



# Business Leaders' Health & Safety Forum

ZERO HARM WORKPLACES

## ANNUAL REPORT SEPTEMBER 2018

# Connecting, collaborating and the fundamentals



2018 sees a new strategy, one where we are committed to: building CEO **competence**, helping CEOs **influence** and enable the workforce and supply chain, **connecting** CEOs to take more effective action, helping CEOs work with others to **build the movement**, and **assessing progress** to deliver on our promises.

# Our members



Richard Keys  
CEO  
Abano Healthcare Group



Brian Stokes  
Managing Director  
Airtech



Tony Gray  
CEO  
Ara Institute of Canterbury



Richard Fletcher  
CEO  
Aurora Energy



Scott Pickering, CEO  
Accident Compensation Corporation



Graeme Sumner  
CEO  
Airways NZ



Jacqui Bensemann  
Managing Director  
Argus Fire Protection



Simon Bennett  
CEO  
AWF Madison



Mark Cameron  
Managing Director  
Action Engineering



David Mitchell  
CEO  
AJ Hackett Bungy



Ken Forrest  
CEO  
Arrow International NZ



Chris Saxby  
Managing Director  
Babcock NZ



Mike Davies  
Managing Director  
Adecco



Michelle MacDonald  
Managing Director  
All About People



Dean Brown  
CEO  
Asmuss Group of Companies



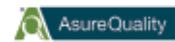
Mark Wynne  
CEO  
Ballance Agri-Nutrients



CK Rahi  
Director/CEO  
Advance Diagnostics NZ



David Surveyor  
CEO  
Alliance Group



John McKay  
CEO  
AsureQuality



Agnes Baekelandt-Dagoneau  
CEO  
Barker Fruit Processors



Craig Davidson  
Managing Director NZ  
AECOM



Andrew Tombs  
CEO  
Alpine Energy



Stephen Town  
CEO  
Auckland City Council



Fiona McTavish  
CEO  
Bay of Plenty Regional Council



James Grafas  
CEO  
Agoge



Simon Roy, Vice-President/  
General Manager  
Amcor Flexible



Adrian Littlewood  
CEO  
Auckland International Airport



Derek Bilby  
CEO  
BBR Contech



Tom Richardson  
CEO  
AgResearch



Peter Smith  
General Manager/Acting CEO  
Antarctica NZ



Tanya Harvey, CEO  
Auckland Kindergarten Association



Darryl-Lee Wendelborn  
NZ Managing Director  
Beca



Christopher Luxon  
CEO  
Air New Zealand



Peter Conley  
Group CEO  
ANZCO Foods



Carl Devereux  
Regional Director NZ  
Aurecon NZ



Debi Boffa  
Managing Director  
BP NZ

## Membership at 30 September 2018



Chelydra Percy  
CEO  
BRANZ



Matthew Keen  
COO  
Carrfields



Terry Murdoch  
CEO  
Christchurch Helicopters



Simon Lipscombe  
MD  
Compass Group



John Staples  
Director  
Bridgestone NZ



Brendon Vincent  
General Manager  
Cassidy Construction



Malcolm Johns, CEO  
Christchurch International  
Airport



Scott Coulter  
CEO  
Comvita NZ



Mike Toxopeus  
Managing Director  
Bridon Cookes



Paul Alston  
CEO  
Cavalier Corporation



Grant Dodson  
CEO  
City Forests



Ray O'Regan  
CEO  
Connect 8



Nick Miller  
CEO  
Broadspectrum



Tony Cunningham  
COO  
Cavalier Woolscourers



Onno Mulder  
CEO  
Citycare



Jono Brent  
CEO  
Connetics



Matt Bishop  
Managing Director  
BVT



Charles Eason  
CEO  
Cawthron Institute



Graeme Harris  
CEO  
Civil Aviation Authority



Dennis Barnes  
CEO  
Contact Energy



Parke Pittar  
CEO  
C3



Derek Nind  
CEO  
CentrePort



Chris Litchfield  
Managing Director  
Coca-Cola Amatil



Dave Bulling  
Managing Director  
Cook Brothers Construction



Clive Mackay  
CEO  
Cake Commercial Services



Mike Lewis  
Country Manager  
CHEP NZ



Scott Brownlee  
CEO  
CODA Group



Mike Cosman  
Partner  
Cosman Parkes



Vic Crone  
CEO  
Callaghan Innovation



Kate McKenzie  
CEO  
Chorus



Alister Morison  
CEO  
Cold Storage Nelson



Kim Calvert  
Country Manager NZ  
Cottonsoft NZ



Brendon Furness  
CEO  
Cardinal Logistics



Karleen Edwards  
CEO  
Christchurch City Council



Brendan Morrison  
Managing Director  
Commercial Hire NZ



Judy Nicholl  
CEO  
Counties Power



Tony Pike  
Country Manager NZ  
CPB Contractors



Paul James  
CEO  
Department of Internal Affairs



Grant Mirfin  
Managing Director  
ECL Group



Allan Freeth, CEO  
Environmental Protection  
Authority



Grant McLauchlan  
Managing Director  
CrestClean



Andrew Kibblewhite, CE  
Department of the Prime  
Minister and Cabinet



Craig Downie  
CEO  
EcoCentral



Chris Aughton  
CEO  
EnviroNZ



Warwick Foran  
General Manager  
Crown Forestry



Jonathan Pooch  
Managing Director  
Deta Consulting



Logan Wait  
Co-founder  
ecoPortal



Thomas Song  
Managing Director  
Ernst & Young



Una Jagose, QC – Solicitor-  
General and Chief Executive  
Crown Law



Shane Dufaur  
CEO  
Dominion Salt



Alison Gill  
Managing Director  
edenfx HSE Recruitment



Steven Newman  
CEO  
EROAD



Tim Mackle  
CEO  
DairyNZ



Steve Killeen  
CEO  
Downer NZ



Nicholas Pole  
Chief Review Officer  
Education Review Office



Tom Barratt  
Managing Director  
Evonik Peroxide



Gerry Lynch  
CEO  
Delmaine Fine Foods



Jessie Laphorne  
Partner  
Duncan Cotterill



Dean Addie  
CEO  
EIS



Rhys Jones  
CEO  
Fire and Emergency NZ



Mike Costelloe  
CEO  
Delta Utility Services



Peter Dynes  
Managing Director  
Dynes Transport Tapanui



Gavan Jackson  
Managing Director  
Electrix



Paul Goodeve  
CEO  
First Gas



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



Sid Miller  
CEO  
Earthquake Commission



Steve Fuller  
CEO  
Enable



Richard Ellis  
Managing Director  
Fitzroy Engineering Group



Ray Smith  
CEO  
Department of Corrections



Matt Todd  
Group CEO  
Eastland Group



Lee Lunt  
General Manager NZ  
ENGIE Services ANZ



Michele Kernahan  
CEO Construction Group  
Fletcher Building

## Membership at 30 September 2018



Steve O'Connor  
CEO  
Flick Electric



Marc England  
CEO  
Genesis Energy



Peter Leitch  
Managing Director  
Guaranteed Flow Systems



Scott Crampton  
CEO  
Hilton Haulage



Mark Leslie  
Director NZ Manufacturing  
Fonterra Co-operative Group



Alastair Monro  
General Manager NZ  
GHD



Brent Esler  
CEO  
H.W. Richardson Group



Guy Clouth  
CEO  
Hireace



Steve Anderson  
Managing Director  
Foodstuffs (NZ)



Scott Gibbons  
Managing Director  
Gibbons



Vaughan Grant  
MD  
Hall's Group



John Boocock  
CEO  
Hiway Group



Kevin Ihaka  
Managing Director  
Forest Protection Services



Ian Simpson  
CE  
GNS Science



Richard Briggs  
CEO  
Hamilton City Council



Keith Mullett, President &  
General Manager International  
HNZ NZ



Fiona Ewing  
National Safety Director  
Forestry Industry Safety Council



Stephen Parry  
CEO  
Gore District Council



Bill McCallum  
General Manager  
Hancock Forest Management



Glenda Harvey  
Country Manager  
Holcim NZ



Lynden Glass  
CEO  
Freshpork NZ



Liz Ward  
CEO  
Gough Group



Glen Cornelius  
Managing Director  
Harrison Grierson



Ajay Anand  
CEO  
Horizon Energy Group



Jonathan Moss  
CEO  
Frucor Suntory



Andrew Hampton, CE  
Government Communications  
and Security Bureau



Langley David Cavers  
CEO  
Hauraki District Council



Andrew McKenzie  
CEO  
Housing NZ



Cos Bruyn  
Managing Director  
Fulton Hogan



Greg Campbell, CEO  
Greater Wellington Regional  
Council



Gary Walker  
Executive General Manager  
Hawkins



David McAllansmith  
Acting CEO  
Hynds



Hamish Whyte  
CEO  
Furnware







































Graeme Bowkett  
CEO  
Green Gorilla



Ian Brown  
General Manager  
Hikurangi Forest Farms



Jim Raggs  
National Service Manager  
Ideal Air

			
Richard Gibson Managing Director Impac Services	Barry Woolcott Group Managing Director Jacobsen Holdings	Richard Wilson CEO Landpower Holdings	Scott Carter CEO Matrix Security Group
			
Chris Hayward CEO Inframax Construction	David Ross CEO Kaiteriteri Recreation Reserve	Wayne McNee CEO LIC	Marcel Manders CEO MB Century
			
Adrian Revell Group Executive GM NZ Inghams Enterprises	Wayne Maxwell CEO Kapiti Coast District Council	James Watters Country Manager Linfox Logistics	Peter Crighton CEO McAlpines
			
Naomi Ferguson Chief Executive & Commissioner Inland Revenue	Charles Spillane CEO Kensington Swan	Albert de Geest CEO Liquigas	Fraser Wyllie Managing Director McConnell Dowell Constructors
			
John Thorburn CEO InterCity Group	Todd Moyle Acting CEO KiwiRail	Peter Davie CEO Lyttelton Port of Christchurch	John Barnes CEO Meadow Mushrooms
			
Mahendra de Alwis Managing Director Intertek – NZ and Pacific	Grant Winfield General Manager KONE Elevators	Andy Lester CEO MainPower NZ	Dean Hyde Director Men at Work
			
Clare Hadley CEO Invercargill City Council	Scott Bartlett CEO Kordia	Keith Manch Director & CEO Maritime New Zealand	Fraser Whineray CEO Mercury
			
Paul Cameron Managing Director ISO	Lisa Barrett CEO Land Information New Zealand	Ken Forrest Managing Director Marlborough Lines	Richard Whitney CEO Mercy Hospital
			
Andrew Moss General Manager Ixom	Richard Gordon CEO Landcare Research NZ	Peter Simmons General Manager Mars	Neal Barclay CEO Meridian Energy



## Membership at 30 September 2018



Dean Richardson  
Managing Director  
Methanex



Carolyn Tremain, CEO  
Ministry of Business, Innovation  
and Employment



Richard Wyeth  
CEO  
Miraka



Lees Seymour  
Managing Director  
Nelson Forests



David Banfield  
Group Chief Executive officer  
Methven



Helene Quilter  
CE  
Ministry of Defence



Neil Cowie  
CEO  
Mitre 10 NZ



Liam Sloan, CEO  
Nelson Marlborough Institute  
of Technology



Glen Sowry  
CEO  
Metlifecare



Iona Holsted  
CE  
Ministry of Education



Craig Langley  
CEO  
Mix



Oliver Kearney  
CEO  
Network Tasman



Chester Bakkerus  
CEO  
Milmeq



Brook Barrington, CE  
Ministry of Foreign Affairs  
and Trade



Steve Tarrant  
CEO  
Moana NZ



Graham Clark  
CEO  
Network Waitaki



Renee Graham  
Acting Chief Executive  
Ministry for Culture & Heritage



Ashley Bloomfield, Director-  
General of Health and Chief  
Executive, Ministry of Health



Todd Dawson  
CEO  
Napier Port



Craig Stevenson  
CEO  
New Plymouth District Council



Mac Leauanae  
CE  
Ministry for Pacific Peoples



Andrew Bridgman  
CE  
Ministry of Justice



Rick Herd  
Managing Director  
Naylor Love Enterprises



Roger McRae, Chairman  
New Zealand Construction  
Industry Council



Martyn Dunne  
CE  
Ministry for Primary Industries



Michelle Hippolite, CE  
Ministry of Maori Development/  
Te Puni Kōkiri



Mark Eglington  
CEO  
NDA Group



Christine Stevenson  
CE  
New Zealand Customs



Vicky Robertson  
CE  
Ministry for the Environment



Brendan Boyle  
CEO  
Ministry of Social Development



Lee Babe  
CEO  
Nelmac



Mary Olivier  
Executive Director  
New Zealand Law Society



Helen Potiki  
Acting Chief Executive  
Ministry for Women



Peter Mersi  
CE  
Ministry of Transport



Pat Dougherty  
CEO  
Nelson City Council



Mike Bush  
Commissioner of NZ Police  
New Zealand Police



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



Michael Hales  
Managing Director  
NZ Agriseeds



Paul Vine  
General Manager  
O-I NZ



Dave Clibbery  
CEO  
Rotorhanga District Council



Andrew Priest  
CEO  
Ngāi Tahu Farming



Sean Gray  
CEO  
NZ Artificial Limb Service



Gareth Marriott  
Managing Director  
OCS



Philip Orchard  
CEO  
PAE NZ



Quinton Hall  
CEO  
Ngāi Tahu Tourism



Zane Fulljames  
CEO  
NZ Bus



Jon Ryder  
CEO  
Oji Fibre Solutions



Steven Carden  
CEO  
Pāmu



Spence McClintock  
CEO  
Ngati Tuwaharetōa Holdings



Deane Manley  
Managing Director  
NZ Crane Hire



Gabriel Selischi,  
Senior Vice President  
Australasia OMV NZ



Geoff Milsom  
CEO  
Pattle Delamore Partners



Rob Hennin  
CEO  
nib nz



Tim Keating, Lieutenant General  
Chief of Defence Force  
NZ Defence Force



Ian Blair  
Managing Director  
Opus International Consultants



Bill Peryer  
Director  
Peryer Construction Wgtn



John Morgan  
CEO  
NIWA



Simon Watson  
Managing Director  
NZ Hothouse



Gráinne Moss, CE  
Oranga Tamariki – Ministry for  
Children



Te Kapunga Dewes  
CEO  
PF Olsen



Gary Leslie  
Director  
Northern Forest Products



Toby Beaglehole  
CEO  
NZ Oil Services



William McCook  
CEO  
Orillon



Ian Glasson  
CEO  
PGG Wrightson



Andrew McLeod  
CEO  
Northpower



Fergus Gammie  
CEO  
NZ Transport Agency



Rob Jamieson  
CEO  
Orion



Dave Gawn  
Chief Executive  
Pike River Recovery Agency



Jim Magee  
CEO  
Nurse Maude



Brent Leak  
CEO  
NZL Group



Sarah Gardner  
CEO  
Otago Regional Council



Grant Tregurtha  
Managing Director  
Pinnacle Corporation



## Membership at 30 September 2018



Hugh Goddard  
General Manager  
Pipeline & Civil



Nigel Barbour  
CEO  
Powerco



Mike Fuge  
CEO  
Refining NZ



Glenn Donaldson  
CEO  
Service Resources



Warwick Tauwhare-George  
CEO  
PKW Farms



Jason Franklin  
CE  
PowerNet



Craig Wilson  
Managing Director NZ/Fiji  
Rentokil Initial



Peter Hart  
Managing Director  
SGS NZ



David Hughes  
CEO  
Plant & Food Research



Philip Melhopt  
CEO  
PrimePort



Russel Creedy  
CEO  
Restaurant Brands NZ



Rob Jager  
Chairman  
Shell Companies



Rhys Welbourn  
CEO  
Port Marlborough



Brian Moreland, General  
Manager NZ, Programmed  
Facility Management



Robert Sharkie  
CEO  
Ruralco NZ



Paul Ravlich  
CEO  
Siemens NZ



Martin Byrne  
CEO  
Port Nelson



Greg Campbell  
CEO  
Ravensdown



Christian Sykes  
General Manager  
SaferMe



Simon Limmer  
CEO  
Silver Fern Farms



Mark Cairns  
CEO  
Port of Tauranga



Brendan Slui  
Managing Director  
Rayonier NZ



Sarah Spencer  
GM Operations NZ/Australia  
Saito Labels & Tags



Kevin Jaffe  
Chairman  
Simpson Grierson



Kevin Winders  
CEO  
Port Otago



Matt Allen  
Director  
RCP



Volker Kuntzsch  
CEO  
Sanford



Brett Murray  
CEO  
Site Safe NZ



Guy Roper  
CEO  
Port Taranaki



Richard Lauder  
CEO  
Real Journeys



Mark Gibson  
CEO  
SeaLink NZ



Guy Stewart  
Managing Director  
SKOPE Industries



Tony Gibson  
CEO  
Ports of Auckland



Paul McNoe  
CEO  
Red Bus



Graham Gill  
General Manager  
Serious Fraud Office



Graeme Stephens  
CEO  
SkyCity Auckland



Grahame Christian  
Managing Director  
Smart Environmental



Liz MacPherson  
CE  
Statistics New Zealand



Charlie Taylor  
CEO  
Taylors Contracting Co



Nick Grayston  
Group CEO  
The Warehouse



Roy Campbell  
CEO  
Smiths City Group



Mark Franklin  
CEO  
Stevenson Group



Philip Cryer  
CEO  
Telarc SAI



Nigel Royfee  
Legal  
Thomson Reuters



Nigel Gear  
CEO  
South Port NZ



Angie Samuel  
General Manager  
Storelink Sales



Mark Taylor  
General Manager  
Tenon Clearwood LP



Robert Green  
CEO  
Timberlands



Craig Hobbs  
CEO  
South Waikato District Council



Rob Sullivan  
General Manager  
Stork Technical Services NZ



Chris Gray  
General Manager  
The Better Drinks Company



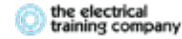
Doug Johnson  
Managing Director  
Tonkin & Taylor



Penny Simmonds, CE  
Southern Institute of  
Technology



Chris Baker  
CEO  
Straterra



Jeremy Sole  
CEO  
The Electrical Training Company



Russell Shaw  
CEO  
Top Energy Group



Anthony Honeybone  
CEO  
Southern Response



Philip Littlewood  
CEO  
Stride Property Group



Brett Henshaw  
Managing Director  
The Griffin's Food Company



Grant Webster  
CEO  
Tourism Holdings



Bruce Cullen  
Executive General Manager  
Spotless NZ



Julian Cook  
CEO  
Summerset Group Holdings



Dave Devereux  
Managing Director  
The Labour Exchange



Michel Ladrak  
Managing Director  
Transdev Auckland



Peter Bradley  
CEO  
St John



Max Murray  
NZ Country Manager  
TAG Oil



Richard Moxon  
General Manager  
The Learning Wave



Alison Andrew  
CEO  
Transpower



Peter Hughes, Commissioner  
and Head of State Services,  
State Services Commission



Marty Grenfell  
CEO  
Tauranga City Council



Sean Horgan  
CEO  
The Lines Company



Gabriel Makhlof  
Chief Executive & Secretary  
Treasury

## Membership at 30 September 2018



James Fletcher  
CEO  
Treescape



Greg O'Connor  
Country Manager  
VTNZ



Derek Fry, CEO  
Wellington Regional Economic  
Development Agency



Trevor McIntyre  
Acting CEO  
Young Farmers



Kerry Hill  
Managing Director  
Trinder Engineers



Gavin Ion  
CEO  
Waikato District Council



Colin Crampton  
CEO  
Wellington Water



Mike Bennetts  
CEO  
Z Energy



Russell Claxton  
CEO  
TW Power Services



Stuart Duncan  
CEO  
Waimate District Council



Pat Hills  
CEO  
Wells Group



Paul Atkins  
CEO  
Zealandia



Patrick Flannigan  
Group CE & MD  
UMS (NZ)



Jimmy Ormsby  
Managing Director  
Waitomo Petroleum



Rob Caldwell  
CEO  
Westpower/ElectroNet



Ken Sutherland  
Group CEO  
Unison Networks



Paul Evans, CEO  
Waste Management  
Institute NZ



Frances Boyce  
General Manager  
Whitaker Civil Engineering



Simon Mackenzie  
CEO  
Vector



Raveen Jaduram  
CEO  
Watercare Services



Ian Cummings  
General Manager  
Wiri Oil Services



Gordon Shaw  
CEO  
Vehicle Inspection NZ



Garth Dibley  
CEO  
WEL Networks



Natalie Davis  
Managing Director  
Woolworths NZ



Alex Lagney  
General Manager  
Veolia NZ



Kevin Lavery  
CEO  
Wellington City Council



Nicole Rosie  
CEO  
WorkSafe NZ



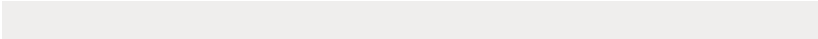
Abe Salt  
CEO  
Villa Maria



Steve Sanderson  
CEO  
Wellington International Airport



Steve Sanifer  
Acting CEO  
WorleyParsons



Key results

# Year to 30 September 2018

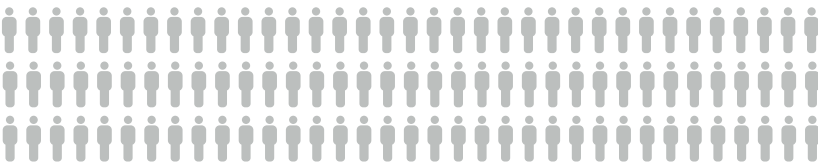


BUILD CEO COMPETENCE

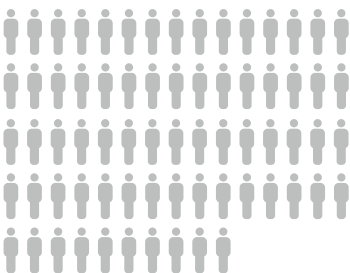
**5x** the number of Forum events than the year before

**800 LEADERS** attended

**38 EVENTS** across the country



## 175 CEOs & GENERAL MANAGERS



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



CEOS INFLUENCE AND ENABLE THE WORKFORCE AND SUPPLY CHAIN

**2 CEO CASE STUDIES** delivered on enhancing relationships with workers and the supply chain



CONNECT CEOS TO TAKE MORE EFFECTIVE ACTION

**68%** SOUTH ISLAND MEMBERS

participated in a successful regional engagement trial, now offered in eight regions across the country

**180** HEALTH AND SAFETY MANAGERS

attended five Forum events to support their CEOs

CEOS WORK WITH OTHERS TO BUILD THE MOVEMENT



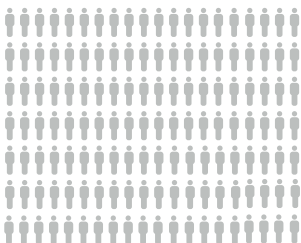
**354** MEMBERS  
at 30 September 2018

**16%** INCREASE  
on previous year

**19** EVENTS WITH PARTNERS  
2x more than last year

with more than  
> **1000** ATTENDEES

ASSESS PROGRESS TO DELIVER ON OUR PROMISES



**140** PEOPLE  
took part in the 3<sup>rd</sup> Forum/Deloitte CEO H&S Leadership Survey



**76** MEMBERS  
took part in Forum's 6<sup>th</sup> Benchmarking Report

## Foreword – Chair and Executive Director

# Focusing on fundamentals

---

“Health and safety leadership is an ever-present challenge and opportunity for CEOs. It doesn’t have a terminal point when that leadership effort can be re-deployed into other ‘priorities’.”

That’s why the Forum continues to work hard to expose members to emerging approaches to health and safety leadership to keep the ‘conceptual batteries well charged’. At the same time, an equally important reality for CEOs and their teams, is to not lose sight of those fundamental building blocks that deliver protection to the people in our businesses.

An important milestone this year was the launch of the CEO Guide to Risk. This is the Forum’s first companion resource to *Monitoring What Matters*, providing CEOs with the opportunity to dig deeper into the first of the 3 Rs from *what matters* – risk. It supports CEOs and their teams to step into their unique leadership roles in effective risk management – setting expectations, enabling the work and monitoring the outcomes.

We launched this guide to over 800 business leaders, across 11 regional workshops in partnership with the Institute of Directors, and the support of WorkSafe’s Nicole Rosie and 10 Forum CEOs. Some recurring and important lessons emerged from those sessions, especially the importance of not getting seduced by injury statistics and losing sight of critical risks. We learned about the danger of assuming critical risk controls are in place, just because the risk register says so. We also heard compellingly, that your people have a unique understanding of the risks in your business and the conditions around them.

We importantly and finally broke new ground by hosting our first-ever Summit focused solely on work-related health risks. We know that work-related health accounts for the greatest share of harm in the workplace, so the May Summit was an overdue and welcome opportunity to explore what the CEO’s role in tackling health challenges looks like.

We asked members to move beyond the known difficulties in tackling health risks and to get hands on with work-related noise. We provided a *what matters* support resource to take into their business and assess how well they understand and are controlling work-related noise. Our further challenge to members will be to apply that same reflective assessment to the top critical health risks for their industry.

In addition to noise, we also kicked off a discussion about a common psychosocial risk – fatigue. We heard from international fatigue risk expert, Drew Dawson from Australia. Drew challenged us to see fatigue as less about simply getting work rosters in place, but to focus on the importance of getting sufficient sleep. He also introduced proven strategies for managing fatigue risk more smartly, including how to work safely with fatigue.

We hosted two CEO peer learning events over the last year – both focused on different aspects of *relationships* (the second R in *what matters*). Peter Reidy, shared the efforts the team at Kiwirail has been taking to improve worker involvement, utilising a *high engagement – high performance* approach. Peter talked about safety



being a proxy for leadership, and therefore a way of building trust. He spoke of the importance of enabling his people to step up and get involved (i.e. giving them the time, permission and resources). Equally as important, Peter made the powerful observation that as a leader he and his team needed to let go because they didn't have all the answers.

Wellington Water CEO, Colin Crampton shared his experiences in strengthening the relationships with his key suppliers. Colin's story was one of demonstrating his commitment to his suppliers as peers. He shared examples of how he has built trust across Wellington Water's key suppliers and how that is starting to deliver increased collaboration, improved reporting and proactive sharing of experiences.

Both Peter and Colin's stories underline the importance of CEOs recognising the need for respect, collaboration and a longer timeframe when establishing and fostering relationships.

This last year has also seen us commence development and testing of a small business leadership programme with the support of ACC and our partners Leading Safety. This pilot is about adapting our proven Executive Leadership Programme to a small business context. Initial findings have been encouraging. Subject to the final evaluation, we will engage with ACC, WorkSafe and system partners to explore how this approach could be scaled up.

A significant step forwards this year has been welcoming all the public sector CEOs into the Forum. Under the leadership of Corrections CEO Ray Smith, the government established the Government Health and Safety Lead. We are hugely encouraged by the opportunity for public sector CEOs to contribute to the Forum's work, as well as the Forum supporting them on their journey.

Finally, a critical way CEOs learn is from engaging with peers. As our membership continues to grow, the opportunities to support that peer-to-peer learning have increased.

Part of that opportunity has been running a trial to improve regional engagement with our South Island members. This proved to be really encouraging with almost 70% of South Island members participating. Consequently, we have formalised this approach and expanded it to include four North Island centres. We are hugely excited by this opportunity to further increase the opportunities for members to *connect with purpose*.

We would like to thank all Forum members for their ongoing support, as it enables us to bring thought leaders to New Zealand, identify and promote the experiences of our own leaders, and provide a national voice for safer, healthier and more productive New Zealand workplaces.

We look forward to working with you again over the next year.



A stylized, handwritten signature in orange ink, appearing to read 'George Adams'.

George Adams  
Forum Chair

A stylized, handwritten signature in orange ink, appearing to read 'Francois Barton'.

Francois Barton  
Forum Executive Director

## What we have done

# Build CEO competence

## Highlights

- Health – a key focus
- Launching the CEO Guide to Risk
- Forum leaders recognised
- Small business pilot underway
- Establishing a catastrophic risk workstream

## Health a key focus at May Summit

In response to member demand for work-related health, the Forum ran its first ever 'health only' Summit in May on two key health risks facing members; noise and fatigue. Following a panel discussion on noise-induced hearing loss to spark the conversation, we released the *What's your noise problem? CEO Challenge* and a *Monitoring What Matters – Health and Noise guide*. We also took time to focus on fatigue and a new way of managing this challenging risk, focusing on sleep more than work hours.

## CEO Risk tool released

In March we released the second resource as part of our *What Matters* series – our CEO Guide to Risk. This three-part guide and tool were designed to help CEOs work out how to focus their attention on their critical risks. It also provides an example bow tie model, outlining how effective this can be to help map critical risks. The tool was released at a series of events across the country with support from WorkSafe and the Institute of Directors. The *What Matters* resources provide more detailed support for CEOs in understanding and focusing on Risks, Relationships and Resourcing.



## Forum leaders honoured

We were delighted to see former Chair of the Forum, Rob Jager officially recognised in the New Year Honours list for his work to encourage workplace health and safety in businesses throughout New Zealand. Rob is Chairman of Shell New Zealand and has led a number of significant health and safety initiatives, including Chairing the Independent Taskforce on Workplace Health and Safety following the Pike River mine disaster.

Congratulations also to the nine Forum members who were recognised at the annual Safeguard Health and Safety awards in Auckland in May. Corrections CEO Ray Smith won Leader of the Year, an award sponsored by the Forum, for his transformative work with Corrections and also leading the government sector through his role as Government Health and Safety Lead.

## Executive Leadership programme

Our Executive Leadership programme continues to support our CEOs and their General Managers. We've seen an increase in Forum organisations using the model as an in-house programme.

## Pilot for small businesses

In response to strong member calls for the Forum to support smaller businesses, we are pleased to be partnering with ACC to pilot a H&S Leadership Programme for Smaller Businesses. Leading Safety, who developed the Executive Leadership programme, has tailored our executive course to suit the smaller business environment. We have delivered six workshops across three pilot groups, and are on track to complete the pilot by the end of 2018. Subject to the outcomes of the pilot, we will explore options to scale up this programme more widely.

## Catastrophic risk workstream underway

With this workstream set up we've now organised a member survey and have an event on managing catastrophic risks with Global President of the Institute of Chemical Engineers Ken Rivers in October 2018 focusing on lessons from London's Grenfell Tower fire.



Jim Mora hosts a panel discussion on noise-induced hearing loss at the Forum's May 2018 Summit.

## What we have done

# CEOs influence and enable the workforce and supply chain

## Highlights

- Two peer learning events focusing on learning to let go
- Welcoming all public sector CEOs to the Forum
- Supporting Chambers of Commerce

## Learning to let go

Our two peer learning events this year focused around a key theme; learning to let go. Kiwirail CEO Peter Reidy spoke in Auckland in April 2018 about building a High Performance, High Engagement business and empowering workers to come up with solutions. This approach took the organisation's net promotor score from -21 to +1 and saw a 45% reduction in injuries. In August, Wellington Water CEO Colin Crampton talked through a new way of working the organisation has implemented to engage the supply chain. By bringing every contractor 'to the table' and giving them a voice, Wellington Water is seeing great benefits in its relationships with contractors and seeing safety issues being shared across the industry.

## Public sector CEOs join the Forum

In February we officially welcomed the Chief Executives of all public sector organisations to the Forum at a ceremony in Parliament. While a number of CEOs were already members, by working in partnership with the Government Health and Safety Lead, we have public sector CEOs contributing to and engaging with the Forum.



## Working with Chambers

As part of the Forum's efforts to engage smaller businesses, we were pleased to run three events in conjunction with Chambers of Commerce in Otago and Tauranga, and a half day event with the Canterbury Chamber of Commerce, including a presentation from Ngai Tahu Farming Chief Executive Andrew Priest.

## Conversations with the Coalition Government

The Forum has been actively engaging with the coalition government and new Minister of Workplace Relations and Safety, Hon Iain Lees-Galloway. We also engaged with the Minister for Pike River Recovery, Hon Andrew Little. An ongoing theme of the discussion is the importance of government leadership as a client in the wider supply chain.

## Representation in construction sector

The Forum is proud to be represented on the Board of Construction Health and Safety New Zealand (CHASNZ), a new charitable trust developed to provide leadership of health and safety in the construction industry. CHASNZ replaces the former Construction Safety Council, and one of its key focus areas is improved procurement. Also on the CHASNZ Board are Forum members; Rick Herd (CEO, Naylor Love), Steve Killeen (CEO, Downer NZ) and Darryl-Lee Wendelborn (MD, Beca NZ).

Ray Smith, CEO of Department of Corrections, celebrates the public sector CEOs signing the Forum's Pledge with Minister for Workplace Relations Iain Lees-Galloway in February 2018.

## What we have done

# Connect CEOs to take more effective action

## Highlights

- Held two Summits, focusing on putting Safety II into action, noise and fatigue
- 16 regional engagement events across eight centres to *Connect with Purpose*
- Enabling Health and Safety Managers to support their CEOs

## A new way of thinking about fatigue

At the Forum's May 2018 Summit Professor Drew Dawson from Australia prompted members to think differently about how they manage fatigue. Professor Dawson urged members to look beyond the usual rostering-based controls and to look more widely at sleep as a major factor in managing this risk. From this event we put together a short video for members to use as a resource.

## Safety II in action

We were pleased to continue to support CEOs to new and leading thinking around Safety II concepts at our October 2017 Summits in Auckland, and for the first time in Christchurch. Laing O'Rourke's Tim Fleming in Auckland, and Safety II expert Daniel Hummerdal in Christchurch presented to members on practical approaches of putting Safety II into action, with a strong focus on understanding 'work imagined' vs 'work done'.

## Connect with purpose – regional trial

In 2018 we trialled a regional engagement approach in the South Island. Connect with Purpose CEO sessions were run in Invercargill, Dunedin, Christchurch and Nelson in February and May with facilitator Dr Kyle McWilliams encouraging members to consider their safety and personal values, and how they manage critical risks as a CEO. The trial saw 68% of South Island members attend at least one of

the two sessions – and as a result has now been expanded to the North Island with the first sessions held in Taranaki, Waikato, Bay of Plenty and Wellington in August and September. We're pleased to be able to continue these important connection events over the next year.



Invercargill CEOs 'Connect with Purpose' in September 2018.

## Helping H&S managers support their CEOs

This year we've run five separate events for Health and Safety Managers to help them support their CEOs and understand the support the Forum can provide. These included a series of events with the National Foundation for the Deaf on noise and a practical workshop on building better bow ties – with fantastic turnout across the country.



Health and Safety Managers building better bow ties in Christchurch in August 2018.

## What we have done

# CEOs work with others to build the movement

### Highlights

- Extensive support for risk roadshow with IoD
- Our membership grew 16% in the period
- Continued to strengthen the relationship with Institute of Directors and WorkSafe
- Proud sponsor of a keynote speaker at the 2018 HASANZ conference

### Roadshow with Institute of Directors and WorkSafe

More than 800 people attended one of the 11 sessions from Whangarei to Invercargill the Forum held to release its CEO Guide to Risk toolkit. The joint events with the Institute of Directors ran from March to June 2018. WorkSafe's Chief Executive Nicole Rosie presented at each event, alongside a Forum member in each centre. Thank you to those members who took the time to share their health and safety journey with their peers and groups of Directors in their regions.

### Strong membership growth

With public sector CEOs signing up to the Forum in February, and with new members across varying industries and regions we have managed a very pleasing 16% growth in membership to 30 September 2018, with 354 members.

### Relationships strengthened

Running the successful risk roadshow with the Institute of Directors and WorkSafe's Chief Executive has bolstered already positive relationships with both organisations. These relationships, alongside those we're starting to develop with Chambers of Commerce across the country have allowed us to extend the Forum's reach and share the value and importance of strong health and safety leaders across different industries, and different sized organisations. We're looking forward to continuing this work through 2019 and beyond.



A full house at the Forum and Institute of Director's Auckland event in April 2018.



## What we have done

# Assess progress to deliver on our promises

## Highlights

- Great response to 3<sup>rd</sup> survey of CEO H&S Leadership
- Published our 6<sup>th</sup> benchmarking report

### H&S Leadership survey

In June we released the third Forum and Deloitte survey on CEO health and safety leadership which looked at what was different following the recent health and safety reforms. Just under 140 CEOs, Directors and health and safety executives contributed to the survey. Fifty per cent said the reforms had helped them become a safer business and that Boards now proactively raise H&S and ask probing questions of management. However blind spots remain with just under a third saying they wait for management to raise issues and less than half seek assurance from internal audits or external reviews. The release of the survey's findings at four events across the country were a great way to discuss the findings and host discussions on risk and leadership.

### Benchmarking report

Meaningful benchmarking and monitoring of health and safety performance remains an important but challenging area of Forum activity. Our 6<sup>th</sup> benchmarking report published this year found 2017 was tragically the worst year for fatalities since the benchmarking project began – with five people losing their lives. The report covers five-year trends which indicate a 32% reduction in the total recordable injury frequency rate (TRIFR) since 2013. The number of occupational illnesses rose from three in 2013 to 48 in 2017, likely due to improved reporting. While Forum member involvement in the initiative remains flat, we appreciate those members who took part.

# Statement of Financial Performance for year to June 30, 2018

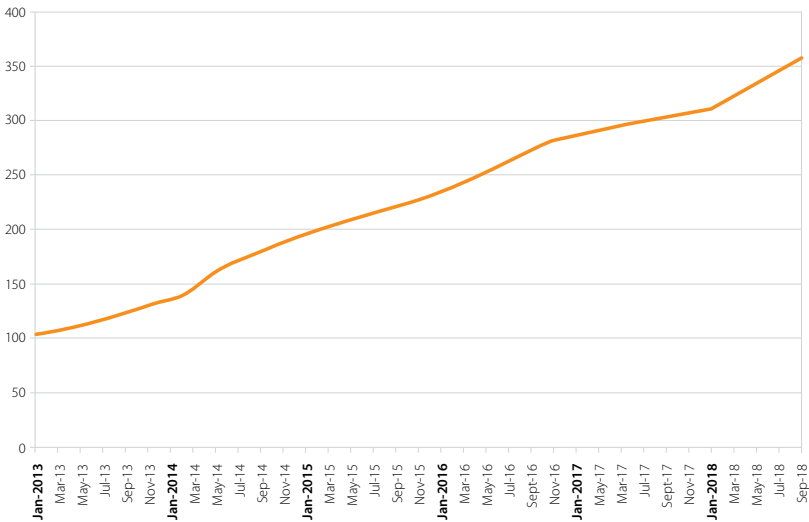
Business Leaders' Health & Safety Forum incorporated for the year ended 30 June 2018

	2018	2017
Total Revenue	\$1,396,834	\$1,407,665
Total Expenses	\$1,235,465	\$1,175,160
Surplus for the year	\$161,369	\$232,505

Audited accounts for the 30 June 2018 year (including the audit opinion) are distributed before the AGM and are available to members by emailing [info@zeroharm.org.nz](mailto:info@zeroharm.org.nz).

## Membership growth

The Forum had 306 members at 30 September 2017 rising to 354 at 30 September 2018, which is a 16% increase.



# Our people

## Forum Steering Group

**George Adams**

*Independent Director (Chair)*

**Sheridan Broadbent**

*Independent Director (Secretary)*

**Warwick Foran**

*General Manager, Crown Forests  
(Treasurer)*

**Jono Brent**

*CEO, Connectics*

**Albert de Geest**

*CEO, Liquigas*

**Shane Dufaur**

*CEO, Dominion Salt*

**Marc England**

*CEO, Genesis*

**James Fletcher**

*CEO, Treescape Ltd*

**Hugh Goddard**

*General Manager, Pipeline & Civil*

**Rob Jager**

*Chairman, Shell Companies in  
New Zealand*

**Raveen Jaduram**

*CEO, Watercare Services*

**Marcel Manders**

*CEO, MB Century*

**Keith Nutting**

*CEO, Worley Parsons*

**Mike O'Brien**

*Independent Director*

**Scott Pickering**

*CEO, ACC*

**Andrew Priest**

*CEO, Ngai Tahu Farming*

**Peter Reidy**

*CEO, KiwiRail*

**Nicole Rosie**

*CEO, WorkSafe NZ*

**Ray Smith**

*CEO, Department of Corrections*

**Francois Barton**

*Executive Director, Business Leaders'  
Health and Safety Forum*

# 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.

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

**Email:** [info@zeroharm.org.nz](mailto:info@zeroharm.org.nz)

**Phone:** +64 4 499 1897

**Or find out more at:** [www.zeroharm.org.nz](http://www.zeroharm.org.nz)



**Business Leaders'  
Health & Safety Forum**

**ZERO HARM WORKPLACES**