

State of a Thriving Nation



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Key points



\$4.4b of work-related harm

Fatalities

Serious injury

Health impacts



Health and Safety is everyone's business



Economic cycle:

H&S basic/non-negotiable

Survey of Forum members confirms



General election:

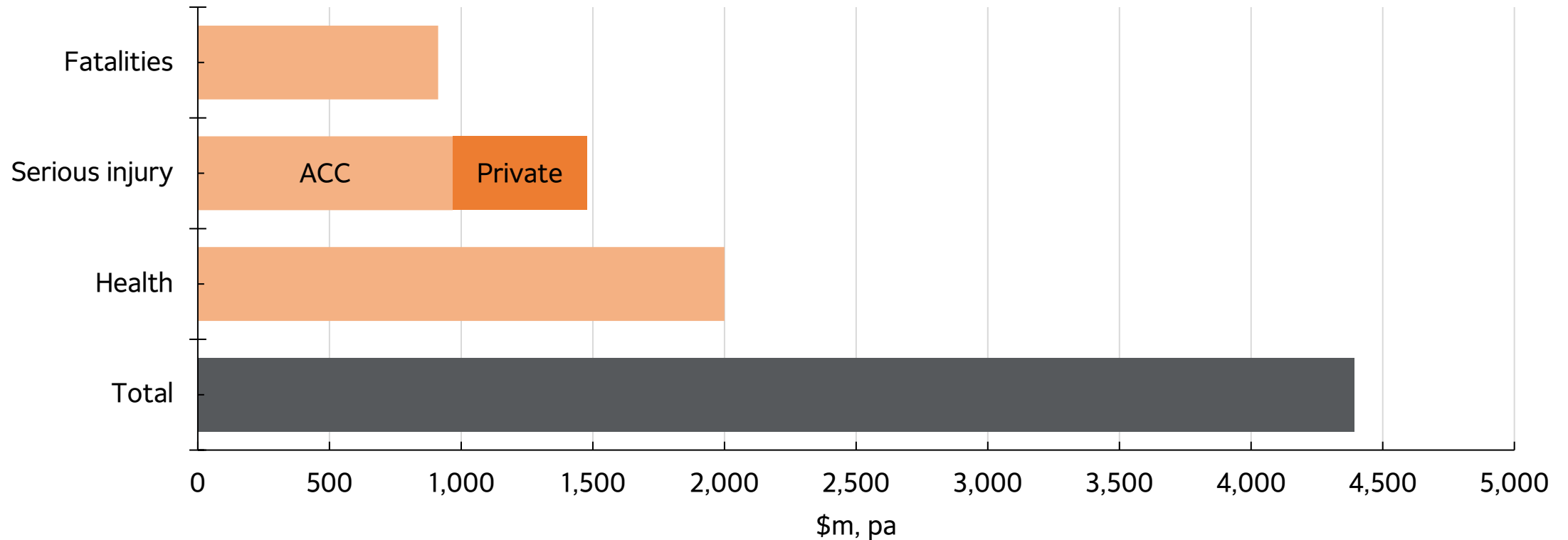
Reaffirm strategy

Implement action plan & accountability

Probe regulatory funding & prioritisation.

Cost \$4.4b last year; \$1b saved if we catch up to Australia

Estimated work harm costs (2022)



Source: WorkSafe New Zealand, ACC, Statistics NZ, Sense Partners

H&S is everyone's job, but that's a cop out

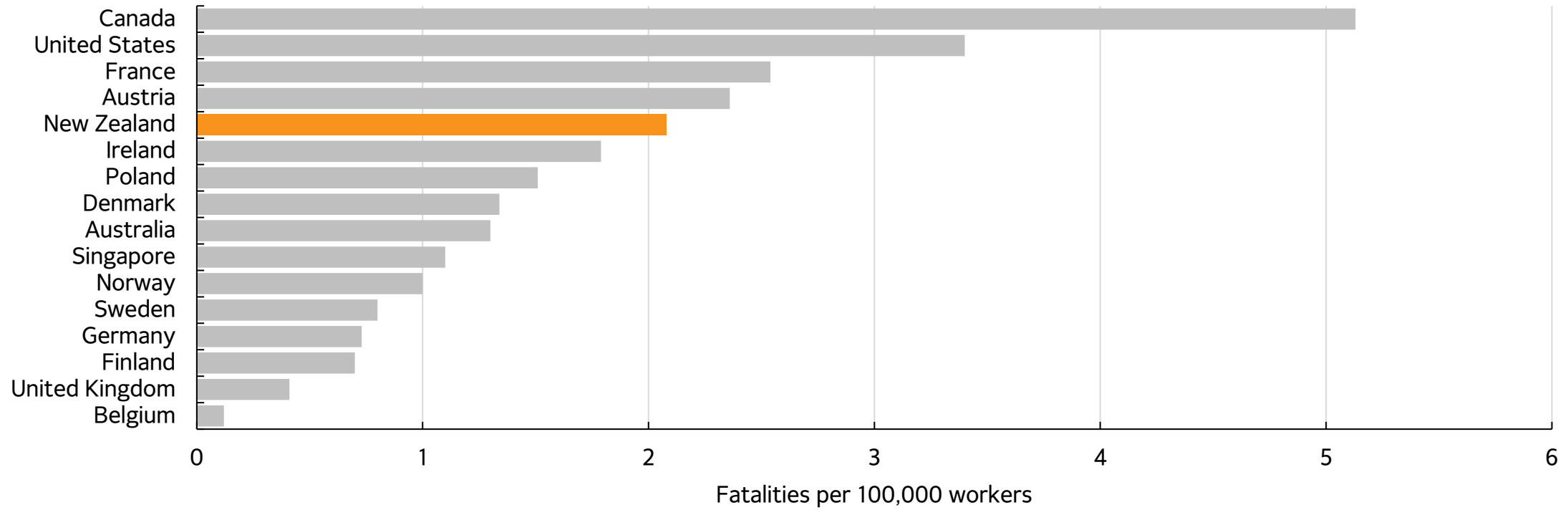
Health & Safety Jobs in Context



Source: WorkSafe New Zealand, O*Net, Statistics NZ, ACC, Sense Partners

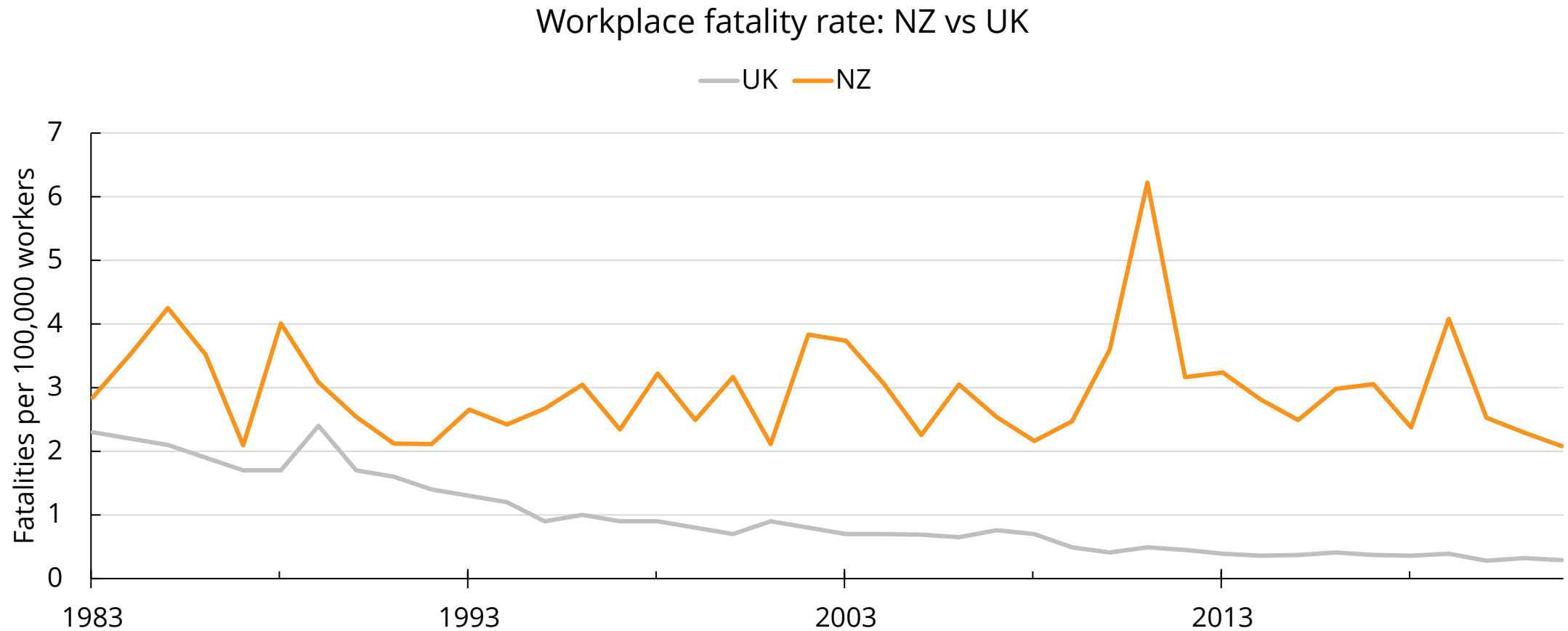
We aren't the worst, but...

Workplace fatality rate: International comparison
(2021 or latest)



Source: ILO, WorkSafe Australia, WorkSafe New Zealand, Sense Partners

...we're where UK was in the 1980s...

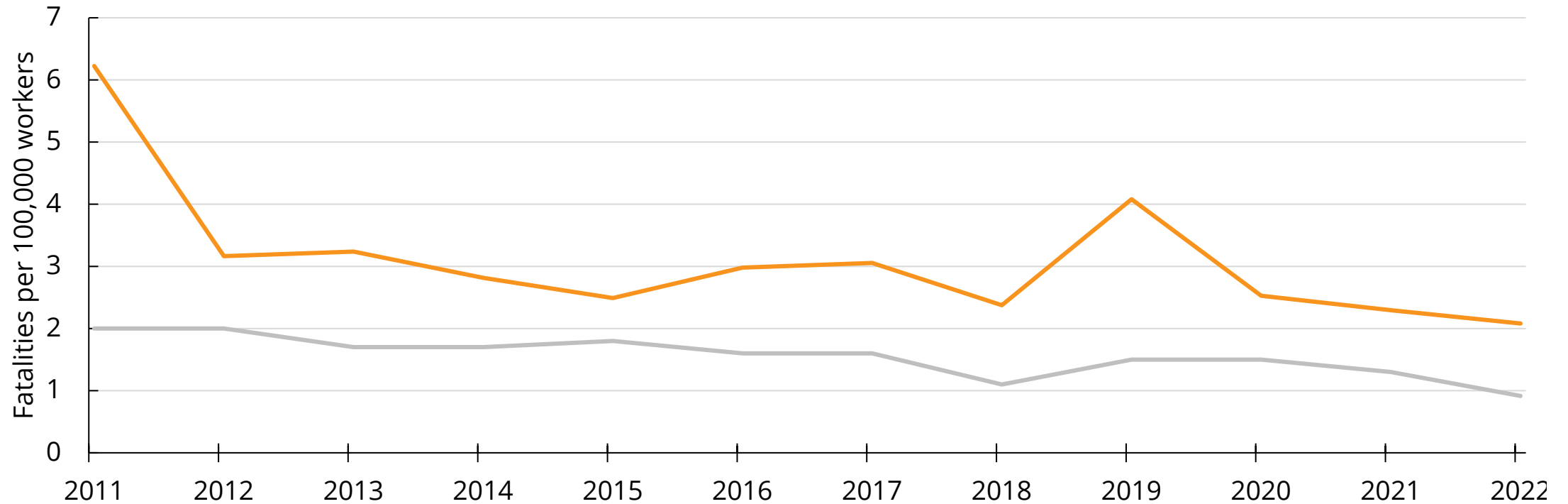


Source: Statistics New Zealand, WokrSafe New Zealand, Health and Safety Executive (HSE) UK

...and 2x as bad as Australia

Workplace fatality rate: NZ vs Australia

— NZ — Australia



Source: WorkSafe NZ, WorkSafe Australia, ABS, Statistics NZ, Sense Partners

HEALTH & SAFETY

NZ'S WORKPLACE DEATH RATE IS DOUBLE AUSTRALIA'S

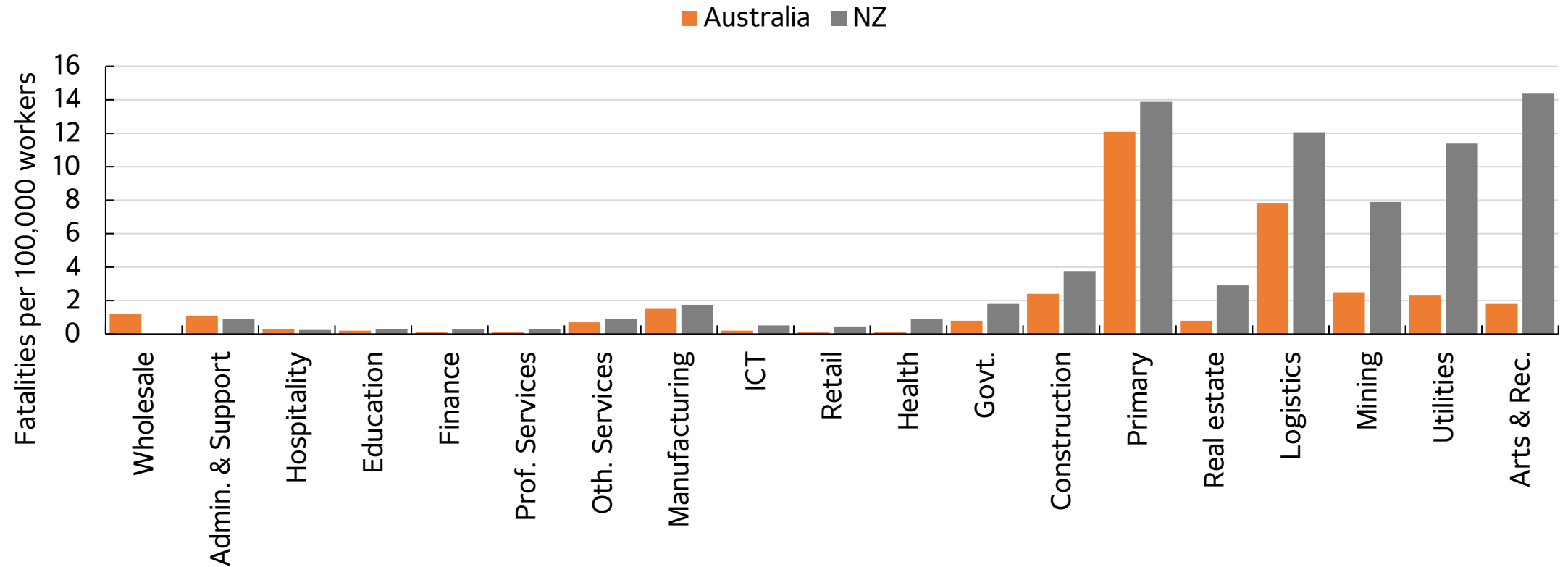
PFFFT!
I FIND THAT HARD TO BELI...

DONK!



It is not isolated

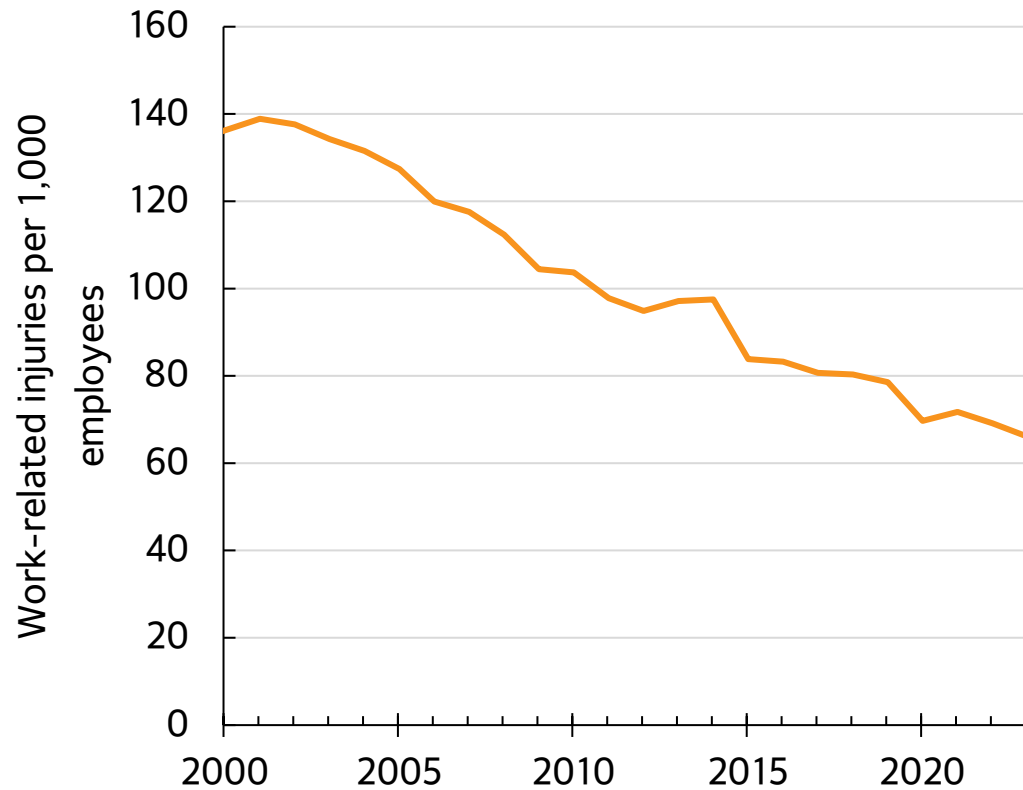
Fatality rate, 5 year average to 2021



Source: WorkSafe NZ, WorkSafe Australia

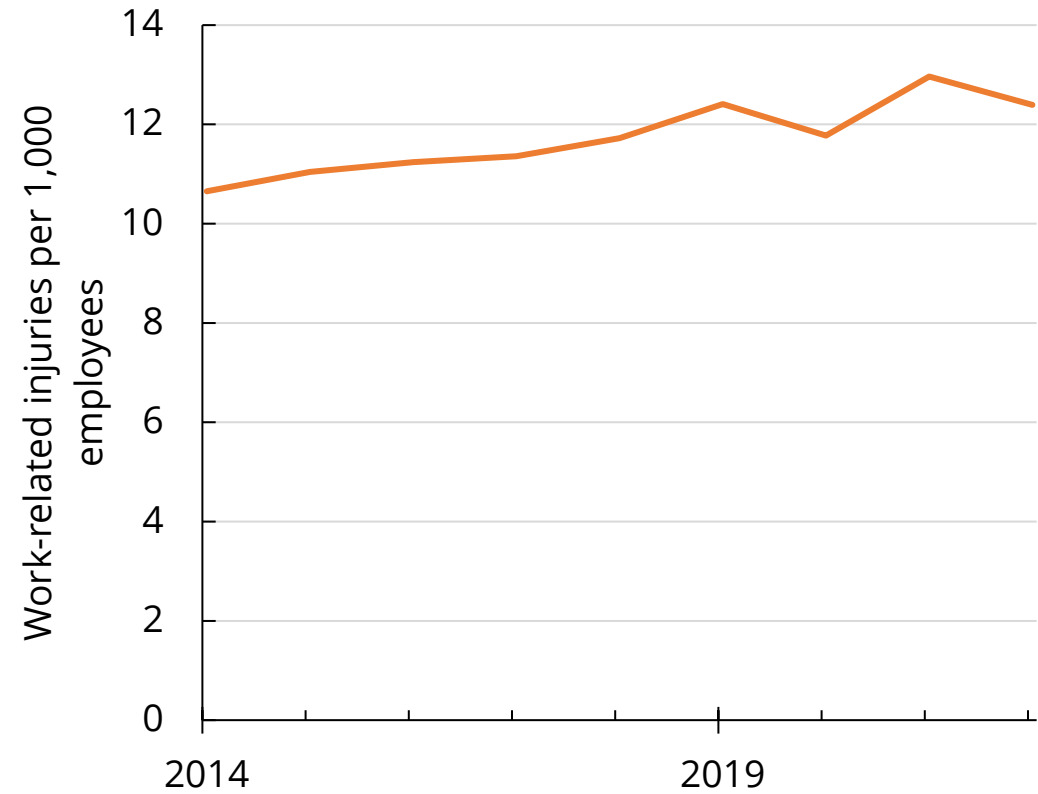
Things are (kind of) improving...

Worker injury rate (ACC new claims)



Source: ACC, Statistics NZ

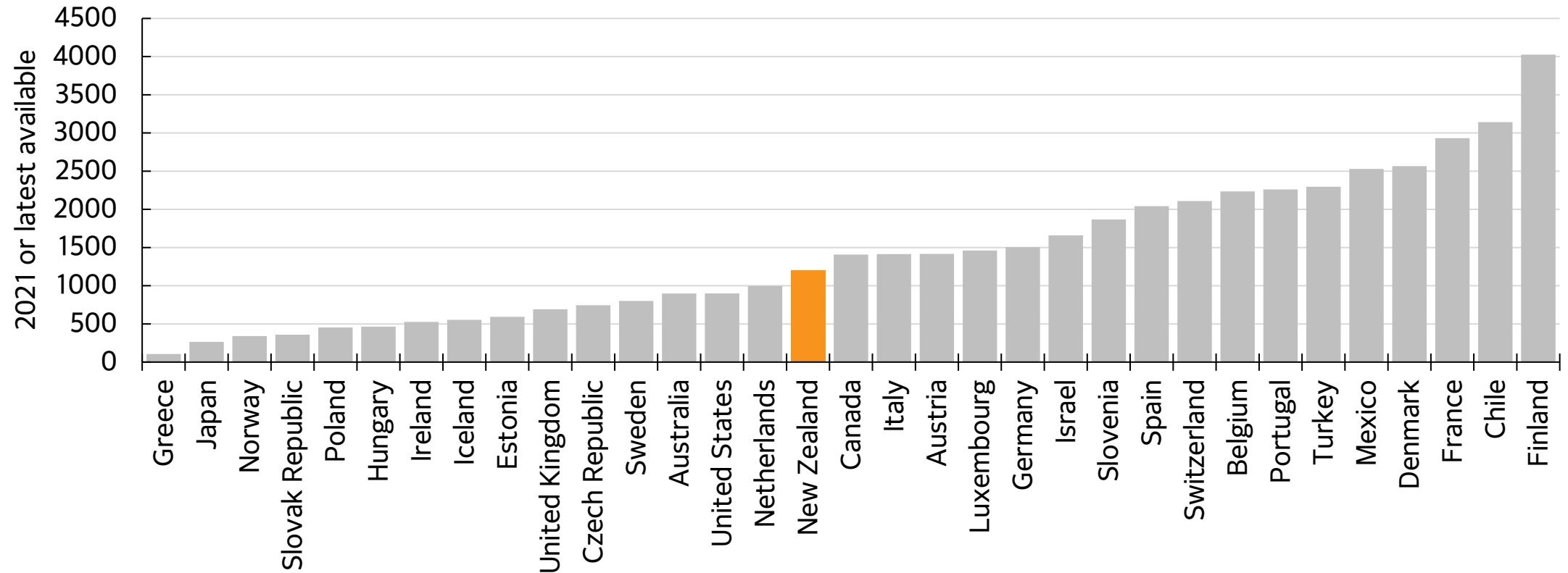
Worker injury rate - More than 1 week



Source: Worksafe, Statistics NZ

...but we *can* do better

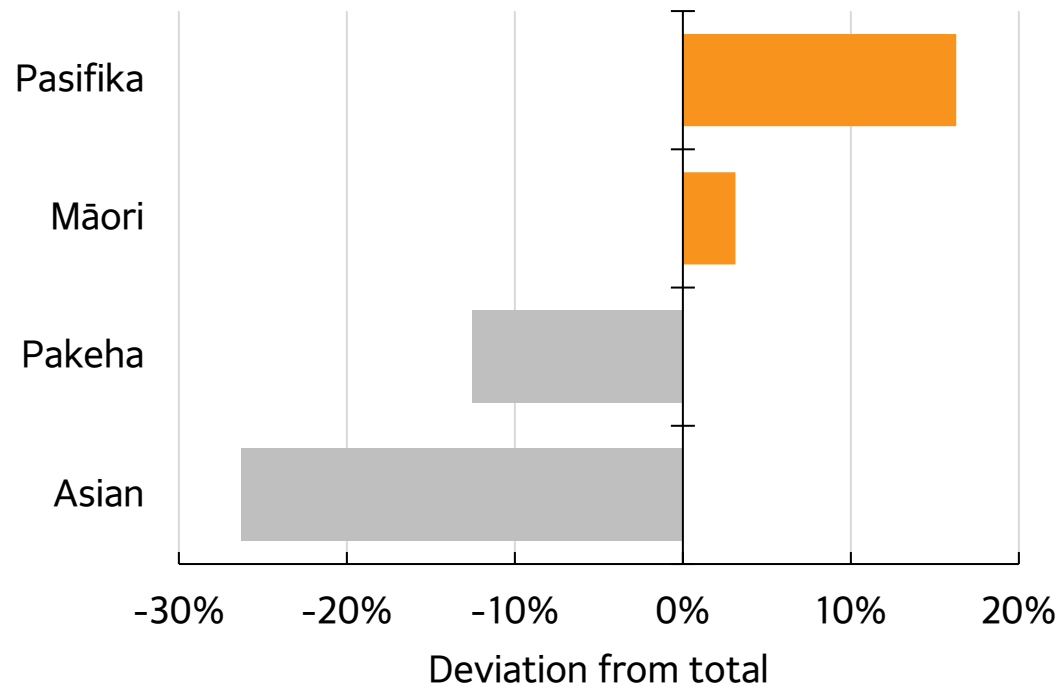
OECD Injury Prevalence Estimates



Source: OECD

Some occupations are high risk; disproportionately harming Māori & Pasifika

Injury prevalence rate deviation by ethnicity (2021)



Source: Statistics NZ, Sense Partners

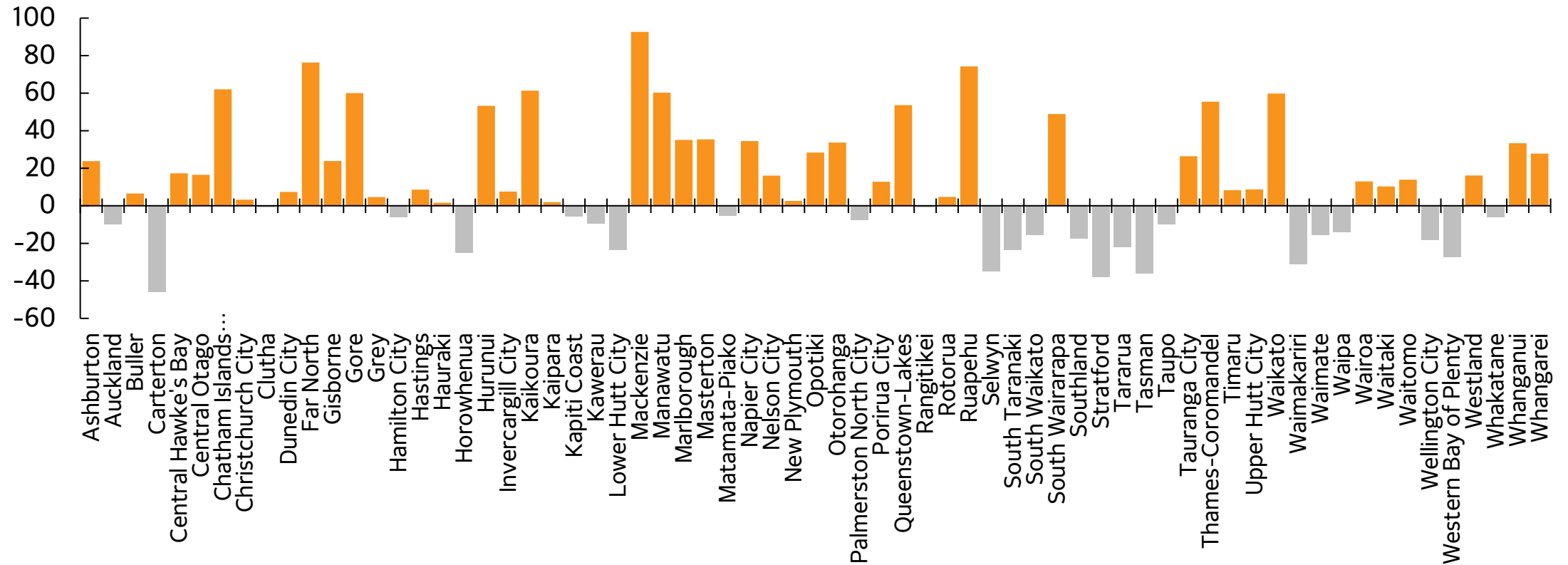
Injury prevalence rate by occupation & ethnicity

	Māori	Pasifika	Pakeha	Asian	Total
Total	84	95	71	60	81
Machinery Operators and Drivers	205	140	186	169	203
Labourers	129	165	179	84	171
Technicians and Trades Workers	132	165	160	102	166
Sales Workers	91	83	84	110	104
Professionals	24	24	24	20	26
Managers	20	28	20	37	26
Clerical and Administrative Workers	31	48	18	23	25
Other	66	58	76	37	74

Source: Statistics NZ, Sense Partners

Many regions are hurting too many people...

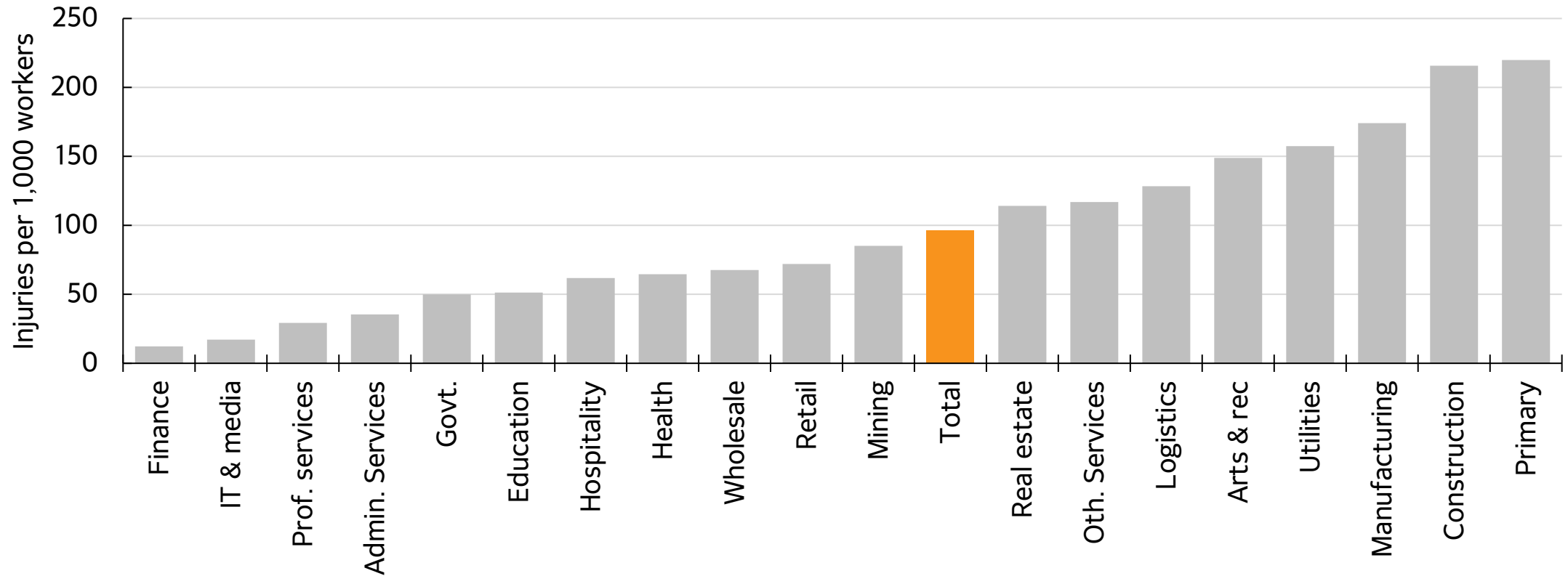
Injury prevalence regional variation due safety performance within industries (2021)*



Source: Sense Partners calculations from Statistics NZ

...not explained by industry mix

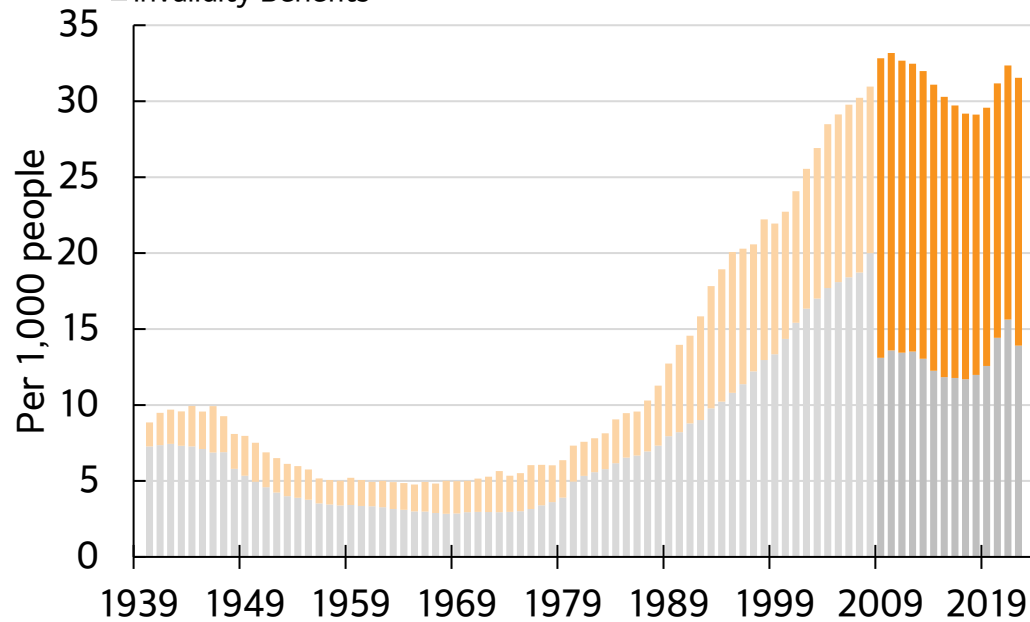
Injury prevalence by industry



160k+ out of work due to illness & injury

Health & Disability Benefits Prevalence

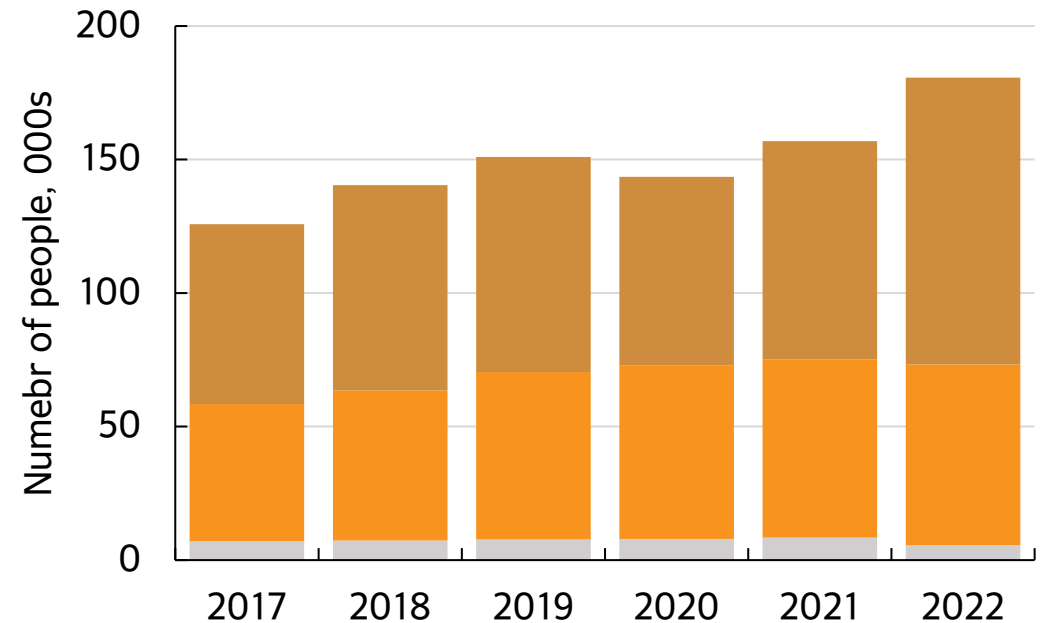
- Supported Living Payment - Health Condition or Disability (HCD)
- Jobseeker - Health Condition or Disability (HCD)
- Sickness Benefits
- Invalidity Benefits



Source: Statistics New Zealand, Year Books, MSD, Sense Partners

Illness & injury caused work reduction

- Employed looking to reduce hours
- Unemployed and not looking for work
- Unemployed and looking for work



Source: Statistics NZ, Sense Partners

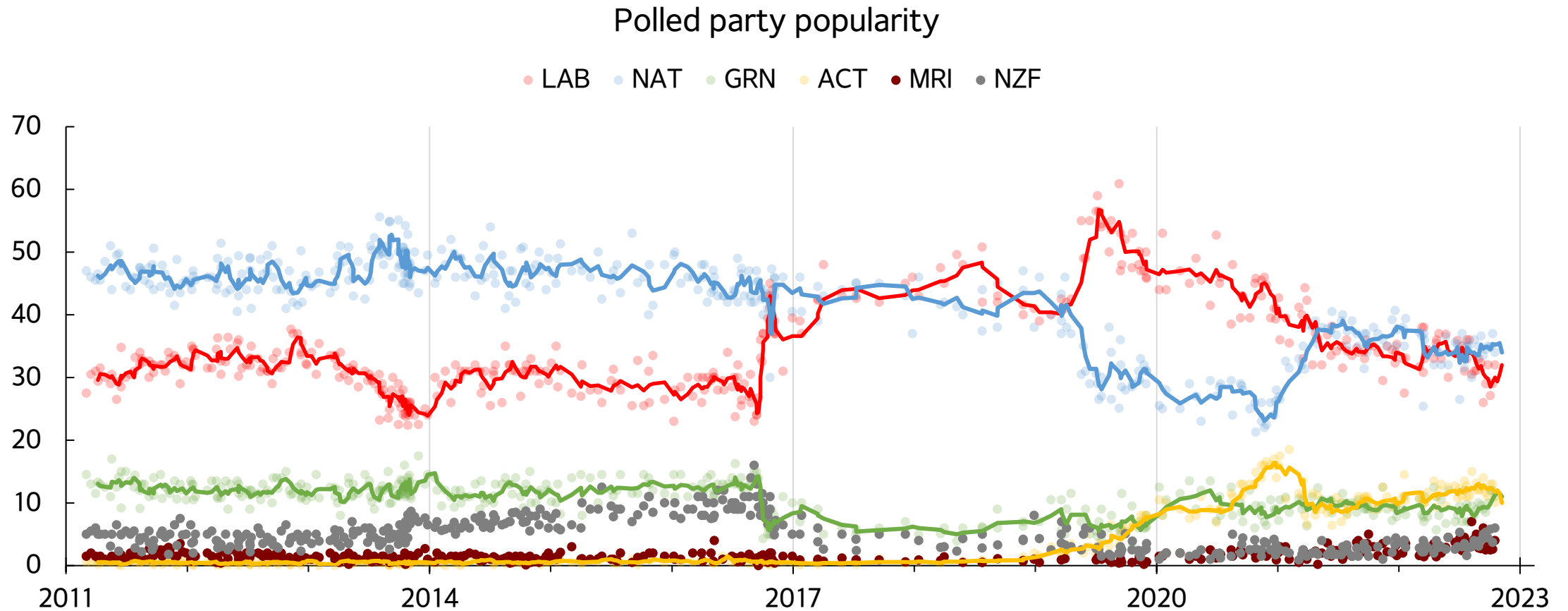


2023 priorities

General election

Economic cycle

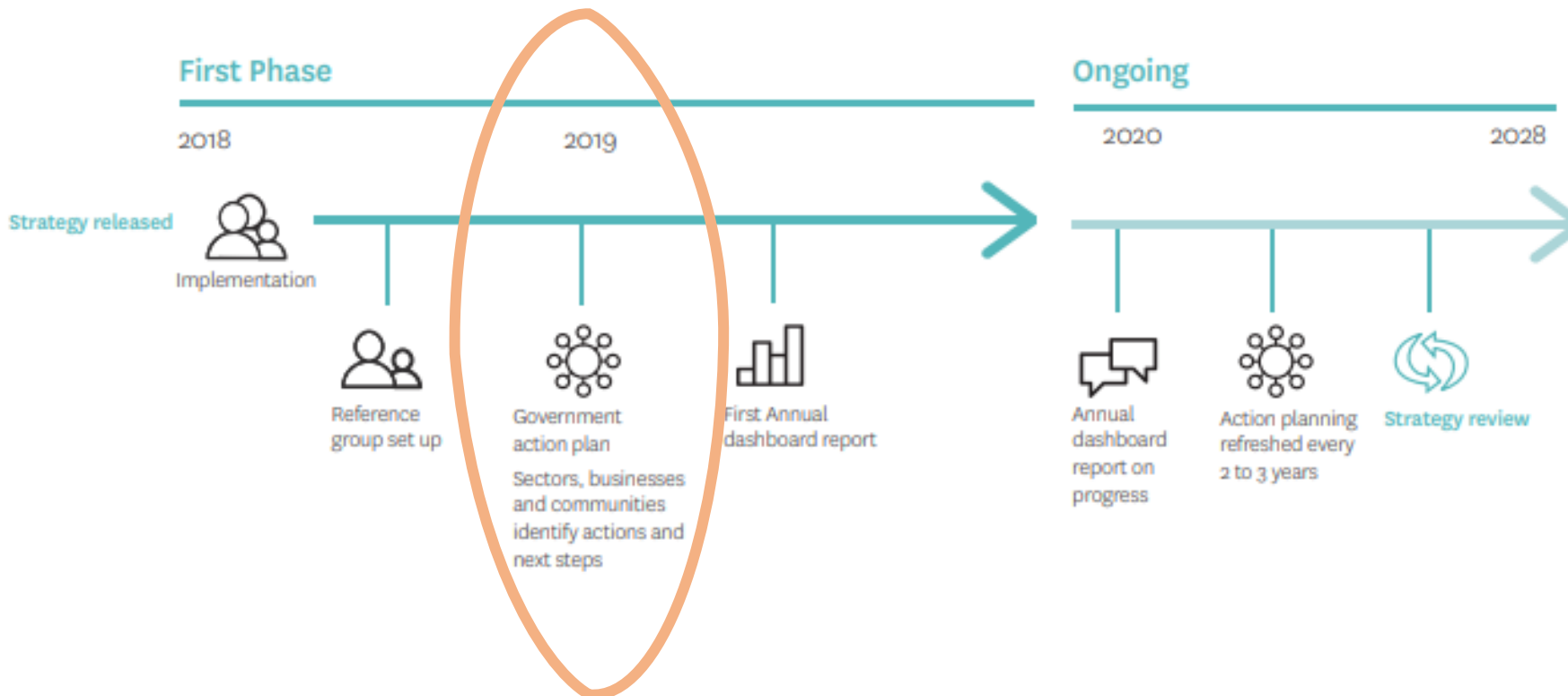
General election



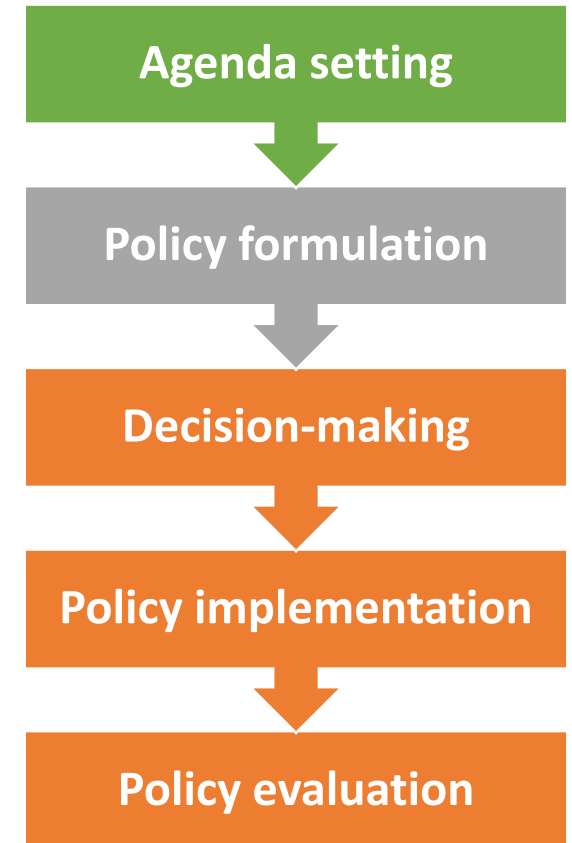
Source: Various Political Polls found on: [Opinion polling for the 2023 New Zealand general election - Wikipedia](#)

Strategy needs action

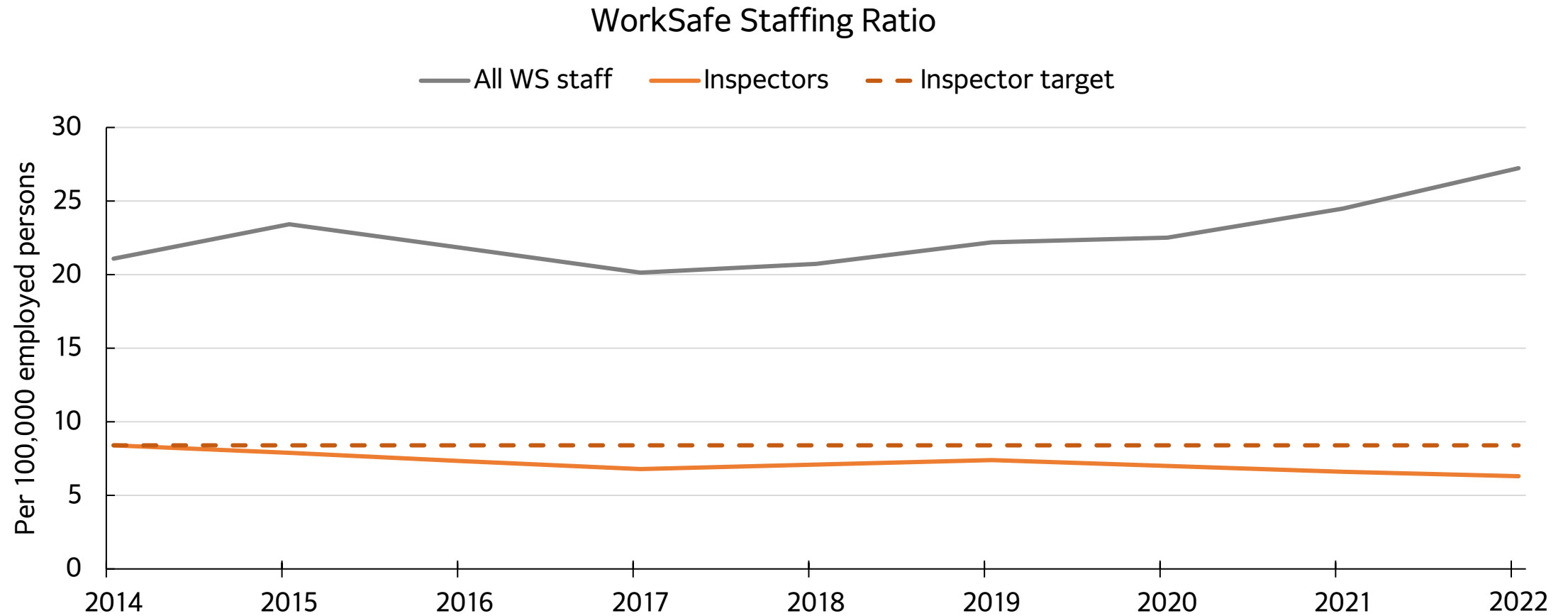
Urgency needed in action



Policy process



Regulatory focus?



Source: WorkSafe NZ

Economic cycle matters, but maybe not how we think

Boom



Work intensification

- Via 'generative' busyness in boom
- Via 'destructive' busyness in bust

Influx of inexperienced firms or workers in recovery

Relaxed or short-cut training standards in boom

Bust

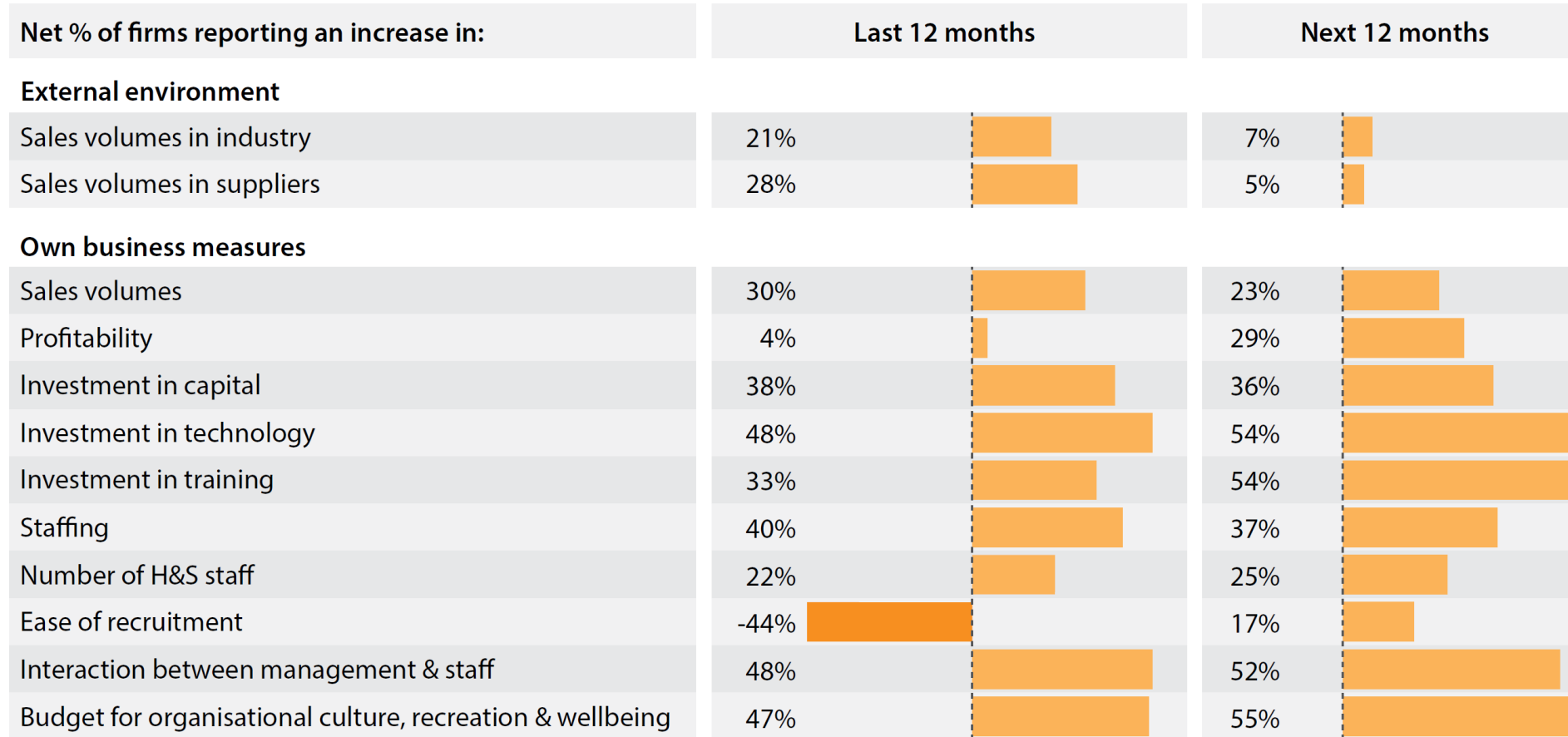


Work reduction

- Reduced output in bust

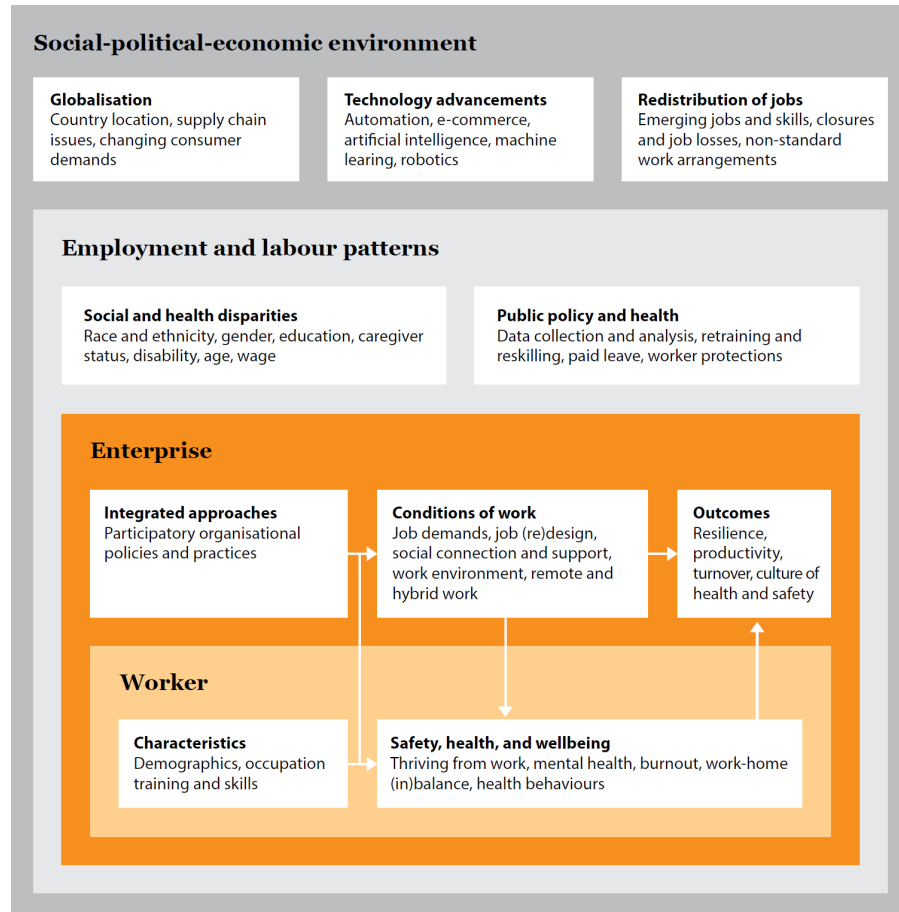
Retention of experienced workers

Forum survey shows H&S initiatives are ticket to doing business



Source: Business Leaders' Health & Safety Forum

Finding levers of control in a system



- H&S is an inter-related system
- External forces matter
- But we must focus on what we can control...
- ...leadership, culture and care within a wider context

Find the right approach

Health and safety approaches by firm size

		Resource intensive (often easier for larger firms)		
		Low	Medium	High
Relationship intensive (often easier for smaller firms)	Low	Soft policies and manuals	Minimum training Meeting procurement standards	Physical barriers and technology
	Medium		Formal learning and review Data collection and management	Voluntary training and standards
	High	Informal learning and review	Investing in individual relationships	Maintaining culture and behaviour Change management



Business Leaders' Health & Safety Forum

Key insights

- Things are improving...
- ...but we are lagging (NZ fatality rate 2x Australia; 5x UK)
- Many industries are more risk prone
- But within that concentration of risk in geographies...
- ...and mostly focus on occupations
- Systems approach...
- ...with clear levers in business' hands.



Your business:

What is getting better?

What is getting worse?

Government and the regulators:

What is getting better?

What is getting worse?

Thank you