

## HIGHLIGHTS OF COMMUNICATIONS & STAKEHOLDER ENGAGEMENT ACTIVITY – MAY/JUNE 2016

### Safetree resources distributed via website/email

- [Help keeping track of site visitors](#): Online booklet and video to help manage visitor safety on forestry sites. Booklet includes an example of a [Visitor Registration Form](#). This is supported by an animated video.
- [Worker Engagement, Participation and Representation](#): 2 page summary to help forestry industry improve involvement of workers in H&S, in light of new requirements in HSWA.
- [Focusing on critical risks](#): Web post and email about FISC event for CEOs on critical risk involving Fulton Hogan, with links to case study on the Business Leaders H&S Forum website.
- [HSWA for Farm Foresters](#): Given to NZFOA, who took printed copies to Fielddays. Also posted on Safetree website and sent to NZFFA and Federated Farmers.
- Also shared via our channels a guide to [monitoring H&S](#) produced by the Business Leaders H&S Forum and WorkSafe

### Media activity to raise profile and promote FISC/Safetree work

- NZ Logger story on *Safetree Professional Forest Worker Certification*. (see below)
- Item for Safeguard Magazine on Fiona Ewing. (see below)

### Presentations on FISC's work (and specific projects) to forest industry groups

- Te Wānanga o Aotearoa training organisation
- NZFOA Executive
- Eastland Wood Council
- Competenz regional managers
- FICA contractors in Gisborne

### Engagement with government

- Met Labour MPs Sue Moroney (Associate Workplace Relations and Safety spokesperson) and Damien O'Connor (Primary Industries spokesperson) to discuss FISC's work.
- Presentation on FISC's work to WorkSafe board in May – very well received
- Meeting with WorkSafe on its strategy on investigations

### Sharing FISCs learnings with other industries

- Presentation to Construction Safety Council, which is interested in how elements of the FISC model might apply to construction.
- Approach from the metals manufacturing sector also and a slide pack will be sent as unable to attend

## Activity

- Subscribers for Safetree emails now total 1,382
- Visitors to the Safetree website: 1,571 (May 22 - June 21)
- 1709 people liked the Safetree Facebook page.

## Coming up in June / July

- Update meeting with Hon Minister Woodhouse and Hon Minister Goodhew
- Meeting with Marama Fox MP, Maori Party Co-leader
- First Safetree CEO case study – video and written case study on Blakely Pacific.
- Publicity to promote *the Safetree Professional Forest Worker Certification* scheme
- Safetree guide: *How to Manage H&S under HSWA* – a general guide to the Act for forestry.
- Safetree guide: *How to manage overlapping responsibilities when planning work* guide.

## Article in July NZ Logger

### Text for: Safetree launches industry-wide certification for professional forestry workers

*(will run with photo of Wayde and certificates)*

In May, Wayde Lindsay, became the first forestry worker to receive a *Safetree Professional Tree Faller* certificate at a Southern Wood Council event in Dunedin. Wayne, who works for Shane Griffin Logging which contracts to Wenita Forest Products, was one of four tree fallers who received a certificate at the event.

The award confirms that Wayde meets the requirements to be deemed competent as a professional, industry-certified manual Tree Faller. His name has gone onto a national register run by the Forest Industry Safety Council (FISC), of people certified as currently competent to undertake specific forestry tasks. Shane Griffin Logging and Wenita Forests Products now have industry recognition that Wayde has the skills needed to fell trees professionally and safely. They can give that assurance to potential clients when tendering for work. Anyone else Wayde goes to work for can also have that confidence.

Wayde's award ceremony formally kicked off the *Safetree Professional Forest Worker Certification* scheme, one of FISC's priority projects. The scheme provides an industry-recognised, nationwide mechanism to assess and certify that workers are currently competent to do specific, high-risk tasks. Certification lasts for a year, though this timeframe could change as the scheme matures.

The assessments are done using tools originally developed by the industry and further refined by Nelson Forests. This process of taking good work already done by companies and sharing it around the industry is a key goal for FISC. To date I've been impressed with the willingness of companies to do this. It's clear that while they're deeply competitive when it comes to securing work, there's a huge willingness among industry players to share and work together to stop people getting hurt.

Currently, nine companies and nearly 400 workers have completed, are undertaking, or are about to undertake the certification process. (A number of workers achieved certification before Safetree took over running the scheme this year and these workers will get their Safetree certificates next time they are certified.)

The number of people seeking certification is expected to grow over time, and FISC is currently building up the infrastructure needed to expand capacity while maintaining the quality of the assessments. The assessments - done by trained, independent assessors - complement existing training. They are a useful way to confirm and maintain the competency of workers – particularly those trained some time ago.

At the moment certification covers the high risk tasks of tree falling, head breaker out and breaker out. Soon workers involved in thinning to waste will also be included. In time the register FISC runs of those certified will become searchable – providing a useful resource to the industry. Workers who were certified before Safetree took over the scheme will go onto the register next time they're reassessed. The assessments test workers' understanding of safe ways of working, including their knowledge of common risks and how to deal with them. Also tested is their understanding of things like emergency procedures, PPE and requirements in the Approved Code of Practice or relevant Best Practice Guidelines. The assessments can be completed in writing or verbally to overcome any literacy issues. They also include practical observations of how the work gets done. Free tools to help workers prepare for the assessments are available at [www.safetree.nz](http://www.safetree.nz). (See links below).

Improving the competency of forestry workers – particularly those doing dangerous jobs like felling and breaking out - was a main recommendation of the 2014 *Independent Forestry Review*. The Review, prompted by the deaths of 10 forestry workers in 2013, highlighted that a lack of regulation meant there were few barriers to working in forestry. No formal evidence of competency is required before people undertake often dangerous work. As a result, there is little to stop inexperienced workers being deployed on tasks well beyond their level of competency. This is despite a properly trained workforce being a crucial defence against accidents.

The Review went on to recommend that mandatory competency standards be developed for safety critical forestry roles, along with a system for independently assessing (and periodically reassessing) competency. It's great to have the *Safetree Professional Forest Worker* scheme up and running. I'd encourage all forest owners, managers, contractors and workers to find out more about how they can benefit from it. For workers like Wayne, it provides formal recognition of the professionalism and skills they bring to the job each day. For companies like Wenita Forest Products and Shane Griffin Logging it will help them run safer and more successful businesses.

*Fiona Ewing*, National Safety Director, Forest Industry Safety Council

### **Find out more**

To find out more about what's involved in achieving *Safetree Professional Forest Worker* certification take a look at the training tools on Safetree. If you like what you see and want to get involved contact: [enquiries@fisc.org.nz](mailto:enquiries@fisc.org.nz) or [info@safetree.nz](mailto:info@safetree.nz).

### **Training Tools for *Safetree Professional Forest Worker* certification**

- Tree Faller: [http://safetree.nz/wp-content/uploads/2015/07/Safetree-TF\\_Compency\\_Assess.pdf](http://safetree.nz/wp-content/uploads/2015/07/Safetree-TF_Compency_Assess.pdf)

- Breaker Out: [http://safetree.nz/wp-content/uploads/2015/07/Safetree-BO\\_Competyency\\_Assess.pdf](http://safetree.nz/wp-content/uploads/2015/07/Safetree-BO_Competyency_Assess.pdf)
- Head Breaker Out: [http://safetree.nz/wp-content/uploads/2015/07/Safetree-HBO\\_Competyency\\_Assess.pdf](http://safetree.nz/wp-content/uploads/2015/07/Safetree-HBO_Competyency_Assess.pdf)

### **About Safetree and FISC**

[www.safetree.nz](http://www.safetree.nz) is a one-stop online shop providing free health and safety resources for people working in forestry. It is run by FISC, a partnership involving government, industry and worker representatives. Improving worker competency is one of several priority projects for FISC. See more at [www.fisc.org.nz](http://www.fisc.org.nz)



## Fiona Ewing

NATIONAL SAFETY DIRECTOR,  
FOREST INDUSTRY SAFETY COUNCIL

### What is your background?

I'm a Scot, born in Edinburgh. For the last nine years I've lived in New Plymouth with my husband, two daughters and a large German Shepherd. I'm originally a townie and moved out to the country when I was eight. My first degree is in agriculture.

### Describe your current employment

I'm leading FISC's work to improve health and safety in the plantation forest industry. Set up last October, the council includes representatives of government, industry and workers. The job is about implementing change and improving the overall safety maturity of the industry. On a day-to-day basis it can involve business improvement, cat herding, change management, and talking about safety to anyone who'll listen – from government ministers to forestry workers.

### Why did you become involved in health & safety?

I was recruited by the Health & Safety Executive when I was working in agriculture and food research in England. They offered me a job back in Edinburgh – no competition really! I'm interested in how businesses work and how to make them better. H&S is an opportunity to improve your business because it goes right across your operations and is a great way to bring people together from all parts of your organisation.

### What training have you had for the role?

I have a postgraduate diploma from Aston University in the UK, ongoing professional development, management training and communication skills. I also have 30 years' experience across what appear to be very different industries. But it's all about working with, and looking after, people.

### What has been your most satisfying OHS achievement?

Seeing the light bulb go on and things starting to change. I also enjoy working on topics at a sector level to influence change more broadly. In the UK I was involved in projects on scaffolding and setting up a national house builders' forum where builders could collaborate on construction issues. Here I've been involved in work to improve public safety in the electrical supply industry and to create common competencies. I didn't manage to solve the last one before I left my previous role, but the foundation work is in place and others will take it forward.

### What's the hardest thing you've had to do in OHS?

Investigate fatalities, one in particular where a child was fatally injured in a farmyard when run over by a reversing tractor and trailer. That's why my view of prosecution is a bit different. There's nothing the courts can do to these people that they haven't already put

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themselves through and will continue to suffer. Let's learn from these incidents and use them to influence change and improvements overall.

### What has surprised you about working in OHS?

I'm constantly surprised by the focus on compliance with legislation, rather than understanding the risks to your business and the people who work for you and then working out the best controls to put in place. I'm surprised by the focus on systems and paperwork, rather than engagement with the people who actually do the job.

### How has being in OHS changed you?

My role has morphed from compliance to mentoring and business improvement. As a young inspector I would often take action on a particular risk resulting in a single point solution, which had limited success. Now I look at the whole ecosystem and try to understand why something is being done in a certain way. I have more patience – my family might not agree – and spend more time listening and understanding other people's perspectives.

### What advice would you give anyone thinking of entering the field?

It's a fascinating area to work in. Remember it's all about people, good communication and good risk management.

### What is the most risky thing you've done?

Probably working on a farm when I was younger – lots of exposure to vehicles, unguarded machinery and large livestock. I also ride pillion on a Triumph Tiger 1050 (Toby Triumph) where my only contribution is to move my head minimally when cornering by gazing over my husband's opposite shoulder. Once you get over the complete lack of control it's a great way to see the New Zealand countryside – and electricity networks and forestry sites too!