



Te Korowai Whakaruruhau

Health, Safety and Wellbeing Service



September 2024

Kia ora Koutou,

Your September eUpdate comes just as we step into springtime with its warmer days and blooming flowers. Spring is the season of renewal and growth and is a wonderful time to rejuvenate our surroundings and focus on finding balance.

In this issue we look at:

- State of a Thriving Nation – Health, Safety and Wellbeing in New Zealand excerpt “What good looks like”
- Mental Health Awareness Week (23-29 September)
- Health and Safety Representatives at the University of Auckland
- Vice- Chancellor’s Awards for Values and Te Ao Māori Principles
- How sunlight helps you stay healthy
- Courses
- Whakatauki

If you have any HSW-related articles you would like to see included, or topics you’d like to see covered, please contact us – hsw@auckland.ac.nz

Angus Clark
Associate Director – HSW

State of a Thriving Nation – Health, Safety and Wellbeing in New Zealand excerpt “What good looks like.

What would good look like? International peers give us some clues. The UK’s fatality rate in the 1980s was comparable to ours today. Their improvement over the course of several decades is what good looks like. It is not about a quick fix, rather a relentless focus on continuous improvement across business practices, regulation and accountability.

Interviews with Forum members were conducted to understand the drivers of good health and safety practice. The qualitative analysis, supported by literature review, showed that firms with mature health and safety systems invest significantly in proactive approaches. Business leaders often attributed success to a relentless promotion of:

- 1. Safe workplace design**
- 2. Delegated responsibility**
- 3. Fostering strong internal relationships.**

We heard how complacency, periods of high staff turnover and busyness, or poorly communicated priorities make it harder for workers to feel supported to walk away from unsafe situations. Regular, consistent reviews and communication helps keep good practices on track and relevant over time. Importantly, we heard over and over again that seemingly non-safety related issues have big impacts on health and safety outcomes, for example staff retention rates and supply chain approaches.

Much of these investments in leadership, continuous improvement, communication and culture are hidden from a narrow or more technical view of a firm’s health and safety efforts.

Based on our interviews, literature and feedback from experts, we summarised our interview findings into a framework to tie the health and safety practices to the wider context:

- ✚ **Wider economy:** We found that the external environment matters, as it affects workers (for example through higher cost living, or reduced confidence in job stability) and businesses (through reduced work and financial uncertainty). But the impact on injuries and fatalities are not always clear – rather it appears the causes of fatalities and injuries differ depending on the phase of economic cycle.
- ✚ **Industry specific:** There are also industry specific pressures. For example, the construction industry is highly cyclical. When the economy grows, construction booms. When the economy slows, construction slows sharply, usually at a rate 3x the wider economy. We found that the pressures come from procurers, suppliers, banks, and workers (who may experience the stress of reduced job security, increased cost of living, higher mortgage payments, etc.).
- ✚ **Business specific:** Businesses do a range of things to avoid, mitigate or manage the presence, awareness and severity of risks. These activities range from the easily replicable and standardised (e.g. physical barriers, registers and manuals, and minimum training requirements) to more intangible measures (e.g. voluntary standards above regulatory minimums, training, and culture and conduct).
- ✚ **Constant review and “unease”:** Health and safety requires a relentless process of review and response as the conditions of work are everchanging.
- ✚ **Business size specific:** The size and nature of businesses can impact how they manage risks. Smaller businesses tend to be better at informal and relationship intensive approaches, while larger businesses tend to be better at codified but resource intensive approaches.

(Business Leaders’ Health and Safety Forum Report)

Mental Health Awareness Week



Mental Health Foundation-Mental Health Awareness Week 23–29 September 2024

Community is..... What We Create Together

The objective is to promote an understanding of what good mental health looks like and how we can each work to build it. Community is.... what we create together.

Waipapa Taumata Rau, University of Auckland, encourages all our communities to participate in this important event.

Our fundamental principles reflect our foundational relationship with tangata whenua and our commitment to Te Tiriti o Waitangi.

- ✚ **Manaakitanga** – Caring for those around us in the way we relate to each other.
- ✚ **Whanaungatanga** – Recognising the importance of kinship and lasting relationships.

Within our communities, consider how you can get involved, try something new, and connect with others.

There are several resources available on the Mental Health Foundation Website. [Mental Health Awareness Week | Mental Health Awareness Week. 23 - 29 SEPTEMBER 2024 \(mhaw.nz\)](https://mhaw.nz)

Mental Health Awareness Week (MHAW) 2024 is underpinned by Te Whare Tapa Whā, a model designed by leading Māori health advocate Sir Mason Durie in 1984.

This model highlights the four cornerstones of Māori health: Taha Tinana (physical health), Taha Hinengaro (mental health), Taha Whānau (family health), and Taha Wairua (spiritual health). <https://mhaw.nz/explore/te-whare-tapa-wha/>

How You Can Participate:

- ✚ **Workshops and Seminars:** Attend sessions on mental health awareness and well-being.
- ✚ **Community Events:** Join local events that promote mental health and community bonding.
- ✚ **Online Resources:** Explore articles, videos, and tools on the Mental Health Foundation Website.
- ✚ **Support Networks:** Engage with support groups and networks within your community.

[Mental Health and Wellbeing at Umbrella | Umbrella Wellbeing Ltd](#)

Tips for Building Good Mental Health:

1. **Stay Connected:** Maintain relationships with friends and family.
2. **Be Active:** Engage in physical activities that you enjoy.
3. **Keep Learning:** Try new hobbies or take up a new skill.
4. **Give to Others:** Volunteer your time or help someone in need.
5. **Take Notice:** Be mindful of the present moment and your surroundings.

By participating in Mental Health Awareness Week, we can all contribute to a healthier, more connected community. Let's work together to create a supportive environment where everyone can thrive.

Mental Health Awareness Week – Guide – [Resources](#)



Health and Safety Representatives at the University of Auckland

Health and Safety Representatives at the University of Auckland are employees who represent their own work group on matters of health and safety. They are the voice of workers and represent all including those who might not otherwise speak up. Health and safety representatives act as a means for workers to participate and engage in workplace health and safety.

The functions of a Health and Safety Representative include:

- Represent and advocate for workers on health and safety matters.
- Make recommendations relating to workplace health and safety.
- Monitor health and safety measures.
- Promote worker participation.
- Foster positive health and safety management practices in the workplace.
- Give feedback on health and safety compliance.
- Participate in health and safety committee meetings.

If you are interested in volunteering to be a health and safety representative in your area have a talk with your team leader or manager to see how you can get involved. Everyone's voice counts.

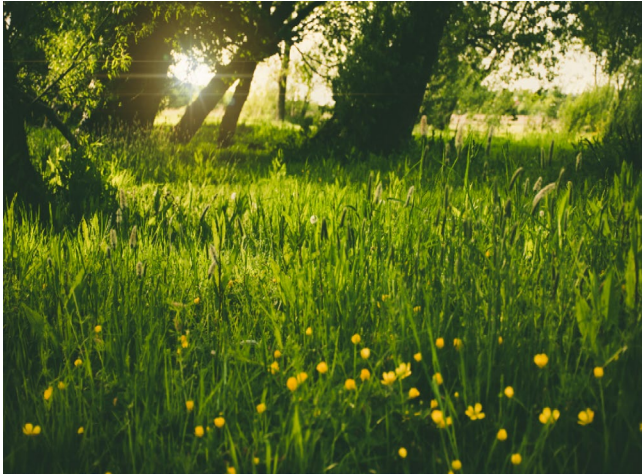
Vice- Chancellor's Awards for Values and Te Ao Māori Principles – nominations open

HSW Team VC Awards are now open; nominations close 21 November.

Remind your Service Areas and Faculties regarding the [Health, Safety & Wellbeing award](#) for exemplary contributions to, or leadership of Health, Safety & Wellbeing (HSW) culture. Nominations that highlight people or teams who are contributing to creating an environment where HSW is as part of how we care for one another.

How sunlight helps you stay healthy

We all need a little sunshine in our lives, quite literally. So now that the warmer weather is here, let's take a look at all the good things sunlight does for us, both mentally and physically.



The sun's rays have received something of a bad rap in recent years, especially here in New Zealand. Yet the truth is that without it, we simply couldn't survive. And, let's face it, we wouldn't even be here in the first place.

Yes, from helping plants to grow to keeping us warm, sunlight is an absolute essential for life. Not to mention a welcome feeling on the skin, and a positive health boon too...

The health benefits

Of course, skin cancer is a major concern for Kiwis and should be taken seriously. That said, just as it's important to protect against the harmful effects of exposing ourselves to too much sun, getting too little can also be an issue for our overall health and wellness. Indeed, sunshine has a lot of benefits for us from a scientific perspective. It's really all about balance. With this in mind, let's take a sunnier outlook on some of the amazing things a little sunlight can bring into your life:

1. Keeps your bones strong

Vitamin D helps your body maintain its calcium levels... so soaking up a little sunshine could be just what you need.

2. Strengthens your immune system

Vitamin D is also vital for a healthy immune system... and reduces your risk of illness and infection...

3. Improves your sleep

Sunlight helps to regulate your levels of serotonin and melatonin, both of which are critical to setting your circadian rhythms and helping you get a good night's sleep...

4. Reduces your stress levels

Sunlight is believed to increase the brain's release of, usually associated with boosting your wellbeing and helping you feel calm and more focused.

5. Improves your mood

Increasing your exposure to natural light may also help to stave off depression.

6. Helps you maintain a healthy weight

Believe it or not, some research has suggested that getting a 30-minute dose of sunlight in the morning can even help you lose weight.

7. Helps you live longer

It has also been suggested that getting enough Vitamin D in your daily routine can help you live longer.

So, you see, getting a healthy dose of Vitamin D can have plenty of positive effects on your mind and body, but please be sensible. It really is all about balance. If you're outside, make sure you're wearing some kind of UV protection, and try not to stay out too long.

You can read the full article [here](#).

(Southern Cross team, January 2023)

Dates in September

- 10 September World Suicide Prevention Day
- 23 September Mental Health Awareness Week
- Blue September: Prostate awareness month
- Breathe Better September: Respiratory condition awareness
- Cervical screening awareness month

HSW Community of Interest Group (CoI)

The next meeting will be held at Building 260 (12 Grafton Road) in Room 365 from 11:30am to 12:30 on 17 October 2024.



This meeting will also be available online via Teams for those who cannot make it in person.

To join the group please email the Health, Safety and Wellbeing Team via hsw@auckland.ac.nz

Your HSW team

Should you need to contact the University of Auckland's Health, Safety and Wellbeing Team your contacts can be found [here](#)

Courses

Health and Safety: Role of a Leader and Manager

Managers have a legal responsibility to keep the workplace safe for students and staff. This workshop will outline how to develop a proactive culture of health, safety and wellbeing.

Aim: To assist leaders and managers in understanding their roles and responsibilities in the management of health and safety at the University.

As a leader and manager, you have a critical role to play in developing a safe and healthy work environment for your staff and students. This workshop will provide information on the University's new policy, expectations and guidance on how to begin to lead and manage health and safety within your areas.

Key Content

By the end of this session participants will be able to:

- Explain why the University has given health and safety a high priority
- Describe the main elements of the University's health and safety management system
- Identify your basic management responsibilities and accountabilities for health and safety
- Explain the importance of risk management in developing safe and healthy work environments

This course is suitable for all staff who manage staff and workplaces. Also, for staff members who consider moving into management roles.

Incident Management & Investigation course

This course will equip individuals responsible for conducting incident investigations with the skills to effectively manage an incident scene and conduct effective investigations. Upon completion, delegates will possess the necessary skills to conduct comprehensive and concise investigation reports, contributing to a safer and more informed work environment.

Key Content

On successful completion, participants will:

- Be able to explain why workplace accidents need to be reported and investigated.
- Gain insight into the importance of incident investigation, barriers to reporting and how to overcome them.
- Understand the legal, financial, and moral aspects of investigating workplace incidents.
- Understand how to safely manage an incident scene.
- Understand the concepts of multiple causation and root-cause analysis.
- Be able to detail an incident investigation process using a hypothetical incident.
- Produce an incident investigation report based on a documented incident.
- Understand what is a Notifiable Event and what actions to take if one occurs

This course is suitable for all members of staff who are required to undertake incident investigations and health & safety representatives.

Risk Assessment

This workshop will assist staff in understanding how to undertake a successful work-related risk assessment for both activities and locations.

Key Content

By the end of this session participants will be able to:

- Know the definition of terms such as hazard, risk, likelihood, consequence
- Know how to approach the 5 steps of the risk assessment process
- Understand the importance of good preparation
- Identify significant hazards
- Identify the people who may be harmed
- Be familiar with the hierarchy of control and evaluate the suitability of existing control measures
- Know how to calculate the risk level attached to a particular hazard
- Be able to break down processes into tasks
- Understand how to communicate the risk assessment findings and the importance of doing this well
- Recognise the conditions prompting a review of risk assessment.

This risk assessment course is suitable for members of staff and postgraduate students involved in the risk assessment process. For students who would like to attend this course, pls send your name, student ID number and the faculty name to od@auckland.ac.nz



Thank you for taking the time to read your HSW Newsletter!