

ANNUAL REPORT

CANTERBURY
SAFETY
CHARTER INC

2024

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Table of Contents

- Our Mission, Values & Vision
- Charter Board and Staff
- Message from the Chairperson
- Message from the General Manager
- Working Group Reports
- BIMSafe NZ
- Health & Safety Leaders
- 10-year Anniversary

Safety Charter Mission:

Working Safely Together

Our Values

Whakaute

Ngākau Pono

Kotahitanga

Kairangi

Care

Integrity

Collaboration

Excellence

Our Vision

Cantabrians working together to grow knowledge and awareness using best practices to be healthy and safe.

Charter Board



Robert Stewart



David Bristow



Tammy Alexander



Ian Campbell

Charter Staff



Paul Duggan



Jocelyn Larsen

MESSAGE FROM THE CHAIR

This year's report is very bittersweet. This financial year marked a significant milestone for the Charter, and now we find ourselves in the position of beginning the process of winding up. The contrasts between these two positions are hard to reconcile, but all things have a time and a place, and a beginning and an end.

The Charter's first ever one day conference was a huge success, and the theme of 'Mentally Safe Work' resonated well with the Community. The keynote speakers were well received, and great insights into both the theoretical and practical aspects of managing psycho-social risks were presented. Several of the presenters spoke of how their organisations were dealing with this important work, and how best to pragmatically implement specific policies.

At the conclusion of the conference, the Charter's ten year-anniversary was a fantastic celebration of the Charter's Journey, from humble beginnings to 370 member organisations during the height of the rebuild. Many of the original committee members were present, and each speaker was able to give a personal narrative of how the Charter had impacted them both personally and professionally.

The Professional Services Working Group continues to deliver the BIMSafe NZ Project. The second year of this collaboration between the Charter and the Building Innovation Partnership is now complete, with the project continuing to evolve. There are now a large number of New Zealand case studies on board, and we look forward to the launch of the web-portal in the final year. The two 'Beyond the Blueprint' events in Christchurch and Auckland showcased these projects, and gave us a taste for what a BIMSafe approach is capable of delivering both now and in the future.

The Health and Safety Leaders group has delivered a large number of events and workshops for health and safety professionals engaging with the people on the ground. This is a vital area of the Charter's work, and one that will be sorely missed in the coming years.

There is still a lot of work to be done in health and safety in New Zealand, and the two most recent Charter Project proposals on SME's and a North Island Safety Charter to assist with the Cyclone Gabrielle recovery are good examples of what an organisation like the Charter can deliver. There will always be disasters to recover from, and the opportunity to embed health and safety during these times should be seriously considered.

There are a lot of people to thank for the work of the Charter, not only in the last year, but also over the last 11. I think we can all take significant pride in what we have achieved, and in the lives saved and injuries prevented. Specifically, I would like to thank all those who have volunteered their time and expertise in the Charter's cause and hope that you feel your efforts have made a difference.

I would like to thank my fellow board members for their unwavering commitment and support of the Charter during these difficult times. The successes of the Charter would not have been possible without the hard work of our staff, Jocelyn and Paul, and I would like to thank them for their efforts and wish them the best for the future.

The Charter's legacy will remain in a number of forms, most importantly in the hearts and minds of the workers of Canterbury, and in the passion of those who seek to make work safer for their communities.

Robert Stewart
Board Chairman

MESSAGE FROM THE GENERAL MANAGER

Building a Foundation for Health and Safety Excellence

This is my final report for the Canterbury Safety Charter, and while traditionally annual reports focus on the last financial year, I thought it would be more prudent to focus on the life of the Charter as a whole.

The Canterbury Safety Charter played a pivotal role in improving health and safety during the challenge of rebuilding Christchurch following the devastating earthquakes of 2010 and 2011. As we reflect on the Charter's success and look to the future, it's clear that the collaborative approach established in Canterbury provides valuable lessons for addressing our ongoing workplace health and safety challenges.

We began life as the Canterbury Rebuild Safety Charter, which was a key initiative of WorkSafe's Canterbury Rebuild programme, bringing together industry leaders, workers, and government agencies to create a shared commitment to health and safety excellence. Many factors contributed to the Charter's effectiveness and success, most importantly being an industry-led initiative. By having industry members lead the Charter, it gained credibility and encouraged wider participation. Senior leaders from major companies took on key roles, driving health and safety improvements throughout their organizations and supply chains.

Collaboration not competition was another cornerstone. The Charter provided a neutral forum for stakeholders to meet, discuss issues openly, and share best practices. This improved communication and relationships across the rebuild effort. The Charter developed resources based on the ten Charter Commitments, and all those working on the rebuild were encouraged to sign up and actively practice what was being preached.

The Charter has always had a focus on worker engagement. The Charter Project Officer role helped bring health and safety messages directly to workers on site, increasing awareness and participation at all levels.

These elements all combined to create a 'culture of safety' during the rebuild. The evaluation of WorkSafe's Canterbury Rebuild programme found that Canterbury construction firms reported higher confidence in their health and safety knowledge and practices compared to firms in the rest of New Zealand. Today, I believe that this is still the case. Anecdotally, some of our members who have sites nationwide report that Christchurch sites are way ahead of others in terms of both capability and performance. The Charter has ingrained a different health and safety normality into our community.

We all know that we have won the battle with health and safety when it ceases to exist. This means that it becomes so ingrained that there is no need for any advisors or reps, because it is all just business as usual. Unfortunately, that is not the case. Despite the success of the Charter, New Zealand's overall workplace health and safety performance remains concerning.

Recent reports highlight that: Our workplace fatality rate is approximately twice that of Australia and significantly higher than the UK. The total cost of workplace harm in New Zealand is estimated at \$4.4 billion annually, and progress in reducing harm has been slow, with fatality and serious injury rates showing only minimal improvement over the past decade.

What needs to change going into the future? Can New Zealand learn from the lessons and legacy of the Charter? The Charter's success shows what is achievable – now it's time to scale those lessons to create lasting, nationwide change.

My wish list for the future looks something like this.

The industry needs to improve its use of technology. This should involve the collection and analysis of health and safety data, so that more evidence-based decisions can be made. This will help identify emerging risks and target interventions more effectively. New technologies such as BIMSafe and VR/AR can play a major role in hazard identification and risk management. More investment in these areas is crucial.

WorkSafe can be more consistent in its approach and move toward more specific risk-based assessments rather than one size fits all. There's a need for clearer regulations, up-to-date codes of practice, and practical guidance on implementing good health and safety systems. Consistent enforcement of standards is crucial to create a level playing field and drive improvement.

Promoting worker engagement and participation is also fundamental to building on the Charter's success. There should be a continued emphasis on involving workers in health and safety decision-making and fostering a bottom-up safety culture.

We should also continue to address work-related health. Safety has often been the primary focus, more attention needs to be given to long-term health impacts of work, including mental health and wellbeing.

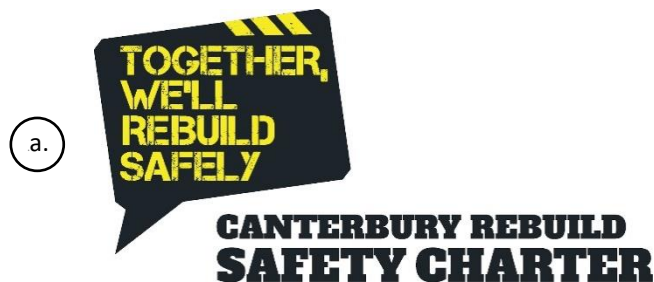
The Canterbury Safety Charter demonstrated that when industry, government, and workers come together with a shared commitment to health and safety, significant improvements are possible.

My final thoughts, before heading off into the wilderness, is that the Charter has always been about democracy. That is, the Charter is of the people, for the people, and by the people. It has been the people who created the Charter, the people who benefited from its existence, and the people who done the hard work.

I would like to thank all the Charter's vast community for being part of an organisation that has committed itself to improving the lives of others. You are too many to name, but you know who you are.

Paul Duggan
General Manager

- a. 2013 Original Logo
- b. 2017 Logo updated
- c. 2020 Logo



PROFESSIONAL SERVICES WORKING GROUP

The BIMSafE Project continues into its third and final year. Both the Steering and Advisory committees have been fully engaged with the process, and we are beginning to observe the seedlings from which the mighty totara will grow.



The BIMSafE journey has diverged significantly from where it started, as the team have discovered new uses of the technology for health and safety outcomes across New Zealand. The most interesting of these was the ability of an older worker to continue his working career by using BIM to prefabricate services ducting in the workshop, rather than having to navigate the hazards of trying to weld on site. In another case we saw BIM being used to navigate a semi-autonomous drilling robot, which is going to drill 20,000 holes for seismic restraint anchors.

BIMSafE held two events in the last year, one in Christchurch and one in Auckland. The 'Beyond the Blueprint' summit showcased seven New Zealand perspectives on BIMSafE, and how it was being utilised. The presentations highlighted how the use of BIM modelling for reinforced steel had changed the nature of business and enabling great advances in worker safety, and How BIM models were used for health and safety training for those doing the tunnel work on the City Rail Link. Jenn Dransfield from Naylor Love gave a presentation on how health and safety managers could utilise BIM to their advantage, and Egor Jivic from Southbase highlighted the use of a BIM model for collaboration between the designers and operators of a data centre.

Over the last year, the project team have been focused on both the international research, and finding examples of how BIM has been used in New Zealand. The result is a series of video case studies

and guidance articles from several significant construction projects. These include ACC's Otepoti Building, the new Dunedin Outpatients building, the Court Theatre, the City Rail Link, Auckland Airport, Warter Care, the Christchurch Cathedral and others.

The Portal will be launched in July 2024 and will enable free access to all construction stakeholders to gain awareness, knowledge, and understanding of how to leverage BIM use for health and safety. The Portal features specific pathways for clients, designers, contractors and facilities managers. This will allow each group to focus on the areas relevant to them.

The team are planning a series of webinars with professional organisation's, as well as presentations at national conferences to ensure the project gains the maximum reach.

Once again, I would like to thank all those involved in the project for their tireless efforts over the year. I think the team fully understands the significance of what we are trying to achieve, and how this technology will radically influence how health and safety is managed in the near future.

Paul Duggan
Project Lead

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Project Partners:



Project Funding Partners:



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HEALTH AND SAFETY LEADERS GROUP

Health and Safety Leadership Group Members:

Stephanie Cerpa, Contract Construction; **Euan Gutteridge**, Joseph & Associates; **Symon Dynes**, Te Pukenga; **Rebecca Moss**, Master Plumbers; **Aaron Edwards**, Ryman HealthCare; **Tammy Rossiter**, Canterbury Safety Lady; **Joseph Zermatten**, CS Roofing; **Tammy Alexander**, Board Representative.

Co-Chaired by Stephanie and Euan, the Health and Safety Leadership Group (HSL) group continue to support members with workshops and events to support and grow their knowledge around health and safety.

The main purpose of the HSL Group is to inspire, motivate, encourage and empower stakeholders to work through solutions which best fit their own work situations.

2023-2024 Work Programme:

- **An introduction into leading teams safely** – May 2023: Tony Groves, Halo Training shared his insights into human side of leadership empowering people, teams and organisations to thrive in times of adversity, sharing simple recall tools that can be applied immediately to the workplace and in life.
- **Managing your Mental Health** – July 2023: Kevin Hurl, Workplace Consultants delivered a very authentic, entertaining, and vulnerable journey through a variety of related mental wellbeing topics. Participants were given real stories from Kevin's experiences, and a range of practical tips and tools to manage the wellbeing of ourselves and others.
- **Learn how to avoid long-term injury** – August 2023: Chris Polaczuk, CHASNZ talked about long-term injuries and illnesses which have a significant impact on the lives of many people. The Work Should Not Hurt programme is actively working with sectors to identify factors that contribute to strains and sprains.
- **Thriving in the workplace** – October 2023: Leading on from the Managing your Mental Health workshop, Kevin delved deeper into the management of stress, depression and anxiety, providing strategies to manage both your own well-being, in order that you can help others.
- **Progressing your health and safety journey** – March 24: An educational pathways workshop which looked a cross-section of health and safety learning and trainings. Adrian Easton sharing his unique learning journey, followed by Stephanie Cerpa who has taken a mix-match approach to health and safety learning, while Aaron Edwards shared his knowledge on developing up and coming leaders. Finally wrapped up by TC Chandinha who shared his career highlights and SIT learning opportunities.

June 2023 saw the HSL group attend and support the **Mentally Safe Work Conference** which was a fantastic mix of academic research, regulator perspective, interesting and innovative case studies, and legal and technological responses to the challenges in this area. The **Safety Charter** celebrated their **10-year Anniversary** following the Conference.

The HSL Group supported the Charter in hosting tours of the Te Kaha Stadium and Parkaiore Recreation and Sports Centre, along with the Networking event 'Overcoming Critical Risk' with guest presenters from Canterbury West Coast Air Rescue.

Throughout the year several of the HSL members attended the Mates in Construction' Connector Training' programme having earlier completed the General Awareness Training.

Looking Ahead

The HSL Group are focussed on continuing to advocate and empower members while connecting and collaborating to improve health, safety and wellbeing in the workplace through supporting the Charter with workshops, events and other activities.

Step & Euan
Co-Chairs

To celebrate the Safety Charter's 10-year anniversary, the Charter hosted the 'Mentally Safe Work Conference' which was a fantastic mix of academic research, regulator insights, interesting and innovative case studies, and legal and technological responses to the challenges in this area.

The conference was opened by Associate Minister of Workplace Relations Priyanka Radhakrishnan who congratulated the Safety Charter on its 10-year anniversary, spoke of the passing of the HSR and Committees Act and how this would improve worker engagement and participation.

Safety Charter General Manager, Paul Duggan reminded us that health and safety is essentially a human activity, and if we accept this premise then we must also accept that humans will always be influenced by their emotional state.

Professor Tony LaMontagne introduced us to an integrated approach to improving workplace mental health and wellbeing.

Liam Scopes, Air New Zealand; Jo Prigmore and Sarah Mason from Fulton Hogan, then took us through their award winning mentally safe work programs. Both organisation's use a me, we, us approach, which distinguishes individual tools, a culture of support, and health-in-design processes to improve ways of working.

Dr John Fitzgerald, the Lead of WorkSafe's Mentally Healthy Work Unit spoke about the importance of wellbeing, leadership and culture.

Mary Abbott and Lisa van der Plas, ECAN spoke about cultural wellbeing and why it is important introducing the Te Whare Tapa Wha model and five pillars of wellbeing, physical, spiritual, mental and emotional, family and social, and land and roots.

Vonda Engels and Joseph Lill, Chapman Tripp then took us through the legal aspects of mentally safe work, including case law from New Zealand and Victoria.

Former NZ Rugby League Captain Ritchie Barnett spoke about the I Am Hope Foundation and the Gumboot Friday Campaign to improve mental health in New Zealand youth.

The conference concluded with Mike Steere and Dr Steve Cantwell presenting the SaferMe App, which allows organisation's to quantify psycho-social hazards in the workplace, enable a targeted approach, and understand the impact of any interventions.

The Conference was wrapped up by outgoing Board Chair Ian Campbell, who provided his personal highlights from the conference and mixed these with his own experiences in major horizontal projects.

Paul Duggan
General Manager





The Safety Charter's ten-year Anniversary Dinner was held at the conclusion of the Mentally Safe Work Conference and featured a large cast of past and present members and supporters of the Safety Charter.

Master of Ceremonies and past Board Chair Rob Sloan opened the proceedings and spoke about the energy and drive of the early meetings, and the "buzz" in the room to get things underway. Board member David Bristow then acknowledged the passing of two significant figures in the early days of the Safety Charter Rebuild, Helen Kelly and Bernard McIlhone.

Safety Charter Parton Graeme Darlow spoke about the importance of the tripartite approach of industry, government and unions all collaborating, which was reiterated by Richard Wagstaff, NZCTU President. The strength of the Safety Charter was the ability to get all the players in the room together, and the high level of buy-in from all organisation's that were involved.

Pelin Fantham, the Interim Deputy Chief Executive, Equity, Partnerships, and Intervention Design at WorkSafe spoke about the role of the regulator in connecting with key industry players to improve outcomes for workers.

Matt Doocey, MP for Waimakariri and the National Party's Mental Health Spokesman, spoke about the Government's role in fostering mental wellbeing in the workplace.

After dinner, several key players shared their recollections of the people and events which shaped the Safety Charter and drove it forward.

- Craig Sengelow spoke about the support he had received from government agencies to follow the vision.
- Kathryn Hellier recalled the challenges of being the Australian woman with the crazy ideas.
- Andrew Confait spoke about being 'persuaded' into getting involved, before realising the big picture of what was being achieved.
- Kristina Wischnowsky recalled her first meeting, and the welcome she received as a relative novice, and then having the opportunity to lead the communications team.
- Paul Duggan spoke about the real foundation of the Charter, and the legacy that the Safety Charter continues to carry forward from its beginnings. Rather than bricks and mortar or people, this legacy is the vision and passion of all involved to improve the lives of others.

To wrap up the evening the Safety Charter acknowledged and recognised the stalwart organisations who had been members for the full ten years.

In person to accept their award and certificate from Charter Patron, Graham Darlow and Chairman, Ian Campbell were Ara, AWF, Contract Construction, Enterprise Recruitment, MBIE and Ministry of Justice.

Those unable to attend included Christchurch City Council, EQC, Folwer Homes and Kainga Ora.

Paul Duggan
General Manager



Canterbury Safety Charter

Mentally Safe Work Conference

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