the changes to mandates, vaccination policies, open borders, and more regular time in the workplace. Your wellbeing is the most important, so make sure you have your own parachute on before helping others. Stay connected and keep in touch.

---

## Event Update - April and March

During April and March we tried something new - virtual catch ups. We would love to hear what you thought of them! Here is a wrap up

### **5 April - Virtual chat with Kim from Fire and Emergency NZ**

Kim's focus was to provide a relaxed forum for Wellington Branch members to connect and get to know each other a little better. Six members joined, including two new members. Topics discussed ranged from COVID-19 vaccination policies, planning for the NZISM CPD pathway, and the pros and cons of working from home.

### 20 April - Virtual chat with Evette from HazardCo and Slade from MATES

Slade shared with us a little bit about what MATES do, what is happening in the construction industry at the moment with mental health and how people can access their services and resources. We then had a Q&A session with Slade. MATES is construction focused, however, a lot of the information can be used across sectors. If you want to know more about MATES visit their [website](#) If you are in the construction sector and you would like to get in touch with Slade to do a talk with your team then message him on [linkedin](#).



### 11 May - Virtual chat with Evette from HazardCo and Chris from CHASNZ

During this session, Chris from CHASNZ shared with us the 'Work Should Not Hurt' campaign that has been launched. Chris is a musculoskeletal expert and has spent a long time chatting with the tradies in construction and analysing ACC data to identify some shocking statistics. We recommend that you visit the [website](#) to see the great work that has been happening over at CHASNZ .



### 25 May - Virtual chat with Matt from Wellington Zoo

Matt is the H&S Manager at Wellington Zoo and he shared the Zoo's journey to restructure how their H&S committee works. They have gone through a process of redeveloping the H&S culture to empower everyone to have good H&S conversations at work. As part of this they have introduced H&S reps to help create a channel to encourage good H&S practices in their work environment. It was great hearing about how other companies structure their committees and sharing some ideas. If you want to know more about Matt's journey with introducing H&S reps please message him through [linkedin](#).

---

## Next Events - Webinars

### Mental Health in Leadership Date: 8 June Time: 2-3pm

Mental health and managing psychosocial risk has been highlighted as an important hot topic in the local government sector.



In this session, John Fitzgerald (Manager for Mentally Healthy Work at Worksafe) will talk us through the relationship between leadership & culture, and how this important interaction contributes to the development of mentally healthy work.

This session will be valuable for H&S professionals interested in engaging and influencing leaders in the mental health space, and creating a mentally healthy culture at our workplaces.

**Leadership Skills in Tackling Risk and Safety Date: 15 June Time: 8-9.30am**

**Why language matters in tackling risk and safety?** Language is the foundation of all decision making and (human) culture and yet, so little attention is given to understanding the role of language in risk and safety. Using a thought-provoking real-life story, Nippin Annand will help you understand the hidden meaning and power of language in everyday decision making. This webinar is designed to help you understand human decision making in tackling and humanising risk and aligning risk and safety management with the wellbeing of your people and business goals. When you become sensitive to language, it is your first step towards acquiring leadership skills.

**Bio:** Nippin Annand is a former master mariner with a master's degree in economics, a PhD in Social Sciences and Anthropology and a desire for life-long learning in the wider disciplines of humanities, social psychology, and philosophy. After a near collision at sea, he took up a passion for investigating accidents and helping leaders understand the importance of perspective in human failures. As a former subject matter expert at DNV,

Nippin also developed an interest in making compliance meaningful for achieving business goals. He is the host of the podcast Embracing Differences, blogs regularly and is recognised both in the research community and across safety critical industries for his ability to make research accessible to businesses and people at work.

**Sector Form - Agriculture Date: 15 June Time: 12-1pm**

We have heard a call from members who want more opportunities to network with other practitioners and professionals working in the same sector.

Chaired by Jane Fowles (CertProfNZISM), the focus of this Sector Forum is Agriculture

Ultimately the way these forums develop will be guided by our members. But our hope is that, together, members can discuss the common issues faced and share effective solutions or work together to design effective solutions to resolve and minimise the risks faced by this industry



## NZISM Mentoring Programme - By Jan Houston

*“Partner with individuals who are ALREADY where you want to be – iron sharpens iron”*



### The Mentor's Perspective

Today's health and safety landscape is so much more complex than when I started my journey as a H&S Representative nearly two decades ago. I was lucky that two strong women spotted my potential, saw that I had the drive and passion, and was “a people person” – they helped to change the trajectory of my life and career path. Supporting and empowering me, while encouraging my continued studies, have been fundamental to my success as a H&S professional – so Robyn and Fiona this is for you. My way of giving back to these wonderful women is to pay it forward and I have found mentoring enhances both my professional and personal life. It's personal and my goal is to help women to remove the glass ceiling once and for all - bless Madeleine Albright for saying it so succinctly.

### Benefits Of Mentoring

Becoming a mentor lets you share your experiences, both positive and negative so that your mentee doesn't have to fall into the same pits or scale the same high fences you did. When you choose to make mentoring a priority and commit to finding the time to be an active participant in the relationship, the benefits are endless but here are a few I have discovered along the way:

- offers self-reflection opportunities and boosts interpersonal skills
- expands your network and strengthens your knowledge
- establishes leadership skills and adds to your qualifications
- can build your confidence and help you gain new perspectives
- provides a sense of fulfillment

I have two mentees currently via the NZISM Mentoring Programme and both have managed to secure roles as H&S professionals with two of my previous clients. I may have provided the introduction but they nailed the interviews. We have created enduring friendships throughout the process and I am watching like any proud mother, as they succeed in their chosen career path. I can't wait to see what they achieve throughout their careers and simply ask, that once there, they pay it forward.

## The Mentees Perspective

### Kathleen

Initially starting my career as a health and safety representative and I am now employed as a H&S Coordinator and aiming for H&S Advisor. I am studying to achieve a NZ Diploma in Workplace Health and Safety Management (Level 6) accreditation and have been part of the NZISM Mentoring Programme for nearly 2 years. Having a mentor has proven invaluable on my journey. My mentor has guided me, offering support, setting goals, opening networking possibilities, and has been my role model throughout. Our catch-ups are not formal, it might be in a restaurant or bar but during any time we spend together - I try to take every opportunity to soak up as much knowledge as I can. Our sessions might be related to contractor or risk management, training, managing a flu vaccination program, or could be to help interpret the latest assignment. I am more confident in my role and career plans because I know that I have her as a mentor and friend. She will have my back when things seem overwhelming and the only thing asked of me – is that I pay it forward one day and I promise that I will.

### Neko

When deciding on where to take my career in the health field, I approach Jan for advice. Within a week of our chat, I was convinced what was my next step... enrol at Massey University for a B.H.Sc (Occupational Safety & Health). Throughout my study, my mentor was always a phone call away and in true mentor style, helped keep my chin up even on the days when assignments and exams were taking over my very existence. In mid-2019, when my study journey was nearing the end, my mentor even helped open my first job door with her past construction client.

Without missing a beat, she was there to support me in dealing with the good, bad and ugly. Even during the worst, she knew exactly how to pick me up to ensure I kept dekking (trekking) toward the safety summit.

H&S isn't a profession that's highly viable in secondary school, you don't really get wind of it unless you "inherit" the workplace responsibilities, know someone in the industry, or get lost on the careers website. However, with the growing shortage of H&S professionals and an aging H&S workforce (mentors in waiting), this is an exceptional time to draw more young adults into this hidden gem of a career.





If you want to know more about the NZISM mentor program, visit [here](#).

## Mental Health Language Guide

 **MOVEMBER®**

# MENTAL HEALTH LANGUAGE GUIDE

ISSUE	PROBLEMATIC 	PREFERRED 
Phrases that associate suicide with crime or sin	<ul style="list-style-type: none"> <li>• 'commit'/'committed suicide'</li> </ul>	<ul style="list-style-type: none"> <li>• 'died by suicide'</li> <li>• 'took their own life'</li> </ul>
Certain language sensationalizes mental illness and reinforces stigma	<b>Terms such as:</b> <ul style="list-style-type: none"> <li>• 'mental patient'</li> <li>• 'mental'</li> <li>• 'nut'</li> <li>• 'lunatic'</li> <li>• 'psycho'</li> <li>• 'schizo'</li> <li>• 'deranged' etc.</li> </ul>	<b>A person:</b> <ul style="list-style-type: none"> <li>• 'is living with'</li> <li>• 'has a diagnosis of'</li> <li>• 'has experienced a mental health issue/problem'</li> </ul>
Terminology that suggests a lack of quality of life for people with a mental illness	<b>Referring to someone with a mental illness as:</b> <ul style="list-style-type: none"> <li>• 'a victim'</li> <li>• 'suffering from'</li> <li>• 'afflicted with a mental illness'</li> </ul>	<b>A person:</b> <ul style="list-style-type: none"> <li>• 'is being treated for'</li> <li>• 'has a mental health issue/problem'</li> </ul>
Descriptions of behavior that imply existence of mental illness or are inaccurate	<b>Using words such as:</b> <ul style="list-style-type: none"> <li>• 'crazed'</li> <li>• 'deranged'</li> <li>• 'psychotic'</li> </ul>	<b>A person's behavior is:</b> <ul style="list-style-type: none"> <li>• 'unusual'</li> <li>• 'erratic'</li> </ul>
Colloquialisms about treatment that undermine people's willingness to seek help	<b>Using words or phrases such as:</b> <ul style="list-style-type: none"> <li>• 'happy pills'</li> <li>• 'shrink'</li> <li>• 'mental institution'</li> <li>• 'nut house'</li> </ul>	Accurate terminology for treatment; e.g. antidepressants, psychiatrist, psychologist, mental health hospital

Source: Everymind Australia

## NZISM Website - Tips

Make sure you visit the [NZISM website](#) regularly to catch up on the latest H&S news like:

- [Movement on the implication of the Private Security Personnel and Private Investigators Act 2010 \(the Act\) on health and safety investigators and auditors](#)
- [Online self assessments supporting your CPD](#)



## Newsletter Ideas

Want to see something particular in our newsletters or maybe you want to share or write an article, get in touch with [evette@hazardco.com](mailto:evette@hazardco.com).