

Building effective HSR's



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Building Effective HSRs

What does it look like?

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WORKSAFE

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What the is WEPR?

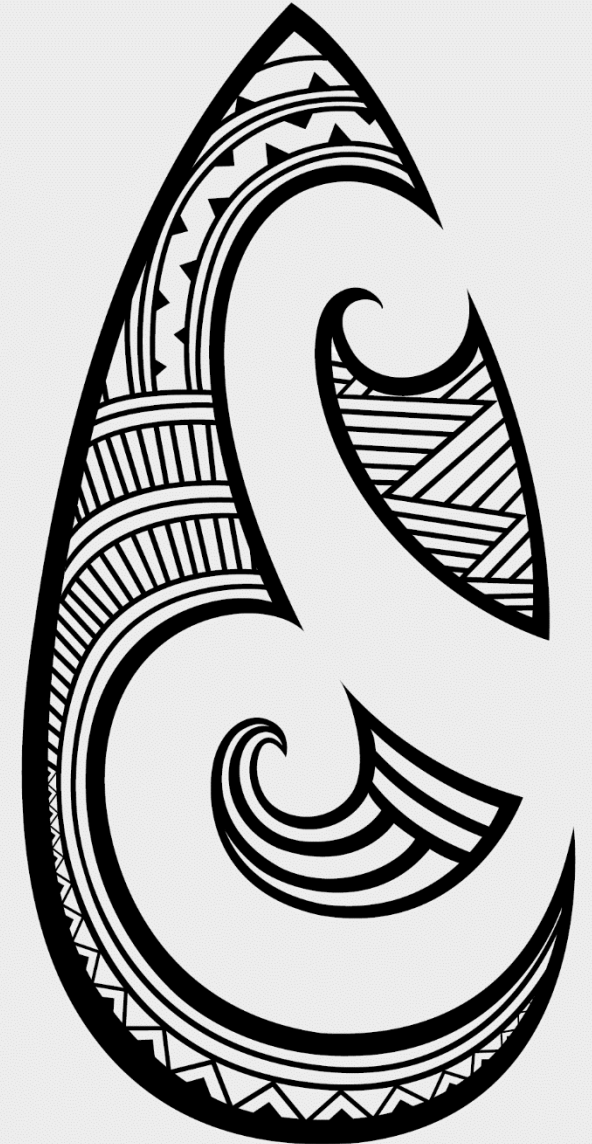
WEPR stands for:

Worker

Engagement

Participation &

Representation



Who and What are HSRs?

Is it a complex question??

Workplace Safety



What my mom thinks I do



What my friends think I do



What my spouse thinks I do



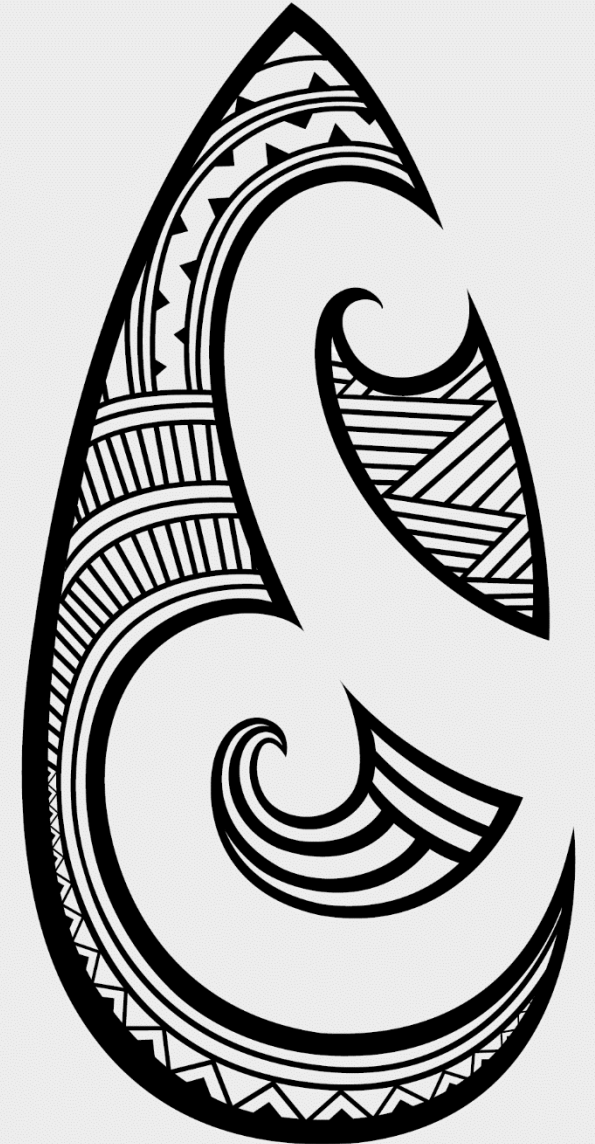
What society thinks I do



What I secretly think I do



What I actually do



Powers of an HSR & Training – HSWA 2015

The Health and Safety at Work Act 2015 (HSWA) gives Health and Safety Representatives (HSRs) a number of functions and powers.

The functions of an HSR include:

- representing workers on health and safety matters
- making recommendations on health and safety
- investigating complaints and risks to worker health and safety
- monitoring health and safety measures taken by the PCBU
- giving feedback to the PCBU about how it is meeting its duties

An HSR's powers include:

- requesting relevant information from the PCBU
- entering and inspecting a workplace
- attending interviews

HSWA gives additional powers to HSRs only after they have completed HSR health and safety training specified in the [HSR Training Regulations 2015](#). The regulations outline an HSR's entitlement to annual training, with some limitations.

Additional powers for trained HSRs include:

- issuing Provisional Improvement Notices (PINs) to address a health or safety problem
- directing a worker to cease work that would expose them to serious risk arising from an immediate or imminent exposure to a hazard. This supports the existing right for a worker to cease work in this situation. [HSR functions and powers | WorkSafe](#)

HSR's are entitled to two days paid leave a year for the purpose of Health & Safety Training



Do you manage an HSR?

What role do you play in the world of an HSR?

WEPR & HSR Development leads



Developing an effective HSR

What's your whakāro



*Vulnerability is the
birth place of
innovation,
creativity and
change*

-Brene Brown

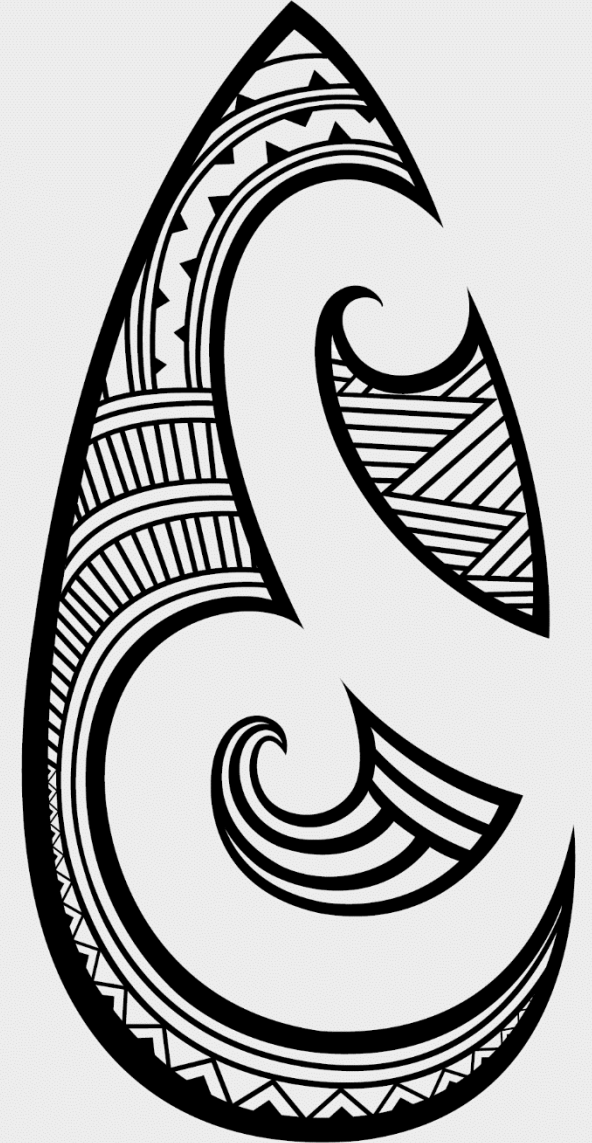
Connection Point – Networking

HSR Connection Point



This guide introduces you to the HSR Connection Point, a WorkSafe pilot initiative you are invited to take part in.
Link to sign up: <https://bit.ly/hsr-connection>

Scan to sign up



Answering the Questions:

Attracting more HSR to the role

Just want to learn how communication avenues can be created

Driving accountability for safety outside of specific safety roles

How to become better HS Reps

Developing better functioning SSSP systems within our business for technical staff out on site

Lack of incident data due to privacy issues means H&S committees cannot do cause analysis and try to deal with the hazards causing problems.

How best to utilise our HSR in our organisation

Some tips and tricks about engagement with the wider team.

I would ideally like some tips and tricks to ensure we are doing the best with what we have!

Taking safety seriously

New to the H&S role and just wanting to about what's required

Participation

How to pass message from H&S committee meetings to staff/own team

*Don't chase success.
Decide to make a
difference
& Success will find
you*

-Jon Gordon



Thanks for being the awesome individuals you are ... Don't Stop!!!

HSRSupport@worksafe.govt.nz

Getting you home healthy and safe.
That's what we're working for.

WORKSAFE

Mahi Haumaru Aotearoa

Life is like a box of chocolates



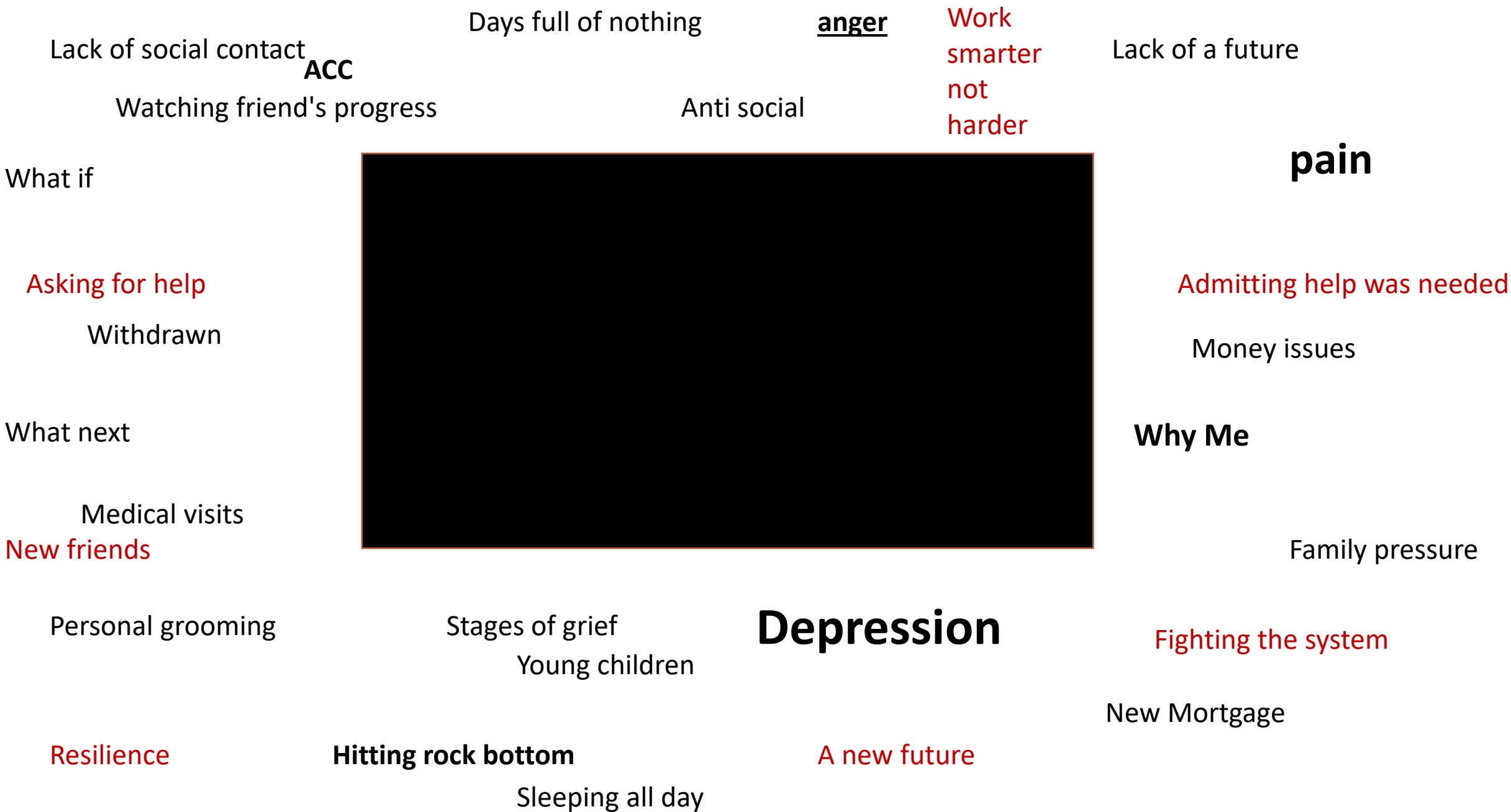
Shane Procrastination Strode-Penny

H&S as a profession



My whoops

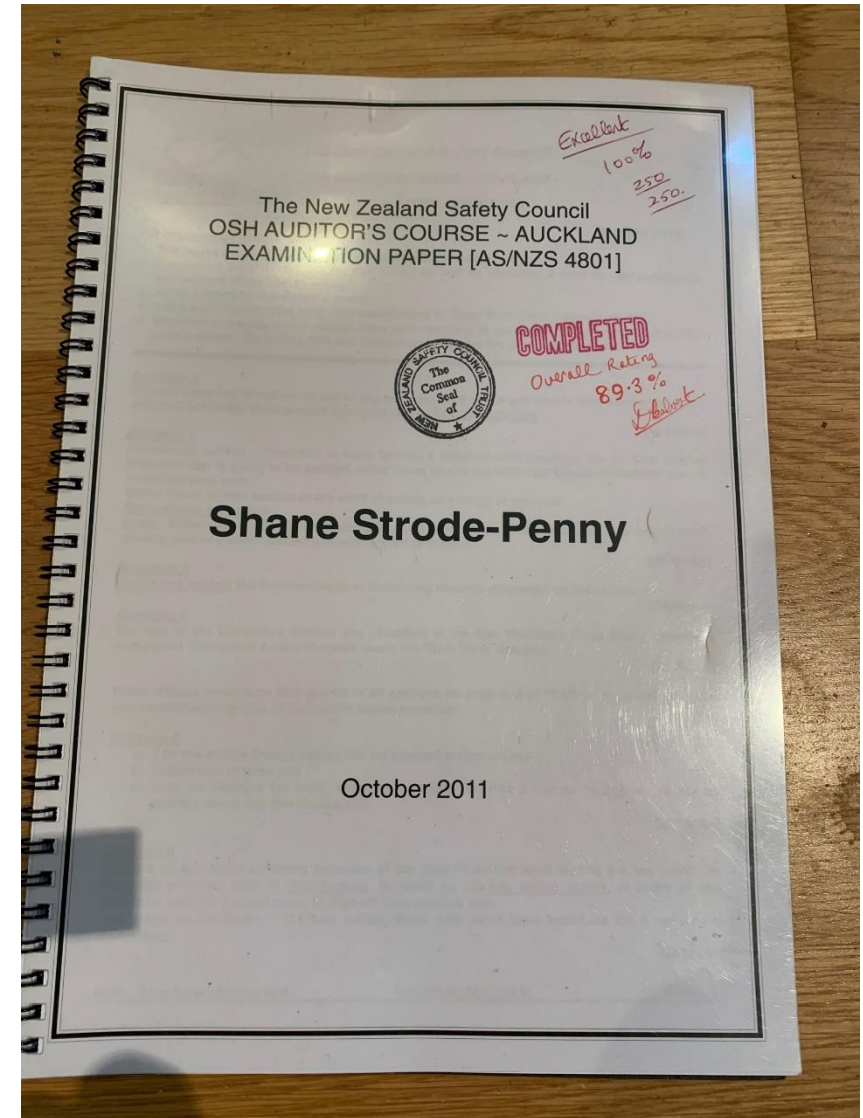




New beginnings getting my foot in the door

Two and a half years, seven ACC case managers and I got a chance to do this

Light at the end of a very dark tunnel, I might be good at this H&S stuff ??



Offer 1

- Rig 34, OMG I have made it, I'm going to be working on the geothermal field my Grandfather had drilled 40 years before.



A white truck with a tall drilling rig mounted on its back, parked in front of a building with a stylized logo. The truck is white with yellow safety railings on the back. The drilling rig is tall and red and white. The building in the background is grey with a large black stylized logo that looks like a flower or a fan. The sky is blue.

Offer 2

Anyone seeing a trend in who was willing to help, having trained as a driller helped. Started out as a 6-week stint, ended up 3 months. Gained so much knowledge and several lifelong friends.

In three months, I managed to hold three positions. Intern, Training advisor and National H&S Manager.



Flies in the smoko room

First full time H&S role
teaching H&S units in
High Schools
(gateway mostly)



The Regulators

My second application to the regulator, I got a position as a trainee inspector.

Two regulators
Five warrants
Two Acts
Multiple Regulations
One case of cancer
Three position changes
Nine years of hard work, building industry relationships
Six pages of qualifications
And a change of islands and hair color
Three sessions with EAP service



Questions raised that I would like to use the last of my time in open discussion about

Attracting more HSR to the role

Taking safety seriously

Buy-in from consultants

Developing better functioning SSSP systems within our business for technical staff out on site

Driving accountability for safety outside of specific safety roles,

Getting more HSR.

Compliance and accountability.

Getting staff who want to be HSR's.

How best to utilise our HSR in our organisation

How to become better HS Reps

How to become better HS Reps

How to pass message from H&S committee meetings to staff/own team

Insufficient/Underreporting of incidents and near misses.

Lack of incident data due to privacy issues means H&S committees cannot do cause analysis and try to deal with the hazards causing problems.

Keeping staff happy.

Maintaining an effective HSR Rep System