



Annual Report

For the year ended
31 March 2018

HASANZ
HEALTH & SAFETY ASSOCIATION NZ



Chair's report



At the time of writing this report HASANZ is on the brink of launching New Zealand's first national register of workplace health and safety professionals.

Poised for impact

The arrival of the HASANZ Register will change the workplace health and safety landscape forever, giving rise to a higher level of professionalism.

During the year in review we have put the infrastructure in place for this new reality, building the Register and restructuring HASANZ. Our rules as an incorporated society have been refreshed and our member organisations have aligned their registration standards so there is consistency across the professions. We are poised to make a significant impact.

Maturing as an organisation

Taking the next step in organisational maturity has involved two measures – setting up the governance of HASANZ for the future and gaining charitable status.

February saw the appointment of the first Executive Director of HASANZ, Philip Aldridge. This means we now have a dedicated, full-time leader to oversee the operation of HASANZ. Following Philip's appointment HASANZ's structure was reshaped into a Governance Group, which meets quarterly, and a smaller group comprising the Chair, Secretary and Treasurer, which meets more regularly. In April 2018 I took over from Craig Smith as HASANZ Independent Chair in a very smooth transition. Recently, HASANZ has also been joined by a full-time Business Manager, Vic Tyler. I'm pleased to report that the new structure with distinct governance and operational roles is working well and allowing the Governance Group to devote more time to strategic planning.

In October 2017 HASANZ became a registered charity. This reflects our status as a not for profit incorporated society that is committed to improving health and safety outcomes for New Zealanders. It means all the funds we receive are able to be used for those activities. Our charitable status exempts HASANZ from paying tax and also allows donors to receive a tax credit for the funds they give us.

HASANZ continues to rely on financial support from WorkSafe New Zealand for baseline operations. However, we are entering into revenue generating activities with ACC and other parties which we hope will underpin increasing financial viability. Both WorkSafe and ACC are stalwart supporters of HASANZ, recognising our critical role in the health and safety system. We appreciate their generosity.

Funding for the HASANZ Register from WorkSafe and ACC is shown as income in our financial statements. The Register is

an asset which was capitalised this year on our balance sheet and will be depreciated over the next five years. The Statement of cash flows in this report gives an accurate picture of HASANZ's liquidity.

Five priorities

A first task for our Executive Director was developing our business plan for the next financial year. This evolved from HASANZ's five year strategic plan released in 2016 and has five priorities:

- / Building the capability and professionalism of health and safety professionals.
- / Growing business confidence in health and safety professionals and awareness of what they do.
- / Growing our role as a trusted and respected sector leader including active advocacy for our members' interests.
- / Building strategic partnerships that deliver value.
- / Building the sustainability of HASANZ.

Our business plan informs a comprehensive programme of work. We are mindful that everything we do contributes to our overarching goal of lifting professional standards to provide healthier and safer workplaces in New Zealand.

A change agent

HASANZ is an agent for change, assisted by our extensive reach across the sector through our member associations. There are significant advantages in providing one co-ordination point for the Government and organisations to deliver programmes that reduce workplace harm and serious injury. We are also aware that the combined voice of HASANZ is heard more clearly than disparate voices when it comes to informing policy and sector developments. It is our responsibility to leverage this for the public's health and safety.

Working with our strategic partners we embarked on, and delivered, a number of initiatives.

At the invitation of MBIE and WorkSafe, HASANZ was part of the expert reference group that had input to the draft Health & Safety at Work Strategy. This maps how the components of New Zealand's workplace health and safety system will work together in a shared direction over the next 10 years. Once the Strategy has been ratified we will need to reset our goals.

We have entered a partnering agreement with ACC to deliver activities that impact on reducing the cost of workplace injuries. First off the block is a project to co-design and deliver a programme to reduce the impact of musculoskeletal injuries on workers and their employers which cost the country approx. \$140 million per year. This "body stressing" initiative involves four of our member associations: NZOHNA, HFESNZ, OTNZ-WNA and PNZ's Occupational Health Group and is an example of how HASANZ adds value by coordinating collaboration of our health and safety professions.

HASANZ contributed to the improvement of health and safety outcomes in the Public Service through involvement with the Government's Health and Safety Lead (GHSL), which provides practical support to leaders of government agencies. As part of GHSL's senior stakeholder group, we have provided advice on their programme of work, alongside the State Services Commission, Business Leaders' Health & Safety Forum, PSA, WorkSafe and Corrections.

Advancing the education of health and safety professionals is a priority and, to this end, HASANZ worked with Victoria University to shape its proposed new qualifications for workplace health and safety as part of its new Faculty of Health. HASANZ's second conference will raise the bar for the continuing professional development of our members and everyone with a direct interest in health and safety. We are planning an outstanding programme for HASANZ CONFERENCE 2018, which is being held on September 6 and 7 in Wellington. I encourage you to join us for two superb days of learning.

The first HASANZ Survey of Health and Safety Professionals was completed in partnership with PwC in July 2017. We had an excellent response from more than 700 people. This gave us an illuminating picture of the current state of workplace health and safety professionals in New Zealand, from both professionals' and businesses' points of view. The report of the findings was released in September 2017 and key themes were teased out by a series of focus groups in Auckland, Wellington and Christchurch. The inaugural survey provides a wealth of data which will help the sector improve the capability and capacity of health and safety professionals and serve as a benchmark to measure progress. We expect to run the next survey in 2019.

Shifting focus

Our focus during the first four years of HASANZ's existence has been on the supply side of the market – developing HASANZ and strengthening our member organisations in readiness for the arrival of the HASANZ Register. The next phase for HASANZ will see us moving more into the demand side of the market. The HASANZ Register will provide a critical interface between businesses and all types of health and safety professionals. Through the Register and other initiatives we will help businesses understand the specialist capability they require and source it.

Going hand in hand with this is the need to build a pipeline of education to feed business requirements for qualified and experienced health and safety professionals across all disciplines. There is a glaring capability gap, particularly when it comes to planning for the changing nature of work. Even today, there is an acute shortage of professionals in some areas. For instance, there are just five qualified occupational hygienists currently practising in New Zealand.

The industry is on a journey in improving its level of capability and capacity, and HASANZ is taking a lead role in this space. Although it fell outside this reporting period, I want to mention the Workforce Capability Development Forum hosted by HASANZ on 9 May 2018. Opened by the Minister for Workplace Relations and Safety, the Hon. Iain Lees-Galloway, the Forum brought together key influencers from across the sector,

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Key takeouts from the HASANZ Health and Safety Professionals Survey 2017

The report of the first HASANZ Health and Safety Professionals Survey showed that workplace health and safety professionals are in good heart, with 91% finding their profession rewarding and 72% believing they play a part in contributing to the performance of their client organisations.

The survey identified a major area for improvement – a significant gap around “what good looks like” when it comes to professional standards and service expectations. Here are some of the other key takeouts.



Health and safety professionals understand their qualifications and certification are important in seeking work



34% had more than 15 years experience while 27% had less than 5 years experience



75% of respondents enjoy what we do and see the career path as appealing



62% of respondents thought that the work we do has an impact on organisational culture



45% hold a health and safety related qualification, 78% were members of a professional body (half of which were NZISM)



53% say these qualifications and certifications are always or usually required



58% of respondents think that training is sufficient



Best part of being a health and safety professional: variety, ability to influence and educate to bring positive changes, working with people, facing challenges to drive continuous improvement

Source: HASANZ Health and Safety Professionals Survey 2017, produced in partnership with PwC New Zealand.

Chair's report (Contd...)

education, and business to collectively mobilise health and safety workforce development in New Zealand and start to address the capability gap. Craig Smith facilitated the day which resulted in the formation of a small working group who are carrying the momentum forward. The health and safety system is vitally connected to the education system and the future will see greater synergy between the two.

HASANZ Register

The HASANZ Register started accepting applications from health and safety professionals in December 2017. HASANZ's criterion for launching the Register has been to have a critical mass of listed professionals representing a reasonable spread of services to make it useful for business. We are pleased to have reached this point, with the HASANZ Register officially opening for business on 27 July with more than 100 professionals listed on it.

Getting ready for the Register has been a mammoth job for our member associations, both in taking the necessary step up to become Full Members of HASANZ and all that entails, and in working with their respective members to meet their required registration standards. This stringent process has been a "trial by fire" that all applicants have gone through and you can be sure that everyone who carries the HASANZ Registered quality mark has earned it.

We recognise that the HASANZ Register is disruptive. By professionalising the industry and shaking up the status quo, the Register has created debate on "what does being competent mean?" and has shone a light on the variability of the quality of health and safety advice. There has been discussion about the relative value of academic qualifications versus experience. We need both! Businesses need to have confidence in the expertise they pay for. We want workplace health and safety professionals to be trusted advisers like engineers, accountants and other professionals. By setting professional standards for our industry, the HASANZ Register is helping to achieve that.

HASANZ Implementation Manager Karen Chaney has been the driving force behind the HASANZ Register and, noting her departure in June 2018, we would like to record our thanks for her outstanding service to HASANZ and to the sector. Without her, the Register wouldn't have happened.

A force for good

During the year we farewelled a number of Leadership Team members who each made a significant contribution to building HASANZ: Judy Currie (NZOHNA), Andy Loader (NZSC), Joe Bain (MESNZ), Jane Cowan-Harris (OTNZ-WNA) and Rosy Fenwicke (ANZSOM). Thank you for your service.

We note with sadness the passing of Jack Travis, a founding member of the HASANZ Leadership Team and strong advocate for NZHISM and those who work with hazardous substances throughout New Zealand.

HASANZ is an association of associations and people are the core of our existence. There are constant demands on our member associations and their representatives, who put in many volunteer hours for their peers, their profession and the wider workplace health and safety community. It is fantastic that there will soon be tangible fruit from their labour, in the form of the HASANZ Register. Their legacy to the sector, and to New Zealand, will be lasting.

HASANZ continues to enjoy tremendous goodwill from many quarters, including our strategic partners: WorkSafe, ACC, MBIE, Skills, PwC and the Business Leaders' Health and Safety Forum. We know the importance of earning this and are conscious of "giving back" in many ways.

We are indebted to Craig Smith for his wisdom and experience in guiding HASANZ for nearly three years. He opened many doors for our organisation and set us on a firm foundation from which we can confidently lead New Zealand's workplace health and safety professions as a collective force for good.



Mike O'Brien
HASANZ Independent Chair

First HASANZ Executive Director



Philip Aldridge was appointed to the new role of HASANZ Executive Director in February 2018. Philip leads the day to day operation of HASANZ and the implementation of its business strategy. He has a broad background in both the public and private sectors with extensive leadership experience across a range of membership, government, industry training and commercial organisations.



HASANZ Workforce Capability Development Forum

HASANZ Executive Director Philip Aldridge, Chair Mike O'Brien, Minister For Workplace Relations and Safety the Hon. Iain Lees-Galloway, Immediate Past Chair and facilitator Craig Smith



Minister Lees-Galloway



Dave McBride (University of Otago) and Marion Edwin (HFESNZ)



Sue Fountain (PwC)



Te Oho Reedy and Stephen Waters (Skills)



Craig Smith and Selena Armstrong (NZISM)

"Increasing the capacity and capability of the workforce to meet future demand requires a whole sector, integrated approach."

Minister for Workplace Relations and Safety, the Hon. Iain Lees-Galloway
HASANZ Workforce Capability and Development Forum 7 May 2018

Front cover: HASANZ Chair Mike O'Brien and Charlotte Adam (MBIE)
Photos: Mark Tantrum Photography

Financial statements

Statement of financial performance

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2018

	2018	2017
Revenue		
Fees, subscriptions and other revenue from members	9,180	1,800
Revenue from providing goods or services	408,684	563,399
Other revenue	10,036	-
Total revenue	427,900	565,199
Expenses		
Volunteer and employee related costs	165,705	105,001
Costs related to providing goods or services	16,701	275,028
Other expenses	29,862	18,854
Total expenses	212,268	398,883
Surplus/(deficit) for the year before tax	215,632	166,316
Income tax expense		
Income tax expense at year end		45,784
Total income tax expense		45,784
Surplus/(deficit) for the year after tax	215,632	120,532

Statement of financial position

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2018

	2018	2017
Assets		
Current assets		
Bank accounts and cash	179,521	218,185
Debtors and prepayments	70,659	52,391
Other current assets	6,652	-
Total current assets	256,832	270,575
Non-current assets		
Property, plant and equipment	1,175	-
Intangibles	201,512	-
Total non-current assets	202,687	-
Total assets	459,519	270,575
Liabilities		
Current liabilities		
Creditors and accrued expenses	46,479	52
HASANZ Register - application fee income NZISM	200	-
HASANZ Register - application fee income NZOHS	150	-
Other current liabilities	25,199	45,784
Total current liabilities	72,028	98,717
Total liabilities	72,028	98,717
Total assets less total liabilities (Net assets)	387,491	171,859

Accumulated funds

Capital contributed by owners or members	51,337	51,337
Accumulated surpluses or (deficits)	336,154	120,522
Total accumulated funds	387,491	171,859

Approved by the Managing Committee on 19 June 2018



Mike O'Brien
Independent Chair



Philip Aldridge
Executive Director

Statement of cash flows

Health and Safety Association of New Zealand Inc.
for the year ended 31 March 2018

	2018	2017
Cash flows from operating activities		
Fees, subscriptions and other revenue from members	9,365	1,500
Receipts from providing goods or services	463,869	518,142
GST	(26,488)	21,735
Payments to suppliers and employees	(215,117)	(325,919)
Cash flows from other operating activities	(45,784)	-
Total cash flows from operating activities	185,845	188,459
Cash flows from investing and financing activities		
Payments to acquire property, plant and equipment	(1,226)	-
Payments to purchase intangibles	(206,718)	-
Cash flows from other investing and financing activities	(16,565)	-
Total cash flows from investing and financing activities	(224,509)	-
Net increase/ (decrease) in cash	(38,664)	188,459

Cash balances

Cash and cash equivalents at beginning of period	218,185	29,726
Cash and cash equivalents at end of period	179,521	218,185
Net change in cash for period	(38,664)	188,459

HASANZ Governance Group

Mike O'Brien

Independent Chair

John Beattie*

New Zealand Safety Council

Greg Dearsly

New Zealand Institute of Safety Management

Marion Edwin

Human Factors and Ergonomics Society of New Zealand – Secretary

Carolyn Haybittle*

New Zealand Occupational Health Nurses Association

Rachel Lilley

Physiotherapy New Zealand (Occupational Health Group) – Treasurer

Derek Miller

New Zealand Occupational Hygiene Society

Pam Mitchell*

Occupational Therapy New Zealand - Whakaora Ngangahau Aotearoa

Phillip Tse

New Zealand Institute of Hazardous Substances Management

*Andy loader was the NZSC representative until June 2017.

*Judy Currie was the NZOHNA representative until June 2017.

*Jane Cowan-Harris was the OTNZ-WNA representative until March 2018.

*Dr. Joe Bain Maintenance Engineers Society of New Zealand representative, stepped down from the former HASANZ LeadershipTeam in December 2017.

*Dr. Rosy Fenwicke Australian/New Zealand Society of Occupational Medicine representative, stepped down from the former HASANZ LeadershipTeam in June 2017.

HASANZ Secretariat

Philip Aldridge

Executive Director

Karen Chaney*

Implementation Support Manager

Vic Tyler

Business Manager

Ann Kennedy-Perkins

Communications Adviser

*Karen Chaney completed her employment contract with HASANZ in June 2018.

The year in brief

Following is an overview of key activities undertaken during the year:

- / Building New Zealand's first, national online register of workplace health and safety professionals – www.register.hasanz.org.nz – which opened for listings on 12 December 2017. By 31 March 2018 we had received 80 applications and had approved 19. The HASANZ Register opens for business on 27 July 2018, providing a one stop shop for reliable, quality workplace health and safety advice
- / Full Membership of HASANZ attained by the New Zealand Safety Council and Physiotherapy New Zealand - Occupational Health Group
- / The Australian/New Zealand Society of Occupational Medicine, Maintenance Engineers Society of New Zealand and New Zealand Institute of Hazardous Substances Management were accepted as Associate Members of HASANZ
- / Gaining charitable status in October 2017
- / Appointing HASANZ's first Executive Director, Philip Aldridge, in February 2018
- / Collaborating with PwC to undertake the first HASANZ Health and Safety Professionals Survey in July 2017 – more than 700 responses gave us an up-to-date picture of how businesses see New Zealand health and safety professionals and how we see ourselves
- / Two professional development workshops with international Safety II expert, Dr John Green, to be co-hosted with the Business Leaders' Health & Safety Forum, were well subscribed but cancelled due to Dr Green being called as an expert witness in a court case – Dr Green is keynote speaker at HASANZ CONFERENCE 2018
- / Planning an educational and compelling programme for HASANZ CONFERENCE 2018
- / Providing input to the draft Health and Safety at Work Strategy produced by MBIE and WorkSafe New Zealand
- / Planning for the HASANZ Workforce Capability Development Forum which was opened by the Minister for Workplace Relations and Safety, the Hon Iain Lees-Galloway on 7 May 2018
- / Partnering ACC in a new project to reduce musculoskeletal injuries at work – part of a wider programme of activities to reduce the impact of workplace injuries on individuals, businesses and New Zealand
- / Assisting Victoria University of Wellington with the development of their new programmes for workplace health and safety, to be delivered by their new Faculty of Health
- / Stimulating debate and raising awareness of workplace health and safety issues with HASANZ members via regular communications, including updates and blog from HASANZ Chair
- / Maintaining an active social media presence via LinkedIn and Twitter for the workplace health and safety community to connect and discuss pertinent issues
- / Ongoing stakeholder engagement to build and nurture strong relationships with government, industry and business leaders
- / Contributing articles and giving a voice to health and safety professionals in numerous industry workshops and publications, including regular think pieces in Safeguard Magazine
- / Providing a central point of contact for New Zealand's varied workplace health and safety professionals through our HASANZ website with 15,366 visits – 85% of the 10,746 people who visited were new users
- / Responding to more than 230 public enquiries through our public channel info@hasanz.org.nz and helping to connect businesses to the type of health and safety professional that matches their needs, a service that will be increasingly provided via the HASANZ Register.

The HASANZ Register

Trusted advisers for healthier and safer workplaces

HASANZ
REGISTER



The HASANZ Register opens for business on 27 July 2018.

It's a one stop shop for businesses to find reliable, quality health and safety advice and services. It is business-centred so they can search for free to find professionals – generalists and specialists – to provide solutions to the problems they need help with. Asbestos, noise, health and safety systems, policies, manual handling – you name it, the HASANZ Register probably covers it.

The HASANZ Register will improve business confidence in health and safety professionals and contribute to healthier and safer workplaces in New Zealand.

Look for the HASANZ Registered quality mark! It's a unique identifier that can only be used by qualified health and safety professionals who have met the stringent registration standards of their HASANZ Member associations.