



Business Leaders'  
Health & Safety Forum

**ANNUAL REPORT SEPTEMBER 2021**

Leading workplaces  
that thrive



*“What it’s become is a business excellence forum, where CEOs bring together their best ideas to create better, fairer, more equitable and more successful workplaces.”*

Nicole Rosie, CEO, Waka Kotahi (NZTA)

## 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.



# Our members

Membership at 30 September 2021



1<sup>st</sup> Maintenance Ltd

George Reed  
General Manager  
1st Maintenance



Kevin Mayall  
General Manager  
ADM New Zealand



David Surveyor  
CEO  
Alliance Group



Kim Ballinger  
CEO  
AsureQuality



Kerry Hill  
Managing Director  
A W Trinder



CK Rahi  
Operations Manager  
Advance Diagnostics



Andrew Tombs  
CEO  
Alpine Energy



Adrian Littlewood  
CEO  
Auckland Airport



Richard Keys  
CEO  
Abano Healthcare Group



Craig Davidson  
Managing Director NZ  
AECOM



Rod Gibson  
CEO  
Animates



Tracey Ryan  
CEO  
Aurecon NZ



Alastair Blackler  
General Manager, Abergeldie  
Complex Infrastructure



Sue Bidrose  
CEO  
AgResearch



Sarah Williamson  
CEO  
Antarctica NZ



Richard Fletcher  
CEO  
Aurora Energy



Emma Powell  
Chief Customer Officer  
ACC



Steve Sullivan  
Managing Director  
Aimex Group



Grant Nicholson  
Partner  
Anthony Harper



Chris Saxby  
Managing Director  
Babcock New Zealand



Jason Cherrington  
CEO  
Accordant Group



Greg Foran  
CEO  
Air New Zealand



Peter Conley  
Group CEO  
ANZCO Foods



Mark Wynne  
CEO  
Ballance Agri-Nutrients



Mark Irvine  
Managing Director  
Acrow Ltd



Brian Stokes  
Managing Director  
Airtech



Darren Mitchell  
CEO  
Ara Institute of Canterbury Ltd



Michael Hales  
Managing Director  
Barenbrug



Mark Cameron  
Managing Director  
Action Engineering



Graeme Sumner  
CEO  
Airways NZ



Neil Woods  
Managing Director  
Aratu Forests Ltd



Fiona McTavish  
CEO  
Bay of Plenty Regional Council



Teresa Moore  
CEO  
Adecco



David Mitchell  
CEO  
AJ Hackett Bungy



Jacqui Bensemann  
Managing Director  
Argus Fire Protection



Adam Ellmers  
CEO  
Bay Venues



Derek Bilby  
CEO  
BBR Contech



Gavin Hudson  
COO, C3 New Zealand and  
Pedersen Group



Derek Nind  
CEO  
CentrePort



Shelley Turner  
Interim CEO  
Civil Aviation Authority (CAA)



Darryl-Lee Wendelborn  
NZ Managing Director  
Beca



Clive Mackay  
CEO  
Cake Commercial Services



Chris Alderson  
CEO  
CHASNZ



Pele Tanuvasa  
CEO  
Civtec



Jim Goodall  
CEO  
Blue Sky Pastures



Darren Evans  
CEO  
Calder Stewart



JB Rousselot  
CEO  
Chorus



Sam Abraham  
CEO  
Clearvision Communications



Matt Elliott  
Managing Director  
BP New Zealand



Vic Crone  
CEO  
Callaghan Innovation



Dawn Baxendale  
CEO  
Christchurch City Council



Peter Montgomery  
CEO  
Clever First Aid



Michael Lewis  
Country General Manager  
Brambles NZ (Chep)



Brendon Furness  
CEO  
Cardinal Logistics



Terry Murdoch  
CEO  
Christchurch Helicopters



Sean Henry  
General Manager  
CLL Service and Solutions



Chelydra Percy  
CEO  
BRANZ



Craig Carr  
Group Managing Director  
Carrfields



Malcolm Johns  
CEO, Christchurch International  
Airport



Chris Litchfield  
Managing Director  
Coca-Cola Amatil



John Staples  
Director for NZ Business  
Bridgestone NZ



Brendon Vincent  
General Manager  
Cassidy Construction



Grant Dodson  
CEO  
City Forests



Deena Clarkson  
CEO  
CODA Group



Toby Beaglehole  
CEO, Building and Construction  
Industry Training Organisation



Paul Alston  
CEO  
Cavalier Bremworth



Peter Lord  
CEO Citycare Property  
Citycare Group



Richard Aitken  
CEO  
Cold Storage Nelson



Matt Bishop  
Managing Director  
BVT



Volker Kuntzsch  
CE  
Cawthron Institute



Tim Gibson  
CEO Citycare Water  
Citycare Group



Brendan Morrison  
Managing Director  
Commercial Hire NZ



Membership at 30 September 2021



David Banfield  
CEO  
Comvita NZ



Glenn Corbett  
Managing Director  
Corys Electrical



Mike Costelloe  
CEO  
Delta Utility Services



Brett Hobson  
General Manager  
Dominion Salt



Ray O'Regan  
CEO  
Connect 8



Mike Cosman  
Partner  
Cosman Parkes



Charles Spillane  
CEO  
Dentons Kensington Swan



Steve Killeen  
CEO  
Downer NZ



Lester Foxall  
CEO  
Connell Contractors



Kim Calvert  
Country Manager NZ  
Cottonsoft NZ



Bruce Parkes  
Director General  
Department of Conservation



Richard Roberts  
CEO  
Dunedin Airport



John Thompson  
Acting CEO  
Connetics



Judy Nicholl  
CEO  
Counties Energy



Jeremy Lightfoot  
CEO  
Department of Corrections



Peter Dynes  
Managing Director  
Dynes Transport Tapanui



Kaaring Gaukrodger  
CEO  
Connexis



Paul Corbett  
General Manager NZ  
CPB Contractors



Paul James  
CEO  
Department of Internal Affairs



Sid Miller  
CEO  
Earthquake Commission



Mike Fuge  
CEO  
Contact Energy



Grant McLauchlan  
Managing Director  
Crest Clean



Brook Barrington  
CEO, Department of the Prime Minister and Cabinet DPMC



Matt Todd  
Group CEO  
Eastland Group



Dave Bulling  
Managing Director  
Cook Brothers Construction



Helen O'Sullivan  
CEO  
Crookers Property Group



Jonathan Pooch  
Managing Director  
Deta Consulting



David Bell  
CEO of Optima Investments  
ECL Group



Stuart Wellm  
General Manager  
Cooke's Bridon Bekaert



Una Jagose  
Solicitor-General and CEO  
Crown Law



Zane Morton  
Managing Director  
DHL Global Forwarding



Craig Downie  
CEO  
EcoCentral Limited



Myriam Mitchell  
Senior Associate  
Copeland Ashcroft Law



Tim Mackle  
CEO  
DairyNZ



James Fletcher  
Chief Operating Officer  
DLA Piper New Zealand



Manuel Seidel  
CEO  
ecoPortal



Alison Gill  
Managing Director  
edenfx HSE Recruitment



Lee Lunt  
General Manager NZ  
Equans



Peter Reidy  
CEO Construction Group  
Fletcher Construction



Mike Horne  
CEO  
Fullers 360



Nicholas Pole  
Chief Review Officer  
Education Review Office (ERO)



Darren Mann  
CEO  
Ernslaw One



Fraser Whineray  
COO  
Fonterra Co-operative Group



Cos Bruyn  
Managing Director  
Fulton Hogan



Dean Addie  
CEO  
EIS



Steven Newman  
CEO  
EROAD



Chris Quin  
North Island Company CE  
Foodstuffs North Island



Jason Wilton  
CEO  
Furnware



Robert Ferris  
Managing Director  
Electrix



Craig Langley  
CEO  
Essano



Steve Anderson  
Managing Director  
Foodstuffs South Island



Craig Furness  
Managing Director  
Gallagher Bassett NZ



Johnathan Eele  
CEO  
Enable



Terry Brown  
Managing Director  
Evonik Peroxide



Kevin Ihaka  
Managing Director  
Forest Protection Services



Marc England  
CEO  
Genesis Energy



Geoff Bourke  
Managing Director  
EnergyWorks



Sébastien Desclée  
CEO  
FCB New Zealand



Fiona Ewing  
National Safety Director  
Forestry Industry Safety Council



Van Tang  
General Manager  
GHD



John Thorburn  
CEO  
Entrada Travel Group



Terry Copeland  
CEO  
Federated Farmers



Mark Troughear  
CEO  
Freightways



Francesco Saibene  
Director & Country Manager  
Ghella



Allan Freeth  
CEO, Environmental Protection  
Authority (EPA)



Rhys Jones  
CEO  
Fire and Emergency NZ



Lynden Glass  
Managing Director  
Freshpork NZ



Scott Gibbons  
Managing Director  
Gibbons Holdings



Chris Aughton  
CEO  
EnviroNZ



Paul Goodeve  
CEO  
First Gas



Darren Fullerton  
CEO  
Fruco Suntory



Ian Simpson  
Chief Executive  
GNS Science

Membership at 30 September 2021



John Dakin  
CEO  
Goodman NZ



Kerry Ellem  
Interim CEO, General Manager  
Hancock Forest Management



Carmen Doran  
CEO  
Helius Therapeutics



Scott O'Donnell  
CEO  
HW Richardson Group



Stephen Parry  
CEO  
Gore District Council



Michael Bishop  
CEO  
Harbour Sport



Gemma Newburn  
Managing Director  
Hemisphere Health



Andrew Moss  
CEO  
Hynnds



Andrew Hampton, CEO,  
Government Communications  
and Security Bureau



Glen Cornelius  
Managing Director  
Harrison Grierson



Mark Cole  
CEO  
Hick Bros Limited



Jim Ragg  
National Service Manager  
Ideal Air



Greg Campbell  
CEO, Greater Wellington  
Regional Council



Nigel Bickle  
CEO  
Hastings District Council



Dylan Fitzgerald  
Acting CEO  
Hilton Haulage



Richard Gibson  
Managing Director  
Impac Services



Elaine Morgan  
CEO  
Green Gorilla



Tim Grubb  
CEO  
Haunt Digital



Guy Clouth  
CEO  
Hireace



Rau Tangiiti  
Managing Director  
Independent Traffic Control



Peter Leitch  
Managing Director  
Guaranteed Flow Systems



Langley Cavers  
CEO  
Hauraki District Council



John Boocock  
CEO  
Hiway Group



Chris Hayward  
CEO  
Inframax Construction



Dean Brown  
CEO  
H J Asmuss & Co



Murray Robertson  
Executive General Manager  
Hawkins



Kevin Larcombe  
Executive General Manager  
Holcim NZ



Jonathan Gray  
CEO NZ  
Inghams Enterprises



Michele Kernahan  
CEO  
Halls Group



Janette Walker  
Director  
Health and Safety by Design NZ



Ajay Anand  
CEO  
Horizon Energy Group



Naomi Ferguson  
Commissioner and CEO  
Inland Revenue



Richard Briggs  
CEO  
Hamilton City Council



Mark Evans  
CEO  
HEB Construction



Paul Stevenson  
Group Manager  
Hutec Group



Peter Lennox  
CEO, Institute of Environmental  
Science and Research Limited



Nick Thomas  
CEO  
InterGroup



Clare Hadley  
CEO  
Invercargill City Council



Paul Cameron  
CEO & Director  
ISO



David Head  
CEO  
Ixom



Andrew McKenzie  
CEO, Kāinga Ora – Homes and Communities



David Ross  
CEO  
Kaiteriteri Recreation Reserve



Wayne Maxwell  
CEO  
Kāpiti Coast District Council



Aaron Smith  
CEO  
Keith Andrews Trucks



Chris Fincham  
General Manager  
King Country Energy



Timo Skog  
NZ Director  
Kone Elevators



Shaun Rendell  
CEO  
Kordia



Richard Gordon  
CEO  
Landcare Research NZ



Richard Wilson  
CEO, Landpower  
Management Services



Campbell Smith  
Country Manager  
LeasePlan New Zealand



Wayne McNea  
Chief Executive  
LIC



Mark Hughes  
Country Manager  
Linfox Logistics



Albert de Geest  
CEO  
Liquigas



Pam Roa  
Managing Director  
Longveld



Roger Gray  
CEO  
Lyttelton Port Company



Suzette van Aswegen  
CEO  
Mackenzie District Council



Scott McAlister  
Managing Director  
Mackleys



Andy Lester  
CEO  
MainPower NZ



Kirstie Hewlett  
Acting Director & CEO  
Maritime New Zealand



Tim Cosgrove  
CEO  
Marlborough Lines



Carolyn Tremain  
CEO  
MBIE



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  
CEO  
Men at Work



Vince Hawksworth  
CEO  
Mercury



Richard Whitney  
CEO  
Mercy Hospital



Neal Barclay  
CEO  
Meridian Energy



Dean Richardson  
Managing Director  
Methanex



Earl Gasparich  
CEO  
Metlifecare

Membership at 30 September 2021



Simon Mander  
CEO  
Metro Performance Glass



Laulu Mac Leauanae  
CEO  
Ministry of Pacific Peoples



Clint Brown  
CEO NZ & AU  
NDA Group



Al Baxter  
CEO  
New Zealand Food Innovation



Ray Smith  
CEO  
Ministry for Primary Industries



Justina Gear  
CEO  
Ministry of Social Development



Jane Sheard  
CEO  
Nelmec



Selena Armstrong  
CEO, New Zealand Institute  
of Safety Management



Vicky Robertson  
CEO  
Ministry for the Environment



Grant Watson  
CEO  
Miraka



Oliver Kearney  
CEO  
Network Tasman



Joanna Simon  
CEO  
New Zealand Law Society



Kellie Coombes  
CEO  
Ministry for Women



Andrea Scown  
CEO  
Mitre 10 NZ



Geoff Douch  
CEO  
Network Waitaki



Andrew Coster  
CEO  
New Zealand Police



Andrew Bridgman  
CEO  
Ministry of Defence



Steve Tarrant  
CEO  
Moana New Zealand



Craig Stevenson  
CEO  
New Plymouth District Council



Darcy Hart  
CEO  
Nexus Logistics & Conlinx



Iona Holsted  
CEO  
Ministry of Education – ERO



Grant Chittock  
Managing Director  
Motus Health network



John Takovic, General Manager  
New Zealand Aluminium  
Smelter



Craig Ellison  
Chief Operations Officer  
Ngāi Tahu Holdings Corporation



Ashley Bloomfield  
Director-General of Health  
and CEO, Ministry of Health



Chris Dunphy  
Executive Director  
Move Logistics Group



Sean Gray  
CEO, New Zealand Artificial  
Limb Service



Spence McClintock  
CEO  
Ngāti Tuwharetoa Holdings



Andrew Crisp  
CEO, Ministry of Housing and  
Urban Development



Todd Dawson  
CEO  
Napier Port



Sam Cliffe  
CEO  
New Zealand Blood Service



Rob Hennin  
CEO  
nib nz



Andrew Kibblewhite  
CEO  
Ministry of Justice



Rick Herd  
Managing Director  
Naylor Love Enterprises






































Christine Stevenson  
CEO  
New Zealand Customs



John Morgan  
CEO  
NIWA



 <hr/> <p>Andrew McLeod CEO Northpower</p>	 <hr/> <p>Gareth Marriott Managing Director OCS</p>	 <hr/> <p>Sarah Gardner CEO Otago Regional Council</p>	 <hr/> <p>Grant Tregurtha Managing Director Pinnacle Corporation</p>
 <hr/> <p>Jim Magee CEO Nurse Maude</p>	 <hr/> <p>Jon Ryder CEO Oji Fibre Solutions</p>	 <hr/> <p>Tanya Winter CEO Ōtorohanga District Council</p>	 <hr/> <p>Hugh Goddard CEO Pipeline &amp; Civil Limited</p>
 <hr/> <p>Kevin Short Chief of Defence Force NZ Defence Force</p>	 <hr/> <p>Henrik Mosser VP ED OMV NZ</p>	 <hr/> <p>Chris Pile Interim CEO PAE NZ</p>	 <hr/> <p>Warwick Tauwhare-George CEO PKW Farms</p>
 <hr/> <p>Simon Watson Managing Director NZ Hothouse</p>	 <hr/> <p>Brent Guild General Manager Onefortyone</p>	 <hr/> <p>Steven Carden CEO Pāmu Landcorp Farming</p>	 <hr/> <p>David Hughes CEO Plant &amp; Food Research</p>
 <hr/> <p>Natalie Pollard CEO NZ Oil Services</p>	 <hr/> <p>Greg Managh CEO Online Distribution</p>	 <hr/> <p>Geoff Milsom CEO Pattle Delamore Partners</p>	 <hr/> <p>Rhys Welbourn CEO Port Marlborough</p>
 <hr/> <p>David Walsh CEO NZ Post</p>	 <hr/> <p>Chappie Te Kani Acting CEO, Oranga Tamariki – Ministry for Children</p>	 <hr/> <p>Ross Larcombe CEO PF Olsen</p>	 <hr/> <p>Hugh Morrison CEO Port Nelson</p>
 <hr/> <p>Sarah Stuart-Black Secretary General NZ Red Cross</p>	 <hr/> <p>William McCook CEO Orillion</p>	 <hr/> <p>Stephen Guerin CEO PGG Wrightson</p>	 <hr/> <p>Leonard Sampson CEO Port of Tauranga</p>
 <hr/> <p>Gretta Stephens CEO NZ Steel</p>	 <hr/> <p>Nigel Barbour Group Chief Executive Orion Group</p>	 <hr/> <p>Keith Mullett Managing Director Phi International New Zealand</p>	 <hr/> <p>Kevin Winders CEO Port Otago</p>
 <hr/> <p>Peter Chrisp CEO NZ Trade &amp; Enterprise</p>	 <hr/> <p>Stephen Stuart CEO OSPRI New Zealand</p>	 <hr/> <p>Michelle Wessing Chief of Staff Pike River Recovery Agency</p>	 <hr/> <p>Guy Roper CEO Port Taranaki</p>

Membership at 30 September 2021



Mike Lightfoot  
CEO  
Ports of Auckland



Brendan Slui  
Managing Director  
Rayonier Matariki Forests



Christian Sykes  
General Manager  
SaferMe



Anne Callinan  
Chair  
Simpson Grierson



Chris Taylor  
CEO  
Powerco



Matt Allen  
Director  
RCP



Chris Hunter  
CEO  
Safety'n Action



Brett Murray  
CEO  
Site Safe NZ



Jason Franklin  
CEO  
PowerNet



Naomi James  
CEO  
Refining NZ



Sarah Spencer  
GM Operations NZ/Australia  
Saito Labels & Tags



Craig Cotton  
Director  
SkillsVR



Denise Cosgove  
CEO, Presbyterian Support  
Northern (PSN)



Craig Wilson  
Managing Director NZ & Fiji  
Rentokil Initial



Peter Reidie  
CEO  
Sanford



Guy Stewart  
Managing Director  
SKOPE Industries



Brent Crawford  
General Manager  
Prime Range Meats



Steve Evans,  
CE Residential & Development,  
Fletcher Building



Steve Chapman  
CEO  
Sealink NZ



Michael Ahearne  
CEO  
Sky City Auckland



Philip Melhopt  
CEO  
PrimePort Timaru



Russel Creedy  
CEO  
Restaurant Brands NZ



Glenn Donaldson  
CEO  
Service Resources



Todd McLeay  
Managing Director  
Smart Environmental



Henry Arundel  
General Manager NZ  
Programmed



Steve Bullock  
General Manager  
Rheem



Peter Hart  
Managing Director  
SGS NZ



Nigel Gear  
CEO  
South Port NZ



Peter Beggs  
CEO  
Rangitikei District Council



Robert Sharkie  
CEO  
Ruralco NZ



Paul Ravlich  
CEO  
Siemens NZ



Terry Moore  
CEO  
Southern Cross Healthcare



Garry Diack  
CEO  
Ravensdown







































Gordon MacLeod  
CEO  
Ryman Healthcare



Simon Limmer  
CEO  
Silver Fern Farms



Onno Mulder  
Chief Executive, Southern  
Institute of Technology

 <hr/> <p>James Kafanelis Executive General Manager Spotless NZ</p>	 <hr/> <p>Gareth Edgecombe CEO T &amp; G Global</p>	 <hr/> <p>Mark Taylor General Manager Tenon Clearwood</p>	 <hr/> <p>Ryan Cavanagh Managing Director Timberlands</p>
 <hr/> <p>Lachlan Philp Managing Director SSA New Zealand</p>	 <hr/> <p>John Holyoake CEO Tāmaki Regeneration Company</p>	 <hr/> <p>Grant Whitelaw CEO Terra Cat</p>	 <hr/> <p>Gaye Searancke CEO, Toitū Te Whenua Land Information New Zealand</p>
 <hr/> <p>Peter Bradley CEO St John</p>	 <hr/> <p>Drew Cadenhead General Manager Tamarind NZ Onshore</p>	 <hr/> <p>Jeremy Sole CEO The Electrical Training Company</p>	 <hr/> <p>Penny Kneebone Chief Executive Tonkin &amp; Taylor</p>
 <hr/> <p>Peter Hughes Commissioner, State Services Commission – (SSC)</p>	 <hr/> <p>Chris Watson Director, Taranaki Instrument Services (TIS)</p>	 <hr/> <p>Dan Gilbert Managing Director The Griffin's Food Company</p>	 <hr/> <p>Russell Shaw CEO Top Energy</p>
 <hr/> <p>Hamish Wright General Manager Storelink Sales</p>	 <hr/> <p>Joseette Prince Managing Director Tasti Products Limited</p>	 <hr/> <p>Dave Devereux Managing Director The Labour Exchange</p>	 <hr/> <p>Peter Lensink Managing Director Transdev Auckland</p>
 <hr/> <p>Rob Sullivan General Manager Stork Technical Services NZ</p>	 <hr/> <p>Marty Grenfell CEO Tauranga City Council</p>	 <hr/> <p>Richard Moxon General Manager The Learning Wave</p>	 <hr/> <p>Alison Andrew CEO Transpower</p>
 <hr/> <p>Chris Baker CEO Straterra</p>	 <hr/> <p>Charlie Taylor CEO Taylors Contracting</p>	 <hr/> <p>Sean Horgan CEO The Lines Company</p>	 <hr/> <p>Struan Little Deputy Secretary Treasury</p>
 <hr/> <p>Scott Scoullar CEO Summerset Group Holdings</p>	 <hr/> <p>Dave Samuels CEO, Te Puni Kōkiri / Ministry of Māori Development</p>	 <hr/> <p>Nick Grayston Group CEO The Warehouse</p>	 <hr/> <p>Ed Chignell Executive Director Treescape</p>
 <hr/> <p>Richard Cook Head of Forests Summit New Zealand</p>	 <hr/> <p>Philip Cryer CEO Telarc</p>	 <hr/> <p>Thomson Reuters</p>	 <hr/> <p>Peter Carnahan CEO Trojan Holdings</p>

Membership at 30 September 2021



David Prentice  
CEO  
Trustpower



Aaron Ashby  
Director  
Visy



Barbara McKerrow  
CEO  
Wellington City Council



Jeena Murphy  
Managing Director  
Working Wise



Malcolm Allan  
Country Manager  
UMS NZ



Greg O'Connor  
Country Manager  
VTNZ



Steve Sanderson  
CEO  
Wellington International Airport



Phil Parkes  
CEO  
WorkSafe



Ken Sutherland  
Group CEO  
Unison Networks



Nicole Rosie  
CEO, Waka Kotahi  
(NZ Transport Agency)



Colin Crampton  
CEO  
Wellington Water



Stephen Sandifer  
Location Director  
Worley New Zealand



Mary Ollivier  
CEO  
Utilities Disputes



Gavin Ion  
CEO  
Waikato District Council



Pat Hills  
CEO  
Wells Group



Mike Bennetts  
CEO  
Z Energy



Margaret van Schaik  
Managing Director, Van Schaik  
Health & Safety Solutions



Jimmy Ormsby  
Managing Director  
Waitomo Petroleum



Peter Armstrong  
CEO  
Westpower/ElectroNet



Paul Atkins  
CEO  
Zealandia



Simon Mackenzie  
CEO  
Vector



Evan Maehl  
Managing Director  
Waste Management NZ



Frances Boyce  
General Manager  
Whitaker Civil Engineering



Sean Stevens  
CEO  
Vehicle Inspection NZ (VINZ)



Jon Lamonte  
CEO  
Watercare Services



Brian Souness  
General Manager  
Wood Training



Richard Kirkman  
CEO  
Veolia



Stephen England-Hall  
CEO  
Wayfare



Tony Cunningham  
COO  
WoolWorks New Zealand



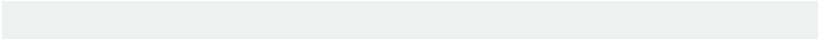
Justin Liddell  
CEO  
Villa Maria



Garth Dibley  
CEO  
WEL Networks



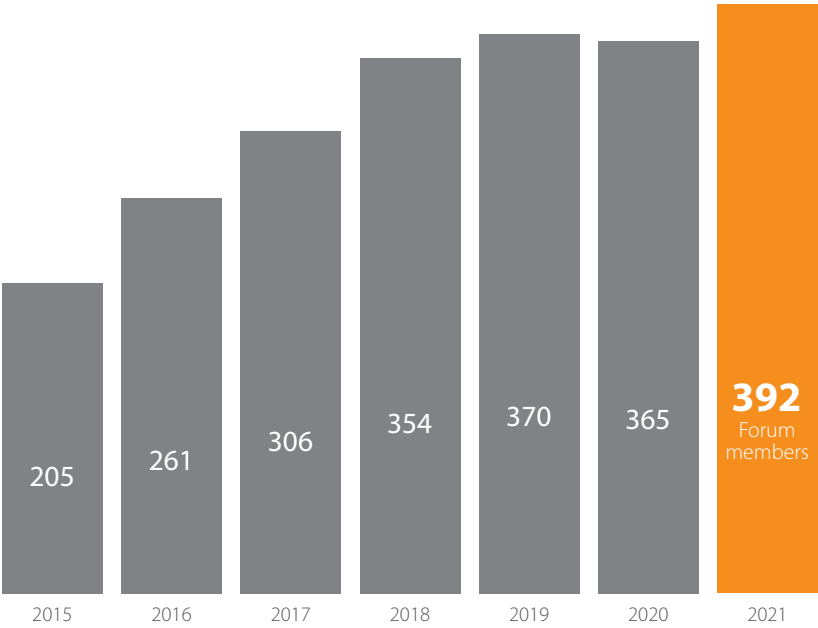
Spencer Sonn  
Managing Director  
Woolworths NZ



Key progress

Year to 30 September 2021

MEMBER GROWTH AND DIVERSITY



Forum CEOs lead more than

600,000

NZ employees



## HARM AND INJURY PERFORMANCE

74

FORUM MEMBERS PARTICIPATED IN THE 2020 BENCHMARKING REPORT



TRAGICALLY, THREE WORKERS DIED IN THIS PERIOD

↓ 4.66

TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)

FOR ALL WORKERS (EMPLOYEES AND CONTRACTORS) WAS 4.66 – DOWN FROM 5.35 IN 2019

↓ 34.47

NEAR-MISS FREQUENCY RATES

FOR ALL WORKERS WAS 34.47 – DOWN FROM 49.59 THE YEAR BEFORE

## MEMBER SUPPORT AND SATISFACTION

48

FORUM EVENTS

Workshops, and sessions (virtually and in person) this year with **more than 840 attendees** – compared to 44 Forum events last year with 770 attendees



EXECUTIVE LEADERSHIP PROGRAMMES

We ran **five** Executive Leadership Programmes for CEOs and GMs with Leading Safety

35%

GROWTH IN LINKEDIN FOLLOWERS



WE'VE LAUNCHED A NEW, MORE USER-FRIENDLY WEBSITE



9 ENGAGEMENT SESSIONS

with members and Steering Group for the Forum's new 10-year strategy

## Foreword – Chair and Executive Director

# Leading workplaces to thrive

Another year and the challenges of Covid – directly and indirectly – remain with us. Indeed, the emergence of Delta and the promise of further variants make it clear that the world we live in and do business in has changed permanently.

As we stand in 2021, borders are still closed, supply chains remain brittle, and access to skilled people and to markets are both massively constrained. These uncertainties have only added more pressure to the hidden pandemic of mental health for our leaders and workers alike.

In addition to these immediate challenges, we are also confronted with the longer-term tension between the significantly increased investment we've all made in health and safety over the last decade, and the uncomfortable reality that nationally, rates of harm to people at work have only marginally improved at best, and flatlined at worse.

## Applying proven mindsets to the immediate and long-term challenges

In the face of both of these immediate and long-term challenges, caring more and trying harder simply won't get the job done. More lists, more checks and more processes lie down that path. Equally, we need to disabuse ourselves that we need to invent totally new solutions for progress.

Rather, our current constellation of challenges demands we apply the leadership mindsets that have underpinned the Forum's work over recent years, and focus these efforts to effect change. These mindsets have been ever-present in the Forum and many of our members' work over the last year:

- health, safety and wellbeing are **an outcome of the way work is designed and done**. They are not separate to the work.
- people are imperfect so mistakes are inevitable. That means we need **work systems that allow for 'safe failure'**
- **leaders understand 'work as done'** (not just work as imagined) because the difference between the two is where both risk and improvement lie.
- **we need the ability to learn from everyday work**, where things go right and wrong (rather than just apportioning blame) to enable effective health and safety performance.

## Designing mentally healthy work

These mindsets were front and centre in the Forum's efforts this year on mental health. In partnership with Leading Safety's Dr Hillary Bennett, and with extensive member input and testing, we developed the *Protecting Mental Health at Work* Guide. This world-leading resource broadened the mental health discussion from solely supporting *mentally healthy people*, to designing *mentally healthy work*. It lays out an evidence-based framework and process for understanding *mentally healthy work as done*, and how to design in factors that protect the mental health of workers.

It's also why we provided mental health facilitator training to support organisations understand and learn where protective factors can be designed into the work – enabling organisations to meet their obligations to prevent mental harm, but also harness the opportunity to encourage thriving people.

## Designing for thriving infrastructure

These mindsets have been central to our advocacy work with government in our call for the fatality-free and thriving delivery of the \$60 billion of infrastructure programme of work over the next five years. Our submission on the Infrastructure Commission's 30-year strategy and direct engagement with Ministers has not called for more rules or requirements. Rather we have called for designing better supply chain approaches and capabilities that build collaborative trust, and set up businesses and teams to do better work. There are approaches where health and safety, along with sustainable profitability, improved efficiencies and reliability are predictable outcomes, not negotiables.

## A thriving Forum Strategy that will endure and enable

These mindsets were also critical as we developed our 10-year strategy for the Forum. We reached out to members, to global thought leaders, to Forum stakeholders and supporters, and we looked at the foundations of our own decade of work. That process led us to the simple, yet challenging, vision that *the leader's work is to build cultures that enable our people and businesses to thrive*.

Implicit in that vision is the fundamental truth that thriving people and businesses is the outcome of a culture we create as leaders – by design. That in turn demands we find ways to understand what's really happening for our teams day-to-day. It demands we find ways to learn and improve how we structure and design the work. And it demands we have the courage to be open to changing the work, and not just the worker.

## Small steps together

We find ourselves in uncertain times. While this uncertainty has brought challenges, it has also demonstrated that we have the capacity to adapt and change. Remote working is an obvious, yet powerful, example of how far we have come in just 18 months.

The need for ongoing learning, experimenting and adapting is only going to grow as we transition into a post-vaccine world. What that tells us, is that amongst the uncertainty and challenges also lies huge opportunity to build and design better. Redesigning how we work is happening whether we want to or not.

That's why, as Forum members and leaders, we must use this unique time as an opportunity to purposefully design the ingredients that will see our businesses and people thrive. That means starting where we are today; taking small, deliberate steps and learning together.

We want to acknowledge your support and efforts over the last year. We look forward to supporting and enabling more small steps over the next year.



George Adams  
Forum Chair

Francois Barton  
Forum Executive Director

## What we have done

# Build CEO competence

### Highlights

- Developed and launched the world-leading *Protecting Mental Wellbeing at Work* Guide
- Bringing dignity and wellbeing to the top table
- Growing leadership mindsets with senior leaders

### Launch of flagship resource: *Protecting Mental Wellbeing at Work*

Following extensive development, member feedback and peer review, the Forum was delighted to launch its *Protecting Mental Wellbeing at Work* Guide at a major event in Auckland on April 28 – the World Day for Safety and Health at Work and Workers Memorial Day.

The Guide, which was developed for the Forum by organisational psychologist Dr Hillary Bennett of Leading Safety, supports leaders to protect people from work-related harm to their mental wellbeing. It helps organisations to explore ways to redesign the way they work to promote factors that support mental wellbeing, and to eliminate factors that can harm it.

It includes a facilitated process that organisations can run with their workers to better understand what might be harming or supporting people's mental wellbeing at work.

Following the launch, Sky City CEO, Michael Ahearne, along with Minister for Workplace Relations, Michael Wood, lit the Sky Tower orange to mark the day.

We ran launch events in Wellington and Christchurch, as well as the major Auckland event, plus four Zoom sessions for CEOs, GMs and H&S Managers who couldn't make the in-person events.

The response to the release of the Guide has been immense. Since the end of April 2021, we've had nearly 7,000 views of the Guide on our new website.

### Supporting members to implement the Guide

The Forum made a conscious decision to extend its support to members around implementing the *Protecting Mental Wellbeing at Work* Guide – given the high levels of interest in the new resource.



Facilitation training session in Wellington for organisations keen to start working with the Guide.



Dr Hillary Bennett speaking to Forum members at a Dignity and Wellbeing event with Dr Donna Hicks from Harvard University – October 2020

At each of the three launch events, and online sessions, we asked attendees to let us know where their organisation was at regarding 'readiness' to start work in the 'Protect' space. We had a mixed response, with around one-third of attendees indicating their organisation was ready to start work now – the remainder saying they needed more support first.

To support those organisations ready to start, the Forum ran five *facilitation training* workshops across the country in July, led by Dr Hillary Bennett, to help them to kickstart the process in their workplaces. Thirty-six organisations took part, and we followed up with their progress through virtual check-ins in August and September. These were a great opportunity for organisations to share their successes and challenges to date.

For those organisations who indicated they weren't quite ready to start this work, the Forum approached them with a survey in July asking what support would be most useful. The most significant response was support for their leadership teams or Boards to get them to understand their work in this area. As a result, we have offered tailored sessions for their leadership teams and/or Boards to get them started. To date, at least 12 organisations have taken up this offer.

"The 10 elements of dignity may be common sense, but they're not common knowledge."

Dr Donna Hicks

## Bringing dignity to the top table

In October and November 2020, we were delighted to be joined by international expert in conflict resolution, Dr Donna Hicks from Harvard University, to share (via video link from Boston) the concept of 'dignity' which she argues is key to resolving conflict and protecting wellbeing at work.

Dr Hicks challenged Forum leaders across two sessions in Auckland and Christchurch to re-think wellbeing at work, and that protecting the dignity of people is essential to their wellbeing. Alongside her, and in-person to facilitate at both events, was Dr Hillary Bennett from Leading Safety.

Following the two events, we distilled Donna's presentation into three short videos as resources for leaders, their teams and Boards. The videos focused on: the definition of dignity and how it is intrinsically linked to wellbeing; how our biological reaction to a dignity violation is the same as a physical accident; and the 10 elements of dignity and how they apply in the workplace.

## Growing leadership mindsets with senior leaders

In the past year our traditional Executive Leadership Programmes, run by Leading Safety, have continued strongly for the GM group – or second-tier leaders. We have run three of these courses in the past 12 months, with demand remaining high.

While demand for the CEO course has dropped off, we have run a further two one-day *Obligations Create Opportunity* courses for CEOs, following the inception of the course in 2019. These one-day courses focus on the CEOs' key obligations under the Health and Safety at Work Act 2015 (HSWA), while exploring how they can leverage these obligations to create opportunities for better health and safety and improved business performance overall.



## What we have done

# Help CEOs influence and enable the workforce and supply chain

## Highlights

- Influencing government for fatality-free and thriving infrastructure
- Submission to the Infrastructure Commission
- Moving away from zero harm and towards thriving workplaces

### Influencing government for fatality-free and thriving infrastructure

In the past year the Forum has significantly stepped up its advocacy work with government, Ministers and sectors groups to work to influence outcomes for Forum members. As a result, one of the Minister for Workplace Relations' two priorities is now a fatality-free and thriving infrastructure. The Minister has signalled his desire to use some transport projects to learn and apply different approaches to plan and deliver infrastructure projects. The Forum is actively working to develop a proposal for how this work could be progressed into 2022 with the Minister, key agencies such as WorkSafe NZ, Waka Kotahi and sector groups.

### Moving away from zero harm and towards thriving workplaces

At the Forum's 2020 AGM, we officially moved away from the inaugural brand and tag line of the Forum – Zero Harm workplaces. Ten years after the official launch of the Forum, and following significant feedback from members, the original tag line was now out of date and not reflective of what the Forum is trying to achieve. As a result, the Forum's website and email addresses were updated to [www.forum.org.nz](http://www.forum.org.nz) as we officially resigned the original tag line.

In the upcoming release of the Forum's new strategy in late 2021, we will be considering a more relevant tag line that sits along that work, to reflect the vision of the Forum going into the next decade.

At the end of 2020 the Forum also refreshed its website, creating a more up-to-date and modern site.



From L-R: Kirk Hope (CE of BusinessNZ), Michael Ahearne (CEO of Sky City) and Shaun Robinson (CEO of Mental Health Foundation)

## Pushing for changes – Infrastructure Commission strategy

Following a boost in government funding in 2020, the Infrastructure Commission asked for submissions on how to get the best results from this.

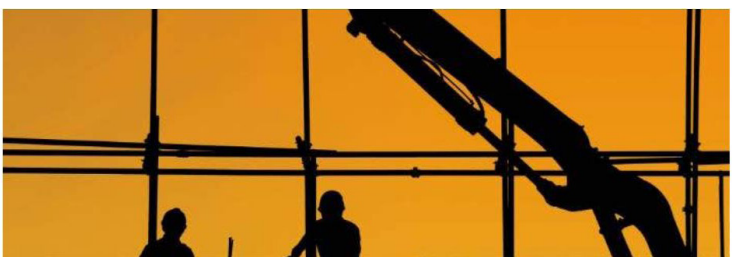
The Forum made a submission to the Commission in July 2020, signalling that without changes to current performance and approaches in New Zealand's construction sector, the injection of extra cash will be at the cost of preventable physical and mental harm to people who work in the industry.

The Forum's submission asked that the mental and physical wellbeing of the more than 250,000 people building and maintaining our infrastructure not be simply wrapped up as a cost of construction.

An opinion article on *Stuff* outlining the Forum's thinking and submission was published in early July.

### Infrastructure money won't fix the problems in construction industry

Francois Barton · 05:00, Jul 07 2021



Francois Barton's column in *Stuff* in July 2021



## Connecting Forum members to vaccination opportunities

In the first few days of the August 2021 lockdown, some members got in touch with the Forum to express concern about how they could vaccinate their workforce, and with speed. Through our networks with Business NZ and Construction Health and Safety NZ (CHASNZ), the Forum put them in touch with Access Community Health. Several days later around 300 construction workers in Auckland were vaccinated at Mt Wellington Pharmacy.

We worked with Access Community Health to provide a list of pharmacies that could look to support organisations for group vaccination bookings – to send out to members. We had close to 10% of members request the list and indicate this was a high-priority issue for them.

## Supporting members with their vaccination policies

In September 2021 the Forum produced a Guidance document for members, to support them to think about some of the issues and opportunities to consider when creating a Covid-19 vaccination policy or guidelines.

We knew many members were grappling with questions about the need for this, and a policy, and how to work around difficult issues of mandatory vaccinations, essential workers and implementing policy or guidelines in this area. The guidance document produced by the Forum drew on the experiences of members to date, as well as international research.



The Pipeline & Civil Ltd team who were part of the group vaccination in Mt Wellington in August 2021.

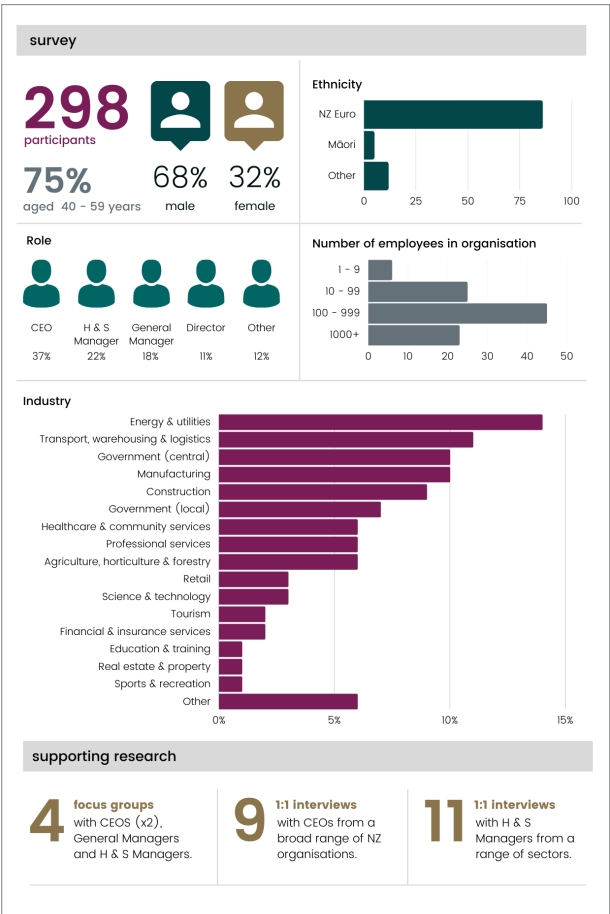
### Learning from disruption Covid report and events

In late 2020, the Forum commissioned Revolutionaries of Wellbeing to conduct research to better understand, from a CEO perspective, what factors helped and hindered organisational responses to the pandemic in its first stages in 2020. The research helped to identify what lessons could be learned to help us deal with any future crisis – be it another pandemic, natural disaster or extreme event.

The research concluded three key insights:

- Good communication is critical
- ‘People-centred’ leadership
- Plan and be prepared.

The Forum ran two in-person sessions with GMs and H&S Managers in Auckland and Christchurch during 2021 to discuss the findings and understand what worked for people in their different organisational contexts. WorkSafe NZ’s Head of Innovation, Daniel Hummerdal, joined these sessions and helped attendees explore how to design organisational conditions that enable adaptive capacity, innovation and a focus on learning.





## What we have done

# Help CEOs work with others to build the movement

## Highlights

- Stepping up the Forum's advocacy work
- Supporting Chambers of Commerce and Directors

### The Forum advocating for thriving workplaces and thriving people

In 2021, our advocacy work has taken more of a front seat as we have stepped up our efforts to advocate on behalf of Forum members, employers and workers across the country. This work has included regular meetings with government Ministers, and working together with relevant sector groups and business and union leaders to call for greater clarity, communication and support around issues such as vaccine availability, vaccination rollouts and ongoing Covid preparedness.

As part of the development of the Forum's new 10-year strategy over the past year, we have agreed to develop an advocacy strategy and establish some form of advocacy sub-group and wider engagement mechanisms. The strategy development process identified a number of advocacy priorities where we need to form a Forum view and seek to advocate for improved health and safety outcomes.

### Continuing to support Chambers of Commerce and Directors

As a Forum we're continuing to work with the Institute of Directors (IoD) and Chambers of Commerce across New Zealand to share the Forum's work. This year we have run a session focusing on mental wellbeing with the Queenstown Chamber of Commerce, and planned a series of discussions with the IoD on the work required by senior leaders when driving a mental wellbeing strategy in their organisations. These IoD sessions were postponed due to the August 2021 lockdown, but will happen later this year.



From L-R: Phil Parkers (CE of WorkSafe NZ), Francois Barton, Michael Ahearne (CEO of Sky City), Hon Michael Wood (Minister of Workplace Relations and Safety), Pete Hayes (Group GM H&S at Sky City), and Kirk Hope (CE of BusinessNZ) at the lighting of the Sky Tower for the Forum's event in April 2021

## What we have done

# Assess progress to deliver on our promises

## Highlights

- A new strategy to reflect a dynamic and complex environment
- Benchmarking members' performance and striving for more
- Reflecting on our progress since 2018

## A new strategy

In late 2020, we began the development of a new 10-year strategy, to replace the current strategy which ends this year. We engaged Stakeholder Strategies to complete a review and speak to members directly. Following 9 meetings, discussions and interviews, a new strategy has been developed that incorporates extensive input from Forum members, international and New Zealand based experts, key stakeholders, and our own Steering Group. The strategy called *Thriving people, thriving businesses* aims to re-frame the conversation about workplace health and safety, moving it from one focused on obligation and compliance to how one focused on how leaders can develop cultures that enable good work design, where people and businesses can thrive. The new vision is: *Leaders building cultures that enable people and businesses to thrive.*

## Benchmarking report

The Forum's Benchmarking Report showed an overall 2020 Total Recordable Injury Frequency Rate (TRIFR) of 4.66 (for all participants and all workers – employees and contractors). This was a 12.4% decrease on the 2019 result.

The All-Injury Frequency Rate was 14.03, compared with 17.25 the previous year. The Near Miss Report Frequency Rate was 34.47, compared with 49.59 the previous year.

Three workers died during the year.

In 2020, 74 members took part in benchmarking, compared with 75 in 2019. The hours worked (sample size) was 163 million hours worked for employees and 44 million hours worked for contractors.



## Thriving people, thriving businesses

FORUM STRATEGY: 2021 – 2031



## Who we are and why we focus on leaders at the top of their organisations

The Forum is based on a belief that leadership at the top of an organisation is essential to create safe, healthy workplaces. Research and experience show us that health and safety is an outcome of the way work is designed and done, and directors and CEOs have considerable influence over this. There is a breadth of complexity that can sometimes only be seen, and responded to, from the board or senior leadership table.

Senior leaders also have the mandate and ability to influence outside their own organisations, across their supply chains, sectors and nationally.

That is why the Forum exists, to leverage the considerable influence of directors and CEOs to change outcomes in their own organisations and across New Zealand.



## Reflecting on our progress in our 2018-2021 strategy

With our current strategy ending this year, in 2021, we have looked back on the highlights of the key progress the Forum has contributed to. Released in 2018, the strategy set the goal of *safe, healthy and productive workplaces* with five key areas to change in the three years to 2021. In every annual report we assess our progress against the key work programmes. This summary provides an overview of our progress – as we welcome in a new 10-year strategy from October 2021.

What we wanted to change by 2021	Our key achievements – what we've done
<b>Supply chain</b>	
Health and safety in the supply chain is valued, and this is reflected in an effective and integrated approach to prequalification and procurement across both the public and private sector.	<ul style="list-style-type: none"> <li>The Forum helped to instigate the establishment of the Construction Sector Accord with major construction sector leaders and government in 2019, which weaves health and safety throughout its core purpose.</li> <li>In February 2018, we saw all the public sector CEOs join the Forum, with the establishment of the Government Health and Safety Lead.</li> <li>We've promoted the supply chain leadership work in two Forum companies as shining examples to other organisations – Wellington Water and New Plymouth District Council.</li> </ul>
<b>Measurement</b>	
There are recognised and credible ways to measure real health and safety performance via the presence of capacity for healthy and safe work, as well as the absence of harm.	<ul style="list-style-type: none"> <li>We're working with Forum members and subject matter experts to identify new lead indicators to our benchmarking survey.</li> <li>In 2020, we ran a series of virtual workshops with US organisational psychologist, Todd Conklin, on the importance of building capacity to enable resilience and adaptivity in a time of uncertainty.</li> </ul>
<b>Culture and people</b>	
There is executive team confidence and competence to create the space for workers to share ownership of the business' health and safety performance.	<ul style="list-style-type: none"> <li>We have continued and strengthened our Executive Leadership Programme offerings to develop world-class safety leaders at CEO and GM level, with new courses offered and regional modules delivered throughout the country.</li> <li>We've been able to connect members in new ways so they can share ideas, challenges and opportunities to improve health and safety performance.</li> <li>Our Strategic Monitoring Programme which started in 2019 saw several dozen Forum CEOs interviewed and assessed on their health and safety leadership perspectives, with the most common perspective being reported in the highest maturity level of 'engaging'.</li> </ul>

What we wanted to change by 2021	Our key achievements – what we've done
<b>Right-sized health and safety</b>  Government and businesses (large and small) are focused on the things that count in driving good health and safety performance.	<ul style="list-style-type: none"><li>• In 2018, the Forum released its three-part <i>CEO Guide to Risk</i>, designed to help leaders work out how to focus their attention on critical risks and the <i>stuff that can kill you (STICKY)</i></li><li>• We worked together with WorkSafe NZ and IoD to roll out this Guide at eight events across the country.</li><li>• We developed a catastrophic risk workstream in 2018, and in 2019 ran two events for those Forum members working in high hazard areas, with the Global President of the Institute of Chemical Engineers, Ken Rivers.</li></ul>
<b>Work-related health</b>  There is as much focus, effort and resources invested in improving work-related health as there is in safety.	<ul style="list-style-type: none"><li>• In 2019, we released the <i>CEO Guide to Mental Health and Wellbeing</i> and a four-part framework for leaders and organisations to make sense of this area.</li><li>• That was followed up with the release of the <i>Protecting Mental Wellbeing at Work</i> Guide in 2021 and an implementation support plan for members.</li><li>• In 2018, we ran our first major summit event focused on work-related health issues, namely fatigue and noise. This included the CEO Challenge around noise, and a <i>Monitoring What Matters Health and Noise</i> Guide.</li><li>• Prior to the 2020 referendum on cannabis, the Forum released a support guide for organisations to consider how they could manage cannabis as an impairment risk at work.</li></ul>

# Statement of Financial Performance for the year to 30 June 2021

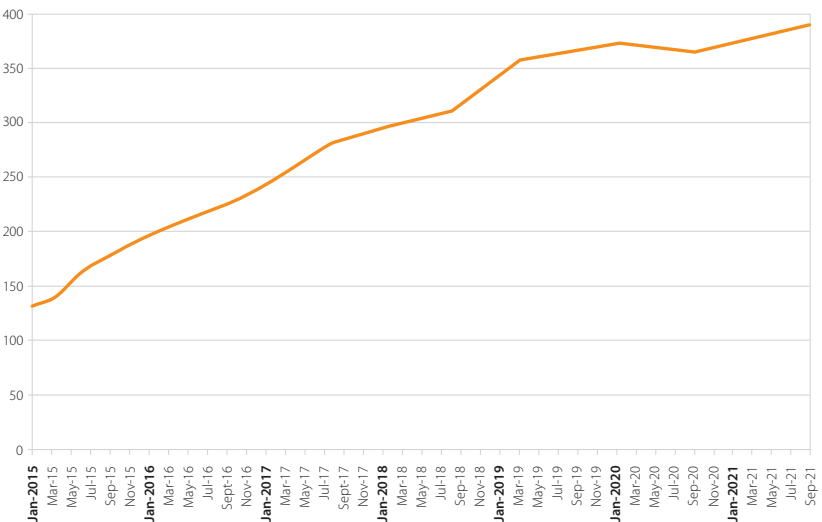
## Business Leaders' Health & Safety Forum Incorporated for the year ended 30 June 2021

	2021	2020
Total Revenue	917,565	\$1,235,575
Total Expenses	1,130,753	\$1,046,956
Surplus for the Year	-213,188	\$188,619

Audited accounts for the 30 June 2021 year (including the audit opinion) are distributed before the AGM and are available to members by emailing [info@forum.org.nz](mailto:info@forum.org.nz).

## Membership

The Forum had 365 members at 30 September 2020 increasing to 392 members, 30 September 2021.



# Our people

## Forum Steering Group

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

George Adams  
*Independent Director (Chair)*

Francois Barton  
*Executive Director, Forum*

Sheridan Broadbent  
*Independent Director (Deputy Chair)*

Toby Beaglehole  
*CEO, BCITO (Treasurer)*

Jono Brent  
*Director*

Gillian Cagney  
*CEO, Worley New Zealand*

Mike Costelloe  
*CEO, Think Delta*

Shane Dufaur  
*GM, Ballance*

Marc England  
*CEO, Genesis Energy*

Fiona Ewing  
*National Safety Director, FISC*

James Fletcher  
*Director and Trustee*

Albert de Geest  
*CEO, Liquigas*

Roger Gray  
*CEO, Lyttelton Port*

Hugh Goddard  
*General Manager, Pipeline & Civil*

Gavin Ion  
*CEO, Waikato District Council*

Mike O'Brien  
*Independent Director*

Phil Parkes  
*CEO, WorkSafe NZ*

Chelydra Percy  
*CEO, BRANZ*

Emma Powell  
*Business Customer Service Delivery, ACC*

Andrew Priest  
*Independent Director*

Gordon Shaw  
*CEO, VINZ*

Jeremy Sole  
*CEO, The Electrical Training Company (ETCO)*

Warwick Tauwhare-George  
*CEO, Parininihi ki Waitotara*

Carolyn Tremain  
*CEO, MBIE*



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

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

Phone: **+64 4 499 1897**

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



**Business Leaders'  
Health & Safety Forum**