

Kia ora koutou

It has been another challenging year for the industry, but we should also be proud of the successes we have achieved, as this is the last newsletter of the year, I would like to wish everyone and their families a Merry Christmas and a safe and Happy New Year.

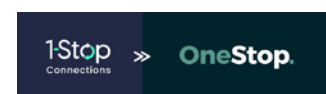
As a way to keep everyone up to date on what we are doing in the PIA, the format of the newsletter will change slightly. Our subcommittee chairs will provide updates on the committee's focus areas and accomplishments.

After two cancellations due to Covid, we had a successful conference hosted by Ports of Auckland. It was a great opportunity for everyone to get together to connect, share and learn.

This year we also welcomed sponsors for the first time and are looking forward to extending this in the future.

Thank you once again to Kalmar, Portstarr, Vanguard, 1-stop, and Swires for your support.

Also, at this year's conference we saw Adam Harvey step down as Chair, Adam led and grew the PIA to the next level through his commitment, passion, industry relationships and high energy. The executive committee thanks Adam for his efforts and congratulates Pat Kirk as he takes the role of chair and looks forward to working with and supporting him.



Port Health & Safety Leadership Update

The Port Health and Safety Leadership Group met in Wellington in October to review the insights work to date and agree next steps.

Representatives of port companies, unions, stevedoring companies, industry peak bodies, WorkSafe NZ and Maritime NZ were all in attendance, as were a number of people who have helped compile the programme data and conduct interviews over the last four months.

The Leadership Group worked on a set of initial high priority actions areas that went to Ministers in November, alongside the Port Sector Insights Picture. This will be shared more broadly with the sector, along with information on how people can be involved in work on future actions. The PIA has been asked to lead some of these workstreams, along with supporting others.

- Guidance and Standards – led by MNZ
- Fatigue Management implementation – led by PIA
- Regulator arrangements - led by MNZ, supported by Worksafe
- Workforce sustainability and skills -led by PIA
- Incident, notifications, insights & intelligence – cross sector working group facilitated by MNZ
- Good Practice -led by PIA

Please see our website for the PHSLG updates under Industry news.

In support of the industry's efforts to take fatigue seriously, the PIA sponsored a 2-day workshop on this subject. As part of the launch of the industry developed Fatigue Risk Management System (FRMS) tool, the PIA engaged a world leading expert in fatigue management to run a 2 day NZ based workshop in Wellington. Dr Kirsty McCullough (key note speaker and facilitator in high risk industries and expert in fatigue risk management from Australia) presented at the 2-day Fatigue Risk Management Workshop which had excellent support and attendance from, attended by our members, regulators and unions. A big thanks to Centreport for the great space they allowed us to use to host the workshop.

As we continue this journey, we the PIA will also be hosting webinars in February from Dr Grace Vincent, on the following. More information around dates and access will be sent out early next year.

1. What is Sleep? – how do you sleep, basics of sleep science, how much sleep do we need, sleep duration/quality, health and safety impacts of inadequate sleep.

2. Fatigue – definition, causes and consequences, the shared responsibility framework for fatigue management, rostering and sleep leadership.

3. Shiftwork – how shiftwork impacts the body clock, managing shiftwork, advantages and disadvantages of shiftwork

4. Food & Drink – impact of caffeine on sleep and fatigue, what foods influence sleep and fatigue, when to eat and what to eat when working shifts.

5. Sleep Hygiene – latest evidence-based sleep tips, bedtime procrastination, chronotype (lark or an owl), how to create the best sleeping environment.

6. Sleep and circadian disorders – sleep apnea, insomnia, restless legs syndrome, shift work disorders. What to do if you think you may have a sleep disorder?

7. Sleep & Society – technology, social pressures on sleep, sleep across the lifespan – improving sleep for the whole family unit (adolescents, gender differences in managing sleep and fatigue).

Information regarding the other workstreams will be facilitated through the subcommittees, please watch out for this to be involved.

Below: FRMS workshop



Health & Safety Update

The health and safety sub-committee continues to meet on a quarterly basis with excellent representation from all parties. Open communication amongst all members and a continued willingness to co-operatively work together to resolve industry health and safety issues is a key strength of the group.

MEMBERSHIP

2022 saw a number of members leave the industry as the Country strained under workforce shortages and the inevitable hunt by businesses outside the sector for good people, however representation from all the port companies as well as major stevedoring and marshalling companies remains strong.

REGULATORS

Although there has been a changing of the guard within WorkSafe NZ (WSNZ) and Maritime NZ (MNZ) their attendance at our meetings continues to be very useful for members. Having direct access and dialogue with both Regulators has greatly assisted in bringing down the iron curtain on would otherwise be a fractured or disengaged relationship. A continued healthy relationship with both Regulators also has strategic and tactical benefits for our industry that we need to exploit as we seek to recolour the poorly painted Port Industry picture that some see hanging on the wall.

KEY ACTIVITIES

- Our Industry specific Fatigue Risk Management System (FRMS) guidance document remains the focus activity with tri-partite input being a key element in its development.
The newly released FRMS guidance document can now be found on the PIA website.
- Critical Risk data project – Work is underway to share and standardise our top critical risk symbols with members to vote on their preferred symbols and coordinate with the education and training sub-committee in developing micro quals for critical risks.
- Health & Safety Sub-Committee Strategy – Development and input from members into this strategy will be a key focus in the early part of 2023.

COVID 19 – PORT SECTOR

With our New Zealand borders now open, the Covid-19 beast that consumed and restricted our daily Port lives is now over with the exception of cruise passenger isolation requirements.

MAJOR INCIDENT LEARNING

Members continue to exchange information and learnings from major events occurring within their operations in order to maximise the benefits of the investigations and review for the wider sector.

Education & Training

It's been a busy time in the Education and Training Subcommittee, with a new micro-credential "Tōmata Haumarū - Introduction to Safe Port Operations" in development, and the kick off of the industry wide skills matrix.

The micro-credential will be a great introductory module for anyone joining the ports and stevedoring industry. Learners who take part in this will:

- Learn how to apply safe practices in the workplace
- Gain knowledge and advice on how to overcome factors that can impact performance
- Be introduced to the different types of port operations that occurs across industry

The micro-credential will be delivered through interactive online activities, reducing the requirement on businesses to have a trainer available to deliver the content.

The three unit standards in the micro-credential are core unit standards in the Port Operations Qualification; learners who take part in the micro will have a head start in achieving the Port Operations Qualification. Over time we hope to create stackable micro credentials, giving organisations flexibility and learners opportunity to get qualified.

The industry wide skills matrix has started with 11 categories identified:

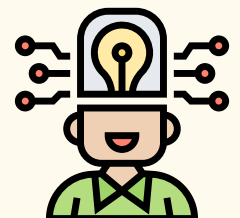
- Containers and Break Bulk
- Logs
- Bulk
- Cars
- Lines
- Planning
- Rail
- Marine
- Container Park
- Security
- Workplace trainers and assessors

Under each category lies several roles that are common across the ports and stevedoring industry, and we have started the journey by getting down to basics – terminology.

In the new year we will have an area online that is accessible to industry to put in their thoughts on the common tasks and training competencies that either exist, or should be considered to develop, for future standards and micro credentials.

We encourage everyone in industry to get involved in this project, and we are especially interested to here from the people who are currently training and assessing in the workplace.

The Rail & Maritime Transport Union and Maritime NZ are in support of the skills matrix and will assist where they can throughout this project.



Container Park Forum



Despite a reduced number of meetings due to COVID the Container Park sub-committee has had a productive 2022.

As with previous years one of our key focus points has been sharing the learnings that come from incidents our members have experienced. This year we have expanded these learnings to include not only critical risk incidents but also those from trend analysis, low risk incidents and near miss/hits. As a group we have found this valuable as it ensures members can proactively address industry risks before they cause harm to their people.

The committee has also reviewed our Container Park Industry critical risk bow ties which were agreed and created through extensive consultation over the last two years. These reviews have ensured that the bow ties remain up to date with recent developments and initiatives from across the group and remain a key source of industry collaboration for members when addressing risks.

A key focus for 2023 will be continuing to work on developing industry best practice guidelines, particularly in the area of safe stacking which has received a significant amount of media attention in the later part of this year. In undertaking the development of any formalised guidelines, we will work closely with Work safe, unions, and industry members to ensure the outcome is a thorough, practical set of guidelines that adds value to the industry in ensuring we keep our people safe.

NZ Stevedoring Approved Code of Practice (ACoP)

One initiative which has evolved out of the port sector insights project has been the need for the development of a NZ Stevedoring Approved Code of Practice (ACoP).

The workstream is being led by MNZ as the sectors Regulator. A series of one day workshops is to be held with sector participants (regulators, unions/workers, and port and stevedoring PCBUs) with relevant subject matter expertise, which will be held in Wellington to discuss chapter content

Prior to each workshop, participants will be sent a pack containing relevant information relating to the Port Sector Insights Picture and good practice from across New Zealand and overseas, and some questions to consider prior to the meeting.

One workshop will be held per month starting in December and running through to April.

The completion date for the ACOP to be completed is the end of June 2023, with consultation opening soon after and remaining open for six weeks. Different parts of the ACOP may be provided earlier for consultation as the workshops progress.

The intention is to provide the ACoP to the Ministers in early September 2023. There will be a review point on progress in April 2023 to see if things are on track.

Port Security



Despite turbulence caused by the pandemic in the first part of the year, the security committee and PFSO's have continued to work hard to improve security outcomes for Ports around the country.

During the year there has been continued focus on sharing of security best practice in the areas of search and screening, technology, information sharing and more recently engagement with the PIA education and training committee around standardised training credentials for Port security personnel.

The committee has also provided a valuable forum for stakeholder organizations such as Maritime New Zealand and New Zealand Customs Service to engage in two-way dialogue with security decision makers on Ports around the country.

The last meeting of the year provided PFSO's the opportunity to visit the New Zealand Police Maritime Police unit and learn about their contribution to safeguarding Ports and waterways. These engagements serve to strengthen relationship and understanding between organisations responsible for securing our ports, a valuable asset in times of need.

2023 promises to be an exciting and eventful year for the security committee, with a calendar packed with events and projects.

I want to take this opportunity to wish all those who visit our Ports a safe and happy festive season and a prosperous new year.

People & Capability

The 2022 year got off to a strong start with our first meeting in March via zoom. Across the 2022 year we have held 4 meetings, each meeting gathering strong attendance.

As a committee, early in 2022 we agreed on our strategy forward for the year with key value being found in networking opportunities, information sharing and working together to resolve common issues and challenges. This has remained of strong value to the committee and we continue to work together on challenging issues.

Key Workstreams In 2022

Attracting Talent to Industry:

As an industry, we all have common struggles when it comes to attracting and retaining key talent.

A key strategic initiative of the People and Capability subgroup for 2022 has been to identify what the common challenges are and create a strategy to address them.

On the 8th of June, we undertook a workshop to identify:

- Current pain points
- Attracting talent - Which roles are most difficult to recruit and why
- Retaining talent - Which roles have the highest turnover/Why do people leave
- Which strategies are working well
- What are the actions the PIA People and Capability Sub-committee can best invest in

Each of the committee members brought strong perspective and insight to this workshop.

Our key insights from the workshop were that the issues are of perception and reality. The issues include structural issues (rem, hours of work, workload etc) and a lack of understanding of meaningful work undertaken in Ports.

Since the workshop, the working group for this project have collected data from new starters across the Port industry (those who commenced within the last 6 months) as well as key demographic data.

We are currently working through the insights gained from this exercise and will be developing a strategy for attracting talent to industry in the coming months. Initial thoughts are around developing industry branded/themed messages for media that can be used by the industry to promote the port sector.

Fair Pay Agreements:

Fair pay agreements have been something on our horizons for some time now. Andrew Caisley, Partner at Kiely Thompson Caisley, presented to our subcommittee in June, painting a stark picture of what this means for individual companies and industry as a whole. Since then, we have closely followed progression of this legislation which has now been implemented.

It is clear that Fair Pay legislation has strong potential to impact more widely than the 'lower paid' workforces for which it has been established and changes the fundamental framework underpinning ER (close to restoring what was in place in New Zealand up until the 1980's). This is of significant concern to employers and businesses across the country.

This is a pivotal issue for the entire port and stevedoring industry. The People and Capability Subcommittee continues to monitor these changes and will be sharing key information across the PIA as things develop. We also continue to discuss the role that the Port Industry Association plays in advocacy and support to those within the industry impacted by bargaining for Fair Pay Agreements.

Finally, a thank you to all those who have attended the People and Capability subcommittee meetings across 2022. Your input, insight and support are appreciated. Wishing you all a very merry Christmas and restful break – see you in 2023!

