



Presentation to Certifiers June 2019

WHY HASANZ WAS CREATED – THE CHRONIC PROBLEM

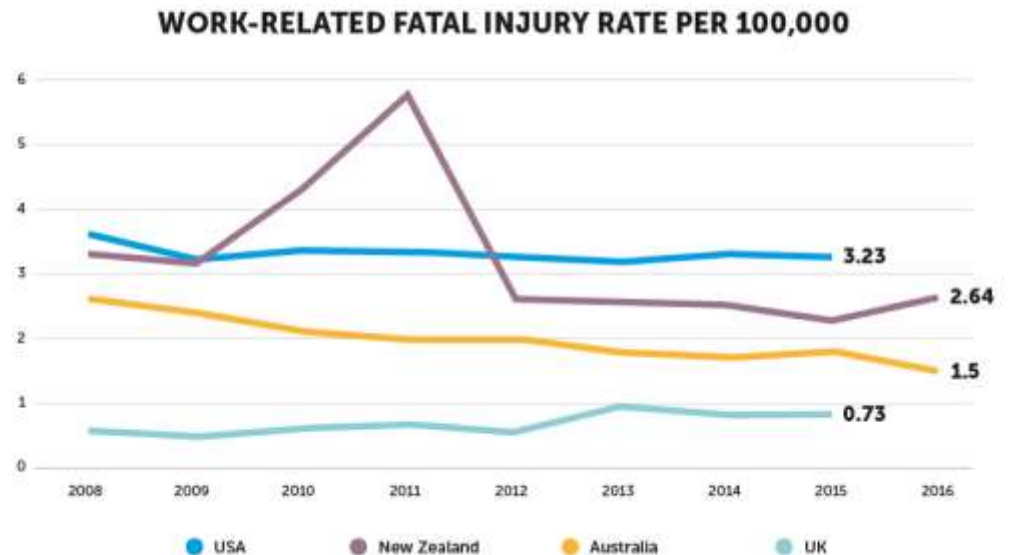
Fatalities

50-60 people killed at work every year
NZ 3rd highest fatal injury rate among similar developed countries

800-1,000 die prematurely from work-related ill-health
NZ worst than AU and UK

8 die every 5 years in catastrophic events

How NZ compares



WHY HASANZ WAS CREATED – THE LAST STRAW

PIKE RIVER: Royal Commission and Independent Taskforce(2012) on Workplace H & S

- Both found NZ H&S system wasn't fit for purpose, including H&S Profession
- Issue with quality, capability, capacity and competences
- Businesses not focused on H&S
 - unable to obtain good H&S advice or understand difference H&S disciplines
- Cowboy consultants: undermining trust in Sector
- H&S advisors often fell into their roles without correct skills or qualifications
- Government not engaging with professions as difficult to determine correct guidance
- 50% Advisors over 50yrs and 50% lacked qualifications showing competencies



The change in workplace H&S performance in New Zealand requires us to work collaboratively to help drive effective solutions.

HASANZ was established in 2014 as a commitment to represent a body for health and safety professionals in raising the bar.

HASANZ: Association of associations



HASANZ represents diverse organisations with a shared purpose and key objectives.

- **Professional Standards** engagement with educational sector to raise the level of H&S curriculum to enhance competency, credibility and recognition of H&S professionals
- **Professional Excellence** a truly representative body for workplace health and safety professions in New Zealand
- **Stakeholder Engagement** a trusted voice for health and safety professionals increasing visibility and reputation
- **Health and Safety Leadership** a first point of contact for business leaders and government on workplace health and safety matters
- **Industry Advocacy** an expert advisory group to guide effective health and safety policy.

Full Association Members



HAZARDOUS
SUBSTANCES
PROFESSIONALS NZ



OTNZ
Whakāora Ngāngahau Aotearoa
Occupational Therapy New Zealand



New Zealand Institute of Safety Management



New Zealand Occupational Hygiene Society



New Zealand
Safety Council



PHYSIOTHERAPY
NEW ZEALAND | OCCUPATIONAL
HEALTH
Kōwhiri Aotearoa



Human Factors and Ergonomics
Society of New Zealand



New Zealand
Occupational Health
Nurses' Association (Inc)



• HASANZ has robust panel ensuring approved associations have correct system in place monitoring and reviewing their own individual members

- *Strong code of ethics*
- *Discipline and complaints processes*
- *Desire to raise the bar of members competencies*

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HEALTH & SAFETY ASSOCIATION NZ

HASANZ Register



Trusted advisers for healthier and safer workplaces

Will improve business confidence in health and safety professionals
Contribute to healthier and safer workplaces in New Zealand.

One stop shop for businesses to find verified, reliable, quality health and safety advice and services.

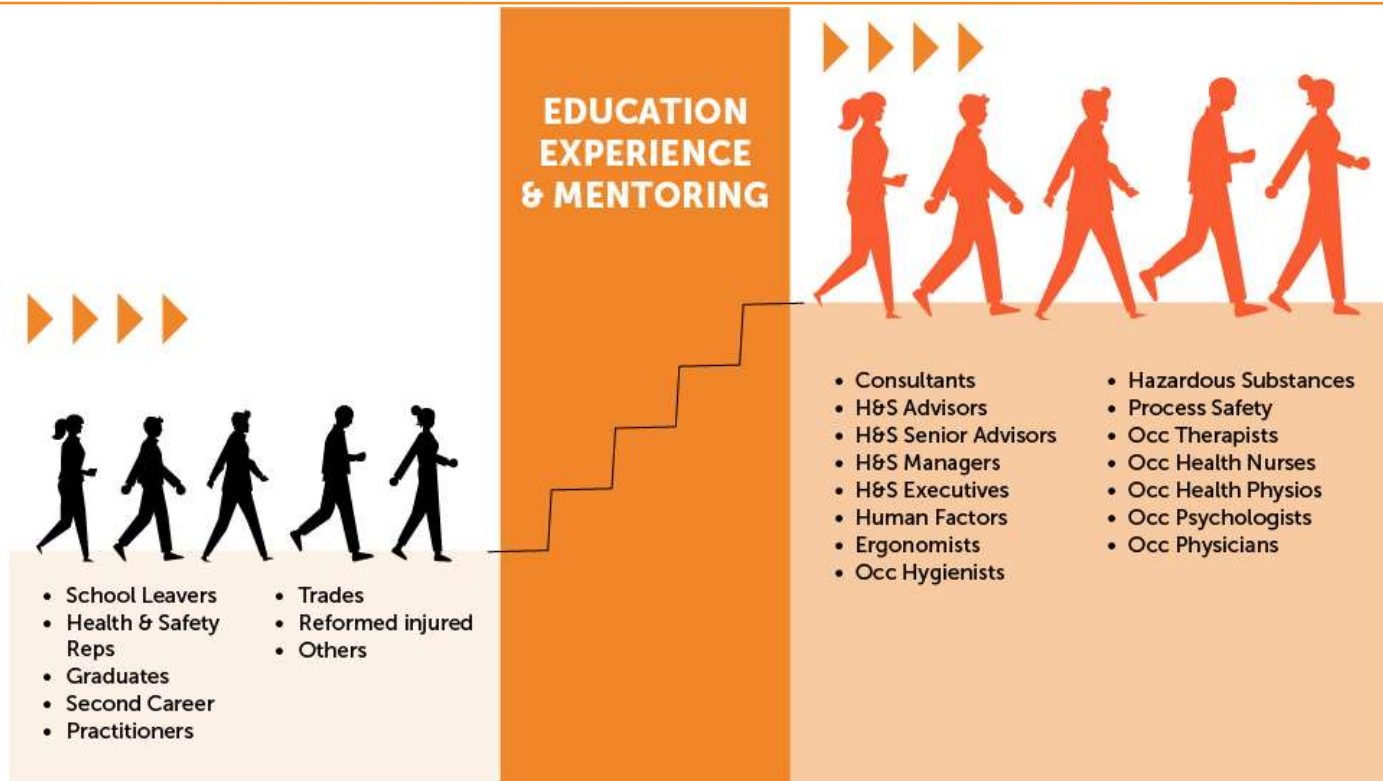
Independent consultants and in-house professionals – generalists and specialists – who meet the required competency standards of a full [HASANZ member association](#) can list on the Register.

Currently has 150 advisors on register plus another 50+ in pipeline

Only individuals not firms can register because it's the competence of the advisor that counts. Register requirement: minimum of Level 6 qualification to join....

DEVELOPING A PIPELINE

Sustainable workforce development



The Pipeline development provides evidence to quantify the needs and develop projects around different H&S professions and education to build a sustainable workforce for the future. Seven Disciplines have been chosen for 2019 pipeline review which includes the Haz Subs Profession.

Stocktake – Hazardous Substances Professionals

Gender: 80%+ are male

Aging workforce: Av Age: 60%+ are 55 years+

Time in the industry:

- 50% over 20 years
- 20% 10-19 years
- 20% less than 10 years

Median income: \$90-99k (full time)

60% interested in further study (if available)

- Increased demand for services forecasted
- Limited education and career pathway
- Little support/advisory services



If you haven't completed your HASANZ survey, please fill yours out today and hand back for review



**HAZARDOUS
SUBSTANCES
PROFESSIONALS NZ**

HASANZ
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Potential multi-year project for Haz Sub Profession

Similar approach to Occupation Hygienists project

Key elements:

- Develop a competency framework
- Develop a training programme/qualification
 - could be modular and online
- Upskilling via short courses
 - including upskilling of “generalists”
- Career pathway
 - potentially an apprenticeship model
 - mentorship
- Attraction strategy



Scholarship

Encouraging further education on capability and capacity into H&S workforce

- **General Scholarships** - open to practitioners and health and safety representatives who wish to upskill to a Diploma or Degree.
- **Postgraduate Scholarships** - open to people with Degrees who wish to undertake a relevant postgraduate qualification in health and safety. Eligible postgraduate qualifications must be delivered by a university.
- **Occupational Hygiene Scholarships (funded by WorkSafe)** - open to people who wish to become an occupational hygienist or gain specialist qualifications or further training in this field *possible option will be for HAZ SUB Professionals*
- **Applied Research Scholarships** - open to graduates who wish to further their knowledge through Masters or PhD research in a health and safety-related topic.
- **Poutama Scholarships** - open to Māori health and safety practitioners who wish to take their skills to the next level.

HASANZ Scholarships include:

- A financial contribution of \$5000* each year for up to two years .
- Practical learning and the ability to work on real life issues.
- Mentoring by an industry professional.

Scholarships are awarded annually and funding raised from various large corporations such as Air NZ, Shell , Fonterra etc..

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