



Canterbury Safety Charter

WORKING SAFELY TOGETHER

ANNUAL REPORT

April 2019—March 2020

www.safetycharter.org.nz

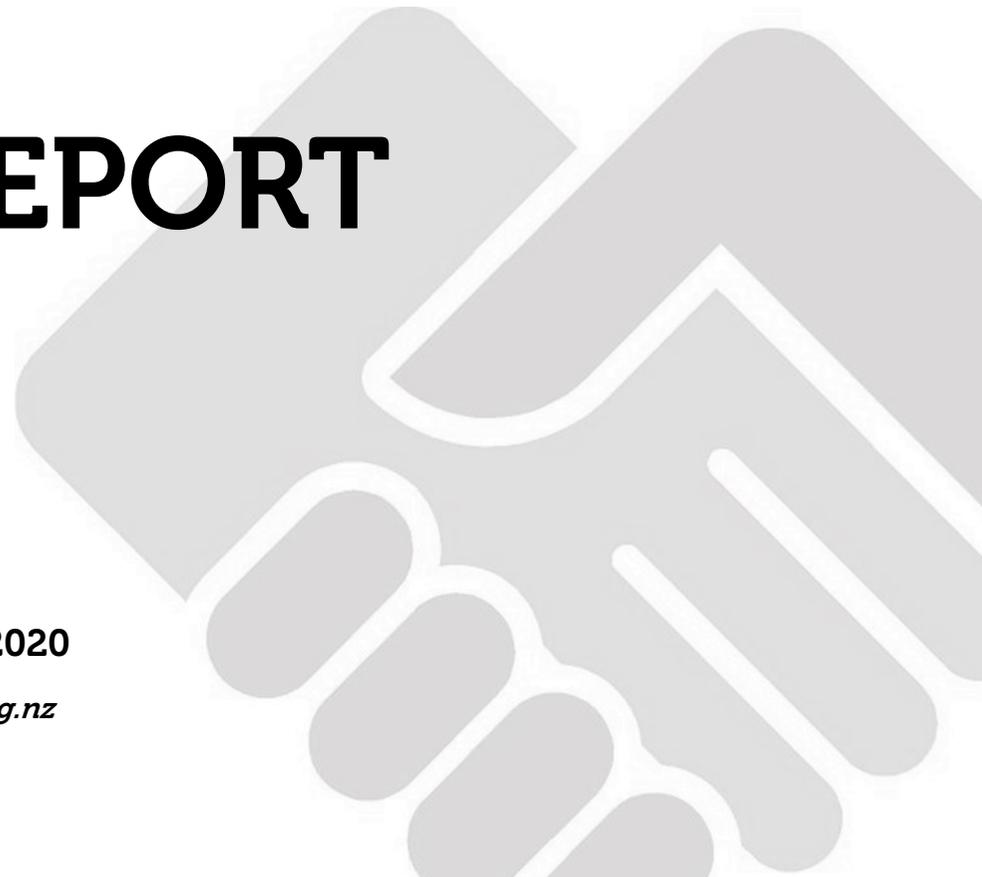


Table of Contents

Our Mission, Values & Vision

Message from the Chairperson

Message form the General Manager

Working Group Reports

Health & Safety Representatives

Health & Safety Practitioners

Professional Services

Financial Statements

Funding Partners



Our Mission, Values and Vision

Our Mission

WORKING SAFELY TOGETHER

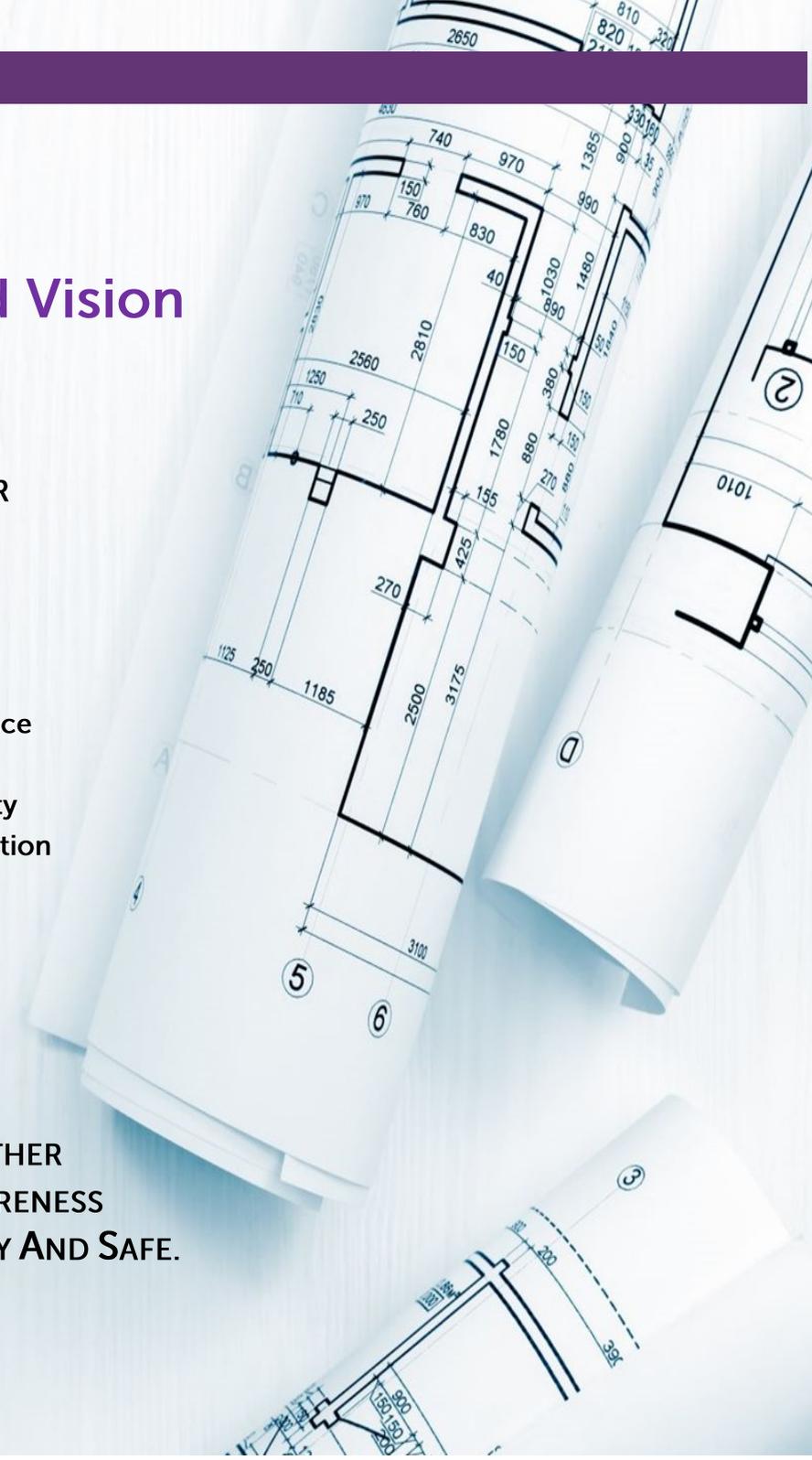
Our Values

Kairangi
Whakaute
Ngākau Pono
Kotahitanga

Excellence
Care
Integrity
Collaboration

Our Vision

**CANTABRIANS WORKING TOGETHER
TO GROW KNOWLEDGE AND AWARENESS
USING BEST PRACTICES TO BE HEALTHY AND SAFE.**



CHARTER BOARD AND STAFF



ROB SLOAN
Chairperson



JUSTINE WARD
Board Member



SUZANNE WATT
Worksafe Representative



SHARON BUTT
Board Member



RICHARD HOLYOAKE
Board Member



PAUL DUGGAN
General Manager



IAN CAMPBELL
Board Member



STEVE TAW
Board Member



JOCELYN LARSEN
Administrator

MESSAGE FROM THE CHAIRMAN

It's not difficult to draw parallels to when the Canterbury Safety Charter was originally formed in early 2013 in the protracted aftermath of the Canterbury Earthquakes to where we are now in the midst of an international pandemic and a national economic rebuild.

In 2013, our industry was finally gaining the required momentum to tackle a collective construction project of massive scale unseen in our country for many generations.

The rebuild of Christchurch and its regions after the Canterbury earthquakes would cause massive social upheaval and displacement of people and communities which would in turn have a profound effect on many people's health and wellbeing.

The Charters task then was to galvanize all; in industry, government, and unions to take a joint proactive approach to keep all people safe and healthy during the rebuild projects lifespan. Further to this task was the commitment to create a legacy of health and safety practice in Canterbury that would endure the rebuild projects lifespan and continue to benefit all in Canterbury and New Zealand workplaces.

Thankfully, this legacy is alive and active right now. This has been vividly reflected by the positive action taken by our Charter management team since the government announced lockdown in March of this year. Our communications with our members and industry started immediately and lines of support and networking were set up.

Since that point, the Charter has sent out many relevant and constructive communications to its members and the wider business community of New Zealand. A standout here is the series of short videos that were produced and effectively released, once it was announced that the construction industry could prepare to resume work under defined operating restrictions.

These videos gave clear, effective, and correct instructions on how to operate effectively and safely on construction worksites as per the government guidelines; and they have been of great benefit to our members and the New Zealand construction sector.

Continuing from that success; on June 30th, the Charter has convened a selection of key industry leaders to present a workshop aptly titled "Weathering the Storm". This event attendance is opened to all members and non-members alike, and will no doubt be of high value to those attending.

As it did in 2013, the Canterbury Safety Charter continues its positive engagement with industry, government and unions to work together to achieve effective outcomes in health and safety practices in the workplace.

Seven years on, it is very heartening to see the fine and effective work continuously being produced by the Charter.

Our true assets are our people whom we value highly. These people include our highly capable and committed Charter management team of Paul Duggan and Jocelyn Larsen. Paul and Jocelyn engage effectively with our members and industry ensuring our delivery is measured, relevant and clearly communicated. The passion, commitment, and energy they bring to their jobs daily is commendable and the board and members thank them for this.

As we all continue to operate now and in the future; I urge you all: our Charter members, our strategic partners; from government, industry, and unions. I urge you all, to consider the incredible value, safer working environments and good health that the Canterbury Safety Charter has provided to the families of Canterbury and New Zealand for the past seven years.

I further urge you all to consider that these results are not just the work of a few, these results are only possible with the support and energy of everyone and this includes the ongoing and critical financial support of our members and strategic partners.

The Charter board completed a long-term strategic plan this year which sets a very robust template for the Charters future and its ability to continue to add value to the safety and health of all New Zealanders in the workplace.

Rob Sloan
Board Chair



MESSAGE FROM THE GENERAL MANAGER

The year 2019 thru 2020 has been a pivotal one in the journey of the Canterbury Safety Charter. The original mission of the Charter, to provide an industry led initiative to improve Health and Safety outcomes for the post-earthquake construction activity, has largely been accomplished. The results speak for themselves, with much heralded lower injury rates than the modelling suggested would occur.

Success was due to the ability of the Charter to connect individuals and organisation's together with a common goal and to share ideas and practices amongst people who would normally compete rather than co-operate. This speaks to the human ideal that some things matter a lot more than others, and the welfare and wellbeing of our communities is certainly one of these.

The legacy of the 'original' Charter is reflected in the WorkSafe incident data collected over the last several years. In seven out of the eight categories, the Canterbury region has 20% less incidents than the National average, and enforcement actions per worker are 45% below the National average. These results reflect the much higher level of Health and Safety capability and awareness in the Canterbury Construction sector compared to other regions.

However, the job is far from done, and the move away from the earthquake recovery to 'business as usual' presents a new set of challenges for the Charter. Charter member Barry Wehi undertook research into the Charter for his MBA Thesis. His conclusions indicated that the Charter needs an improved 'brand positioning and service delivery' model. This means that the Charter needs to clearly define its values, visions and purpose, and be able to articulate this to members. The good news is that our members highly value to work of the Charter and the quality of the events we conduct.

The new Strategic Plan for the years 2020-2024 clearly sets out the values, mission and strategic goals of the Charter. This plan will provide the road map for the years ahead and enable the Charter to benchmark progress along the way. The changes here are not significant, more of a redefinition of where the Charter wants to go and how it plans to get there.

The first change has been the development of the new logo and branding. This reflects a move away from the safety'' colour palette, to one more in line with wellbeing and diversity. The handshake symbolism clearly reflects our desire to work safely together. The next stage is the redevelopment of the website, a focused marketing campaign coupled with greater social media presence.

I would like to thank the Board for all their work in the development of these new foundations. The values of any organisation are set by the Board, and we are fortunate to have a highly committed and passionate group at the table. A special thank you to the outgoing Board members, Richard Holyoake and Chairperson Rob Sloan. Both have been instrumental in the formation of the Charter as an incorporated society and have jointly provided the financial oversight. Rob has been with the Charter since its inception and the continued success of the organisation is a testament to his leadership and zeal. Their experience and skills will be sorely missed.

I would also like to thank the members of the three working groups who volunteer their time and expertise to organise and run a variety of events for the benefit of members. These people are the heart and soul of the organisation and are responsible for the content and delivery of the Charters activities. The positive feedback from members on these events reflects the determination of these groups to deliver quality experiences which are beneficial to all who attend.

Finally, I would like to thank Jocelyn Larsen for her tireless efforts to keep the whole machine running efficiently and effectively. She is a highly capable and organised administrator, is never flustered by unforeseen circumstances, and remains committed to continuous improvement.

The strength of the Charter is the diversity of our membership, and the willingness of all to learn, share and grow together. The Charter is unique within New Zealand and serves a noble cause; the desire to improve the working experience of New Zealanders for the benefit of the greater community.

I relish the opportunity to be involved with such an organisation and thank all the members for their dedication to improving the lives of others.

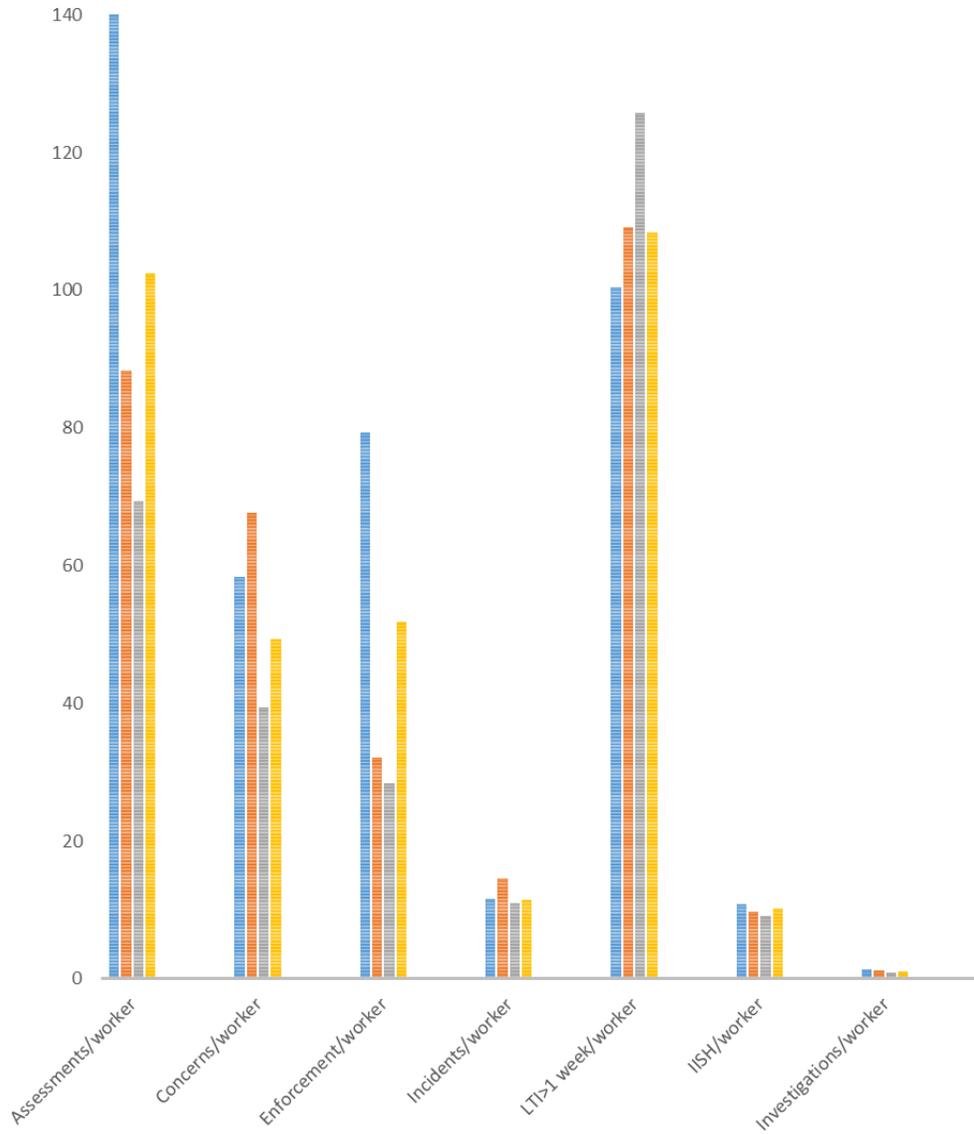
Paul Duggan
Charter General Manager



HOW ARE WE DOING HEALTH AND SAFETY WISE?

WORKSAFE INCIDENT DATA PER WORKER BY REGION

■ Auckland ■ Wellington ■ Canterbury ■ National



Covid-19 Video Series



[YouTube Channel](#)

WORKING GROUP REPORTS — Health and Safety Representatives (HSR)

Members

Tammy Alexander, Mangers Contracting
David Bristow, First Union
Nicki Tasker, HRV Canterbury
Steve Taw, Charter Board

Rebecca Moss, Clyne & Bennie
Callum Thwaites, Arrow (resigned May 19)
Euan Gutteridge, BECA

Tammy Alexander, Health & Safety Advisor, Mangers Contracting Ltd was appointed to the role of HSR Chair in May 2019, after Callum signaled his intention to resign due to work commitments and having been in the role for 12-months.

Initially somewhat apprehensive as not having been in a leadership role previously, I have since settled into the role and has a vision for the group going forward. To each of you, “I thank you for your commitment in supporting, empowering, mentoring and guiding one another, your input is invaluable in building our Team.” The HSR group has a wealth of knowledge and experience which is invaluable to reaching out and empowering others.

This past year we have been fortunate to have the support of Hannah Read, Mangers Contracting; Nathan Karu, Contract Construction; Robbie Morrison, Leighs Construction and ; while being unable to commit to the HSR Group on a permanent basis, they have supported our workshops and we thank them for their time, assistance and service to HSR workshops. The HSR Group is supported by the Paul Duggan, Charter General Manager and Charter Administrator Jocelyn Larsen.

Looking back over the past 12-months, I firmly believe we have assisted and helped HSR’s learn s new skills, exposing them to information that has supported them in their HSR role.

Workshops

Courageous Conversations

Friday, 5th Jul 2019

Effective and practical communication skills for handling difficult situations, facilitated by Matt Jones, Advanced Safety, our focus was to provoke ideas of practical ways to carry out the H&S Representative role with confidence and empowering them to initiate and execute courageous health and safety.

Demystifying Risk Assessment

Friday, 8th Nov 2019

Understanding, identifying, assessing and managing work risks, facilitated by Kristin Hoskins, Risk NZ. This workshop was aimed at breaking down the complicated and varied risk

assessment process for HSR’s to understand what risk is and the perception of variability. While Kristin brought a wealth of knowledge around risk assessment our target audience of HSR’s found the content above their understanding however, H&S Managers and Practitioners attending found the workshop provided great value.

Effective Communication

Friday, 20th Mar 2020

Communication that gets the job done was to be facilitated by Marina Shearer, however due to Covid-19, the HSR Group cancelled the event prior to lockdown. Marina was to enlighten participants on the different types of people we engage with and how to effectively work together, breaking through the different personality types.

Meet and Greet / Coffee Mornings

We held several successfully ‘Meet and Greet’ morning events over the past 12-months, focusing on growing the HSR Group in addition to peer to peer support. This networking provided contacts, inspiration and direction that will certainly bring benefit our future HSR workshops and events.

What’s Next

The HSR Group will re-group once the Country reaches Level 1, with future workshops previously planned, including ‘5 years into the Health and Safety Act 2015 – Where are we now’. A look at what has changed and where we are heading. In addition to, a workshop focusing on the Health, Safety and Wellbeing, including mental health for our HSR’s.

Lockdown has provided me with the opportunity to reflect and given me time to re-evaluate the direction of the HSR Group. My belief is we need to understand that safety is an outcome not an activity, embedded... ingrained in our everyday life.

I believe the HSR Group is well place to encourage our HSR’s to become leaders through the Charter mentoring programme, supporting them to gain confidence in changing culture, empowering others to engage in health and safety, so safety becomes who we are not what we do.

I look forward to a successful and fun-filled 12-months ahead.

Tammy Alexander
HSR Chairperson

WORKING GROUP REPORTS — Health and Safety Practitioners (HSP)

Members

Glenn Munro, Properly Plastered
Tammy Alexander, Maugers
Barry Wehi, Lime Scaffold
Liz Hodgson, The Arts Centre
Justine Ward, Charter Board

Rebecca Moss, Clyne & Bennie
Stephanie Cerpa, Contract Construction
Wendy McLean, Health & Safety at Work
Tracey Baughan, Miles Construction

The HSP group initially began in 2017, taking a hiatus until it was re-launched early 2018, with Glenn Munro being appointed Chairperson. The HSP group purpose is to offer support to health and safety practitioners by providing opportunities for conversations, empowerment and training through workshops, mentoring programme and online resources such as toolbox talks.

The HSP group care about people, and want to share what they have learnt along the way and provide others with the support and resources needed to do their job, which ensures everyone goes home safe at the end of every single day.

The HSP have been working on re-vamping the Charter Toolbox Series, along with hosting their first workshop 'Bridging the Gap' on 15 October 2019. The workshop consisted of genuine conversation, with multiple sides of the construction industry sharing their stories ranging from the main contractor, subcontractor and all the others in between.

The purpose of the workshop was to discuss and explore ways to 'bridge the gap' between main contractors and subcontractors, working together to effectively implement health and safety on shared work sites.

Glenn Munro, General Manager, Properly Plaster sharing the sub-contractor's perspective, with John Cleary General Manager, Contract Construction sharing the main contractor's point of view. Both speakers shared real experiences, expectations, concerns and tips on how to unite and truly work together to implement an effective health and safety culture within the industry.

This shared openness encouraged workshop attendees to open-up and have genuine conversations about the realities that come from working together with multiple and different company cultures; workshopping ideas of how to work together better.

Glenn Munro
HSP Chair



Charter Events
and Workshops

WORKING GROUP REPORTS — Professional Services (PSWG)

Members

Brad Sara, Warren & Mahoney	Ian McKenzie, Dawson McKenzie
Simon O'Brien, Hampton Jones	Gavin Koroaha, Christchurch City Council
Ian Fenemore (resigned June 19)	Kristin Hoskin, Advisian
David Robotham, Engeo	Paul Bonini, Westpac
Gerry Sullivan, Apollo	Ekin Sakin, Christchurch City Council
Ian Campbell, Charter Board	Nik Neal, Boffa Miskel (joined July 20)

Simon O'Brien, Hampton Jones and Brad Sara were appointed joint chairs in June 2019 after Ian Fenemore's relocation to Brisbane. On behalf of the group, Brad thanked Ian for his efforts in chairing the PSWG and his strong leadership, particularly during the Lifting the Bar event, and wished him well in his move to Brisbane."

While being supported by Charter staff, the Group said farewell to Sherry Peck, in Sept 19, wishing her well, while welcoming the enthusiasm, extra guidance and meaningful impact Paul Duggan has brought to the Group as General Manager.

The group discussed meeting bi-monthly from July – January as member workloads made attendance through these months difficult for some.

April 2019: 3 'Demystifying Health and Safety by Design' video case studies were created with the assistance of WorkSafe NZ, with a launch scheduled for May. The videos featured the New Brighton Pier, Turanga and Warren and Mahoney.

- The Designer – Brad Sara
- The End user for the Tūranga project – Kristin Hoskin and Erin Rankin
- The Owner/Project manager for Brighton Pier repairs project – David King

The videos were received extremely well, published to the Charter website and reshared on multiple social media platforms. Sincere thanks to everyone who participated and gave their time voluntary to script write and feature in the videos.

May: Lifting the Bar – A health & safety by design event held Friday, 24th May at Turanga, was a sold-out event and a great success, with extremely positive feedback. Ian Fenemore emceed, with Ekin Sakin providing a round up and Q+A time. Other presentations included:

An update on legal perspective on health and safety, presented by Susan Rowe, Buddle Findlay; Safety by design presented by, Stuart Graham, Facilities Manager, Christchurch City

Council and Incorporating Safety by Design with a Building Information Model presented by Brad Sara, Warren and Mahoney).

Lifting the Bar was possible to the generous support from Warren & Mahoney, Christchurch City Council, BECA, Engeo, Hampton Jones, Worley, Apollo and WorkSafe.

June: A review of the procurement of Safety by Design undertaken and discussion on "what is being asked of the market and how is this being described with number of request for proposal (RFP) documents being reviewed".

July: Simon O'Brien represented the PSWG at the Safety Charter AGM.

August - December: The PSWG Terms of Reference were reviewed. Additional case study videos were put aside, while the Group focussed on a series of podcasts broadening the reach of PSWG.

Work started on the collation of Best Practice templates for Safety by Design to provide the industry with good practice examples.

February – March: Designing for the Greater Good podcast were recorded and uploaded to the Podbean platform.

- Construction design journey, Ian McKenzie, Dawson McKenzie.
- Health and Safety by Design meets Sustainability, Fiona Short, Warren & Mahoney
- Safety and Risk Legacy, Kristin Hoskin, Advisian
- OPEX Benefits of health and safety by design, Tania Haywood, Christchurch City Council

The Year Ahead April 2020 – March 2021: Once the Group are able to meet again post Covid lockdown, we will refocus on hosting a second 'Lifting the Bar' event, in addition to completing further podcasts, production of template for Safety by Design as good practice examples for industry.

Brad Sara & Simon O'Brien
Co-Chairperson

Link to [Video Case Studies](#)

Link to [Podcast Series](#)

Canterbury Safety Charter Incorporated

Performance Report

For the year ended
31 March 2020

Contents

	Page
Non-Financial Information:	
Entity Information	1
Statement of Service Performance	2
Financial Information:	
Statement of Financial Performance	3
Statement of Financial Position	4
Statement of Cash Flows	5
Statement of Accounting Policies	6
Notes to the Performance Report	7
Review Report	8

Canterbury Safety Charter Incorporated

Entity Information

For the year ended
31 March 2020

Legal Name of Entity: Canterbury Safety Charter Incorporated

Type of Entity and Legal Basis : Registered Charity & Incorporated Society

Registration Number: CC55777 & 2683171

Entity's Purpose or Mission:
To influence positive outcomes in health and safety practises

Entity Structure: Incorporated Society & Registered Charity

Board Members:
Rob Sloan (Chairman)
Ian Campbell
Richard Holyoake
Steve Taw
Justine Ward (elected June 2019)
Sharon Butt (elected June 2019)
Suzanne Watt (co-opted June 2019)
Sarah O'Connell (resigned June 2019)
Ron Angel (resigned November 2019)

Main Sources of the Entity's Cash and Resources:
Grants from Worksafe New Zealand (a Crown agency)
Membership fees

Contact details

Physical Address: Level3; 7 Winston Avenue
Papanui
Christchurch

Phone/Fax:
admin@safetycharter.org.nz
Jocelyn Larsen
Administrator
027 502 5502

Email/Website: safetycharter.org.nz
info@safetycharter.co.nz

Statement of Financial Performance

For the year ended
31 March 2020

	Note	Actual This Year \$	Actual Last Year \$
Revenue			
Worksafe New Zealand Grants		130,029	160,000
CERT Grant		5,000	-
Donations		11,200	-
Fees, subscriptions and other revenue from members		76,965	92,271
Sponsorship		10,000	13,723
Interest, dividends and other investment revenue		1,170	65
Covid 19 wage subsidy		1,172	-
Other income		1,240	-
Total Revenue		236,776	266,059
Expenses	1		
Volunteer and employee related costs		157,936	203,303
Other expenses		60,231	85,549
Total Expenses		218,167	288,852
Surplus/(Deficit) for the Year		18,609	(22,793)

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31 March 2020

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FUNDING PARTNERS

