



Kia ora koutou

We have seen a dramatic start to 2023 with devastating weather events creating additional challenges for the supply chain. On a personal note, my heart goes out to all those who have been affected.

In this newsletter we celebrate the registration of our PTE with the Crane association, have updates from our Subcommittee Chairs, see what's exciting at this year's conference, and an update on the FRMS work and the ACOP.

I look forward to seeing you all at our annual conference hosted by Southport in Invercargill beginning of August. If you haven't registered, send your registration to eo@portindustry.co.nz. Registrations close mid July.

Jacqui Ramsay | Executive Officer

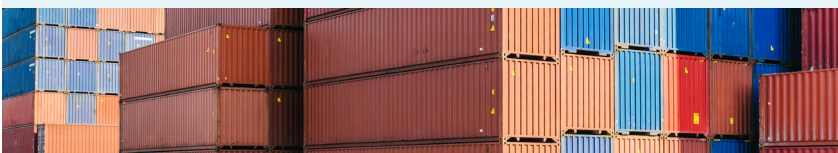
Grant Wilson Memorial Award – for Outstanding Contribution to the Port Industry

At this year's conference we are launching an Industry award for outstanding contribution to the Port Industry as a memorial to the late Grant Wilson, one of the Industry's most respected leaders.

The aim of the award is to recognise individuals who have had a significant positive impact within the port sector. The field is open, meaning nominations can be for any aspect of the port sector, role or seniority. The only requirement is that the nominee must be a current or former PIA member employee.

We have, and have had, some outstanding individuals working within our amazing sector and now is the time to recognise their great achievements. Nominations must be submitted by 30 June to the Executive Officer for consideration and voting by the Executive Committee. The inaugural award will be presented to the winner by Grant Wilson's family members at the 2023 conference.

To assist the judging panel, when submitting a nomination please ensure you include specific details and examples that demonstrate the nominee's contribution to Industry or Company.



Safeguard Awards

We are excited and happy to announce that the PIA has been named as a finalist in the 2023 New Zealand Workplace Health & Safety Awards in the following category

Port Industry Association – Category 9, Leadership.

For leadership of an industry sector or geographic region whose initiatives have helped to improve workplace health, safety and wellbeing.



Conference 2023

South Port is proud to host the PIA Conference 2023. For many of you it will be your first time in the deep south, and we're going all out to make sure you have a great conference experience! They may have cold winter nights but are known for their warm friendly hospitality, and there'll be lots of opportunities to network with your sector colleagues.

We have a number of different speakers for our theme "Success through Innovation" and are happy to announce our dinner speaker is Paddy O'Brien. Paddy was the World's first professional rugby referee, currently International Sevens Referee Manager, who's spent the past 30 years working in a global role splitting his time between his home in Southland, World Rugby Headquarters in Dublin and the World Rugby Sevens circuit.

He'll entertain with humorous stories about the things that happen on the field that the public never see or hear, and also share how innovation and technology are critical in situations where every decision is under the 'replay' microscope.

The Subcommittees will be meeting on Wednesday 2 August. The conference starts Thursday 3 August and concludes Friday 4 August.

Accommodation can be booked at either the Ascot Park (Booking ID: "Southport Conference") or Langlands hotel (booking ID: 5713) these rooms will be held till beginning of July.



We will be using the Whova app again this year, download the app and keep up to date with what's happening at the conference and keeping in touch with other attendees. Instructions on how to access will be sent to you once registered.



Health & Safety – Sub-committee Report

The health and safety sub-committee continues to meet on a quarterly basis with very good 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.

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. A separate working group meets regularly sharing and collaborating on the Fatigue journey. A second workshop is being held in June, see further details in this newsletter.
- Critical Risk Icons project – It was agreed to have standardised icons across Industry for our top critical risks. These would also be included in training materials and micro credentials being developed to a keep consistent and standardised approach. Final voting results for the preferred Critical Risk Icons were shared with members at our last sub-committee meeting at Lyttleton Port. It was agreed it would be the symbol that was standardised and what colour or shape it was in was up to the individual companies. These will be available via PIA HSE Teams' channel for everyone to use as required and as a reference.
- Insights and intelligence around incidents and notifications project – This project will provide better industry specific data relating to incidents and injury as well as a platform where successful initiatives and safety improvements can be shared across the sector.
- Other Workstreams are in various stages of progress or scoping and we will update you as these as they progress.

Strategy and Goals

The Sub-Committee is currently working on its strategy and goals for the next 2-3 years. Key areas will be the insights report from the PHSLG and other focus areas to support and improve good practices in the industry. We are in the process of mapping out projects with MNZ and overlapping responsibilities as part of this work. We look forward in sharing our progress.

Port & Crane Academy of New Zealand (PCANZ)

We were along with the Crane association delighted to announce mid May the approval of our jointly owned Private Training Establishment (PTE) by NZQA.

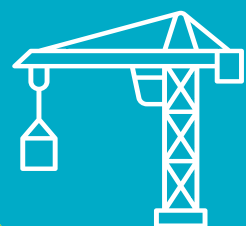
The Port and Crane Academy of New Zealand (PCANZ) as it's currently known, has had its registration granted on Wednesday 17th May 2023. This follows a long and complex application process, in which we were ably supported by our consultants at SAARA and industry experts.

At the heart of PCANZ is our vision to deliver high quality customised Industry specific training to our industry where exceptional learner outcomes and competency is the primary focus. We are still on that journey, but this milestone is one to celebrate as progress.

The next steps will be to provide more detailed information to you, our members, to provide you with a clear picture of PCANZ as an entity. There is a tentative operational date of January 2024, based on the availability of funding and staff.



PORT & CRANE ACADEMY
OF NEW ZEALAND



Education & Training Committee

We are thrilled to share with you the latest developments from the Education and Training sub-committee. We have crafted a comprehensive strategic plan that aims to revolutionise the port sector over the next three years. The exciting initiatives that are set to shape the future of the industry are explained below.



1. Stackable Micro-Credentials: Empowering Port Workers

The subcommittee recognises the importance of providing port workers with the necessary knowledge and skills to thrive in their roles. To achieve this, the sub-committee is focused on creating stackable micro-credentials. These credentials will offer a well-rounded introduction to the various areas of a port environment. Furthermore, they will raise awareness about port workers' health and emphasise the application of safe practices in the workplace. By investing in our workforce, we are ensuring a safer and more efficient port industry. We expect the first micro-credential, Timata Haumarū – Safe Start in Port Operations, to be available by the end of the year. This training content will be delivered online, through PCANZ.

2. Elevating Digital Capability: Empowering the Workforce

In an era driven by digital transformation, it is imperative for the port industry to keep pace with technological advancements. The strategic plan places a strong emphasis on upskilling the digital capability of the workforce. By investing in technology-based training resources, we will equip employees with the necessary digital skills to navigate the evolving landscape effectively. This will not only enhance training efficiency but will also help the port sector to embrace technological innovation.

3. Diversity and Inclusion: A Foundation for Success

The PIA is committed to fostering an inclusive environment within the port sector. Recognising the value of diversity, the strategic plan aims to improve representation and promote inclusion. By actively engaging our diverse workforce through an advisory group, we aim to ensure that future projects are well-planned and executed, taking into account the unique needs and perspectives of all learners. We firmly believe that a diverse and inclusive workforce leads to better decision-making and innovation.



4. Skills and Training Matrix: Identifying Gaps and Prioritising Education

To address industry-wide gaps in skills and training, the PIA is developing a skills and training matrix. This matrix will enable us to identify areas that require immediate attention and prioritise efforts accordingly. By aligning education and training initiatives with the needs of the industry, we can ensure that our workforce remains equipped with the latest skills and knowledge. Work is already underway and we expect the Containers and Break Bulk category to be out for review by November.

5. Consistency in Workplace Training and Assessors: Delivering Excellence

We envision a future where industry-wide training and assessment practices are consistent and of the highest quality. To achieve this, the strategic plan places a strong emphasis on providing trainers and assessors with the necessary resources and guidance documents. By equipping them with the tools they need, we can ensure that training aligns with the recommendations of the skills and training matrix. This will create a standardised approach across the industry, fostering excellence and raising the bar for professional development.

With the recent approval from NZQA of Port and Cranes Academy of New Zealand (PCANZ), the port sector is poised for significant growth and progress in the education space. With this investment in the workforce, along with a focus on embracing diversity and prioritising digital transformation, we are creating a future where our industry can thrive.

Container Parks

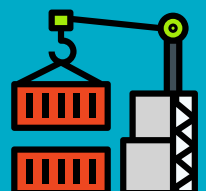
The Container Park Industry (CPI) Sub Committee meet in Nelson in March 2023.

We recently welcomed a couple of new members Tracey from Napier Port and Sam from CRS.

One of our key agenda items is an update from each park, sharing any incidents, learnings, issues so that we can discuss and peer review.

Our next major project will be to work with WorkSafe to understand the best way forward for creating Safe Stacking Guidelines for our industry.

We have also done some work with our repairers to have our welders certified, and then also create an assessment for the wider group to use. We will then extend the assessment for surveyors.





People and Capability June Newsletter

The People and Capability continue to see strong attendance and contribution from members.

Collaboration to resolve common issues and challenges is still a key focus for the committee with productive and insightful conversations around a number of topics including Diversity and Inclusion, Workplace Culture, Employment Relations and the new Fair Pay agreement legislation.

Key Workstreams In 2023

Strategy Update – Attracting Talent to Industry

The recent work undertaken by the Port Health and Safety Leadership group highlighted concerns around ability to “obtain sufficient suitably experienced, skilled and qualified people to work on Ports”. This in turn impacts on the Port industries ability to function “optimally and in many cases can cause safety issues”.

Combining the People and Capability subcommittees research with key findings from the Port Sector insights picture and action plan, it is clear there is a need to address Port Branding and perception of the industry.

Following our scoping workshop in early 2022, the working group for this project collected data from new starters across the Port industry (those who commenced within the last 6 months) as well as key demographic data.

On working through our key insights from this data, initial priorities include developing industry branded/themed messages for media that can be used by the industry to promote the port sector as well as focusing on internal levers such as work place culture and diversity and inclusion. We will also be looking to align with the Training and Education subcommittee and to identify opportunities for shared initiatives (eg. Micro credentials).

Our focus areas for the remainder of 2023 are in continuing to develop our strategy around attracting Talent to Industry (creating a sustainable workforce) and building stronger synergies with the Training and Education Subcommittee.

Fair Pay Agreements:

Fair pay agreements have been something on our horizons now for some time, and on the May 3 MUNZ lodged an application with MBIE to initiate bargaining for Stevedoring services. An industry working group has been established, led by Viv Bull, with a goal of developing an Employer Association – a potential entity to represent those companies who wish to participate in an industry approach. The PIA has engaged Andrew Caisley, Partner at Kiely Thompson Caisley to work with and support the Industry as more information becomes available regarding the new Fair Pay Legislation, and the application submitted.

Thanks to everyone involved in the People and Capability Subcommittee and your ongoing support. Our meetings continue to bring more value as we work through common issues and challenges together.

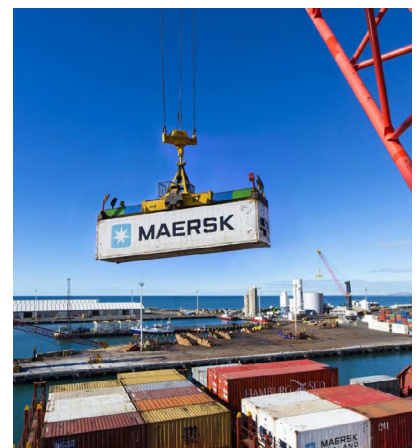


ACOP Update

The ACOP covers all activities to do with the loading and unloading of cargo on ports.

The title of the draft document now reflects this – Approved Code of Practice for the loading and unloading of cargo on ports. This means that it is not just covering traditional stevedoring activities but will also cover marshalling. Activities that are considered “out of scope” are things like maintenance of plant in warehouses, reefer tech and maintenance/repair of empty containers (as examples).

Four workshops have been completed and MNZ have gathered an immense amount of information. MNZ have taken a co-design approach to drafting the ACOP. Drafting of the first two chapters has been completed and feedback received on the content. MNZ are in the process of starting to draft the rest of the content based on all of the workshop material and have engaged additional writing capacity to assist with this process. Good progress is being made with the writing and MNZ anticipate the final version will be completed in December. At this stage, it is anticipated that consultation on the draft ACOP will begin around August. We will keep you updated.



Diversity Advisory Group

The Port Industry Association (PIA) is forming a Diversity Advisory Group.

What is the purpose of this group?

For our initiatives and projects to be successful for those who they are intended to serve; the PIA recognise that cultural and ethical changes are necessary.

Through gaining a better understanding of our underrepresented groups we will be able to advance in the diversity, equity, and inclusion of our members.

As a member, what would be required of me?

- Pre-read documentation, such as project proposals, draft policies, training plan proposals, training and assessment content (note these documents will be kept short and easy to understand).
- Consult with any relevant people within your organisations and complete a feedback form.
- Attend short online workshops to review group feedback and advise on proposed corrective actions.
- The group may also be asked to test products prior to launch / accreditation for some projects.

What is in it for me?

There are many benefits of engaging and broadening your experience through an advisory group.

1. You will help be a strong voice in creating diverse and equitable outcomes for industry.
2. You will have the opportunity to network with other professionals.

3. You will have the chance to learn from other professionals.

4. You will have the opportunity to give back to industry by sharing your knowledge and experience with others.

5. Being asked to take part in this group will enhance both your credentials and visibility. You will be in a position to establish yourself and be recognised as a thought leader.

How do I get involved?

Complete the Expression of Interest Form to register your interest. 6 – 8 members will be selected to sit on the Diversity Advisory Group.

Candidates will be selected based on their diversity, ensuring we are representing a range of tangata across industry.

What happens with the information I provide in the Expression of Interest form?

To ensure we select the right range of candidates we need to get details about your background.

Your information will only be shared with the Executive Officer, and the Chairs of the Education and Training, and People and Capability subcommittee.

If you have any other questions or feedback, please reach out to the Executive Officer (Jacqui Ramsay) – EO@portindustry.co.nz.

