

# WORKSAFE

## Healthy Work: Year three 2018-19

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**Each year we publish a summary of planned activities under each of our nine focus areas to deliver our ten-year Strategic Plan for Work-Related Health.**

Table 1 outlines our 2018-19 planned interventions. Each intervention aligns to our vision for what success will look like in 2026 and our key activities to achieve success under each focus area. These year three interventions aim to build on activities in the first two years of the programme and continue to lay the foundation for critical strategic activities in coming years through:

- establishing robust, evidence-based programmes of work
- implementing a broad and systematic approach to surveillance and intelligence
- raising awareness of priority work-related health risks and ways to manage them effectively, and
- improving our own capability and continuing our proactive inspections on prioritised work-related health risks.

Our strategic activities for 2018-19 are outlined on the following page. We are also continuing to proactively engage duty holders on a range of work-related health risks through our inspectorate. Our aim in year three is for at least 50% of proactive inspections to focus on prioritised work-related health risks.





THEME 1

### Industry leadership

**Our year three aim:** Raise awareness of priority work-related health risks and concepts, build on opportunities for engagement and collaboration across the health and safety system, promote our approach to health by design amongst upstream PCBUs, and improve the capacity of the occupational hygienist workforce.

#### 1. Awareness, participation and learning

- Continue the work-related health awareness campaign targeted to business leaders.
- Complete research to understand what health and safety representatives need on work-related health.
- Raise awareness of priority work-related health risks and concepts.

#### 2. Partnering with others

- Engage with business leaders to improve awareness and share good practice on priority work-related health risks.
- Scope how WorkSafe can work with or through others to support worker health.
- Support HASANZ to increase the number of registered work-related health professionals and raise awareness of the register.
- Support the Health and Wellbeing Leaders Network to share good practice among health and wellbeing management professionals.

#### 3. Health by design

- Publish guidance material on the principles of health and safety by design.
- Complete analysis and develop a plan to apply health and safety by design principles amongst upstream PCBUs.
- Publish guidance on health and safety by design principles for noise management at work.
- Input to noise regulations including considering health by design principles.

#### 4. Workforce development

- Implement a plan to improve capacity in the occupational hygienist workforce.
- Complete analysis of the needs of the primary healthcare workforce for work-related health and develop a plan for improvement.
- Complete a stocktake of the work-related health professional workforce.



THEME 2

### Regulatory effectiveness

**Our year three aim:** Continue to improve work-related health capability in the inspectorate, expand guidance and tools on key work-related health risks and concepts, improve our understanding of worker exposures, and ensure work-related health risks are prioritised in the review of how WorkSafe regulates.

#### 5. Organisational capability

- Develop and deliver an annual programme of micro-learning for the inspectorate on priority work-related health topics.
- Develop a competency framework for the inspectorate that includes attributes, behaviours and technical expertise for work-related health.

#### 6. Guidance and education

- Publish guidance and other resource materials on:
- noise at work
  - sexual harassment at work
  - suite on worker exposure monitoring
  - suite on worker health monitoring
  - hazardous substances
  - manual handling
  - violence in the healthcare sector
  - case studies in priority work-related health risks.

#### 7. Research and intelligence

- Complete research on worker exposures to priority work-related health risks.
- Explore a partnership with the HRC for research on effective work-related health interventions.
- Design an approach to improve the way intelligence directs our work-related health activity.
- Review the estimates for work-related health deaths and ill-health.
- Explore establishing a New Zealand worker exposure database.

#### 8. Regulatory framework

- Review the framework for setting worker exposure standards and prescribed exposure standards, and the need for regulatory prescription.
- Ensure work-related health risks are appropriately prioritised in the review of how WorkSafe regulates.
- Input into new regulations, particularly regulations for plant and structures, to ensure work-related health outcomes are considered and prioritised.



THEME 3

### Step change

**Our year three aim:** Continue our targeted programme on noise at work, and design an evidence-based approach to addressing psychosocial risks at work.

#### 9. Targeted programmes

- Implement Year Two initiatives under the Noise Programme 2017-2020.
- Deliver the Clean Air phase 3 project through the agriculture programme's agrichemical focus.
- Complete a review of psychosocial risks at work and design high-level initiatives for a multi-year programme to address those risks.
- Undertake a review of work-related carcinogens and design high-level initiatives to address those risks.

TABLE 1: Year 3 agreed activities 2018-19