

# WELLINGTON REGION CONSTRUCTION SAFETY FORUM

Brett Murray

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**SITESAFE**

Te Kaitiaki o Haumarū

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# CHRONIC UNEASE

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- 1. A state of psychological strain in which an individual experiences discomfort and concern about the control of risks.**
- 2. Not driven by a concern about risks per sé, but rather about the way these risks are managed and controlled.***

# ASSURANCE

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- 1. Positive declaration intended to give confidence.**
- 2. Confidence and certainty (in the business ability to deliver).**

# DUE DILLIGENCE

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Due diligence is **not done by merely hoping** that others would or could do what they were told, but also **ensuring they have the skills to execute the job they are required to do** and then **ensuring compliance with that in accordance with the safe standards established.** Compliance requires a process of **review and auditing, both formal and random, in order to ensure that the safe standards established are in fact being adhered to and under ongoing review.**”

# Duties and Due Diligence: 6 Elements

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**1.**

**Acquire and keep up to date** knowledge of work health and safety matters

**2.**

Take reasonable steps to gain and understanding of:

- *the nature of the operations of the business and;*
- *generally the hazards and risks associated with those operations*

**3.**

Ensure the business has available for use, and uses appropriate resources and processes to eliminate or minimize risks to health and safety from work carried out as part of the conduct of the business

**4.**

Ensuring that the business has appropriate processes for receiving and considering information regarding incidents, hazards and risks and for responding in a timely way to that information

**5.**

Ensuring that the business has, and implements processes for complying with any duty under the HSW Act

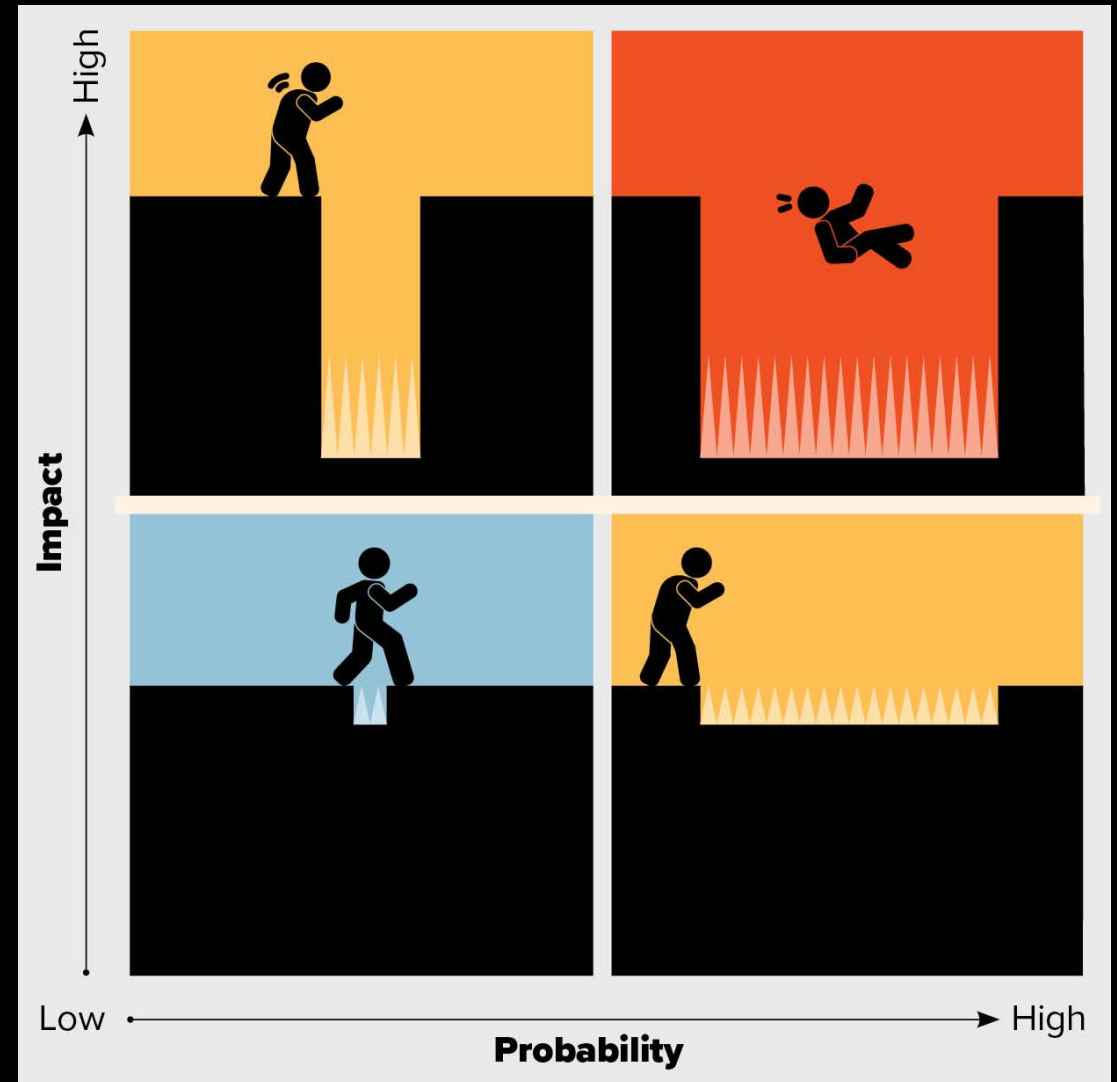
**6.**

Verification of the provision and use of the resources and processes referred to:

- *Yearly audit of the SMS against relevant legislation, standards, codes etc.*

# PROPORTIONATE RISK RESPONSE

- High risk
- Medium risk
- Low risk



# Common Themes in Major Accidents

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Workers not trained  
for the unusual



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Lack of identification of the  
risks involved with the  
changes to normal operation



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An inability to respond to  
crisis that involve unlikely  
events or unusual  
circumstances.



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Lack of effective supervision  
or management



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Inadequate communication  
systems



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Inadequate assessment of  
the cumulative effect of  
multiple risks



# Pike River: Case Study

- No director on the board had a background in mining operations.
- The board adopted a hands-off approach to governance of the day to day operations, deferring to the CE and asking very little by way of verification.
- Safety reports to the board were vetted by the CE, there was no direct line of reporting to the board.
- No independent audits were requested by the board to test safety management systems. An audit requested by the company's insurers to assess risk exposure was vetted by the executive before presentation to the board.





# MENTAL HEALTH

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## OBSERVATIONS

- There is an increasing focus on mental wellbeing in our workplaces.
- We need to ensure our workplaces are not a contributing factor in declining mental wellbeing.
- How easy and/or safe is it for staff to report psycho- social issues in your workplace?
- What policies and support structures do you have in place?
- How visible are the leaders in your organisation in speaking out on and addressing known psycho-social risk factors?

# Healthy Work: as imagined or as done?

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**79%**

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of CEO's and directors reported the mental health and wellbeing of staff is always considered when setting work timeframes....only 45% of HR and H&S executives agreed that this happens

**46%**

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of CEO's and directors said their organisation recognized wellbeing contributions and achievements...only 25% of HR and H&S executives shared that view

**95%**

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of responders agreed that work demands, long hours and job requirements are the key factors impacting people's mental health and wellbeing...only 18% use strategies to limit working hours and 7% use fatigue management

**THE BOARD AND EXECUTIVE PROVIDE THE FUNDING AND RESOURCES TO EFFECTIVELY MEET THE MENTAL HEALTH AND WELLBEING NEEDS OF ALL EMPLOYEES AND CONTRACTORS**



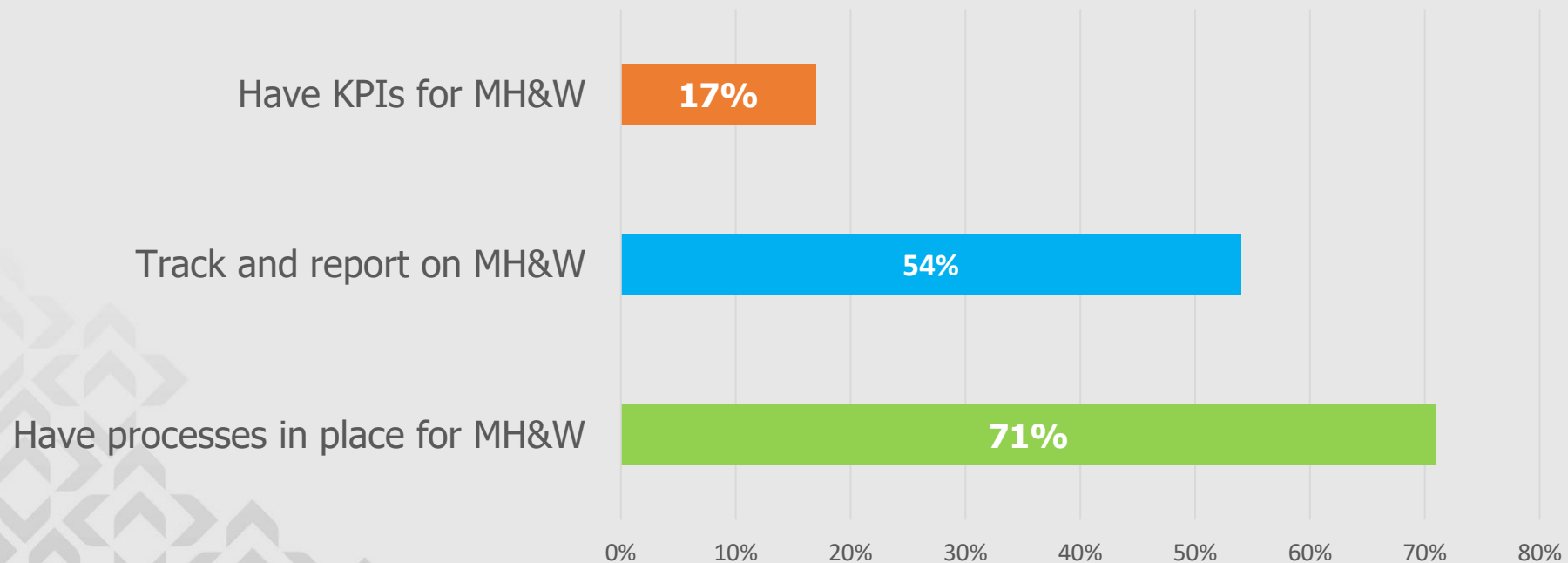
Strongly Disagree Disagree Neutral Agree Strongly Agree

**THE BOARD AND EXECUTIVE UNDERSTAND THE MENTAL HEALTH AND WELLBEING RISKS TO ALL PEOPLE THAT WORK IN THE ORGANISATION, I.E. STAFF AND CONTRACTORS**



Strongly Disagree Disagree Neutral Agree Strongly Agree

**Although 71% of Ceo's and directors verify that they have resources and processes to support the mental health & wellbeing of workers, only 54% track and report on mental health & wellbeing and only 17% have kpi's linked to it.**

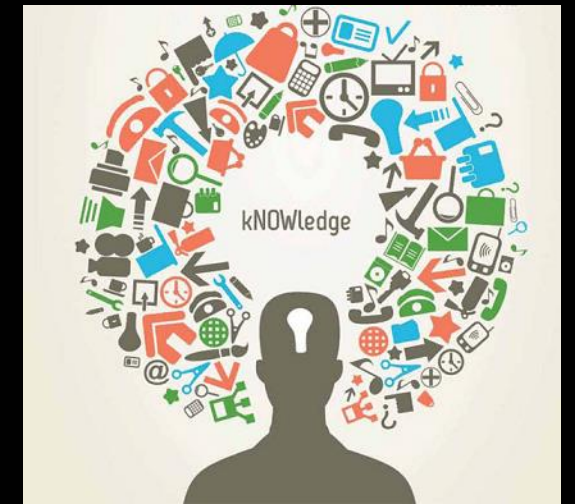
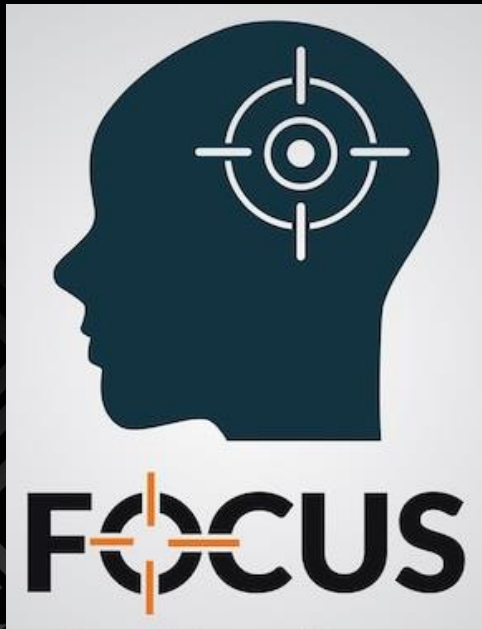




# IN SUMMARY

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Focus on seeking 'assurance',  
not just nominal compliance.

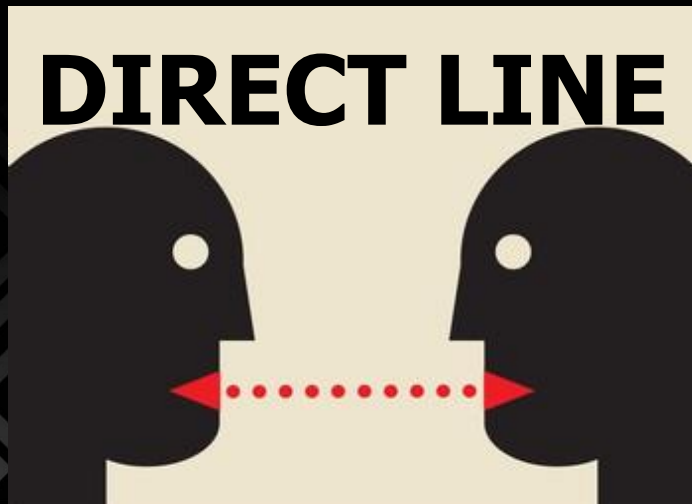


Acquire knowledge of the critical risks in the  
business and the controls the business has  
in place to manage them.

# IN SUMMARY

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'Trust but Verify'... seek independent advice and audits of the effectiveness of proportionate risk assessment and control.

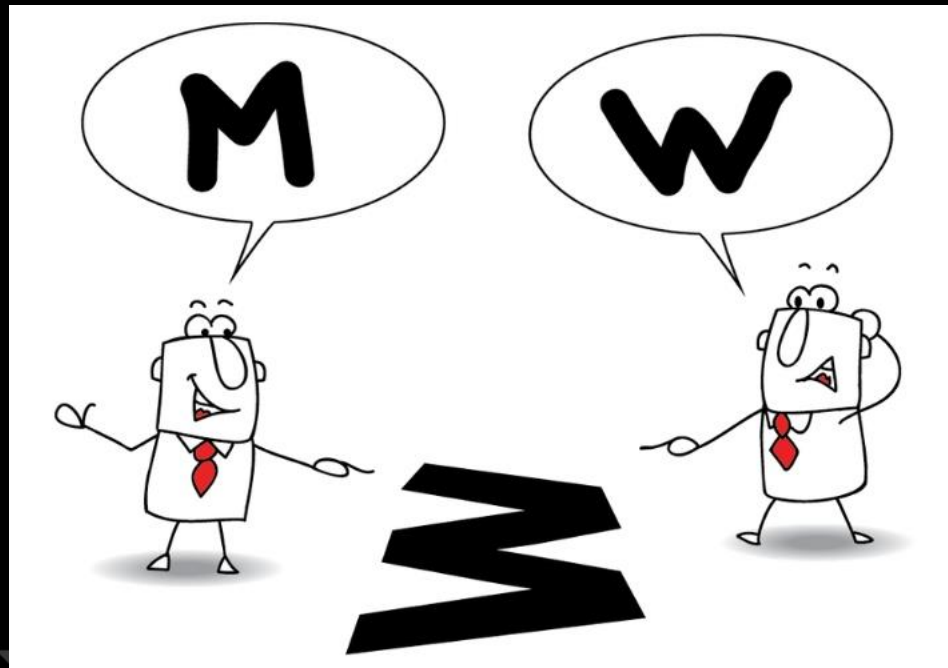


Ensure there is a direct reporting line from the H&S team to the board.

# IN SUMMARY

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Test the board/management view against the view of the workers in the business.



# QUESTIONS?

kia mihi koe mo to wa



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