

GOVERNMENT HEALTH AND SAFETY LEAD

DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL

GHSL FEES

I remain very conscious of the financial environment that all our member agencies are operating within and so have been looking to ensure we keep our fees as low as possible, whilst ensuring we still deliver the value you would expect. With that in mind, we have been open to bringing in new members and have moved to commercial sponsorship of the annual GHSL H&S Rep Conference.

In 2020/21, we reduced fees by 20%, in recognition of the impact of COVID. I am now confident that whilst maintaining the standard of service that we provide, we can reduce the annual GHSL fees by a further 10%, as set out in the table below:

Agency Size	Agency Paid FTEs	Membership Fee to 2019/20 (exc. GST)	Membership Fee 2020/21 to 2024/25 (exc. GST)	Membership Fee 2025/26 (exc. GST)
XXS	>100	\$ 500	\$ 400	\$ 350
XS	101-300	\$ 2,000	\$ 1,600	\$ 1,400
S	301-1000	\$ 10,500	\$ 8,400	\$ 7,500
SM	1001-2500	\$ 25,000	\$ 20,000	\$ 17,500
M	2501-4000	\$ 45,000	\$ 36,000	\$ 32,000
L	4001-6000	\$ 55,000	\$ 44,000	\$ 39,000
XL	6001+	\$ 66,000	\$ 52,800	\$ 47,000

I will continue to seek new members of the GHSL, who I believe we can support without reducing our effectiveness, and this may lead to the potential for further fee reductions in the future.

PREPARING FOR YOUR 2025/26 BUDGETS

As the new budget cycle is upon us, in addition to the GHSL membership fees detailed above, it is worth considering whether to include budget for the following:

- The IoD Officer training programme – noting costs have been reduced to \$1,000 (exc. GST).
- The Early in Careers programme, which costs \$1,165 (exc. GST).
- The cost of a summer intern, which is currently about \$16,000 (three months' salary at \$27.80 per hour)

EARLY IN CAREERS

The [EiC Health and Safety Certificate Programme](#) is back, starting on [27 March](#). Delivered in partnership with IMPAC+, this cornerstone professional development programme is designed for:

- H&S practitioners early in their careers
- H&S Advisors & Reps looking to expand their skills and knowledge

This NZQA Level 3-certified programme equips participants with essential vocational knowledge while allowing them to apply their learning in workplace environment—whether in the office or on-site. It's a fantastic opportunity to develop the skills that show what a 'good' Health & Safety Advisor looks like (as outlined in the H&S Generalist Pathway). Equates to 12-16 hours training and costs \$1,165 (exc. GST) per person per programme.

FAREWELLING SUMMER INTERNS

On Friday 14 February, we said goodbye to our eight 2024/25 GHSL Interns, who were placed at NZ Customs, Corrections, Museum for Transport and Technology, Inland Revenue, Ministry for Primary Industries, Ministry for Regulations and the GHSL. In eight years, this was the first time we had multiple interns located in both Auckland and Wellington.

Our cohort this year worked on the implementation of an online Hazardous Goods system, creating a risk register, co-ordinating processes for our H&S Rep awards, a mental health impact analysis re ACC changes, streamlining HSW policies and updating critical risk bowties.

The feedback we had from our managers this year was that this cohort was full of initiative, passion, fresh perspectives and clear communicators who completed work to a very high standard and were a real asset and support to their teams' work programmes. To check out the work that our interns completed, watch this fabulous [5 minute video](#).

Again, a big thank you to our seven agencies for hosting interns this year, despite a fiscally challenging environment, so the programme was able to continue uplifting new talented young professionals into the HSW workforce.

H&S PRACTITIONERS

If you have any available positions or if you require skilled temporary staff, feel free to reach out to the GHSL as we are almost always aware of one or two people actively jobhunting.

SAFEGUARD STATE OF THE NATION SURVEY

Safeguard magazine is running its annual State of the Nation survey and invites you to take part. The idea is to take the pulse of how we are doing in health & safety as a nation. The survey closes on 14 March and results will appear in the March/April edition of the magazine, which will enable any year-on-year trends to be detected.

The survey is anonymous and all but one of the questions are multi-choice, so it takes only a minute or two to complete. It is designed to be taken by people based in New Zealand who belong to one of these groups: · Health, safety or wellbeing practitioners; Health & Safety Reps, and Business owners/CEO/GM of any kind of organisation. Please share this [link](#) to the survey with your teams. Participants will have the option to request the survey results to be emailed to them.

CONFERENCES

Now is a great time of year to be scanning some of the upcoming conferences.

After an incredibly successful couple of conferences in 2023 and 2024, Te Rōpū Marutau o Aotearoa (TRMA) is again welcoming all to Kirikiriroa (Hamilton) on April 16th, assembling in the spirit of kotahitanga.



Psychosocial Risk Management 2025 also returns over 20-22nd May in Auckland, featuring many speakers whom have been integral in supporting and championing MHW. FlourishDx (key partner in delivering the 2023 Mentally Healthy Work pilot workshops for Heads of H&S and CE's) will be bringing a taste of PHSCON over the ditch, hosted by the Business Leaders Health and Safety Forum and featuring acclaimed domestic and international speakers on 12 June in Auckland.

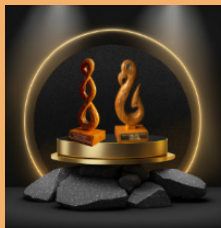
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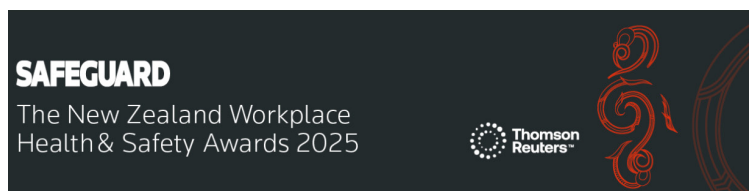
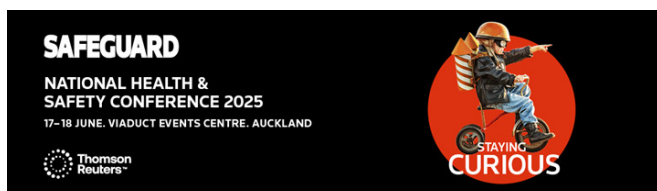
Government
Health & Safety Lead

The GHSL is once again hosting the Annual H&S Reps Conference and Awards Event, a key development day for H&S Reps. This event is free for our member agencies H&S Reps to attend. The agenda this year is focused on Critical Risk Management and we have an exciting line up of guest speakers, with Dougal Sutherland from Umbrella Wellbeing as MC. The day culminates in the announcement of the winners of the H&S Rep of the Year Awards - both individual and teams awards. Nominations are still open with information [here](#) and registration for the conference can be done [here](#).



The Safeguard Conference is back for 2025 - early bird registration is open and available until 6 May. The Conference is on 17 and 18 June at the Viaduct Event Centre in Auckland as attendees collectively explore the theme STAYING CURIOUS. See the full line up of sessions and presenters and register [here](#).

All the info about the 2025 NZ Workplace Health & Safety Awards is now up on the Safeguard website [here](#). It is always great to see public sector entries and to celebrate our successes and I would encourage everyone to consider the categories and whether you have an initiative to put forward



MENOPAUSE SUPPORT

Recently a group of commonly accessed Employee Assistance Providers (Instep, Vitae and Habit Health), partnered together to deliver tailored funding and referral pathways to support women's wellbeing during menopause. Further information on this can be found [here](#). A cross agency Menopause support network has been formed, joining together employee led networks (including Police, Defence Force, Corrections and Fire and Emergency). The Women in Safety Excellence (or WISE) network is also hosting a hybrid event (Wellington and online) for members on 27th March, with Dr. Linda Dear presenting on 'Working through Menopause'.

For more information or to register, please see the [NZISM website](#).

"Beyond Safety I: Understanding and Implementing Safety II"

Hosted by Beyond Recruitment, an expert panel will explore the evolving field of safety management and dive deep into the principles of Safety II. While Safety I focuses on preventing things from going wrong, Safety II emphasizes understanding how things go right and learning from everyday successes to build resilient systems. Explore this approach to safety and start building a safer, more resilient future for your organisation.

Date: 12pm – 1pm Wednesday 9 April

Please feel free to share with your teams.

To register interest: please email Sandy Eaton (Regional Manager – Professional Services) at Sandy.Eaton@beyond.co.nz

SAFEPLUS SURVEY BEING DECOMMISSIONED

As a part of WorkSafe NZ's Safe+ Health and Safety Improvement toolkit, organisations currently using the free survey should have received [communication](#) that the survey functionality is being decommissioned from 11th April 2025, to be replaced with downloadable questions and a results calculator for independent use. There will be no change to the onsite assessments conducted by accredited [SafePlus Assessors](#) and the toolkit remains an important consideration as a method for better understanding the gap between work as imagined and work as done.

NEW MEMBERS

I am delighted to welcome two new member agencies this month - the **Electricity Authority** and the **Institute for Environmental Science and Research (ESR)**.



Te Taunaki Public Service Census 2025

And finally, from next Monday public sector employees will start to receive email invitations to participate in the Public Service Census survey. The census will run through to 21 March and will focus on performance and integrity to understand how we can support delivering better outcomes for New Zealanders. This will be the first time any psychosocial harm questions have been asked, which is an exciting development.

It would be great to encourage those who receive the invitation to take the time to complete it, to give us a real understanding of sentiment across the sector. I'm told it will take 20 minutes to complete, and responses will remain confidential, with no identification of individuals in any reporting.