

Minutes For: Otago Southland Liaison Group

Meeting Number:	1/4	Venue:	Queens Park Cricket Pavilion - Invercargill
Date:	12/02/15	Time:	10:00
Chair:	Chris Lambeth	Minutes:	Fiona Singh

Attendees

Name:	Company:
Chris Lambeth	Breen Construction
Bill Donaldson	Donaldson Construction
Allan McDonald	Calder Stewart
Kevin Haskins	bware
Alison Molloy	Site Safe
Justin Doyle	Aotea Electric
Kerry Archer	Archer Construction

Name:	Company:
Fiona Singh	Donaldson Construction
David Baker	Amalgamated
Ray McLellan	Calder Stewart
Clive Doubleday	Site Safe
John Frampton	Health & Safety Worksite
Grant Jukes	Amalgamated

Apologies

Name:	Company:
Gary Clarkson	SDHB
Herman Morsink	HG Morsink Painters
Adrian Mair	Work Safe

Name:	Company:
Warren Keen	H&J's Electrical
John Williams	bware

Agenda**1. Welcome:**

Item	Action
Chris Lambeth - Breen Construction, Welcomed everybody.	

2. Previous Minutes:

Item	Action
Taken as read	

3. Review/Matters Arising from Previous Minutes:

Item	Action
<p>a. Tele-handler Operator Training</p> <p>Ray McLellan – CS, Calder Stewart are having a meet and great with the Power Crane Association in Christchurch to get to know each other and start looking at some standardisation within the industry, to clarify what training is required for the different uses of the machines etc.</p> <p>Allan McDonald – CS, There is now a unit standard for tele-handlers but a large grey area around the certification of the machines and its many uses.</p>	
<p>b. Health & Safety re-imaging</p> <p>Allan McDonald – CS, this is a work in progress and will advise the group on what CS proposes with H&S posters etc once the report is complete</p>	AM

4. Site Safe Report:

Item

Alison Molloy – CEO Site Safe

Site Safe have reinforced the direction they took last year around the 'Proud to be Safe' vision and believe the industry is working towards this and Site Safes job is to influence that. The goals Site Safe have are around education and engagement, working with government, government agencies, like minded agencies, other members of the industry and advocacy.

Last year Site Safe put a submission in on behalf of its members around the new legislation. Site Safe are on a number of committees and advisory groups to help with some of the regulation development.

Site Safe have an aspiration to be 'nimble' and evidential 'best practice' so it is time for Site Safe to take a look at itself and say we've been around for 15 years now, we've had some research done which says we have made a difference to Health and Safety but it's now time to have a look and say are we still making a difference, what does it look like, what else should we be doing that helps particularly small to medium organisations who are less likely to have good resources get down the path of being 'Proud to be Safe' in their working lives for them and their staff.

This year is a big year for Site Safe, we did a lot of organisational change last year we grew the staff from 45 in 2013 to 70 by the 1st April 2015, the Safety Advisor pool has gone from 19 to 26 and will be 30 + by the end of June 2015.

Site Safe had 60,000 trainees last year, 90,000 of the approximately 162,000 workers in the construction industry hold a current passport.

Site Safe are revamping their website so that people logging into it will have a much better experience whether its booking and paying, buying products, getting information that will help them with the new legislation or just general enquiries, that will go live on the 1st July 2015.

The Charter process which is about a quality stamp and has many companies engaged, has been revamped and is now being called a 'Pathway' which is all about behaviour and leadership the first step being 'Readiness' an assessment done by a Safety Advisor asking "If you want to get ready, what does that look like, what have you already got that's working"? Providing tools that are relevant to people that they can pick up and use, providing Safety Advisor consulting time that is available as required rather than booking 3-4 months in advance or not having it or not getting the right person. We see this aligning itself with the new Safety Star rating system, one of the goals in this process is to get ACC Accreditation, with the principal of if you do something once Site Safes job is to enable you to do it well so it can be used for multiple things.

Site Safe are looking at a 'One Card' approach for everyone to get onto whatever site rather than having a wallet full of safety and induction cards for different sites. Site Safe feel that the passport or some form of the passport should be the one card, because there are already 90,000 people in the sector that have a passport. This year they are looking at a new 'Pathway to Learning' so if you make the passport the introductory to Health and Safety, then when you get to your second year you do a developmental of it, but after that Site Safe need to be in a position to offer people different sorts of training that works well for them, it's based on modular type training. Site Safe are going to spend some time doing research into making sure that what it looks like is actually what the market wants not what Site Safe think we want.

Site Safe are in the process of employing a Strategic Marketing Coms person, around building how to engage better, what we look like, what we represent and making sure that what we are offering is aligned in a way that makes sense and are connected.

Site Safe have spent a bit of time looking at Skills based training vs Behaviour based training. They have developed the height 15757, the Low Level Scaffolding and SAW which is a 'Safety Awareness Workshop' between 1-2 hours and they will be launched on the 1st April 2015.

With the staff growth Site Safe have had over the last and the staff planned growth over the next 3-6 months, Site Safe will be in a much better position to be an 'Influencer' rather than a 'Director' of Health and Safety, which is the culture that Site Safe are trying to promote.

"How can we help?"

Ray McLellan – CS, A common problem we are finding is different clients wanting different training, inductions, unit standards etc. and not taking into consideration a person's experience in their industry as opposed to a unit standard.

Clive Doubleday – SS, has 11 different cards to get onto different properties and sites.

Alison Molloy – SS, they are trying to find ways to try and use a collective influence to change this ie. The Construction Safety Council Card in comparison to the Passport are very similar except for some of the behavioural content, their question is if you have one of these cards why can they not be viewed as equal because all sites have a site specific induction as well?

Bill Donaldson – DCS, As contractors we ask our sub-contractors to have a passport as a basic form of training. The only reason a lot of them have the passport is because we insist they have it to work on our sites, they are not doing it because they think it's a good idea to have it. I think we need to look at changing this concept, our supervisors should have higher level training and we need to start asking the question.

Chris Lambeth – BC, I have never been asked by any of our subcontractors about any training other than a Passport, maybe we need to start pushing the higher level courses.

Allan McDonald – CS, A training database of some sort for the industry would be great, I have employees coming from all over the place and when they are asked to provide tickets and passports etc. they never have them they are held with their previous employer or the training provider, so I spend a lot of time trying to find that information.

Alison Molloy – SS, App on a cell phone carried by the employee being developed at the moment could be a good thing?

One of the challenges we are looking at is how do we bring back the push for higher level training, in a more positive way, Site Safes job as an influencer is to generate the pull, the why would people want to do this debate.

Kerry Archer – AC, Until we change the mentality of the cheapest price gets the job, you will struggle to change the health and safety culture, because joe blogs with 2 guys can't afford the down time and costs involved with training, he's working all day going home at night and pricing work, when does he have the time and how does he physically do that.

5. Golden Rules of Safety in Construction:

Item
<ul style="list-style-type: none">- Correct PPE- Working at Height- Right Tool for the job- Housekeeping- Manual Lifting- Electricity- Assess the Risk – Take 5- Communication
Chris Lambeth – BC, Any ideas, further discussions do we want to have on this or are we quite happy to leave it alone, is it worth looking further into as an influencer?
Bill Donaldson – DCS, I think it comes back to Allan's company's campaign and the poster idea.
Allan McDonald – CS, Our poster campaign is very much geared around the influences from outside, culture change and motivation. We believe our guys on site have a limited understanding of how the risks that they take, impacts on the greater community, their families, their work colleagues etc. 'Would you do that if your daughter/son was standing beside you?'
Chris Lambeth – BC, Is there a consistent message that we can put across as an industry that will have an influence, that is why we were looking at the Gold Rules of Safety, as a group is it something we could use, change, promote, build on to change behaviour and attitudes?

Alison Molloy – SS, I think it needs to be a consistent visual message throughout the construction industry that you see in all the smoko sheds, site offices etc. there is an opportunity for Site Safe to develop something around this idea, it needs to be simple and visual and consistent. I will get my new Marketing Comms person to look into this.

6. General Business:

Item

Alison Molloy – SS, The new legislation will result in more paperwork until people understand what is required from them and it's likely to be more prescriptive.

Allan McDonald – CS, the drive is from the companies themselves not really understanding what they need to do to satisfy 'due diligence' they need some guidance from someone like Site Safe to say that if your contractors have this level of training that should be enough to satisfy your 'due diligence', because everyone will still have to go through a site specific induction and other specific requirements relevant to a specific client. John Frampton – HSW, doing nothing and cut and paste is no longer an option, you have to be practical, hands on and implementing what you say you are going to do.

Clive Doubleday – SS, Work Safe have just issued a Warning Letter for a person in a fall situation of 710mm. Unprotected Fall.

Some of these people are not from an industry background, in some cases they don't know the trade practices. Are we challenging Work Safe on these issues? If the industry allows these things to carry on it will be set in concrete.

Chris Lambeth – BC, the new inspectors are being trained using the 1992 Health & Safety Act and when the reform Bill comes through they will all need to be retrained.

Chris Lambeth – BC, the government is pushing the ITO's to review their unit standards and look towards a skills based proposal for training.

Alison Molloy – SS, they have been to the Philippines to see about setting up Passport delivery to Pilipino workers coming into NZ to work, so that employers don't have to wait on induction courses once the workers arrive in NZ, they are ready to start work as soon as they arrive. There is still a bit of work to do regarding pastoral care, cost, accommodation, visas, training and support but it is looking very positive.

Chris Lambeth – BC, they are about to spend a large amount of money on dust extraction on their sites, Work Safe are pushing noise and dust. What level of responsibility do the manufacturers have to provide information, proprietary equipment and other means of education to deal with their products on site ie James Hardie. Under the new reform bill they will have that responsibility to deal with those issues with their products.

Bill Donaldson – DCS, With our sub-contractors I'm expected to make some sort of assessment as to whether or not they are competent to do that work, I don't have that knowledge to make an assessment on what regulations are to be followed or what qualifications they require to do the job, but that seems to be the way the new regulations are heading.

Ray McLellan – CS, I don't think they are expecting trade specific information like that, if they assure you they are doing what is required, are competent and have the relevant professional qualifications that's all you can go on.

David Baker – ABL, They have started looking at their subcontractors in a different way, they were putting their subs through what they call an approval system but the word approval implies they have all the correct qualifications etc. and the person approving them is qualified to do so. This is where I think programmes like AppCon (Site Wise) come into their own, where they have been assessed and you can see where the risks are if any and how much you will need to manage them if they work on your site, making up part of your Risk Assessment.

<p>Chris Lambeth – BC, Does Site Safe have a vision towards training in schools?</p> <p>Alison Molloy – SS, Yes, we do quite a bit of work in schools in Auckland already, it's a great programme largely it's a Safety Advisor or a Manager getting into schools and doing activities and helping kids learn.</p> <p>Clive Doubleday – SS, I had 10 students in one of my BCP courses last week.</p>
<p>Chris Lambeth – BC, We are finding a lot of companies are now doing group training, where they invite the employees and their families along to a training day on health and safety and everyone joins in with the activities and learning.</p>
<p>Bill Donaldson – DCS, "Workplace definition changes under new law" (article attached) an article from the Southland Times Saturday 7 February 2015, it raises a few questions.</p> <p>It talked about who was responsible for various aspects of the contract being undertaken.</p> <p>Chris Lambeth – BC, In essence what the article is trying to portray was that everybody will be under investigation regardless of your position.</p>
<p>Chris Lambeth – BC, Going forward, what do you see the future of the Liaison Group being? The history of the liaison group has brought about some good things, the SSSP has been taken on board and is being used, is there anything else along these lines we want to happen or would it be good to wait and see what the reform bill brings up?</p> <p>Kevin Haskins – BW, I think this group would be a good forum to look at what the risks are that they will be looking at in the new regulations and requirements, what are the professional standards for each of those and what the competency requirements are. So if you are evaluating work that is coming up at least you know what the standards are and what the competency requirements of your contractors is going to be.</p> <p>Alison Molly – SS, Site Safes role is to support. At the strategy and membership committee meeting of the board, it was asked, what would you think of having a national focus with 1 or 2 people from each liaison group once or twice a year have a meeting, then have a direct meeting with the board. This is open for discussion.</p>
<p><u>Meeting dates for 2015</u></p> <p>13th August 2015 – Alexandra</p> <p>12th November 2015 - Invercargill</p>

7. Next Meeting:

Item			
Meeting Number:	2/4	Venue:	Dunedin
Date:	14 th May 2015	Time:	10:00am
Chair:	Chris Lambeth	Minutes:	Fiona Singh

8. Meeting Close: 1.35pm