

Wellington Branch Newsletter – September 2023

What's in this month's newsletter?

- ★ Upcoming events
- ★ Coffee catch-ups
- ★ Recap on last month's event
- ★ CHASNZ Survey

Keep an eye on other [NZISM events](#) that are happening online throughout the year, including sector forums on various industries where you can connect and network with other practitioners and professionals working in the same sector across NZ. We also have a [Wellington page](#) which shows our upcoming Wellington events and previous newsletters. If you are ever unable to attend in person a Wellington event that you have registered for, please email the committee on well.nzism@gmail.com

Wellington Christmas Event



5 December | Christmas Event | Thistle Inn, 3 Mulgrave Street, Thorndon, Wellington | Food provided
Registration link to be provided in next month's newsletter

October event - Wayne Dellow

9 October | 12.30-1.30pm | NZ Rugby Union, Thorndon | [Personality Profiling Health and Safety](#)

Wayne Dellow has been using behavioural personality profiling to assist individuals & teams to grow & develop for nearly 20 years.

When doing something that does not come naturally to us, we overcompensate or procrastinate & either of these brings out frustration & stress which can lead to mistakes or accidents in the workplace.

Wayne will show you how to unlock who you are as an individual, which will help you in your development as a leader, assist you to put the right people in the right positions and develop your teams to get the best out of your workers. Understand who you are, who they are and how to work cohesively to increase safety in the workplace.



Want to know more about Wayne and what he does click [here](#).

November event - Moni Hogg

9 November | 12-2pm | NZ Rugby Union, Thorndon | [Moni Hogg](#) | [Using Safety II for Due Diligence Reporting and Critical Control Reviews](#) |

Cost \$25



Some of you may have come along to the last event we had with [Moni Hogg](#). We are delighted to be able to have her back. This time talking about using Safety II for due diligence reporting and critical control reviews. During this session you can expect to discover new models to dynamically improve organisational intelligence regarding effectiveness of controls using contemporary views of expertise and experience.

Moni Hogg is a senior health and safety practitioner with 20 years experience who specialises in the Safety Differently/Safety II approach. She was the first Safety Lead for Rocket Lab and a finalist for the HRINZ Health, Safety, & Wellbeing award for success with contemporary safety design and innovation.

Moni is a member of WorkSafe NZ's Community of Innovators, and is writing a book on Safety Differently. Internationally, she regularly speaks on podcasts, at conferences, and is presenting a masterclass for Art of Work.

The session will cover:

- 90 minute session to introduce concepts and examples, including a 20 minute Q&A discussion
- What exactly is capacity and resilience from a Safety II perspective – a safety science based approach
- Building your Safety II framework to introduce holistic due diligence reporting
- Used human centred reviews for critical controls
- The evolving role of the safety profession to support your Safety II framework
- Change management to support the shift
- Session is \$25 which includes lunch - [book your spot today](#)



Using Safety II for Critical Control Reviews and Due Diligence Reporting

Using Safety II methods to review critical control effectiveness and build metrics for Boards and Executives to understand the presence of safety in their organisations

At a glance

We're all aware that current approaches to reporting on safety performance don't provide reliable data on the state of safety. Many currently used indicators have no predictive value in relation to future incidents and are prone to manipulation.

In addition, review of critical control effectiveness is often conducted:

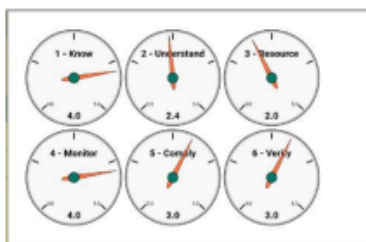
- o Top down while predominantly leaning on safety teams as subject matter experts
- o As a tick box exercise with consultation rather than user centred methods
- o In a manner that fails to encompass the full expertise and capability of our work teams

Current safety science is pointing to the Safety II based methods for evolving due diligence reporting and critical control review with the purpose of improving adaptive capacity and resilience in teams.

Objective

Participants can expect to discover new models to dynamically improve organisational intelligence regarding effectiveness of controls using contemporary views of expertise and experience.

New due diligence reporting examines the extent of capacity building activity being undertaken in terms of the investment the organisation has built up in the skills and capability of workers over and above the minimum competencies for their work, ie resourcing for enablers of safety.



Rating and Descriptors:

Rating	DDI-S Descriptor
1	Critical
2	Fragile
3	Brittle
4	Resilient
5	Optimal

Robustness - how dependent the control is on the human and human factors that impact the work.

Human Dependency - how discoverable, understandable and usable the controls are from the worker's perspective.

Alignment – whether the control helps or hinders the person who is doing the work and the work itself.

Adaptability – how well the control adapts if plans change or unforeseen events take place – we have called this.



This diagram is courtesy of Art of Work

Coffee catch-ups

The committee is looking at organising regular coffee catch ups in the city for NZISM to connect and share knowledge and experiences. Let us know what days or times work best for you - email well.nzism@gmail.com.

MATES - General Awareness Training

Our construction industry is losing nearly one person every week to suicide. 98% of those we lose are our men. Last month we had Alex and Graham join us from MATES in Construction to carry out [general awareness training](#) around suicide prevention. This training is to help introduce workers to the nature of the problem and provides practical guidance as to how they can assist.

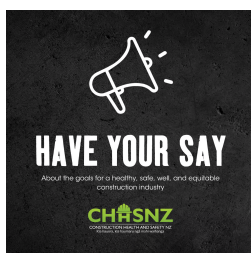


MATES in Construction builds and strengthens workplace communities and across the industry – helping our people support and provide an environment that encourages positive wellbeing. The impact of this community-based approach then goes beyond the workplace and into our everyday lives.

MATES engage with workers through on-site training and provides those identified as at risk with case management support that connects them to suitable professional support. MATES Field Officers are trained in suicide intervention skills and have experience in the Building and Construction Industry. This allows our Field Officers to engage easily with the workers on-site.

MATES have a lot of [great resources](#) and a list of all the [help](#) that is available.

Have your say in the Construction Sector Accord HSW Survey



[Joining up for a healthy, safe, and well construction sector](#)

The Construction Sector Accord is a joint commitment from the government and industry to work together to create a high-performing construction sector for a better New Zealand.

The Construction Sector Accord is looking for people including subbies, women in construction, small business owners with less than 5 employees, youth, migrant workers and others to weigh in on wellbeing, health and safety. This is a chance to help set and develop goals for New Zealand's construction industry.

Remember to email your NZISM Wellington Committee on well.nzism@gmail.com with any newsletter or event ideas.