

GOVERNMENT
HEALTH AND SAFETY LEAD

DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL

TIER 2 HSW LEADERS PROGRAMME:

The first of our Tier Two (T2) Leaders Programme events will be an in-person breakfast on 23rd October, where Janine Hearn from Fire and Emergency New Zealand will share her reflections on leading through the first 72 hours of the Muriwai incident.

This programme is designed specifically for Tier 2 leaders who hold the Health, Safety and Wellbeing function within their remit. This programme acknowledges the unique role these leaders play in supporting their Chief Executives and Senior Leadership Teams, while ensuring the HSW function operates effectively.

Beyond this event, the programme includes a series of environmental scans, breakfast meetings, and webinars, all designed to strengthen peer connections, foster shared learning and support collaboration among this key group of T2 leaders.

The first Environmental Scan is currently being prepared. If you are aware of any significant trends or precedents that would be useful, please get in touch with Braden at braden.lister@mpi.govt.nz. Your insights will help ensure the scan reflects the most relevant and pressing issues to bring to the attention of this cohort.

WORKPLACE BULLYING AND HARRASSMENT

Following my presentation on workplace bullying and harassment at the Transparency International NZ – Leaders Integrity Forum, the Office of the Auditor-General has published a [blog-post](#) supporting the need for collective action on this critical issue. This short read offers a clear and concise summary of how workplaces can address inappropriate behaviours through collective efforts and practical solutions.

I encourage you to take a moment to review the blog post and consider how these insights can be applied within your agency.



THANK-YOU

Any club funded system is only as successful as the engagement of the agencies involved and I would like to thank you all for your ongoing commitment to the GHSL. This has made the 2024/25 invoicing process very easy.

VIRTUAL CAFÉ SESSIONS:

We were recently approached by a large agency exploring ways to encourage Health, Safety and Wellbeing (HSW) development within their team, beyond existing LDC and NZISM resources. One of the suggestions raised was a way for HSW practitioners to connect and share experiences across the sector.

In response, we are considering an informal H&S Virtual Café, where practitioners can drop in once a month to meet others, discuss challenges and share ideas. This wouldn't be a formal mentoring program, but rather a space where those interested can participate in an informal buddying system, helping each other problem-solve and collaborate across agencies.

Before proceeding, we'd appreciate your feedback on whether this idea is worth further exploration. Please share this with your teams and give us a gauge of interest by e-mailing GHSL@mpi.govt.nz.

MENTALLY HEALTHY WORK - NZISM MASTERCLASS

NZISM has partnered with the Umbrella Wellbeing team to develop a Masterclass series focused on managing workplace psychosocial risk. The half-day workshops will be held in October and November all across the motu—from Whangārei to Invercargill. This is a fantastic opportunity to gain valuable insights and practical tools for fostering a mentally healthy workplace. Bookings can be made here:

[A Masterclass in Managing Workplace Psychosocial Risk](#)



HASANZ CONFERENCE:

HASANZ
HEALTH & SAFETY ASSOCIATION NZ

HASANZ delivered another fantastic biennial conference for a range of health and safety related disciplines, suppliers and leaders in industry to connect and hear about the latest developments across New Zealand.

A standout session was delivered by leading Economist Shamubeel Eaqub, author of the '[State of a Thriving Nation report](#)'. He shared his unique perspective on the relationship of economic cycles to H&S outcomes, the importance of understanding the broader economic climate and how it influences both business and individual workers navigating including workforce movement and motivations/behaviours (that vary regionally), and how 'barriers' or 'ladders' to H&S are often easily identified and resolved but unity is the real difference maker posing the greatest challenge.

Additionally, the Derek Miller Scholarship Endowment Fund was announced, with an initial \$250k donation from the Miller family to help support more HASANZ scholarships. This fund aims to grow careers and capability within the health and safety profession, with a fundraising goal of \$1–2 million over the next two years. HASANZ continues to investigate ways to promote skilled health and safety professionals and competent advice within New Zealand businesses.

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HEALTH AND SAFETY RECRUITMENT

Looking to recruit for Health and Safety roles? Check out the [H&S Generalist Career Pathway](#) guides. These guides were designed to help hiring managers, in-house recruiters, and recruitment agents clearly identify the technical and non-technical skills required for success as a health and safety generalist. It supports those recruiting for H&S roles in matching the right people to the right positions.

These resources support:

- Understanding the technical and supporting skills needed for H&S roles.
- Individuals in navigating career progression within the H&S profession.
- Recruiters and managers in having constructive conversations with candidates looking to enter or advance in H&S.
- Designing remuneration packages based on identifiable skills and proven experience, rather than relying on job titles or overseas employment history.
- Defining what a good H&S professional looks like at various stages of their career.



This guidance is a valuable tool for line managers and HR professionals responsible for building strong H&S teams.

OFFICER DEVELOPMENT PROGRAMME 2025

We are continuing to take expressions of interest for our Officer Development Courses for 2025. This programme has been designed specifically for public sector senior leaders, focusing on their responsibilities as Officers under the Health and Safety at Work Act.

The programme aims to build leaders' understanding of their roles, ensuring they can effectively balance governance, leadership, and management duties. It covers practical aspects such as assuring the identification and management of critical risks, including psychosocial harm, and develops leaders' ability to differentiate between their governance and management roles.

For more details, check out the table and reach out to GHSL@mpi.govt.nz to register your interest.

COURSE 13 - Mike Cosman				
Module	Topic	Location	Date	Time
Module 1 & 2	Managing, leading and governing health and safety; and H&S Risk Management	In person (Wellington)	Thursday 13th March 2025	8.30am – 1pm
Module 3 & 4	Overlapping duties; and Monitoring what matters	In person (Wellington)	Thursday 15th May 2025	8.30am – 1pm
COURSE 14 - Craig Marriott				
Module	Topic	Location	Date	Time
Module 1 & 2	Managing, leading and governing health and safety; and H&S Risk Management	In person (Wellington)	Thursday 14th August 2025	8.30am – 1pm
Module 3 & 4	Overlapping duties; and Monitoring what matters	In person (Wellington)	Thursday 18th September 2025	8.30am – 1pm