



# Port Health and Safety Work Programme

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## Introduction

Kia ora koutou

We're pleased to provide this sector update on the port health and safety work programme.

This is our first update to you, and reflects feedback and interest we've received from across the sector about the work underway.

Our intention is to provide updates like this following each of our Leadership Group meetings.

In this update, we provide a bit more detail about us and the work programme.

We've also included an update from Maritime NZ and Worksafe NZ on the joint Port assessments.

If you know of anyone across the sector who might be interested in receiving these updates, please let them know to contact Julie-Ann at Maritime NZ.

Thank you for your ongoing support, and we look forward to continuing the journey with you.

Ngā mihi

**The Port Health and Safety Leadership Group**

# Port health and safety work programme

## Background

In 2021, the Port Health and Safety Leadership Group was re-formed to deliver action on port health and safety.

Chief Executive of Maritime NZ, Kirstie Hewlett, chairs the Leadership Group which represents **tripartite collaboration** between industry, unions and regulators, as seen in our membership:

- the Port Industry Association (Pat Kirk, Chair of the Port Industry Association)
- Ports (Roger Gray, Chief Executive Ports of Auckland and Jon Moore, Chief Executive Northport)
- Stevedoring companies (Paul Cameron, Chief Executive ISO and Gavin Hudson, Chief Executive C3).
- the Maritime Union of New Zealand (Craig Harrison, National Secretary)
- the Rail and Maritime Transport Union of New Zealand (Aubrey Wilkinson, National President); and
- WorkSafe NZ (Phil Parkes, Chief Executive).

Each of us has committed to bring to the table the voices of the collective part of the sector we represent to support our vision which is for:

*A high performing, resilient Port sector where people thrive and worker health and safety is prioritised through high-trust, tripartite collaboration*

Our Vision emphasises high-trust, tripartite collaboration. As a Leadership Group, we've agreed this means understanding and respecting each other's roles, context, and jobs, so we can grow and influence how we work effectively together. It also means we have committed to all being part of the solution, and that we will communicate and work together openly and honestly for our purpose.

A summary providing more detail about our purpose and how we'll work together is attached to this update.

We meet monthly and going forward we look forward to sharing key updates with you after each of our meetings.

## Action Plan for port health and safety

Following the tragic fatalities at ports earlier this year, the Leadership Group was asked to provide advice for the Minister of Transport on some actions to reduce harm in the sector, including any regulatory standards. The advice being developed, and which is due later this year, will pull together:

➤ a port sector insights picture

- an understanding of good practice interventions to address harm
- key focus areas and an action plan to build on over time

The Leadership Group's advice will complement investigations by Maritime NZ and the Transport Accident Investigation Commission, and will also use sector insights from the joint Maritime NZ and WorkSafe NZ port assessments (updates on the investigations and joint assessments are provided later)

### ➤ Port sector insights picture

The port sector insights picture focusses on the causes and drivers of harm - what kind of harm is happening, to whom, and why.

We are doing this by collating information and data from regulators and sector partners (ports, stevedores, workers etc), including insights shared from working sessions and conversations with the sector. We'd like to thank everyone, including workers, who have participated in these working sessions and conversations.

There are a number of different sets of data and insights being pulled together to inform this picture.

This includes ports, stevedoring companies and a marshalling company providing their data on incidents, accidents and near misses to DoT Loves Data (DoT), and 40,000 anonymised accident and near miss data inputs have been received. DoT is now analysing this data to see what insights can be taken out. Our thanks to all companies that have provided this data.

Worksafe NZ and Maritime NZ have analysed fatalities and serious injury notifications over the last 10 years to gather insights on the areas where harm is occurring. Insights from port assessments will also be included in the broader port sector insights picture. A small analytical team from Maritime NZ is also supporting the development of the port sector insights picture more broadly to collect, anonymise, and analyse a range of data.

To further understand the workers' voice, Ask Your Team (AYT) was engaged to co-design a national survey with the sector – "the Worker's Voice". Working under a compressed time period, AYT received 1590 responses, in which there was equal representation between both stevedoring and port company workers. We want to acknowledge everyone from across the sector who supported the development of the survey and encouraged their workers and members to participate. And we want to especially thank all of the workers who completed the survey. Key national themes from the AYT survey (and other outputs from this workstream) will be shared with the sector as part of a series of online briefings for the sector about the port sector insights picture.

A number of in-depth interviews have also been undertaken with some workers, across the motu, with varied frontline roles, and the reflections from each interview will be included in the analysis by Maritime NZ's analytical team and DoT.

For this phase of work, we are focusing on stevedoring on ports and other critical risks like person versus machine, as well as cross-cutting issues (to ensure we target our

effort to the right things). We won't ignore other harm on ports and harbours, and in fact the port sector insights picture will have insights more broadly in relation to Ports and Harbours, but it will be on the medium-term work programme.

### ➤ Understanding good practice interventions

This continuing work is focussed on the collection of good practices (domestically and overseas) that reduce harm (e.g. guidance, training and education, design and safety equipment, and worker and leadership initiatives).

As part of this, Maritime NZ are conducting interviews with their international counterparts such as Safe Work Australia, the Australian Maritime Safety Authority in Australia and the UK Maritime Coastguard Agency. Maritime NZ are also talking to industry partners to discuss good practice interventions they've been able to implement to address particular harms, and any insights they can share about the impact these interventions have had.

The programme team is collating insights from all of the ideas and examples shared by the sector, and are grouping interventions into some clear categories, with analysis about how the interventions are used.

The programme team also continues to review available standards, guidance of good practices used here and overseas, and other online material, as well as look at how to share good practice more consistently in the future.

Our thanks again to all of you who have shared your ideas and experience of good practices used here and overseas, We want you to continuing sharing your insights by emailing the programme team at: [healthandsafetyinsights@maritimenz.govt.nz](mailto:healthandsafetyinsights@maritimenz.govt.nz)

### ➤ Key focus areas and developing an action plan

As we've noted earlier, the Leadership Group has been asked to develop advice on some actions for the Minister of Transport that will reduce harm in the sector, including potential regulatory standards.

There is a Leadership Group meeting in early October to discuss the draft port sector insights picture and good practice work. The Leadership Group will also consider a set of initial priority actions along with a potential straw person high-level programme that will be developed with the sector over time.

Following this meeting, we will report back to the sector and share the port sector insights picture, test the good practice work, and discuss the priority actions and the straw person programme. We will also discuss how we will engage with the sector on the work over the coming months.

## **Fatigue Risk Management System (FRMS) Guidelines**

Commissioned by the Leadership Group, FRMS Guidelines for the port sector are now close to completion.

The good practice guidelines were developed by a tripartite project team, involving Maritime NZ, WorkSafe, unions, the PIA and Massey University (technical specialist). They focus on understanding what fatigue is, the science behind it and how to implement a FRMS.

The audience for the Guidelines are business owners, H&S Managers, H&S representatives and others involved in the operation of the business.

The draft Guidelines have had a final review from the project team. The next step is a proof read and some graphic design work. The tripartite project team is also working on a communications and engagement plan in preparation for the release of the Guidelines, which we expect will be in the next 6 weeks or so.

For further information, please contact: Caroline Gall, Manager Education and Guidance [caroline.gall@maritimenz.govt.nz](mailto:caroline.gall@maritimenz.govt.nz)

## **Introducing Some Members of the Port Health and Safety Programme Team**

Two key members of the Port Health and Safety Programme team are Julie-Ann Mail, Lead for Ports and Harbours, Maritime NZ, and Tracey Bates, Principal Advisor, Maritime NZ.

Julie-Ann is very grateful for the warm welcome she's received from the sector since starting her role in early July.

Prior to joining Maritime NZ, Julie-Ann managed the Public Engagement team in the COVID-19 Group at the Department of the Prime Minister and Cabinet, and before that, she led the Harm Prevention Programme for the manufacturing sector at Worksafe NZ.

Her Worksafe NZ role involved working across high-risk industries in the sector to build system leadership, and the co-design of tools to learn, engage and implement solutions to shared health and safety risks.

Julie-Ann's appointment to Maritime NZ further supports the commitment to make Harm Prevention a more consistent part of Maritime NZ's operating model. A big part of Julie-Ann's role is to support alignment and coordination of work at Maritime NZ related to port health and safety, and to provide support to the Port Health and Safety Leadership group and the development of the work programme.

It's important to Julie-Ann to continue connecting directly with you, where you work, and to build her knowledge of our dynamic sector. Please do get in contact with her any time at: [julieann.mail@maritimenz.govt.nz](mailto:julieann.mail@maritimenz.govt.nz)

Many in the sector will be familiar with Tracey Bates from her time in the COVID-19 Recovery Team. Tracey has been at Maritime NZ for almost two years. For the most part, she has been working in the COVID-19 space, providing technical advice, leadership and support for the frontline on safety and supply chain issues.

Prior to Maritime NZ, she was at the Ministry for Primary Industries for five years where she was the risk manager for all things vessels (biofouling, ballast and topsides).

She is passionate about the sector and looks forward to continuing to work with many of you in her secondment to the port health and safety work programme.



Tracey Bates (L) and Julie-Ann Mail (R)

## HSWA joint port assessments

Earlier this year, Maritime NZ and WorkSafe NZ undertook joint assessments in each of New Zealand's 13 major international commercial ports.

Around 50 PCBU assessments were undertaken, and a report developed for each which have been consulted on with the relevant PCBU and now finalised.

The individual PCBU reports have been summarised into a series of port reports. The port reports have been provided to all PCBUs and unions that were part of assessments on ports.

An overall report which summarises findings from all ports will be completed later in September and will be an input into the port sector insights picture that we'll be briefing the sector on in early October.

For further information, please contact: [Scott.Bernie@maritimenz.govt.nz](mailto:Scott.Bernie@maritimenz.govt.nz)

## Investigations

The Transport Accident Investigation Commission (TAIC) was directed by Minister Wood earlier this year to investigate the recent port fatalities to inform a thorough understanding of the circumstances leading to these fatalities, and the safety lessons that can be learnt from them.

Maritime NZ is conducting separate investigations of Lyttelton and Auckland fatal incidents.

We are advised the investigations are continuing.