



Business Leaders'
Health & Safety Forum

Leading improved health and safety performance across New Zealand

Annual Report 30 June 2024





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Who are we?

We are a coalition of 400+ business and government leaders committed to improving the performance of workplace health and safety in NZ.

NZ thrives when our businesses and our workers thrive. Thriving businesses understand that healthy and safe workers are the core foundations of a productive business, not a cost.

We support senior leaders to continually learn and evolve, so they can create better work that prevents the most significant harm to people, and that contributes to better business performance.

Our vision is: *Leaders building cultures that enable people and businesses to thrive.*

Nau te rourou,
naku te rourou,
ka ora ai te iwi

Our strategy through to 2031 outlines the outcomes we're aiming for:

- + Be an active community of capable and confident leaders supporting work design in their organisations that enables people and businesses to thrive
- + Supply chain and sector leaders have the capability and confidence to support work design that enables people and businesses to thrive
- + Government understands what enables people and businesses to thrive

We'll do this by focusing on four strategic pillars:

- + Organisational leadership
- + Supply chain and sector leadership
- + Government understanding and influence
- + Developing insights and learning

"I get advice. I get knowledge.
I get mentoring and I get support.
The Forum provides all of those
things for me."

Roger Gray CEO, Port of Auckland



Business Leaders'
Health & Safety Forum

Learn more
about our work at:
forum.org.nz

July 2023 – June 2024

The year at a glance

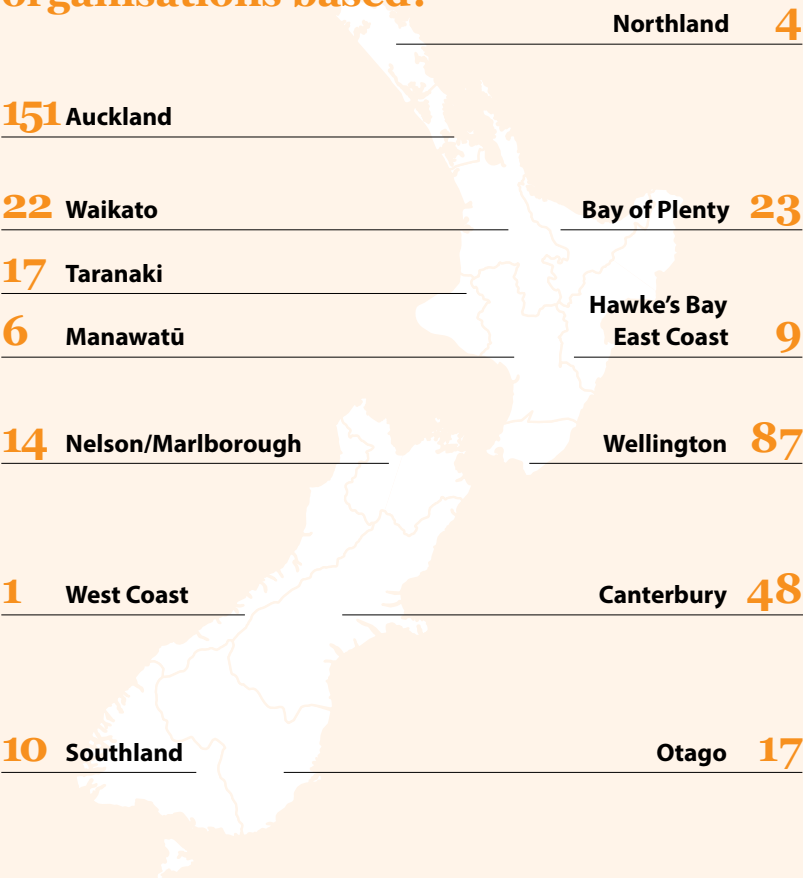
Who do we represent?

Our 409 Forum members lead and influence at least 600,000 employees across NZ – that makes up around a quarter of NZ's workforce. Our membership grew by 4.6% this past year. Forum organisations make up:

+ 20 of the
NZX 50 companies

+ 81 of the
Deloitte Top 200 companies

Where are our organisations based?





Member activation this year

- + **We presented to 187 senior leadership teams, Boards and operational staff at Forum organisations.** Key topics at these were leadership and culture, critical risks, advocacy and mental wellbeing.
- + **We held 31 virtual and in-person events** including 13 Connection Calls, with **more than 1,000 leaders participating** in these events.
- + **158 CEOs attended at least one event throughout the year** and **61% of all members** had at least one person in their organisation attend a Forum event.
- + **Our most popular in-person event was our *State of a Thriving Nation* roadshow events** where close to 200 people attended.
- + **Our most popular virtual event was the Mental Wellbeing webinar** with FlourishDX in Australia in May 2024 with over 150 participants.
- + **We interviewed 18 CEOs** as part of a series of videos on the Forum, leadership and health and safety in November 2023.
- + **We shared 6 CEO stories** on topics from Leadership and Trust, Critical Risks, Supply Chain Leadership and Robotics, to Artificial Intelligence (AI) and Technology.
- + **We presented at 28 industry-led conferences.**



Harm and injury performance

Our CEO survey in March 2024 showed:

- + **51%** of members had **fewer serious accidents** at work than the year before.
- + **53%** had a greater number of **work-related mental wellbeing incidents**.
- + **79%** of organisations are **involving their workers and reps** in health and safety conversations.
- + **75%** of organisations have **developed a suite of lead and lag indicators**.



**Our Net Promoter Score
is 84.21**

Not-for-profit average in NZ is 54 in 2023



Our reach

Our website is adding increasing value with almost 35,000 sessions for the year, up 7% on the year prior, as well as improved website engagement rates.

185 member CEOs visited our website in the last quarter of the year alone.

We had more than **5,000 downloads of Forum resources** between November 2023 and June 2024.

We're ensuring our voice is being heard, with **the Forum featuring in 27 media articles across the year** on Radio NZ, Stuff, NZ Herald, BusinessDesk, One News, Three News, AM Show and Newsroom:

- + **13 for *State of a Thriving Nation***
- + **8 for the Independent Taskforce**
- + **4 for the Minister's health and safety consultation announcement**
- + **2 regarding WorkSafe NZ.**

We're helping frame the national discussion, with our *State of a Thriving Nation* report figure of poor workplace health and safety costing \$4.4 billion in 2022 becoming increasingly referenced by media and stakeholders, including government, during the year.

We also commissioned an Independent Taskforce report – *Been there. Done that.* – that recommended the national changes we need to action as a country to turn the dial on New Zealand's ongoing poor performance.

Our virtual community continues to grow, with **our LinkedIn following growing by 51% over the year**, and as of July 2024 we have just over 4,000 followers.

'Disgraceful' progress on health and safety



Has NZ failed to learn the lessons of Pike River? (Image: Getty)

A taskforce of senior business leaders says the lack of progress on workplace health and safety in New Zealand is disgraceful. Last year, the Business Leaders' Health and Safety Forum

Highlighting New Zealand's poor performance and supporting leaders to improve theirs



2023 was an important year in strengthening our advocacy voice on the system level factors impacting business health and safety performance, through the release of two key reports commissioned by the Forum.

In August 2023, together with economist Shamubeel Eaqub, the Forum released its annual *State of a Thriving Nation* report, which for the first time put a figure on the cost of poor performance at \$4.4 billion in 2022. The report also shone a light on the stark differences between NZ's health and safety performance, and the performance of like-minded countries such as Australia and the UK.

It was fantastic to engage with nearly 200 members and key stakeholders across seven events around the country through September and October, to discuss the report's findings and hear first-hand from members about their views on business, government and wider system performance.

The stark performance gap between NZ, Australia and the UK demanded a clearer view on what was holding NZ back, and more importantly, what would enable us to realise the performance our businesses and workers deserve. With that very question in mind, the Forum Board convened an Independent Taskforce in late 2023 with a select group of respected senior business leaders driving that enquiry.

Released in June 2024 this report *Been there. Done that.* identifies five key recommendations to government which the Taskforce and Forum believe could be enacted quickly and without major cost. Days after the release of this report the Minister of Workplace Relations and Safety, the Hon Brooke van Velden, announced a review into health and safety. We'll continue to ensure the Forum and its members have their say as part of this consultation.

This year has also seen the Forum continue to support our CEO members and their teams to connect and learn about key areas of focus and new interest in health, safety, wellbeing and technology.

In April 2024, we hosted CEOs for an event with Coca-Cola Europacific Partners (CCEP) and Skills VR to understand how organisations are using robotics, AI and new technology, to not only improve health and safety but also productivity. It was great for CEOs to see first-hand the investment CCEP has made and how leadership played a vital role in its success. Through the year we also released a case study with Nexus Logistics and seeo.ai showing how the organisation is using AI to improve safety and productivity. These new resources have enabled us to develop a new section on our website with video case studies in this area, which we intend to build on through the upcoming year.

A highlight of the year was hosting the CEO and GM of ASX-listed Mitchell Services from Queensland, Australia in May to share their journey of safety transformation from compliance to one of curiosity and capacity. We welcomed Andrew Elf, CEO and Josh Bryant, GM for two days in Auckland to share with Forum CEOs and their teams practical examples of how they turned the organisation's safety performance around with Human Organisational Performance (HOP) principles and the 4Ds (*dumb, difficult, dangerous and different*). As we continue meeting with CEOs and their teams across the country the story of the 4Ds continues to resonate with business leaders no matter their industry, organisational size or safety maturity.

Getting out to see members and the work and challenges they and their organisations face continues to inform the work we do. It's been fantastic this year to meet and present to around 190 member organisations on topics from critical risk controls, mental wellbeing at work and supply chain leadership. Our virtual CEO Connection Calls running throughout the year also provide a great opportunity to check in with members, but also provide valuable CEO-to-CEO connection and peer support.

Following Cyclone Gabrielle in early 2023 the Forum set up a new project to support leaders managing through crisis. In November 2023, we brought eight experienced CEOs together to share their learnings and insights from leading through major crises and disasters such as the Canterbury earthquakes, Kaikōura earthquake, Cyclone Gabrielle and other non-weather-related crises. From there we've produced six short videos on our website to support leaders.

Our core work to support leaders to build cultures that enable people and businesses to thrive continues, and in March our annual CEO survey replaced our former benchmarking project. We made this decision to move away from Total Recordable Injury Frequency Rates (TRIFR) and Lost Time Injury Frequency Rates in large part as there is no discernible connection between TRIFR and fatalities. Instead we asked CEOs five questions about their organisation's safety, health and wellbeing performance – you can read more about the results on our website or in this annual report. We will repeat this survey in 2025 and believe this is a better way to monitor the ultimate outcome Forum members are working towards, towards harming fewer people year on year.

Our work is only possible because CEOs and their businesses invest in our movement of leaders and believe in the importance and value of safer, healthier and productive businesses. Critically, our ability to share and learn is only possible because of the cooperation of members in hosting events and sharing their stories – both good and bad. Thank you to all our members for the work you do to enable your business and people, and ultimately New Zealand, to thrive.



George Adams
Forum Chair



Francois Barton
Forum Chief Executive

Measuring our progress

Organisational leadership



In our 2021-2031 strategy we are committed to:

- + **Supporting members** through formal leadership development, peer-to-peer learning and expert resources.
- + **Connecting members** with each other so they can share and learn from peers.
- + **Enhancing and evolving how 'success' is articulated, measured and reported**, beyond failure measures and towards valuing cultures and work environments where people and businesses can thrive.
- + **Enabling members** and the Forum as a collective to transparently monitor progress and be accountable for improvement.

Between July 2023 – June 2024 here's what we've achieved:

Supporting members

Critical risks – Mitchell Services

Critical risk controls and verification remain a significant area of interest for CEOs, directors and their teams. In May this year we brought out CEO and GM of ASX-listed Mitchell Services, Andrew Elf and Josh Bryant, to speak to Forum leaders and their teams about the safety transformation journey they had been on from compliance to capacity and curiosity. It was fantastic to see just under 100 people join us at Eden Park to hear from Josh and Andrew.

We also worked in partnership with the GM Safety Forum, who hosted Josh at a more in-depth workshop the following day, while we ran a small CEO lunch at Deloitte with Andrew. We were able to interview both leaders to produce a video case study on their story, and demonstrate how other organisations can utilise the HOP principles and 4Ds, which are critical to Mitchell Services' success.



Connecting members with each other

Coca-Cola event and case study with SkillsVR

With Coca-Cola Europacific Partners (CCEP) rolling out a world-class robotics innovation that not only improves productivity and worker health and safety, Forum CEOs were fortunate to get a chance to see this first-hand in April. Their Managing Director Wendy Raynor and Vice President – Commercial (APS Region), Chris Litchfield presented to CEOs and then hosted a site tour of the nearby facilities so they could see first-hand the investment and results from the robotics. Both Wendy and Chris were clear to point out to leaders that any tech or robotics investment must be led by the whole senior leadership team to ensure successful implementation.

We are pleased to share this story more widely with a video case study on our website.

As part of this event, we also invited SkillsVR to demonstrate to CEOs how virtual reality (VR) is being used by organisations in NZ and overseas to improve worker safety, wellbeing and productivity. CEOs were able to try the VR headsets themselves to see how they're being used to train workers and teams in high-risk work environments such as working at heights.

Filming CEO insights

We had a unique opportunity in November 2023 to interview 18 CEOs on a film set in Auckland across three days to capture their health and safety leadership insights, to demonstrate through our members what effective leadership of health safety looks and sounds like, and ultimately what the Forum stands for. We have since pulled together videos and case studies on:

- Leading critical risks
- Health and safety governance
- How to improve NZ's health and safety performance
- Supply chain leadership
- Mental wellbeing at work
- The value of the Forum and the work we do.

These videos feature on our new resource drop-down pages on our website and on our LinkedIn channel. We will continue adding to these videos over the coming months.



L-R:

CEOs taking part in a VR demonstration and touring CCEP in April, CEO of Mitchell Services Andrew Elf at Eden Park in May and Clarus CEO Paul Goodeve being interviewed for our CEO series in November.



Mental Wellbeing at work – webinar series

In late 2023, we decided to shift our mental wellbeing focus from core frameworks and tools to applied opportunities for members to hear about the complex challenges and successful approaches to implementing change in this area. We did that by commencing a Mental Wellbeing at work webinar series with a range of NZ and Australian leaders in the field of mental wellbeing, psychosocial risks and health science.

We partnered with: Jason van Schie from FlourishDX in Australia to share how they help Australian organisations to manage psychological risks and how these organisations are responding to the new psychological health and safety regulations; Dr Hillary Bennett to introduce the two guides she developed with the Forum, the CEO Guide to Mental Wellbeing at Work and the Protecting Mental Wellbeing at Work Guide, and share lessons from many organisations she worked with; and Dr Graeme Wright from Western Australia to reveal the science behind mental and physical health.

We had an overwhelmingly positive response from members – with each webinar getting 250+ registrations from CEOs, directors, functional leads and advisors. The recordings of all three webinars are now available on our YouTube channel, ensuring these are ongoing resources to support member work. The series will continue throughout FY 24/25.

Legal webinar series

Following the sentencing judgments in the Whakaari prosecutions in March, the Forum set up a webinar with two leading legal minds who were involved in the cases: Garth Gallaway from Chapman Tripp and Grant Nicholson from Anthony Harper. This was one of our most well-attended webinars in recent years, with huge interest in the legal views stemming from these cases, and with more than 250 registering. The Forum released a short summary paper following the webinar to members.

This webinar was the first in our legal webinar series, with several planned throughout FY 24/25.



Whakaari webinar in progress in April.

New-member CEO Connection Calls

As part of a new onboarding process, we invite each new joining member and inherited member to CEO Connection Calls scheduled every quarter. We had a total of 11 sessions, with 31 CEOs attending.

These Calls provided excellent opportunities for new members to engage with fellow leaders from across the country, share insights and gain understandings of various opportunities and challenges related to leading health, safety and wellbeing within their organisations.

The main topics of these Calls surrounded critical risks, leadership and culture, and mental wellbeing at work.

Member-wide CEO Connection Calls

There were few surprises in the February 2024 round of CEO Connection Calls, with around 40 CEOs discussing what they saw in the year ahead, and the imperative to care for the health and safety of their people.

While the economic and social context remains genuinely challenging – the complexion of those challenges has changed. Covid constraints, workforce shortages and crippling supply chain problems have been supplanted by cost-of-living pressures, inflation, dropping demand and ongoing social pressures. That challenging context demands capable and sustained leadership work to ensure the safety and wellbeing of our people. Encouragingly, the focus of that leadership effort was near universal:

- Critical risk control effectiveness
- Mental wellbeing
- Leadership and engagement, and
- Maintaining training.

The real leadership challenge will be maintaining that laser focus throughout an environment demanding significant cost efficiencies and reductions, uncertainty and existing fatigue.

“The one area we won’t be cutting back is our critical control programme.”

CEOs on a February 2024 Connection Call



Presenting to Boards and senior leaders

Across the year the Forum Chief Executive has spent time with just under 190 Forum members, either in one-to-one meetings or presenting to the CEO and Executive Team, Board or wider management and leadership groups, as well as frontline workers and sector groups. Of these meetings, 118 were presentations to groups and more than two-thirds were in-person.

Key topics discussed, listed by frequency were: leadership and culture, critical risks, advocacy, mental wellbeing, and supply chain leadership.

Enhancing and evolving how success is articulated

Leading through Crisis – workshops and video series

Following on from Cyclone Gabrielle in February 2023 and the work the Forum initiated in the weeks afterwards to support leaders navigating this crisis, the Forum decided to start a specific workstream to understand the lessons from leaders who have navigated significant challenges or crises during their tenure.

In November we brought together eight CEOs from different sectors at CentrePort in Wellington for a half-day workshop to understand what the leader's role is during a crisis and to hear from the CEOs directly about the lessons they learnt leading teams through major earthquakes, cyclones, oil crises and other major events.

We filmed interviews with each CEO following this and created a six-part video series which was released to members throughout early 2024. This has had excellent feedback, with a number of sector groups asking to use the videos in their own training materials to leadership groups.



What have we done:

Supply chain and sector leadership



In our 2021-2031 strategy we committed to:

- + **Identify and build consensus** on the sector and supply chain barriers to supporting work that enables people and businesses to thrive, and mobilise collective action to overcome those barriers.
- + **Support Forum members to engage their supply chains** (including SMEs) more effectively, including sharing benefits of Forum membership.
- + Develop a deliberate member-attraction plan to enlist senior leaders with the capacity to contribute to the Forum's goals.
- + **Be deliberate and formalise how we work with key stakeholder groups**, e.g. Institute of Directors (IoD), key safety groups, to amplify the Forum's reach.
- + Develop Forum governance to enhance insights and connections with critical perspectives, e.g., the Māori economy, local government, health sector, workers and their representatives.

Between July 2023 – June 2024 here's what we've achieved:

Identify and build consensus

Thriving supply chains report finalised

The Forum's *Supply Chain Leadership Discovery Report* was finalised in December 2023 after 19 leader interviews and a one-day workshop throughout 2023. This report sought to provide a mirror of the experiences that leaders raised with us about their experience leading complex supply chains in their organisations. It unapologetically endeavours to capture and unpack the adaptive leadership challenges that are clearly still confronting the performance, reliability and cost-effectiveness of our infrastructure supply chains.

These leadership challenges remain, and the Forum is committed to discovering and sharing more supply chain leadership stories of progress, and stories where organisations are trying different approaches to seek better outcomes across their supply chain.



L-R:

Forum Chief Executive Francois Barton visiting a member site and presenting to Forsyth Barr in June 2024, and the Leading through Crisis workshop in November 2023.



Support Forum members to engage their supply chains

Supply chain case study with Clarus and Whitaker Civil Engineering

In recognition of sharing stories of new approaches to supply chain leadership, we were delighted to bring to life a video case study with Clarus (formally First Gas) and Whitaker Civil Engineering in Taranaki. Clarus CEO Paul Goodeve had described the organisation's previous approach to supply chain leadership a bit like "one-night stands" where he was after a more long-term relationship. The case study outlines how they changed their approach and the benefits they're seeing building better relationships with fewer supply chain partners.

ACC-funded Mental Wellbeing programme concludes

After a successful first year, the project further established the effectiveness of the Mental Wellbeing by Design process and built a base of interest in the manufacturing sector. Work continued with a core of 10 committed companies. The project provided valuable insights and the challenges identified will contribute to further health, safety and wellbeing endeavours in the manufacturing sector.

The following sector-specific resources were developed during the course of the project and are now hosted on the [Manufacturing NZ Health, Safety & Wellbeing page](#) and the [Business Leaders' Health and Safety Forum](#) website:

- A sector-specific worksheet with both Māori and Samoan translations
- Communications materials to assist companies to socialise the concept in their workplace
- A full case study from CHEP
- A short case study from Gallagher
- Insights from participating companies.

We built sector partnerships with key stakeholders, allowing for the provision of a platform to host project resources and interest from the Employment and Manufacturing Association's Project Whakahaumaru to continue this work.



L-R:

The Forum's case study with Clarus and Whitaker Civil Engineering; the Mental Wellbeing case study with CHEP NZ; Lego demonstrations with the GM Safety Forum; Forum Chief Executive Francois Barton presenting at an IoD panel.



Be deliberate about how we work with key stakeholders

Working closely with our partners

GM Safety Forum

We continue to work closely with the GM Safety Forum, and in May were pleased to partner with them to support a half-day masterclass for General Managers with the GM of Mitchell Services in Australia, Josh Bryant. It was fantastic to see such a great turnout as this session where Josh even had attendees use Lego to demonstrate HOP principles and 4Ds.

Institute of Directors (IoD)

In May 2024, Forum Chief Executive Francois Barton hosted a panel discussion on the implications from the Whakaari prosecutions at the annual IoD conference. This was a great opportunity to highlight the importance of good health and safety governance in front of several hundred key directors across NZ.

Francois also presented at three IoD sessions in Christchurch, Wellington and Auckland alongside Forum members Darcy Hart, CEO Nexus Logistics and Bede Cammock-Elliott, CEO seo.ai on the role of harnessing technology in service of better safety.

Health and safety sector groups

Our Chief Executive also continues to be a trustee on the Board of Construction Health and Safety NZ (CHASNZ), which is leading invaluable work across this critical sector.

We continue to build strong relationships with health and safety sector groups, and this has amplified since the Minister of Workplace Relations and Safety announced a government review into health and safety. The Forum has worked with the NZ Institute of Safety Management (NZISM), CHASNZ and others to understand common challenges and opportunities to put forward as part of the Minister's review.

The Forum is also pleased to see ShopCare take an increasingly strong lead on how organisations can respond to the concerning risk of violence and aggressive behaviour, and look forward to connecting with their important work in this area.



What have we done:

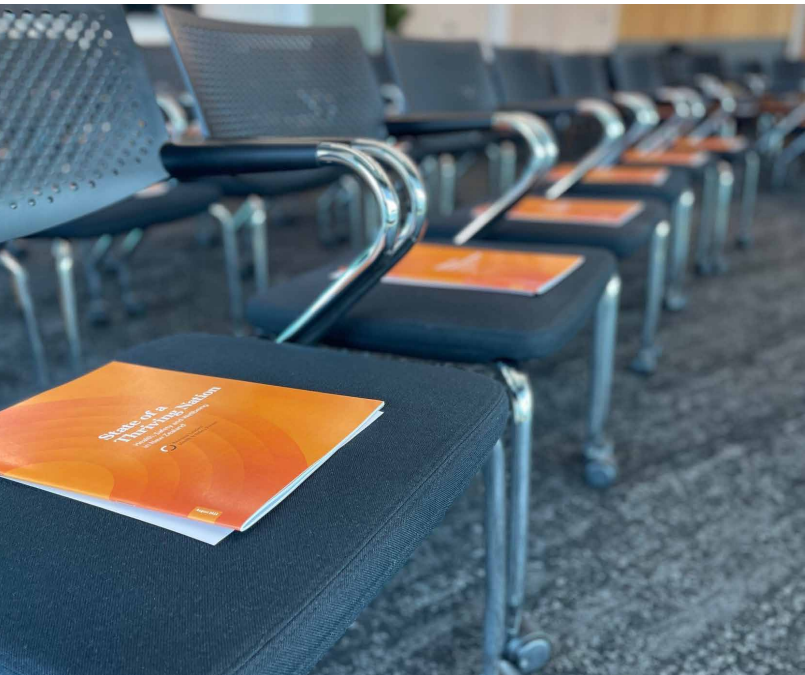
Government understanding and influence



We will:

- + Develop an Advocacy Strategy that considers the need for government leadership, culture change, health and safety leadership development, and the need for better prioritisation and focus across the national ecosystem.
- + Establish a sub-group to the Steering Group to help with the development of this Advocacy Strategy.
- + **Amplify the Forum's collective voice of its membership on agreed issues** of collective concern.

Between July 2023 - June 2024 here's what we've achieved:



Amplify the Forum's collective voice of its membership on agreed issues

This has been a priority area of increased and focused effort for the Forum to elevate and amplify our members' voice to government over 2023-2024, ensuring that the importance of health and safety to businesses, our economy and the country is not lost.

***State of a Thriving Nation* – our inaugural report**

In August 2023, the Forum launched its flagship advocacy work with the release of its inaugural *State of a Thriving Nation* report focused on NZ's health and safety performance. For the first time this new report was able to put a cost on our country's poor health and safety performance at \$4.4 billion in 2022. This figure and the key parts of the report, including NZ's lagging performance behind comparable countries such as the UK and Australia, were covered in detail by most major mainstream media outlets in late August and early September.

Forum CEOs and their views were widely included in the report with data from a survey they contributed to in June 2023.

The report was produced by Sense Partners and economist Shamubeel Eaqub. Together with the Forum Chief Executive Francois Barton, they both fronted interviews with Radio NZ, Stuff, NewsHub and others. Stuff's weekly cartoon also focused on the report's findings.

The coverage from the report and the wide commentary from health and safety system stakeholders enabled the Forum to become a central source of information and insight, with the \$4.4 billion figure being widely quoted in the months thereafter.

Throughout September and October 2023, we ran seven events across the country for members and key stakeholders, to hear directly from Shamubeel and discuss their thoughts and opportunities on NZ's health and safety performance. These were attended by just under 200 people. We also ran a webinar with the IoD in early November.

In early 2024, we started work on this year's report alongside Shamubeel again. This was released in mid-August 2024 with launch events in Auckland and Christchurch.



L-R:

State of a Thriving Nation launch event in New Plymouth and Christchurch in October 2023; Radio NZ's article on the report's release.



Been there. Done that. A report into New Zealand's repeated health and safety failures.

Following on from the *State of a Thriving Nation* report findings, the Forum Board and Steering Group wanted to understand more about what was driving such poor performance of the health and safety system in NZ. In response, in November 2023 the Forum initiated an Independent Taskforce.

Chaired by Forum Director Toby Beaglehole, the small group and Forum Chief Executive conducted interviews with more than 30 businesses and stakeholders and received feedback from 130+ senior leaders in an annual survey. Questions focused on deeper lines of enquiry around NZ's health and safety performance.

This, along with the findings from the *State of a Thriving Nation* report and regulatory review, detailed case studies and overseas analysis, was pulled together into the report released in June 2024: *Been there. Done that. A report into New Zealand's repeated health and safety failures.*

The report makes uncomfortable reading; it clearly states that NZ's ongoing failure to learn and improve safety and health at work is disgraceful and that businesses need more support from government in order to reduce the burden of unclear direction and guidance. This is not the first time we've had an opportunity to learn and do better.

Both Toby and Forum Chief Executive Francois Barton fronted interviews with Newsroom, the AM Show, Radio NZ and BusinessDesk on the morning of the report's release. It was also widely distributed to stakeholders ahead of the release, including government Ministers and opposition MPs.

With the Minister of Workplace Relations and Safety's announcement four days following the report's release of widespread consultation on health and safety in NZ, the Forum will be ensuring the key messages from this Taskforce report are front and centre of our submission.

**Thanks to the
Taskforce members
for their work
on this report >**



Been there. Done that. Taskforce Chair Toby Beaglehole interviewed on the AM show.

Develop an Advocacy Strategy

Membership and Engagement Stakeholder Strategy

This year saw us enact the first year of the Forum’s Membership and Stakeholder Engagement Strategy. As part of this work, we identified the key stakeholders the Forum was aiming to engage with and influence. These included:

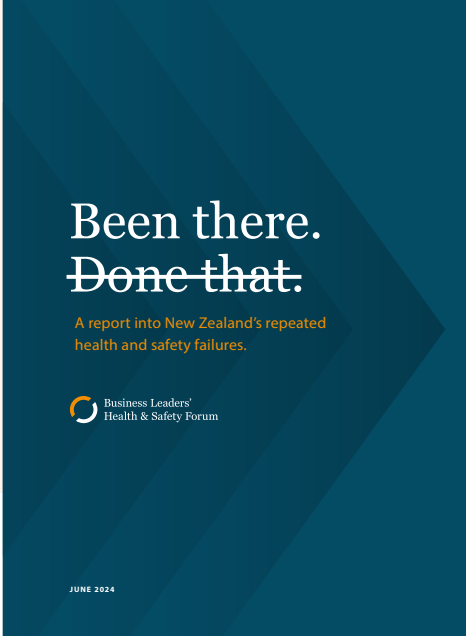
- Ministers – including those with the portfolios of Workplace Relations and Safety, ACC and Mental Health
- Key health and safety sector groups to support better outcomes across industries
- Other business and union groups such as BusinessNZ, Council of Trade Unions and Employers and Manufacturers Association (EMA).

This year the Forum has met with these groups multiple times and has also provided:

- Briefings to the Incoming Minister (BIM), which were sent to the new Ministers for ACC, Mental Health and Workplace Relations and Safety
- Briefings ahead of the *State of a Thriving Nation* and Independent Taskforce reports to all key groups and Ministers
- Invites to the Forum Steering Group meetings and key events to Ministers.

In late 2024, the Forum will be pulling together an Advocacy Strategy, which will review our advocacy work over the previous two years and formulate a strategy and plan for the years ahead.

- Toby Beaglehole**
(Forum Director)
- Chelydra Percy**
(CEO, GNS Science)
- Stacey Shortall**
(Partner, MinterEllisonRuddWatts)
- Mike Bennetts**
(Former CEO, Z Energy)
- Andrew McLeod**
(CEO, Northpower)
- Susan Huria**
(Director, Chair, Leaderbrand and associated entities)
- Jeremy Lightfoot**
(CEO, Department of Corrections)



What have we done:

Developing insights and learning



We will:

- + Review and optimise the existing **monitoring framework** for internal activities to ensure continuous improvement of Forum delivery.
- + Develop an eco-system performance framework and data gathering capacity to **enable the Forum to regularly assess, comment and engage on the performance of the wider system.**
- + Develop a 'leading practice and insights' research programme to access unique perspectives on shared challenges, and harness the best of international leading practice.

Between July 2022 - June 2023 here's what we've achieved:

Monitoring framework

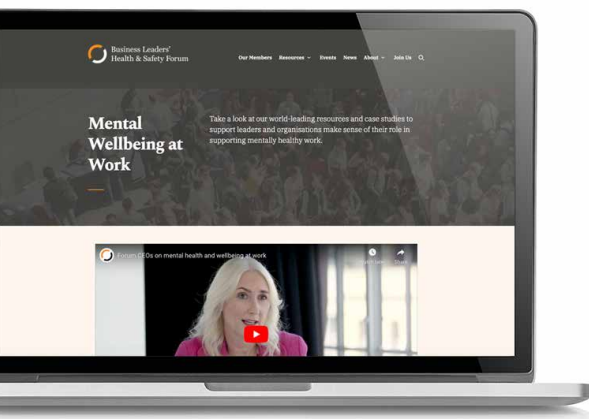
Our internal monitoring framework

This year the Forum has significantly improved how it monitors its activity internally and up to the Board and Steering Group. This includes fortnightly Programme meetings, informal and formal Board reports (with financial updates) and year review/plans for Steering Group and Board approval. This enables us to continually review our offering to members, retaining the capacity and flexibility to respond to new programmes of work when needed, such as the Independent Taskforce work this year.

Membership and Engagement Strategy

The first year of implementing our Membership and Engagement Strategy has been a success. The Strategy has five key areas which have been delivered on (see opposite).

We have also: implemented a new marketing campaign system improving the quality of our member communications; created a new website resource page with drop-down menu to support easier access to key material; and been able to track who is downloading our resources for the first time.



The Forum's new resource drop-down page on key topics.

Five key areas

Membership and Engagement Strategy



Increase membership participation within the Forum

61% of our member organisations **attended at least one event** throughout the year.



Increase diversity of members

New member growth in key areas of **healthcare, education and insurance**



Grow and retain Forum members

Our membership has **grown 5%** in the year



Reinforce the Forum's culture

CEO survey results show that **51% had fewer serious work incidents** and **75% of Forum organisations had developed a suite of lag and lead indicators.**



Create awareness of the Forum within the wider ecosystem and general public

More than **25 media articles**, **51% growth** in LinkedIn followers and **7% growth** in website sessions.

Enable the Forum to regularly assess, comment and engage on the performance of the wider system

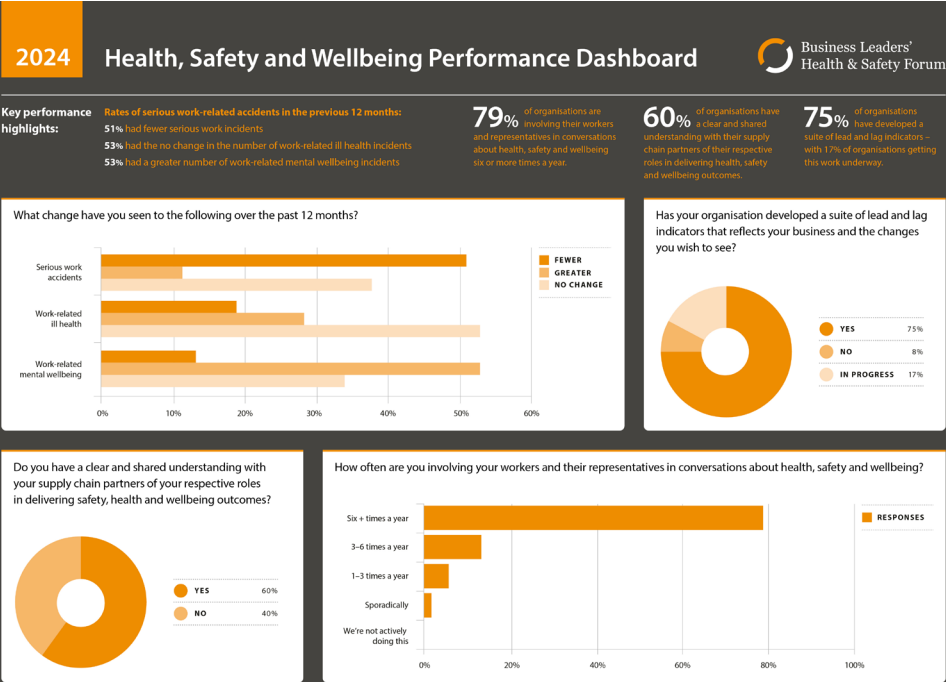
Forum CEO survey

In the Forum’s March 2024 survey of its CEO members and their teams we asked how they were performing in some key areas of health, safety and wellbeing.

The results formed the first Forum Health, Safety and Wellbeing Performance Dashboard which was released in May. Key insights from this include:

- 51% said they had fewer serious work accidents than the previous 12 months, but more than half said they were seeing more work-related mental health cases
- 79% include their workers and their representatives in health, safety and wellbeing conversations more than six times a year, and 60% have a clear and shared understanding with their supply chain partners of their respective roles in delivering health, safety and wellbeing outcomes.

We will continue this survey in 2025 and update this data annually.



Safeguard says

Sheridan Broadbent was a standout speaker in the panel of half a dozen at the CEO Roundtable session in Sydney, and there was some tough competition for that title – including CEO of Tennis Australia, Craig Tiley, whose description of handling the Novak Djokovic vaccination crisis had everyone listening.

Broadbent was one of three Kiwis speaking at the massive event, an impossible gig to fully cover as a reporter, but we'll do our best in the next few editions.

Access unique perspectives on shared challenges, and harness the best of international leading practice

CEO masterclass and workshop with international mariner

What are the lessons learned from the *Costa Concordia* tragedy and what can leaders do to prevent a similar fate? How can senior leaders improve risk maturity and decision-making by having a better understanding of the perspectives in human failure?

In August 2023, the Forum hosted the internationally renowned former master mariner, Nippin Anand, in Auckland for a masterclass with Forum CEOs, followed by a workshop with senior leaders.

Sixty-five Forum CEOs attended the masterclass, where Nippin shared the black box recording and snippets of his interview with the Captain from *Costa Concordia*. He explained why trust, listening and surrendering control are crucial yet rare leadership traits.

In the second half of the event, 89 senior leaders including CEOs, General Managers, and Health and Safety leaders from Forum organisations attended a workshop to unpack what leadership and risks mean to them.

We interviewed Nippin after the event and produced five short videos summarising the key themes from the masterclass with Forum CEOs. These are available on our website.

World Congress in Sydney

In November 2023, the *23rd World Congress on Safety and Health at Work* came to Sydney, the first time in the Southern Hemisphere. This is one of the largest conferences of its type in the world. Both the Forum Chief Executive Francois Barton and Forum Deputy Chair Sheridan Broadbent were invited to present on two separate panel discussions. It was a great opportunity to share the Forum's work with world health and safety leaders, but also hear best practice from other corners of the globe. Sheridan was part of the CEO roundtable, and New Zealand's *Safeguard Magazine* proclaimed her the 'standout speaker'.

L-R:

Forum Deputy Chair Sheridan Broadbent (third on the right) at the CEO Roundtable; internationally renowned former Master Mariner Nippin Anand sharing insights during a Forum masterclass in Auckland, August 2023.



Coming up next year



Organisational
Leadership

Leadership
shadowing

Connecting CEOs

CEO events &
case studies

CEO lunches
with Deloitte, KPMG
and Anthony Harper

Supply Chain
and Sector
Leadership

Legal
webinar
series

Implementation support

Mental Health
at Work
webinar series

Government
Understanding
and Influence

Advocacy
review

Challenging the system

State of the
Thriving Nation

Ministerial H&S
consultation

Developing
Insights and
Learning

CEO
Connection
Calls

Activating Forum membership

Activating our
members and
Steering Group

Membership
and website
enhancements



Key priorities for 2024/25:

- + Consolidating the Forum's foundations
Continuing to connect CEOs to share and learn on **leadership development, critical risk, supply chain and mental wellbeing**.
- + Elevating our focus
Sharpening our focus on NZ's **system performance and advocating in service of a thriving New Zealand**.

Our delivery approach for 2024/25:

We will seek to apply core delivery approaches to our respective priorities for the 2024/25 year:

- + Increased use of **smaller and more frequent events/opportunities for CEOs to connect and share** – utilising online, executive lunches, and in-house opportunities
- + **More webinars to increase accessibility** for Forum CEOs and their wider teams – building on our successful wellbeing and legal webinar series
- + **More CEO and organisational sharing and storytelling** to leverage member experiences, especially **focusing on "implementation" challenges**, recognising the core foundations of effective safety leadership are broadly agreed, but the challenges remain in implementing them effectively
- + More boldly demonstrating **what the Forum stands for** – we stand for leaders building cultures that enable their people and business to thrive – **at the enterprise level** (i.e. supporting and challenging our individual members) and **at the national level** (by supporting and challenging system leaders)

Our Steering Group

Our Steering Group is made up of CEOs, directors and leaders from major organisations across New Zealand. We thank them for their governance, support, rich discussion and strategic leadership of the Forum and at our meetings throughout the past 12 months.

George Adams

Independent Director
(Chair)

Sheridan Broadbent

Independent Director
(Deputy Chair)

Toby Beaglehole

CEO, Royal NZ College of GPs
(Treasurer)

Francois Barton

Chief Executive, Forum

Mike Costelloe

CEO, Think Delta

Albert de Geest

CEO, Liquegas

Shane Dufaur

General Manager,
Ballance Agri-Nutrients

Darren Evans

CEO, Calder Stewart

James Fletcher

COO, DLA Piper

Megan Main

CEO, ACC

Andrew Priest

CEO, NZ Frost Fans

Roger Gray

CEO, Port of Auckland

Gavin Ion

CEO, Waikato District Council

Jeremy Lightfoot

CEO, Ara Poutama Aotearoa
Department of Corrections

Mike O'Brien

Independent Director

Chelydra Percy

CEO, GNS Science

Andrea Scown

CEO, Mitre 10 Mega

Aaron Smith

CEO, Norwood

Carolyn Tremain

CEO, Ministry of Business,
Innovation and Employment (MBIE)

JB Rousselot

CEO, Chorus

Ryan Keogh

Group CEO, Matvin Group
& MAKO Commercial

Evan Maehl

Managing Director,
WM NZ

Dave Needham

COO, Harrison Grierson

Tracey Hickman

GM, Genesis Energy

Steven Haszard

CEO, WorkSafe NZ

Our members

New Forum members in the last 12 months



Stephen Kurzeja
Chief Technology Information Officer
2degrees



James Pearson
CEO
30 Seconds



Peter Beggs
CEO
Apollo Projects



Sharon Macquarie
Company Director
Avetta



Paul Cochrane
Country Manager
B & D Doors (NZ) Ltd



Neil Williams
Chief Executive
Bluecurrent



Matt Bishop
Managing Director
Brevity Limited



Marty Byrne
Chief Executive
Christchurch and Hanmer Attractions



Wayne Johnson
Chief Executive
Container Co



Stephen Iremonger
General Manager NZ
Contract Resources



Geoff Douch
Chief Executive
Electra



Rachel O'Connor
Chief Executive
English Language Partners



Robbie Ramlose
Group CEO
Genera Group



Chelydra Percy
Chief Executive
GNS Science



Cameron Parr
Director, NZ
Green by Nature



Allister Rose
Managing Director
Hatikvah Blue Hope Foundation



Helen Sadgrove
Managing Director NZ
HSE Global



Robin Simpson
CEO
Hydraulink Fluid Connectors Ltd



Jim Evans
CEO
Industrial Controls South Canterbury Ltd



Sarah Gardiner
Founder and Clinical Director
Industry Med



Michael Pigott
CEO
JLE Holdings Ltd



Peter Reidy
Chief Executive
KiwiRail



Gary Walker
CEO
Leighs Construction



Wayne Scott
CEO
MinEx Health & Safety in NZ Extractives



Kevin Short
Chief of Defence Force
New Zealand Defence Force



Carl Carrington
CEO
New Zealand King Salmon Co Ltd



Andrew Hampton
Director-General of Security
New Zealand Security
Intelligence Service (NZSIS)



Aaron Smith
CEO
Norwood



Mornez Green
Managing Director
Omexom



Ariane Ormsby
Managing Director
Ormsby Civil Construction



Deanne Holdsworth
Executive General Manager
Pact Group



Karen Goodfellow
Director & Health and Safety
Remarkable Vets



Selena Armstrong
CEO
ShopCare



Rosanne Graham
CEO
Skills Consulting Group



Mark Malpass
CEO
Steel & Tube



Nadine Tereora
Chief Executive
The New Zealand Automobile
Association Incorporated (AA)



Denise Cosgrove
Chief Executive
The Selwyn Foundation



Paul Coleman
Improvement Facilitator / Director
Think What If



Jodi O'Donnell
CEO
TVNZ



Damian Pedreschi
New Zealand Executive General Manager
Ventia NZ Operations Ltd



Mark Morgan
CEO
Waikato Regional Airport Ltd



Paul Bisset
CEO
Whitestone Contracting Ltd

Membership at 30 June 2024



Kerry Hill
Managing Director
A W Trinder



Alastair Blackler
General Manager
Abergeldie Complex Infrastructure



Megan Main
CEO
ACC



Jason Cherrington
CEO
Accordant Group



Helen Davidson
CEO
ACE New Zealand



Mark Irvine
Managing Director
Acrow Ltd



Dean Schwab
Acting CEO
Adecco



Craig Davidson
Managing Director NZ
AECOM



Nigel Stevens
CEO
AFFCO New Zealand



Greg Foran
CEO
Air New Zealand



Brian Stokes
Managing Director
Airtech



James Young
CEO
Airways NZ



David Mitchell
CEO
AJ Hackett Bungy



Willie Wiese
CEO
Alliance Group



Caroline Ovenstone
CEO
Alpine Energy



Neil Cowie
CEO
Animates



Sarah Williamson
CEO
Antarctica New Zealand



Grant Nicholson
Partner
Anthony Harper



Peter Conley
CE
ANZCO Foods



Darren Mitchell
CEO
Ara Institute of Canterbury Ltd



Neil Woods
CEO
Aratu Forests Ltd



Jacqui Bensemann
Managing Director
Argus Fire Protection



Vittoria Shortt
CEO
ASB Bank



Kim Ballinger
CEO
AsureQuality



Carrie Hurihanganui
Chief Executive
Auckland Airport



Dean Kimpton
Chief Executive
Auckland Transport



Tracey Ryan
Managing Director
Aurecon NZ



Richard Fletcher
CEO
Aurora Energy



Mark Worsfold
Programme Director
Babcock NZ Ltd



Kelvin Wickham
CEO
Ballance Agri-Nutrients



Michael Hales
Managing Director
Barenbrug NZ



Fiona McTavish
CEO
Bay of Plenty Regional Council



Chad Hooker
CEO
Bay Venues



Derek Bilby
CEO
BBR Contech



Andrea Rickard
Managing Director - NZ
Beca



Andrew Ritchie
CEO
Blue Sky Pastures



Adam Pfeiffer
Country Manager
Brambles NZ (Chep)



Claire Falck
CEO
BRANZ



Greg Smith
CEO
Bremworth Carpets & Rugs



John Staples
TBC
Bridgestone NZ



Darren Evans
CEO
Calder Stewart



Stefan Korn
CEO
Callaghan Innovation



Craig Carr
TBC
Carrfields



Brendon Vincent
General Manager
Cassidy Construction



Volker Kuntzsch
CE
Cawthron Institute



Anthony Delaney
CEO
CentrePort



Rob Buchanan
Chief Executive
Channel Infrastructure NZ Limited



Chris Alderson
CEO
CHASNZ



Mark Aue
CEO
Chorus



Mary Richardson
Interim Chief Executive
Christchurch City Council



Terry Murdoch
CEO
Christchurch Helicopters



Justin Watson
CEO
Christchurch International Airport



Grant Dodson
CEO
City Forests



Peter Lord
CEO Citycare Property
Citycare Property



Tim Gibson
CEO
Citycare Water



Keith Manch
CEO
Civil Aviation Authority (CAA)



Paul Goodeve
CEO
Clarus



Tony Strange
COO
Claymark Group Limited Partnership



Sean Henry
GM
CLL Corp Service



Wendy Rayner
Managing Director
Coca-Cola Europacific Partners NZ



Deena Clarkson
CEO
CODA Group



David Banfield
CEO
Comvita NZ



Lester Foxall
CEO
Connell Contractors



John Thompson
CEO
Connetics



Kaarin Gaukrodger
Director
Connexis



Mike Fuge
CEO
Contact Energy



Dave Bulling
Managing Director
Cook Brothers Construction



Myriam Mitchell
Senior Associate
Copeland Ashcroft Law



Glenn Corbett
Managing Director
Corys Electrical



Mike Cosman
Partner
Cosman Parkes



Kim Calvert
Country Manager NZ
Cottonsoft NZ



Judy Nicholl
CEO
Counties Energy



Paul Corbett
General Manager NZ
CPB Contractors



Grant McLauchlan
CEO
Crest Clean



Darren Powell
CEO
Crockers Property Group



Una Jagose
Solicitor-General and CEO
Crown Law



Paul Huggins
Managing Director
Cushman & Wakefield NZ



Campbell Parker
CEO
DairyNZ



Mike Costelloe
CEO
Delta Utility Services



Penny Nelson
Director General
Department of Conservation



Jeremy Lightfoot
CEO
Department of Corrections / Ara Poutama Aotearoa



Paul James
Chief Executive
Department of Internal Affairs



Ben King
CEO
Department of the Prime Minister and Cabinet DPMC



Jonathan Pooch
Managing Director
Deta Consulting



James Fletcher
Chief Operating Officer
DLA Piper



Euan McLeish
CEO
Dominion Salt



Jeffery Douglas
Managing Director
Douglas Pharmaceuticals



Craig West
NZ Country Lead
Downer NZ



Daniel De Bono
CEO
Dunedin Airport



Peter Dynes
Managing Director
Dynes Transport Tapanui



Onno Mulder
CEO
EA Networks



Tina Mitchell
CEO
Earthquake Commission



Matt Todd
CEO
Eastland Group



David Roberts
CEO
ECL Group



Craig Downie
CEO
EcoCentral Limited



Manuel Seidel
CEO
ecoPortal



Nicholas Pole
CEO
Education Review Office (ERO)



Cameron Smellie
GM
EIS



Geoff Bourke
Managing Director
EnergyWorks



Jeremy Nathan
General Manager, New Zealand
EnerMech



John Thorburn
CEO
Entrada Travel Group



Allan Freeth
CEO
Environmental Protection
Authority (EPA)



Chris Aughton
CEO
EnviroNZ / EnviroWaste



Darren Mann
CEO
Ernst & Young



Mark Heine
CEO
EROAD



Craig Langley
CEO
Essano



Terry Copeland
CEO
Federated Farmers



Kerry Gregory
CEO
Fire and Emergency NZ



Nick Traber
Acting CEO
Fletcher Building



Cameron McKeown
CEO
Fliway



Anna Palaret
COO
Fonterra Co-operative Group



Chris Quin
CEO
Foodstuffs North Island



Mary Devine
CEO
Foodstuffs South Island



Kevin Ihaka
Managing Director
Forest Protection Services



Joseph Akari
CEO/National Safety Director
Forestry Industry Safety Council (FISC)



Mark Troughear
CEO
Freightways



Lynden Glass
Managing Director
Freshpork NZ



Darren Fullerton
CEO
Frucor Suntory



Mike Horne
CEO
Fullers Group



Cos Bruyn
Managing Director
Fulton Hogan



Craig Furness
Managing Director
Gallagher Bassett NZ



Malcolm Johns
CEO
Genesis Energy



Siobhan Hartwell
General Manager - NZPac
GHD



Francesco Saibene
Country Manager
Ghella



Kent Gibbons
Director
Gibbons Holdings



James Spence
CEO
Goodman Property Services (NZ) Ltd.



Deborah Lascelles
Chief Executive
Gore District Council



Andrew Clark
Director-General
Government Communications
Security Bureau



Nigel Corry
CEO
Greater Wellington
Te Pane Matua Taiao



Elaine Morgan
CEO
Green Gorilla



Peter Leitch
Managing Director
Guaranteed Flow Systems



Ben Teusse
CEO
Habit Health



Tonille Crombie
CEO
Halls Group



Lance Vervoort
CEO
Hamilton City Council



Ben Reed
Managing Director
HamiltonJet



Michael Bishop
CEO
Harbour Sport



Karen West
Chief Executive
Harrison Grierson



Nigel Bickle
CEO
Hastings District Council



Langley Cavers
CEO
Hauraki District Council



Craig Treloar
Executive General Manager
Hawkins



Janette Walker
Director
Health and Safety by Design NZ



Mark Evans
CEO
HEB Construction



Dylan Fitzgerald
CEO
Hilton Haulage



Guy Clouth
CEO
Hireace



John Boock
CEO
Hiway NZ Ltd



Dean Brown
CEO
HJ Asmuss & Co



Ajay Anand
CEO
Horizon Energy Group



Aaron Jay
Managing Director
Hortus



Dean Van Den Anker
Operations Manager/Director
Hutec Group



Anthony Jones
CEO
HW Richardson Group



Andrew Moss
CEO
Hynds



Logan Aves
Managing Director
Impac Services



Rau Tangiiti
Managing Director
Independent Traffic Control



Vesta Gribben
CEO
Inframax Construction



Ed Alexander
CE NZ
Inghams Enterprises



Peter Mersi
Commissioner
Inland Revenue (IRD)



Peter Lennox
CEO
Institute of Environmental Science
and Research Limited (ESR)



David McGregor
CEO
InterGroup



Michael Day
CEO
Invercargill City Council



Paul Cameron
CEO & Director
ISO



Sean Eccles
CEO
Ixom



Chris Renfree
CEO
Juice Products New Zealand



Andrew McKenzie
CEO
Kainga Ora - Homes and Communities



Mason Fitzgerald
CEO
Kaiteriteri Recreation Reserve



Darren Edwards
CEO
Kapiti Coast District Council



Kurtis Andrews
CEO
Keith Andrews Trucks



Chris Fincham
General Manager
King Country Energy



Timo Skog
NZ Director
Kone Elevators



Neil Livingston
Interim CEO
Kordia



Richard Wilson
CEO
Landpower Management Services



David Chin
CEO
LIC



Rob Farrar
Executive General Manager
Linfox Logistics



Albert de Geest
CEO
Liquigas



Pam Roa
Managing Director
Longveld



Graeme Sumner
CEO
Lyttelton Port Company



Angus Macdonald
Managing Director
Mac Group



Angela Oosthuizen
CEO
Mackenzie District Council



Scott McAlister
Managing Director
Mackleys



Andy Lester
CEO
MainPower NZ



James Stevenson-Wallace
CEO
Manaaki Whenua Landcare Research



Clayton Delmarter
Chief Executive
Manawa Energy



Chris Barnes
General Manager
Manulife Forest Management (NZ)



Kirstie Hewlett
Director & CEO
Maritime New Zealand



Tim Cosgrove
CEO
Marlborough Lines



Ryan Keogh
CEO
Matvin Group



Carolyn
Tremain
Ministry of Business Innovation and Employment



Nick Tongue
General Manager
McAlpine Hussmann



Peter Crighton
CEO
McAlpines



Fraser Wyllie
Managing Director
McConnell Dowell



Todd Grave
CEO
Meadow Mushrooms



Tim Harty
General Manager
Meateor Pet Food



Dean Hyde
Director
Men at Work



Vince Hawsworth
CE
Mercury



Richard Whitney
CEO
Mercy Hospital



Neal Barclay
CEO
Meridian Energy



Stuart McCall
Managing Director
Methanex



Earl Gasparich
CEO
Metlifecare



Simon Mander
CEO
Metro Performance Glass



Peter Hendry
CEO
MG New Zealand



Gerardine Clifford-Lidstone
Secretary for Pacific Peoples
Ministry for Pacific Peoples



Ray Smith
CEO
Ministry for Primary Industries



James Palmer
CEO
Ministry for the Environment



Kellie Coombes
CEO
Ministry for Women



Brook Barrington
Secretary of Defence
Ministry of Defence



Iona Holsted
CEO
Ministry of Education



Diana Sarfati
Director-General of Health and CEO
Ministry of Health



Andrew Crisp
CEO
Ministry of Housing and Urban Development



Andrew Kibblewhite
CEO
Ministry of Justice



Debbie Power
CEO
Ministry of Social Development (MSD)



Karl Gradon
CEO
Miraka



Andrea Scown
CEO
Mitre 10 NZ



Steve Tarrant
CEO
Moana New Zealand



Todd Dawson
CEO
Napier Port



Jordan Greville
CEO
Natural Habitats



Bruno Goedeke
CEO
Naylor Love Enterprises



Clint Brown
CEO
NDA Group



Tony Gray
Chief Executive
Nelson Tasman Regional Hospice Trust



Oliver Kearney
CEO
Network Tasman



Dylan Andrews
CEO
Network Waitaki



Gareth Green
Chief Executive
New Plymouth District Council



Chris Blenkiron
General Manager
New Zealand Aluminium Smelter



Sam Cliffe
CEO
New Zealand Blood Service



Christine Stevenson
CEO
New Zealand Customs



Jeff Sissons
CEO
New Zealand Institute of Safety Management



Andrew Coster
CEO
New Zealand Police



Darcy Hart
CEO
Nexus Logistics



Todd Moyle
Chief Executive
Ngāi Tahu Holdings Corporation



Robbie Watt
CEO
Ngati Tuwharetoa Holdings



Rob Hennin
CEO
nib nz



John Morgan
CEO
NIWA



Andrew McLeod
CEO
Northpower



Jim Magee
CEO
Nurse Maude



Andrew Priest
Chief Executive
NZ Frost Fans



Simon Watson
CEO
NZ Hothouse



Jon Kelly
General Manager
NZ Oil Services



David Walsh
CEO
NZ Post



Sarah Stuart-Black
Secretary General
NZ Red Cross



Andy Antoci
General Manager
NZ Safety Blackwoods



Robin Davies
CEO
NZ Steel



Peter Chrisp
CEO
NZ Trade & Enterprise



Gareth Marriott
Managing Director
OCS



Jon Ryder
CEO
Oji Fibre Solutions



Henrik Mosser
VP ED
OMV NZ



Wendy Norris
Chief Executive Officer
Onefortyone



Greg Managh
CEO
Online Distribution



Chappie Te Kani
CEO
Oranga Tamariki -
Ministry for Children



William McCook
CEO
Orillion



Nigel Barbour
CEO
Orion Group



Simon Andrew
Acting CEO
OSPRI New Zealand



Richard Saunders
CEO
Otago Regional Council



Matt Mules
General Manager
Oxcon CLL Limited



Chris Pile
CEO
PAE NZ



Mark Leslie
Chief Executive
Pāmu Landcorp Farming



Geoff Milsom
CEO
Pattle Delamore Partners



Sean Gray
CEO
Peke Waihangā -
Artificial Limb Service



Ross Larcombe
CEO
PF Olsen



Stephen Guerin
CEO
PGG Wrightson



Keith Mullett
Managing Director
PHI International New Zealand



Grant Tregurtha
Managing Director
Pinnacle Corporation



Hugh Goddard
Managing Director
Pipeline & Civil



Aisha Ross
Te Rau Matomato/
Chief Executive Officer
PKW Farms



Mark Piper
CEO
Plant & Food Research



Rhys Welbourn
CEO
Port Marlborough



Hugh Morrison
CEO
Port Nelson



Roger Gray
CEO
Port of Auckland



Leonard Sampson
CEO
Port of Tauranga



Kevin Winders
CEO
Port Tago



Simon Craddock
CEO
Port Taranaki



James Kilty
Chief Executive
Powerco



Jason Franklin
CE
PowerNet



Bonnie Robinson
CEO
Presbyterian Support Northern (PSN)



Philip Melhopt
CEO
PrimePort Timaru



Matthew Cotterall
Head of Facility Management
Programmed



Kevin Ross
Chief Executive
Rangitikei District Council



Garry Diack
CEO
Ravensdown



Alistair Brown
Managing Director
Rayonier Matariki Forests



Dave Beeche
CEO
RealNZ



Paul Cochrane
Managing Director NZ & Fiji
Rentokil Initial



Duncan Hope
CEO
Resero



Arif Khan
CEO NZ
Restaurant Brands NZ



Sam Wiffen
CEO & Founder
Reveal Group



Mark McCutcheon
General Manager
Rheem



Clint Van Marrewijk
Director
SaferMe



Chris Hunter
CEO
Safety 'n' Action



Sarah Spencer
GM Operations NZ
Saito Labels & Tags



Craig Ellison
Interim CEO
Sanford



Julian Elder
Chief Executive
Scion Research



Grady Cameron
CEO
SeaLink NZ



Bede Cammock-Elliott
Managing Director
SeeDigital



Glenn Donaldson
CEO
Service Resources



Peter Hart
Managing Director
SGS NZ



Dan Boulton
CEO
Silver Fern Farms



Phillipa Muir
Chair
Simpson Grierson



Brett Murray
CEO
Site Safe NZ



Guy Stewart
CEO
SKOPE Industries



Jason Walbridge
CEO
Sky City Auckland



Todd McLeay
Managing Director
Smart Environmental



Nigel Gear
CEO
South Port NZ



Chris White
CEO
Southern Cross Healthcare



Darryl Haggerty
CEO
Southern Institute of Technology



Peter Bradley
CEO
St John



Tony Puppyn
Director - General Manager
Storelink Sales



Josie Vidal
CEO
Straterra



Scott Scoullar
CEO
Summerset Group Holdings



Gareth Edgcombe
CEO
T & G Global



John Holyoake
CEO
Tāmaki Regeneration Company



Josette Prince
Managing Director
Tasti Products Limited



Marty Grenfell
CEO
Tauranga City Council



Charlie Taylor
CEO
Taylors Contracting



Colm Hamrogue
CEO
TDX Ltd



Heather Baggott
Acting Public Service Commissioner
Te Kawa Mataaho Public Service Commission



Gus Gilmore
CEO
Te Pūkenga



Gus Gilmore
CEO
Te Pūkenga Work Based Learning



Dave Samuels
CEO
Te Puni Kōkiri /
Ministry of Māori Development



Egbert Segers
CEO
Tegel Foods



Philip Cryer
CEO
Telarc



Mark Taylor
General Manager
Tenon Clearwood



Andre Gargiulo
Managing Director
The Griffin's Food Company



Dave Devereux
Managing Director
The Labour Exchange



Mike Fox
CEO
The Lines Company



John Journee
Interim CEO
The Warehouse Group



Jackie Rhodes
Regional Managing Director
Thomson Reuters



Ryan Cavanagh
CEO
Timberlands



Richard Hawke
Acting CEO
Toitū Te Whenua Land Information New Zealand



Penny Kneebone
Chief Executive
Tonkin & Taylor



Russell Shaw
CEO
Top Energy



Androulla Kotrotsos
CEO
Total Care Health



Chris Watson
Director
Total Instrument Services Ltd (TIS)



Peter Lensink
Chief Operating Officer,
Australia and New Zealand
Transdev New Zealand



Alison Andrew
CEO
Transpower



Struan Little
Deputy Secretary
Treasury



Ross Browne
Managing Director
Triplex Consulting Limited



Peter Carnahan
CEO
Trojan Holdings



Jaun Park
Group Chief Executive
Unison Networks



Joney Zhong Ning
CEO
Universal Homes



Neil Mallon
Commissioner
Utilities Disputes (UDL)



Margaret van Schaik
MD
Van Schaik
Health & Safety Solutions



Simon Mackenzie
CEO
Vector



Tony Gibson
CEO
Vehicle Inspection NZ (VINZ)



Richard Kirkman
CEO
Veolia Water



Aaron Ashby
Director
Visy



Greg O'Connor
Country Manager
VTNZ



Philip Aldridge
CEO
Waihanga Ara Rau



Gavin Ion
CE
Waikato District Council



Sean Horgan
CEO
Waipā Networks



Simon Parham
CEO
Waitomo Petroleum



Nicole Rosie
CEO
Waka Kotahi (NZTA)



Dave Chambers
Chief Executive
Watercare Services



Garth Dibley
CEO
WEL Networks



Barbara McKerrow
CEO
Wellington City Council



Matt Clarke
CE
Wellington International Airport



Tonia Haskell
Chief Executive
Wellington Water



Justin Peterson
CEO
Wells Group



Peter Armstrong
CEO
Westpower/ElectroNet



Steph O'Sullivan
CEO
Whakatane District Council



David Langford
Chief Executive
Whanganui District Council



Frances Boyce
Managing Director
Whitaker Civil Engineering



Evan Maehl
Managing Director
WM NZ



Kyle Hall
General Manager
Wood Training



Tony Cunningham
COO
WoolWorks New Zealand



Spencer Sonn
Managing Director
Woolworths NZ



Jeena Murphy
MD
Working Wise



Steven Haszard
Interim CEO
WorkSafe NZ



Paul Minchin
Location Director
Worley New Zealand



Lindis Jones
CEO
Z Energy



Danielle Shanahan
CEO
Zealandia

Financials

Business Leaders’ Health & Safety Forum Incorporated for the year ended 30 June 2024

	2024	2023
Total Revenue	\$1,458,992	\$1,451,204
Total Expenses	\$1,670,192	\$1,526,504
Surplus/(Deficit) for the Year	(\$211,200)	(\$75,299)
Accumulated Funds	\$648,102	\$859,302

Reporting figures are displayed rounded to zero decimal places.
Totals are calculated based on the original (not rounded) figures.

Audited accounts for the 30 June 2024 year (including the audit opinion)
are distributed before the AGM and are available to members by emailing
info@forum.org.nz.

forum.org.nz



**Business Leaders'
Health & Safety Forum**