



Business Leaders' Health & Safety Forum

ZERO HARM WORKPLACES

ANNUAL REPORT SEPTEMBER 2019

Obligations creating opportunity



“The best thing a senior leader can do is become incredibly interested, not in how the organisation failed to prevent the event, but in how the organisation failed to control the event...the presence of control is the magic potion for leaders.” Todd Conklin to Forum members, July 2019.

Who we are

The Forum is a group of CEOs, directors and country heads who are committed to becoming better leaders of health and safety in our organisations and industries.

What we want for New Zealand

Safe, healthy and productive workplaces.

Why we're here

To engage, educate and elevate New Zealand CEOs so they have the skills and confidence to lead healthy and safe organisations.

What we'll do

- Build CEO **competence**
- Help CEOs **influence** and enable the workforce and supply chain
- **Connect** CEOs to take more effective action
- Help CEOs work with others to **build the movement**
- **Assess progress** to deliver on our promises.

“Every time I go to a Forum event I come away with a gem. I don’t walk away without thinking, wow, that was interesting.”

“The Forum is a great vehicle, it’s a place I can be challenged in my views, learn from others and have a chance to refocus.”

“The Forum’s Executive Leadership Programme is the best thing I ever did – it was real, gave me simple tactics and focused my energy on the heart and the mind of leadership.”

CEO members 2019

Our members



1st Maintenance Ltd

George Reed
General Manager
1st Maintenance



Craig Davidson
Managing Director NZ
AECOM



Andrew Tombs
CEO
Alpine Energy



Dean Brown
CEO
Asmuss Group of Companies



Richard Keys
CEO
Abano Healthcare Group



Andrew Nicol
Managing Director
Agoge



Rod Gibson
CEO
Animates



John McKay
CEO
AsureQuality



Matt Mules
General Manager
Abergeldie



Tom Richardson
CEO
AgResearch



Sarah Williamson
CEO
Antarctica New Zealand



Stephen Town
CEO
Auckland Council



Scott Pickering, CEO
Accident Compensation
Corporation



Jeff McDowal
Interim CEO
Air New Zealand



Grant Nicholson
Partner
Anthony Harper



Adrian Littlewood
CEO
Auckland International Airport



Mark Irvine
Managing Director
Acrow



Brian Stokes
Managing Director
Airtech



Peter Conley
Group CEO
ANZCO Foods



Phil Harward
Acting Regional Director
Aurecon NZ



Mark Cameron
Managing Director
Action Engineering



Graeme Sumner
CEO
Airways New Zealand



Tony Gray
CEO
Ara Institute of Canterbury



Richard Fletcher
CEO
Aurora Energy



Mike Davies
Managing Director
Adecco



David Mitchell
CEO
AJ Hackett Bungy



Ian Brown
CEO
Aratu Forests



Simon Bennett
CEO
AWF Madison



CK Rahi
Director/CEO
Advance Diagnostics NZ



David Surveyor
CEO
Alliance Group



Jacqui Bensemann
Managing Director
Argus Fire Protection



Chris Saxby
Managing Director
Babcock NZ

Membership at 30 September 2019



Mark Wynne
CEO
Ballance Agri-Nutrients



John Staples
Director
Bridgestone NZ



Brendon Vincent
General Manager
Cassidy Construction



Terry Murdoch
CEO
Christchurch Helicopters



Agnès Baekelandt-Dagoneau
CEO
Barker Fruit Processors



Mike Toxopeus
Managing Director
Bridson Cookes



Paul Alston
CEO
Cavalier Corporation



Malcolm Johns
CEO, Christchurch
International Airport



Fiona McTavish
CEO
Bay of Plenty Regional Council



Matt Bishop
Managing Director
BVT



Charles Eason
CEO
Cawthron Institute



Grant Dodson
CEO
City Forests



Derek Bilby
CEO
BBR Contech



Craig Stewart
General Manager
C3



Derek Nind
CEO
CentrePort



Onno Mulder
CEO
Citycare Group



Darryl-Lee Wendelborn
NZ Managing Director
Beca



Clive Mackay
CEO
Cake Commercial Services



Chris Alderson
CEO
CHASNZ



Graeme Harris
CEO
Civil Aviation Authority



Todd Graves
CEO
Blue Sky Meats



Vic Crone
CEO
Callaghan Innovation



Mike Lewis
Country Manager
CHEP NZ



Sam Abraham
CEO
Clearvision Communications



Debi Boffa
Managing Director
BP NZ



Brendon Furness
CEO
Cardinal Logistics



Kate McKenzie
CEO
Chorus



Chris Litchfield
Managing Director
Coca-Cola Amatil



Chelydra Percy
CEO
BRANZ



Matthew Keen
COO
Carrfields



Dawn Baxendale
CEO
Christchurch City Council



Gerard Morrison
CEO
CODA Group



Richard Aitken
CEO
Cold Storage Nelson



Glenn Corbett
Managing Director
Corys Electrical



Tim Mackle
CEO
DairyNZ



Richard Ellis
Managing Director
DIALOG Fitzroy



Brendan Morrison
Managing Director
Commercial Hire NZ



Mike Cosman
Partner
Cosman Parkes



Gerry Lynch
CEO
Delmaine Fine Foods



Brett Hobson
General Manager
Dominion Salt



Scott Coulter
CEO
Comvita NZ



Kim Calvert
Country Manager NZ
Cottonsoft NZ



Mike Costelloe
CEO
Delta Utility Services



Steve Killeen
CEO
Downer NZ



Ray O'Regan
CEO
Connect 8



Judy Nicholl
CEO
Counties Power



Lou Sanson, Director-General
Department of Conservation –
Te Papa Atawhai



Jessie Laphorne
Partner
Duncan Cotterill



Jono Brent
CEO
Connetics



Paul Corbett
Country Manager NZ
CPB Contractors



Christine Stevenson
Acting CEO
Department of Corrections



Richard Roberts
CEO
Dunedin Airport



Dennis Barnes
CEO
Contact Energy



Grant McLauchlan
Managing Director
CrestClean



Paul James
CEO
Department of Internal Affairs



Peter Dynes
Managing Director
Dynes Transport Tapanui



Dave Bulling
Managing Director
Cook Brothers Construction



Sam Keenan
General Manager
Crown Forestry



Brook Barrington
CEO, Department of Prime
Minister and Cabinet



Sid Miller
CEO
Earthquake Commission



Myriam Mitchell
Senior Associate
Copeland Ashcroft Law



Una Jagose,
QC – Solicitor-General and CEO
Crown Law



Jonathan Pooch
Managing Director
Deta Consulting



Matt Todd
Group CEO
Eastland Group

Membership at 30 September 2019



Grant Mirfin
Director
ECL Group



Lee Lunt
General Manager NZ
ENGIE Services ANZ



Rhys Jones
CEO
Fire and Emergency New Zealand



Lynden Glass
CEO
Freshpork NZ



Craig Downie
CEO
EcoCentral



John Thorburn
CEO
Entrada Travel Group



Paul Goodeve
CEO
First Gas



Jonathan Moss
CEO
Frucor Suntory



Manuel Seidel
CEO
ecoPortal



Allan Freeth, CEO
Environmental Protection
Authority



Peter Reidy
CEO Construction Group
Fletcher Building



Cos Bruyn
Group CEO
Fulton Hogan



Alison Gill
Managing Director
edenfx HSE Recruitment



Chris Aughton
CEO
EnviroNZ



Steve O'Connor
CEO
Flick Electric Co



Hamish Whyte
CEO
Furnware



Nicholas Pole
Chief Review Officer
Education Review Office



Paul Nicholls
Managing Director
Ernst & Young



Miles Hurrell
CEO
Fonterra Co-operative Group



Marc England
CEO
Genesis Energy



Dean Addie
CEO
EIS



Steven Newman
CEO
EROAD



Steve Anderson
Managing Director
Foodstuffs (NZ)



Alastair Monro
General Manager NZ
GHD



Robert Ferris
Managing Director
Electrix



Terry Brown
Managing Director
Evonik Peroxide



Fiona Ewing
National Safety Director
Forest Industry Safety Council



Scott Gibbons
Managing Director
Gibbons



Steve Fuller
CEO
Enable



Paul Shales
CEO
FCB



Kevin Ihaka
Managing Director
Forest Protection Services



Ian Simpson
CEO
GNS Science



John Dakin
CEO
Goodman



Michele Kernahan
Managing Director
Hall's Group



Scott Crampton
CEO
Hilton Haulage



Andrew Moss
CEO
Hynds



Stephen Parry
CEO
Gore District Council



Richard Briggs
CEO
Hamilton City Council



Guy Clouth
CEO
Hireace



Jim Ragg
National Service Manager
Ideal Air



Liz Ward
CEO
Gough Group



Bill McCallum
General Manager
Hancock Forest Management



John Boocock
CEO
Hiway Group



Richard Gibson
Managing Director
Impac Services



Andrew Hampton, CEO
Government Communications
Security Bureau



Glen Cornelius
Managing Director
Harrison Grierson



Keith Mullett, President and
General Manager
International HNZ NZ



Chris Hayward
CEO
Inframax Construction



Greg Campbell, CEO
Greater Wellington Regional
Council



Langley David Cavers
CEO
Hauraki District Council



Kevin Larcombe
Executive General Manager
Holcim NZ



Jonathan Gray
CEO NZ
Inghams Enterprises



Graeme Bowkett
CEO
Green Gorilla



Gary Walker
Executive General Manager
Hawkins



Ajay Anand
CEO
Horizon Energy Group



Naomi Ferguson
CEO
Inland Revenue



Peter Leitch
Managing Director
Guaranteed Flow Systems



Gemma Newburn
Managing Director
Hemisphere Health



Andrew McKenzie
CEO
Housing New Zealand



Keith McLea, CEO
Institute of Environmental
Science and Research



Brent Esler
CEO
H.W.Richardson Group



Mark Cole
CEO
Hick Bros



Nick Murray
CEO
Hutec Group



Nick Thomas
CEO
Intergroup

Membership at 30 September 2019



Clare Hadley
CEO
Invercargill City Council



Grant Winfield
General Manager
KONE Elevators



Albert de Geest
CEO
Liquigas



Peter Crighton
CEO
McAlPines



Paul Cameron
CEO and Director
ISO



Scott Bartlett
CEO
Kordia



Peter Davie
CEO
Lyttelton Port of Christchurch



Fraser Wyllie
Managing Director
McConnell Dowell



Sean Eccles
General Manager
Ixom



Gaye Searancke
CEO
Land Information New Zealand



Shaun Wilson
General Manager
Mackleys



John Barnes
CEO
Meadow Mushrooms



Barry Woolcott
Group Managing Director
Jacobsen Holdings



Richard Gordon
CEO
Landcare Research NZ



Andy Lester
CEO
MainPower NZ



Dean Hyde
Director
Men at Work



David Ross
CEO
Kaiteriteri Recreation Reserve



Richard Wilson
CEO
Landpower Holdings



Keith Manch
Director and CEO
Maritime New Zealand



Fraser Whineray
CEO
Mercury



Wayne Maxwell
CEO
Kapiti Coast District Council



Campbell Smith
Country Manager
LeasePlan New Zealand



Ken Forrest
Managing Director
Marlborough Lines



Richard Whitney
CEO
Mercy Hospital



Charles Spillane
CEO
Kensington Swan



Wayne McNee
CEO
LIC



Peter Simmons
General Manager
Mars



Neal Barclay
CEO
Meridian Energy



Greg Miller
CEO
KiwiRail



James Watters
Country Manager
Linfox Logistics



Marcel Manders
CEO
MB Century



Dean Richardson
Managing Director
Methanex

METHVEN

David Banfield
Group CEO
Methven



Carolyn Tremain, CEO,
Ministry of Business,
Innovation & Employment



Debbie Power
CEO
Ministry of Social Development



Mark Eglington
CEO
NDA Group



Glen Sowry
CEO
Metlifecare



Andrew Bridgman
CEO
Ministry of Defence



Peter Mersi
CEO
Ministry of Transport



Jane Sheard
CEO
Nelmec



Chester Bakkerus
CEO
Milmeq



Iona Holsted
CEO
Ministry of Education



Richard Wyeth
CEO
Miraka



Lees Seymour
Managing Director
Nelson Forests



Bernadette Cavanagh
CE
Ministry for Culture & Heritage



Chris Seed
CEO, Ministry of Foreign Affairs
and Trade



Matthew Washington
Acting CEO
Mitre 10 NZ



Oliver Kearney
CEO
Network Tasman



Mac Leauanae
CEO
Ministry for Pacific Peoples



Ashley Bloomfield
CEO
Ministry of Health



Craig Langley
CEO
Mix



Geoff Douch
CEO
Network Waitaki



Ray Smith
CEO
Ministry for Primary Industries



Andrew Crisp, CEO
Ministry of Housing and
Urban Development



Steve Tarrant
CEO
Moana New Zealand



Craig Stevenson
CEO
New Plymouth District Council



Vicky Robertson
CEO
Ministry for the Environment



Andrew Kibblewhite
CEO
Ministry of Justice



Todd Dawson
CEO
Napier Port



Sam Cliffe
CEO
New Zealand Blood Service



Helen Potaki
Acting CEO
Ministry for Women



Michelle Hippolite, CEO
Ministry of Māori Development/
Te Puni Kōkiri



Rick Herd
Managing Director
Naylor Love Enterprises



Roger McRae, Chair
New Zealand Construction
Industry Council

Membership at 30 September 2019



Bill Perry
Acting CEO
New Zealand Customs



Andrew Priest
CEO
Ngāi Tahu Farming



Michael Hales
Managing Director
NZ Agriseeds



Lynda Coppersmith
CEO
NZ Young Farmers



Mike Yardley
Deputy Secretary of Defence
New Zealand Defence Force



Quinton Hall
CEO
Ngāi Tahu Tourism



Sean Gray
CEO
NZ Artificial Limb Service



Gareth Marriott
Managing Director
OCS



Helen Morgan-Banda
Executive Director
New Zealand Law Society



Spence McClintock
CEO
Ngāti Tūwharetoa Holdings



Barry Hinckley
CEO
NZ Bus



Jon Ryder
CEO
Oji Fibre Solutions



Mike Bush
Commissioner
New Zealand Police



Rob Hennin
CEO
nib nz



Deane Manley
Managing Director
NZ Crane Hire



Gabriel Selischi, Senior Vice
President Australasia
OMV NZ



David Walsh
CEO
New Zealand Post



John Morgan
CEO
NIWA



Simon Watson
Managing Director
NZ Hothouse



Gráinne Moss, CEO
Oranga Tamariki
Ministry for Children



Rebecca Kitteridge, Director-
General of Security,
New Zealand Security
Intelligence Service



Gary Leslie
Director
Northern Forest Products



Kevin Davies
General Manager
NZ Oil Services



William McCook
CEO
Orillon



Peter Chrisp
CEO
New Zealand Trade & Enterprise



Andrew McLeod
CEO
Northpower



Gretta Stephens
CEO NZ and Pacific Islands
New Zealand Steel



Rob Jamieson
CEO
Orion



Tony Cunningham
COO
New Zealand Woolscouring



Jim Magee
CEO
Nurse Maude



Mark Ratcliffe
Acting CEO
NZ Transport Agency



Stephen Stuart
CEO
OSPRI New Zealand



Sarah Gardner
CEO
Otago Regional Council



Dave Gawn
CEO
Pike River Recovery Agency



Kevin Winders
CEO
Port Otago



Greg Campbell
CEO
Ravensdown



Tanya Winter
CEO
Otorohanga District Council



Grant Tregurtha
Managing Director
Pinnacle Corporation



Guy Roper
CEO
Port Taranaki



Brendan Slui
Managing Director
Rayonier Matariki Forests



Philip Orchard
CEO
PAE NZ



Hugh Goddard
General Manager
Pipeline & Civil



Tony Gibson
CEO
Ports of Auckland



Matt Allen
Director
RCP



Steven Carden
CEO
Pāmu



Warwick Tauwhare-George
CEO
Parinihi ki Waitotara Farms



Nigel Barbour
CEO
Powerco



Paul McNoe
CEO
Red Bus



Geoff Milsom
CEO
Pattle Delamore Partners



David Hughes
CEO
Plant & Food Research



Jason Franklin
CEO
PowerNet



Mike Fuge
CEO
Refining NZ



Bill Peryer
Director
Peryer Construction Wgtn



Rhys Welbourn
CEO
Port Marlborough



Brent Crawford
General Manager
Prime Range Meats



Craig Wilson
Managing Director NZ/Fiji
Rentokil Initial



Te Kapunga Dewes
CEO
PF Olsen



Hugh Morrison
CEO
Port Nelson



Philip Melhopt
CEO
PrimePort Timaru



Russel Creedy
CEO
Restaurant Brands NZ



Stephen Guerin
CEO
PGG Wrightson



Mark Cairns
CEO
Port of Tauranga



Brian Moreland, General
Manager NZ, Programmed
Facility Management



Robert Sharkie
CEO
Ruralco NZ

Membership at 30 September 2019



Gordon Macleod
CEO
Ryman Healthcare



Peter Hart
Managing Director
SGS NZ



Roy Campbell
CEO
Smiths City Group



Peter Hughes
Head of State Services
State Services Commission



Christian Sykes
General Manager
SaferMe



Paul Ravlich
CEO
Siemens NZ



Nigel Gear
CEO
South Port NZ



Liz MacPherson
CEO
Statistics New Zealand



Chris Hunter
CEO
Safety'n Action



Simon Limmer
CEO
Silver Fern Farms



Quin Henderson
CEO
Southbase Construction



Angie Samuel
General Manager
Storelink Sales



Sarah Spencer
General Manager Operations
NZ/Australia, Saito Labels & Tags



Anne Callinan
Chair
Simpson Grierson



Penny Simmonds
CEO, Southern Institute
of Technology



Rob Sullivan
General Manager
Stork Technical Services NZ



Volker Kuntzsch
CEO
Sanford



Brett Murray
CEO
Site Safe NZ



Anthony Honeybone
CEO
Southern Response



Chris Baker
CEO
Straterra



Paul Harper
Interim CEO
SeaLink NZ



Guy Stewart
Managing Director
SCOPE Industries



James Kafanelis
Executive General Manager
Spotless NZ



Julian Cook
CEO
Summerset Group Holdings



Graham Gill
General Manager
Serious Fraud Office



Graeme Stephens
CEO
SkyCity Auckland



Lachlan Philp
Managing Director
SSA



John Holyoake
CEO
Tāmaki Regeneration Company



Glenn Donaldson
CEO
Service Resources



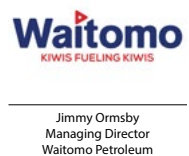
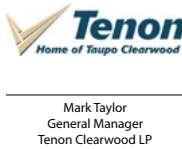
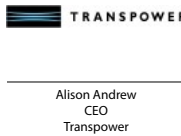
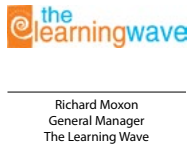
Grahame Christian
Managing Director
Smart Environmental



Peter Bradley
CEO
St John



Jason Peacock
NZ Country Manager
Tamarind Resources



Membership at 30 September 2019



Janine Brindson, CEO
Waste Management
Institute NZ



Rob Caldwell
CEO
Westpower/ElectroNet



Mike Bennetts
CEO
Z Energy



Raveen Jaduram
CEO
Watercare Services



Frances Boyce
General Manager
Whitaker Civil Engineering



Paul Atkins
CEO
Zealandia



Richard Lauder
CEO
Wayfare



Ian Cummings
General Manager
Wiri Oil Services



Garth Dibley
CEO
WEL Networks



Brian Souness
General Manager
Wood Training



Kevin Lavery
CEO
Wellington City Council



Natalie Davis
Managing Director
Woolworths NZ



Steve Sanderson
CEO
Wellington International Airport



Nicole Rosie
CEO
WorkSafe New Zealand



Colin Crampton
CEO
Wellington Water



Gillian Cagney
CEO Location Director
Worley Parsons



Pat Hills
CEO
Wells Group

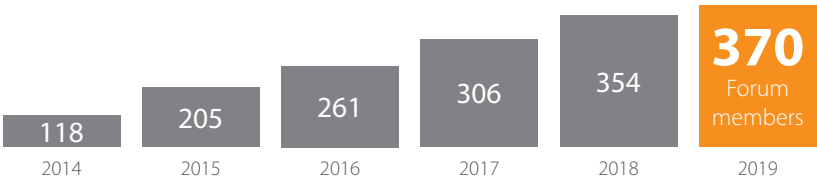


Ian Blair
Managing Director
WSP Opus

Key progress

Year to 30 September 2019

MEMBER GROWTH



73 OF THE **DELOITTE TOP 200**
companies are Forum members

HARM AND INJURY PERFORMANCE

Work-related injuries resulting in more than a week away from work*



CONSTRUCTION
New Zealand 21.28 per 1,000 employees,
Forum 14.75 per 1,000 employees



MANUFACTURING
New Zealand 20.01 per 1,000 employees,
Forum 19.65 per 1,000 employees



POSTAL/TRANSPORT
New Zealand 24.77 per 1,000 employees,
Forum 27.45 per 1,000 employees

* Please note this data is derived from the WorkSafe New Zealand statistics from January to December 2018, and the Forum benchmarking report covering the same period – extrapolating out the benchmarking data by calculating 2,000 hours worked per full-time equivalent, multiplied by five to total 1,000 employees. We have included industries from the benchmarking report that can be directly compared with the WorkSafe New Zealand figures.

MEMBER SUPPORT AND SATISFACTION

56 EVENT-BASED NET PROMOTER SCORE

The NPS is calculated on feedback derived from Forum events.

68% OF ATTENDEES

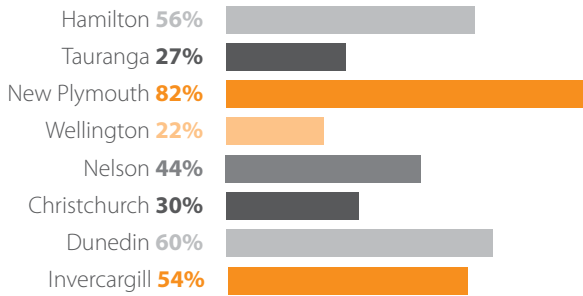
at our national events very strongly agreed that they were a valuable use of their time, and another 57% said they gave them ideas about actions or approaches they could take in future.

49 FORUM EVENTS THIS YEAR

with more than **925 attendees** compared to 38 Forum events last year with 800 attendees.

26 CONNECT WITH PURPOSE SESSIONS

Percentage of members who attended at least half the sessions in their region:



93 CEOs AND GENERAL MANAGERS

attended our *Executive Leadership programme*, including the in-house programmes for member organisations.



JUST UNDER 46,000 UNIQUE PAGE VIEWS

on our website, with most people spending 1 minute 31 seconds on the site.

Key progress continued

SYSTEM INFLUENCE

Leveraging Government's priorities for improving health and safety outcomes in construction



Activity
Accessed UK and Australian leaders with experience in establishing collaborative change programmes to inform Forum approach.



Engaged with senior officials in key government agencies to identify mutual benefits, roadblocks and opportunities for Forum to support agency efforts.



Convened Construction Roundtable session to cement support for a Construction Sector Accord and supported establishment of a development group comprising Forum CEOs.



Engaged with key Ministers in priority portfolios to highlight opportunities and offer Forum support to align industry leaders.



Engaged with key sector associations and stakeholders to share objectives and intent of Forum's efforts.

Outcomes

Senior industry support for Construction Sector Accord.

H&S is explicitly weaved through the Construction Sector Accord document – as a success ingredient, a priority work area, part of the values and an industry commitment.

Government agreement to two-phase development approach, ensuring credible opportunity for industry perspectives to be included, and H&S integrated.

LEADERSHIP COMPETENCY



Initiated rolling

ONE-ON-ONE INTERVIEWS WITH CEO MEMBERS

to highlight key areas of health and safety leadership focus. The initial 14 interviews highlighted:



That the **engaging leadership perspective** was most common in those interviews (taken from the Forum's four health and safety leadership perspectives – *delegating to conforming to transforming to engaging*)



3 areas of focus that were most commonly discussed, included *engaging the organisation, monitoring risks and measuring the right outcomes.*

Challenges identified included *engaging the organisation, letting my people get on with it and personal involvement.*

“I approach health and safety from a culture perspective...we need to change how we think about health and safety not about how we tick the box on health and safety.”

“My focus really is around, from a leadership perspective, is enabling people to have the tools to make smarter decisions.”

“Having different conversations. Challenging not dictating.”

CEO members 2019

Foreword – Chair and Executive Director

Health and safety... obligation creating opportunity

The Forum is often asked *are things getting better?* Normally the answer is a straightforward and unequivocal *yes*. This past year, however, the answer requires more thought.

In the 12 months from July 2018 to June 2019, 82 people were killed at work, compared with 57 the year before. Similarly, 29,742 workers experienced an accident in 2018/2019 that required a week or more away from work, up by more than 1,200 people on the year before. The Forum's own benchmarking report for 2018 signalled an 18% increase in Total Recordable Injury rates.

At the same time, the Forum experienced further growth in our membership, and record levels of attendance at many of our events. Our interviews with CEOs continue to tell us that significant and sustained investments of resources and time are flowing into improving the safety, health and wellbeing of workers.

Equally as positive, in a recently released compliance report commissioned by Employers and Manufacturers Association (Northern) focused on small business, a broad consensus emerged that health and safety created value for businesses when well managed. The report noted that investments in health and safety had reduced both business risks and ACC levies, that health and safety was taken seriously by management, and has reduced the number of workplace accidents and incidents.

These reports feel like progress in how businesses and leaders are thinking and acting about health and safety. The stubborn rates of harm, however, provide stark and compelling evidence that important work must continue. The Forum is proud of the role we've seen our members and ourselves play in the past year in staying focused on the leadership work in front of us.

We focused on the big stuff

Not all risks are created equally. When something goes wrong the result can be literally catastrophic. That's why we hosted two events this last year focused on catastrophic risk management.

Former Refining NZ CEO Ken Rivers shared his career-long experiences in oil and gas as well as the emerging findings from the inquiry into the Grenfell Tower fire. We also convened a field event, with Liquigas CEO Albert de Geest and Port Taranaki CEO Guy Roper hosting a hands-on session for CEOs and General Managers on how they've gone about tackling these complex and dynamic challenges.

Critical risk isn't new to Forum members, but a head-on challenge to ensure our efforts don't stop at the identification phase was the focus of our mid-year Summit with Todd Conklin from Los Alamos National Laboratory. Todd challenged and entertained more than 230 leaders on the need to sharpen CEO and Board curiosity about the effectiveness of essential controls. It's the controls we manage, not the risk – and it's this focus that can mean when people inevitably fail, the outcomes aren't fatalities.

We focused on the hard stuff

Not all risks can be seen or controlled with engineering. This past year has seen a demonstrable uplift in the importance of work-related mental health and wellbeing. We were proud to develop our CEO Guide to Mental Health and Wellbeing with Dr Hillary Bennett. We were equally proud to have Steve Killeen, CEO of Downer NZ, share his personal and organisational experiences in embracing both the obligations and opportunities in supporting the mental health and wellbeing of the people working for Downer.

We focused on making it easier for members to connect, share and grow

This past year saw us fully implement our regional engagement approach, with 26 regionally delivered sessions touching on topics as varied as mental health, innovation, due diligence and the future of safety in New Zealand.

We also refined and enhanced our Executive Education offering for members – developing a *Leaders Stepping Up* programme for small business leaders, and four *Obligation Creates Opportunity* modules.

We focused on lifting our sights

Health and safety is the outcome of how work is designed, as are other outcomes such as profitability, social licence and quality. That's why the Forum and its members were proud to play our parts in bringing together leaders from across the construction sector and government to confront some challenging realities, and plot a new path. The Prime Minister formally launched the Construction Sector Accord in April, clearly signalling a shared commitment to ensuring a safer sector, and an overall improved sector.

We need to keep challenging ourselves and others

The recent uplift in work-related harm is a sobering signal that New Zealand has work to do. The Forum, and you as members need to be part of that ongoing effort. So too, however, must all the other parts of the system – whether central and local government as regulators and clients, unions, health and safety professionals and the New Zealand public.

We need to remain focused in the face of these challenges. We need to resist the temptation to always “do more”, and find the courage to do some things differently and more smartly. We also need the courage to be bold – both in our expectations of ourselves, but also of others.

Health and safety brings moral, legal and social obligations. Leadership creates the opportunities for much more.

Thank you for your ongoing commitment and here's to both meeting our obligations, and harnessing opportunities in the year ahead.



George Adams
Forum Chair



Francois Barton
Forum Executive Director

What we have done

Build CEO competence

Highlights

- Launch of CEO Guide to Mental Health and Wellbeing
- Executive Education Programmes bolstered
- Forum leaders and key partner recognised

Mental Health and Wellbeing – a key focus

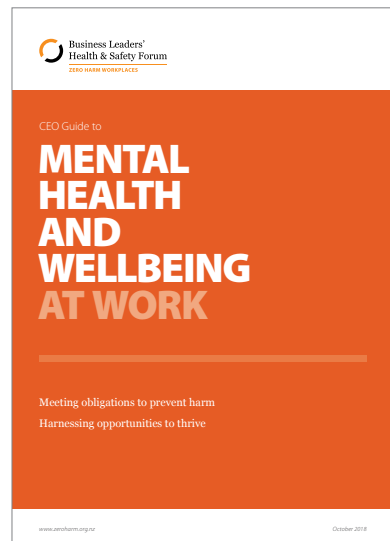
In response to and anticipation of a growing need from members, the Forum launched its CEO Guide to Mental Health and Wellbeing at Work at the October 2018 Summits in Auckland, Wellington and Christchurch. The Guide was developed for the Forum by Dr Hillary Bennett of Leading Safety and sets out a sense-making framework for CEOs and senior leaders, offering four approaches to managing mental health and wellbeing at work. It helps leaders to make sense of workplace mental health, including how they can meet their obligations to prevent harm at work, and also how they can harness opportunities to ensure their people thrive.

Executive education programmes

When considering the leadership pathway for Forum members in 2018, a gap was found in the programmes offered for CEOs new to the role, and those looking for a refresher around fundamental health and safety leadership. To support that need, a new course, *Obligation Creates Opportunity*, was developed in partnership with Leading Safety.

Made up of four modules (due diligence, mental health and wellness, critical risk and supply chain relationships) it is run either as a full-day course in Auckland or as a two-hour module, run regionally or in-house. This year we ran the due diligence and mental health and wellness modules through our regional sessions – with the first full-day courses set down for November 2019.

The new course leads into the Forum's world-class *Executive Leadership Programme*. This year we saw 93 CEOs and General Managers complete the programme, including as an in-house programme. Feedback continues to be very strong.





Dr Hillary Bennett with her *Lifetime Achievement* award at the 2019 New Zealand Workplace Health & Safety Awards. L-R: Francois Barton, Frances Martin, Dr Hillary Bennett, Dr Philip Voss.

Dr Hillary Bennett and Forum leaders honoured

It was with great delight that we saw Dr Hillary Bennett from Leading Safety, who, along with Dr Philip Voss, delivers a number of Forum programmes and projects, honoured with the *Lifetime Achievement* award at the New Zealand Workplace Health & Safety Awards 2019 in May. Hillary was recognised for her groundbreaking work and contribution to improving safety culture and leadership in forestry and other industries.

Well done to all the other Forum organisations and individuals who were named as finalists, and particularly Air New Zealand which took out the top award.

Catastrophic risk events

Following the development of a catastrophic risk workstream, this year saw us deliver two events in this area. The first, with Global President of the Institution of Chemical Engineers, Ken Rivers, in October 2018 focused on lessons learnt from London's Grenfell Tower fire. This was followed by a site visit in August 2019, at Port Taranaki and Liquigas, which generously hosted Forum members for the day, giving them first-hand insights into how other Forum CEOs are leading the management of catastrophic health and safety risks in their businesses and across multiple PCBUs.

What we have done

Help CEOs influence and enable the workforce and supply chain

Highlights

- A key contributor in launching the Construction Sector Accord
- New SME course, *Leaders Stepping Up*, pushed out through supply chains
- First Mental Health and Wellbeing case study produced

Construction Sector Accord – getting it up and running

In April 2019 the Prime Minister and construction industry leaders signed the Construction Sector Accord, an agreement that includes a range of commitments and initiatives designed to transform the sector. It deals with underlying conditions in construction that have contributed to financial collapses, poor-quality builds, skills shortages and poor health and safety.

The Forum was proud to help instigate the Accord by bringing together ministers, government agencies and leaders from across the industry. It is an excellent example of how members can make the most of the Forum's 'convening authority' to work together on industry-wide problems. It also highlights how health and safety, like commercial performance, is an outcome of how we design and execute work – including the relationships through the supply chain.

Special acknowledgement is due to those Forum members who stepped up during the set-up of the Accord – Accord Development Group Chair Peter Reidy (CEO, Construction Group, Fletcher Building) and Development Group members Rick Herd (Managing Director, Naylor Love Enterprises), Steve Killeen (CEO, Downer NZ), Doug Johnson (Managing Director, Tonkin + Taylor), Raveen Jaduram (CEO, Watercare Services) and Roger MacRae (Chair, CHASNZ).

NEW *Leaders Stepping Up*

Following a successful trial of a new health and safety leadership programme for smaller businesses in 2018, a new Forum-led programme was introduced this year, *Leaders Stepping Up*. This is a two-day course tailored specifically for managers and owners of small to medium-sized businesses to help them develop their leadership, elevate their health and safety culture and run safe, healthy businesses. In mid-2019 three Forum members (Wellington Water, Watercare and City Forests) ran the programme through their supply chains, with more than 75% of attendees saying they would recommend it to their peers. More than 60 SME leaders have now completed the course and registrations are open for 2019/2020.

"Would recommend all aspects of this course in relation to my business."

"It was great for industry members to collaborate and share ideas. Really engaging and presented in a light, but probing and thought-provoking way. Thoroughly enjoyed this and gave me some 'lightbulb' moments."

**Comments from attendees of
Leaders Stepping Up in 2019**

Mental health and wellbeing – the opportunity

In May the Forum's peer learning event focused on mental health and wellbeing with Steve Killeen, CEO of Downer NZ. Steve spoke about how the organisation chose to focus on mental health and wellbeing, not only as an obligation but also as an opportunity. He also spoke about some occasions when Downer had to walk away from contractors and customers in order to protect its people from mental harm. An in-depth video and written case study are now on the Forum's website featuring this approach.

Spotlight on our leaders

This year we also trialled new case studies, focusing on some of the Forum's leaders who were recognised as finalists and winners at the Health & Safety Awards. These will continue in 2020, when we will also trial new ways of bringing CEO experiences to our members' attention.

"I would also strongly highlight that as a leader you have to truly believe your people are the solution. Even if that solution may sometimes be frightening – you can't hold the control. There are two ways to approach safety in my view: control or enable."

Jono Brent, *Spotlight on our Leaders*, September 2019

"We've had frontline leaders going back to depots telling their colleagues they have to get involved as they've learnt so much from the time on the road, that it was an opportunity to see us leaders as real people, and that it was the best on-the-job training they've ever had."

Michelle Henderson, *Spotlight on our Leaders*, July 2019



The Prime Minister after signing the Construction Sector Accord with Forum members and the sector in April 2019.

What we have done

Connect CEOs to take more effective action

Highlights

- Biggest-ever turnout of Forum leaders to hear from Todd Conklin
- Held our first-ever Summit on mental health and wellbeing
- Enabled more than 225 General Managers and H&S Managers to support their CEOs at 10 events across the country

Record turnout for Todd Conklin

In July more than 220 Forum members and associates turned up to Eden Park in Auckland to hear from US human performance expert Todd Conklin. Todd's challenging, thought-provoking and highly entertaining presentation asked leaders where their focus was going – was it towards managing the risks, or the essential controls? Todd argued that if leaders can focus their attention on the controls around critical risks, they will find the 'magic potion'. He also challenged leaders to consider **what's happening when nothing bad is happening?** The Forum has also released a 10 minutes video with Todd, one of our most watched videos this year.

Three national Summits – mental health and wellbeing

For the first time the Forum ran three Summits in October 2018 in Auckland, Wellington and Christchurch, focusing on mental health and wellbeing. These events also saw the launch of the CEO Guide to Mental Health and Wellbeing at Work, and featured the Guide's key author Dr Hillary Bennett, facilitating group discussions on the 'rock in their shoes' in their businesses on this topic. CEOs from Downer and Naylor Love also provided an overview of the work they're doing in their businesses with regard to mental health and wellbeing.



Forum members discuss questions posed by Todd Conklin at the July 2019 Summit in Auckland.



Todd Conklin speaking to Forum members in Auckland in July 2019.

Strong support for H&S Manager and General Manager events

This year we held two events in Auckland and Christchurch to help Health and Safety Managers and General Managers understand the Forum's work, provide advice on how they can support their CEOs, and provide networking opportunities among peers. Alongside this, as part of our regional engagement programme, we ran eight workshops for H&S Managers and General Managers from Hamilton to Invercargill with WorkSafe New Zealand's new Chief Innovation Advisor, Daniel Hummerdal, on Safety Differently. This provided attendees with very practical ways of starting micro-experiments in their organisations. More than 225 Health and Safety Managers and General Managers attended at least one of these events.

Obligation modules and WorkSafe – regional events

After a successful regional engagement trial in 2018 in the South Island, the Forum expanded this programme to eight centres. In the past year we have run 26 regional engagement sessions.

These two-hour events are hosted by members in each centre, and topics have ranged from due diligence and mental health and wellbeing (as part of the new *Obligation Creates Opportunity* course) to discussions on a 'future health and safety landscape' with WorkSafe's Daniel Hummerdal.



Francois Barton speaking to Health and Safety Managers and General Managers in Auckland in April.

What we have done

Help CEOs work with others to build the movement

Highlights

- Strengthening relationships (Chambers and Directors)
- Sponsor of *Leader of the Year* award at the annual New Zealand Health & Safety Awards

Connecting with like-minded organisations

This year we continued our efforts to work alongside key organisations, such as the Institute of Directors in New Zealand (IoD) and Chambers of Commerce. We worked with IoD to enable Forum members to redeem continuing professional development equivalent points for Forum events, and looked at how both organisations can continue to complement each other's work and involve Directors in more Forum events and discussions.

We were also pleased to continue working with Chambers of Commerce, with presentations from members and the Forum at several events across the country, most recently on mental health and wellbeing.

Continued sponsorship of *Leader of the Year*

We were delighted to see Michelle Henderson, COO of PowerNet, win the Forum-sponsored *Leader of the Year* award the 2019 New Zealand Workplace Health & Safety Awards. Michelle was nominated for the award alongside two other Forum members, and representatives on our Steering Group: James Fletcher and Jono Brent. The Forum really values the connection with these annual awards, recognising successful health and safety leadership.



Forum Chair George Adams, presents Michelle Henderson with the *Leader of the Year* award at the 2019 New Zealand Health & Safety Awards.

What we have done

Assess progress to deliver on our promises

Highlights

- Strategic Monitoring Framework now in place
- Published our seventh benchmarking report
- Started a fourth survey of CEO H&S leadership, and focused on mental health

New monitoring framework

At the end of 2018 the Forum put in place a new Strategic Monitoring Framework to help us measure how the Forum is performing against our goal of enabling and influencing CEOs to become better leaders of health and safety, and how we are influencing New Zealand's health and safety landscape. The Framework focuses on six areas:

- National harm and injury performance
- Member satisfaction and support for the Forum
- The Forum's system influence
- The Forum's understanding of the 'voice of small business'
- Forum membership growth and diversity
- CEO leadership competency.

You can see the results of some of these areas in our the 'Key progress' section in this annual report. We will keep working to monitor our progress in the next year.

Benchmarking report – in its seventh year

This year we had 77 Forum members involved in our annual benchmarking project, providing data for 88 'entities', up slightly from last year. Results for the 2018 year show that while there were no fatalities recorded by those Forum members who took part, there was an 18% increase in TRIFR (to 3.68 from 3.13) and a 70% increase in near-miss reporting.

Trends across the five-year period from 2014 to 2018 show, however, that the TRIFR for employees has decreased by 6%, yet the number of reported occupational illnesses rose from 10 in 2014 to 24 in 2018. The Forum is currently finalising a new provider for its 2019 benchmarking report, and we're looking forward to inviting all our members to take part in this early in 2020.

Deloitte survey focused on mental health

Given the very real focus on mental health and wellness in New Zealand and in our Forum community, it is the focus of this year's Deloitte survey on CEO health and safety leadership. This is the fourth CEO survey we have run with Deloitte and results are due in late 2019.

Statement of Financial Performance for year to 30 June 2019

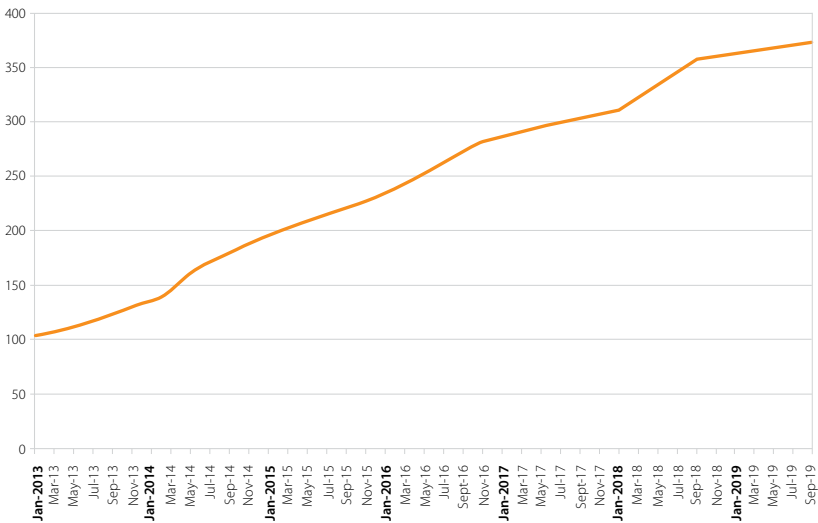
Business Leaders' Health & Safety Forum Incorporated for the year ended 30 June 2019

	2019	2018
Total Revenue	\$1,489,888	\$1,396,834
Total Expenses	\$1,235,771	\$1,235,465
Surplus for the Year	\$254,117	\$161,369

Audited accounts for the 30 June 2019 year (including the audit opinion) are distributed before the AGM and are available to members by emailing info@zeroharm.org.nz.

Membership growth

The Forum had 354 members at 30 September 2018, rising to 370 members at 30 September 2019, which is a 4.5% increase.



Our people

Forum Steering Group

Our Steering Group is made up of CEOs, Directors and leaders from major organisations across New Zealand. We would like to take this opportunity to thank them for their governance, support, and rich discussion at our quarterly meetings in the past 12 months.

George Adams
Independent Director (Chair)

Sheridan Broadbent
Independent Director (Secretary)

Toby Beaglehole
CEO, Connexis (Treasurer)

Debi Boffa
Managing Director, BP NZ

Jono Brent
CEO, Connetics

Martin Byrne
Independent Director

Mike Costelloe
CEO, Delta Utility Services

Albert de Geest
CEO, Liquigas

Shane Dufaur
General Manager, Ballance

Marc England
CEO, Genesis Energy

Fiona Ewing
National Safety Director, FISC

James Fletcher
CEO, Treescape

Hugh Goddard
General Manager, Pipeline & Civil

Gavin Ion
CEO, Waikato District Council

Raveen Jaduram
CEO, Watercare Services

Mike O'Brien
Independent Director

Scott Pickering
CEO, ACC

Andrew Priest
CEO, Ngāi Tahu Farming

Peter Reidy
CEO, Construction Group, Fletcher Building

Nicole Rosie
CEO, WorkSafe New Zealand

Gordon Shaw
Executive Director, Vehicle Inspection NZ

Ray Smith
CEO, Ministry for Primary Industries

Warwick Tauwhare-George
CEO, Parininihi ki Waitotara

Francois Barton
Executive Director, Business Leaders' Health and Safety Forum

For more information about the Forum
or to talk about joining, contact:

Email: info@zeroharm.org.nz

Phone: +64 4 499 1897

Or find out more at: www.zeroharm.org.nz



**Business Leaders'
Health & Safety Forum**

ZERO HARM WORKPLACES