

All About People February Webinar Worker Engagement



Last time we talked about...

- Barriers to communication
- What is employee engagement
- Cost of poor engagement
- Benefits of good engagement
- Some ideas/tools

Why is it important?

Good engagement helps you to:

- Meet your due diligence obligations
 - You have a handle on what is happening
- Manage risk
 - People sharing information
 - Discussion about hazards/risk/controls
- Improve workplace culture
 - Around health, safety and wellbeing

This time we will talk about...

- The stuff you need to discuss
- How to initiate discussion
- Examples of how StoryAnywhere can help
- The need to follow through
- Where to get discussion topics



Keep things simple

It's the basics that make work safer. By keeping things simple you can take action around the issues that matter.



Manage real world risks

Keep focused on the big stuff that is most likely to hurt people. Forget the crazy what if, never in a million years risks.



Make everyone responsible

Making sure everyone knows how they can make a difference. If things are risky, they need to speak up. If there is a plan to stay safe, you need to follow it.



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HEALTH & SAFETY · EMERGENCY MANAGEMENT

The stuff you need to discuss first

- How will you engage effectively with each other
- Agree health, safety and wellbeing goals
- How you manage hazards/risks and controls
- What authority do the Workers have?
- How to celebrate

PRIORITIES

- 1.
- 2.
- 3.

The stuff to discuss ongoing

- Review progress Review any Stories/StoryAnywhere told:
 - Are there any immediate corrective actions
 - What needs to change
 - Are the corrective actions working
 - When it is closed out (i.e. problem fixed)



The stuff to discuss ongoing

- Review existing and new risks and their controls:
 - Focus on the critical/serious ones first
 - Is there a shortage of resources
 - Do people take shortcuts?
 - Is the solution practical and followed
- Review the Gear (Plant and Equipment)
 - Does any need repaired/serviced/replaced
 - Do you have correct PPE and other safety equipment

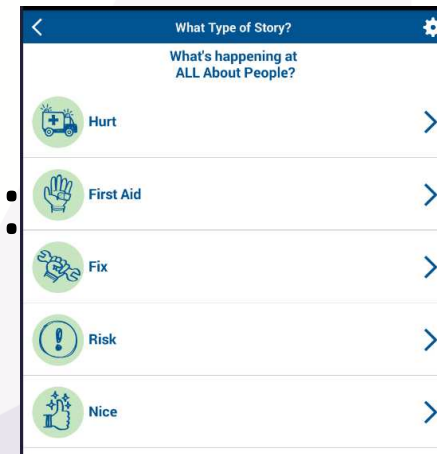
Initiating Discussion Example 1

- People in a room for Team Meeting
- Give person No. 1 an object (e.g. Magic Pen)
- Everyone else is to be quiet.
- The Magic Pen cannot be passed on until they have said three things about health and safety:
 - Something positive (nice) that happened
 - Something about a risk they work with
 - Something they learned or could have done better



Initiating Discussion Example 2

- People in a room for Team Meeting
- Get everyone to load a StoryAnywhere on the App.
- They have to tell a StoryAnywhere about:
 - A shortcut that was taken
 - When they were short of resources
 - When a hazard/risk was created by someone else
 - Something positive (nice) that happened



Initiating Discussion Example 3

- Discuss an incident that has occurred (e.g. press release)
- Ask:
 - What risks contributed to the incident?
 - Were the controls adequate?
 - Could the same thing happen in our business?
 - What do we need to change?



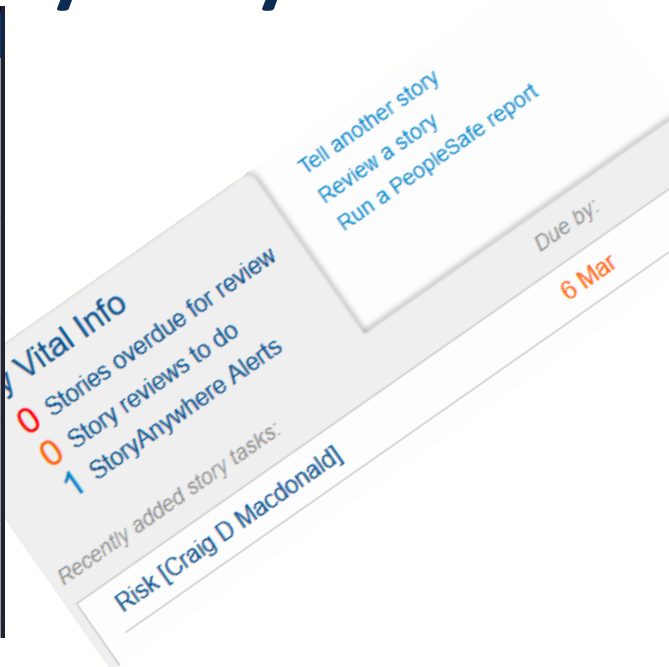
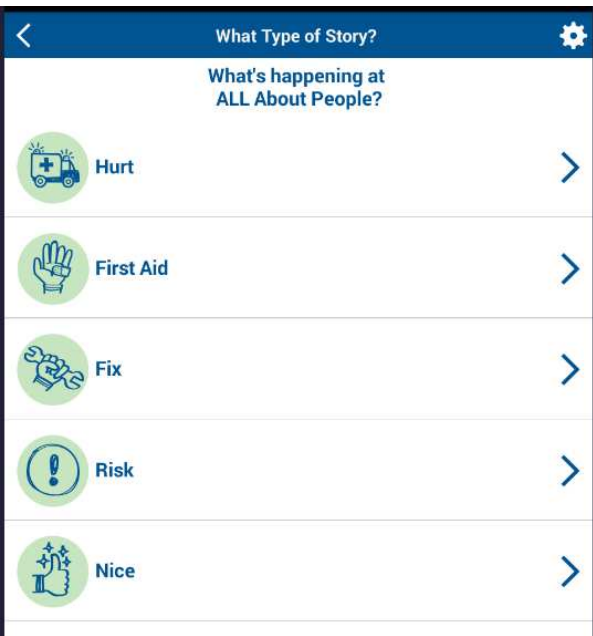
Example Incident - 1

- Brakes on second hand tractor supplied by farm machinery business failed and ran over a worker
- The brakes were not working when the farm machinery business bought the tractor
- Some repairs were carried out when it was delivered to a property for a trial
- The farm owner identified further issues with the tractor, including its brakes which were fixed
- Brakes failed 5 days later

Example Incident - 2

- A worker sustained back injuries, after the freight cage he was working in fell 3m from forklift tines
- The cage did not comply with industry standards & had not been attached to the forklift correctly
- There were documented safety systems that were not being implemented in the day to day running of the business
- Workers were not being appropriately communicated with

How StoryAnywhere can help



Optional Details:

Person reporting: Craig D Macdonald

Completion Status

Full Story

Risk

Give to these People

Ali Shanks, Shane Burke, Cameron Macdonald, Craig D Macdonald, Craig Demo D Macdonald, Scott Macdonald, Michelle Macdonald

Notes:

forklift cage is not fixed to forklift and it is not being used as per company procedure presenting a high risk.

They rated the story as "A big deal, very important".

View the approximate location here: <http://www.google.com/maps/place/-36.6227674,174.7719858>
(It was reported within 19.236000061035156 meters of Latitude: -36.6227674 Longitude: 174.7719858)

Created by: System on 2019-02-27 21:35:24

Attachments:

File name

Photo

Print

Back Tell Full Story Complete

StoryAnywhere Alert [Risk] from Craig Macdonald at All About People-Demo



no-reply@peoplesafe.co.nz

To craig@allaboutpeople.co.nz

StoryAnywhere Alert [Risk] from Craig Macdonald at All About People-Demo

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View the Alert and any attachment at: <https://my.peoplesafe.co.nz/scope/task?site=MTI5MjY2NDcxNTE&id=MTEzNjE2NTkyMTg0NDM>

The need to follow through

- Acknowledge the report
- No blame games
- Take action relative to risk level
- Engage with Team to resolve
- Monitor and discuss progress with Team



Where to get discussion points



NEWS AND MEDIA

We produce a range of information to keep you informed about our work. Here you can access our latest media releases, newsletters, bulletins and safety alerts. To contact our media team call 021 823 007 or email media@worksafe.govt.nz.

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WorkSafe NZ Risk
and Industry
Updates



TEMPERATURES RISE IN THE WORKPLACE

The heat wave expected to hit New Zealand this week means workers and employers need to be more vigilant about working in heat.



LATEST GUIDANCE

We have published a new good practice guide on working safely with precast concrete.



MDA EXPERIENCES - PUTTING MANAAKITANGA AT THE HEART OF BUSINESS

"As a team we actively welcome health and safety audits - and that's the way it should be."

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