



Focusing on what matters – *insight to impact*

ComplyWith 2018



GOOD LEADERSHIP IS ABOUT WHAT YOU...

....THINK...SAY...DO...

GOOD LEADERSHIP OF HEALTH & SAFETY

FOCUSES ATTENTION ON WHAT MATTERS

- Are you confident you are controlling your **RISKS** effectively?
- Are you confident the **RELATIONSHIPS** in your business support good H&S? Between management and workers? With clients and contractors?
- Are you confident the **RESOURCING** of your people, processes and plant is adequate to control your risks?



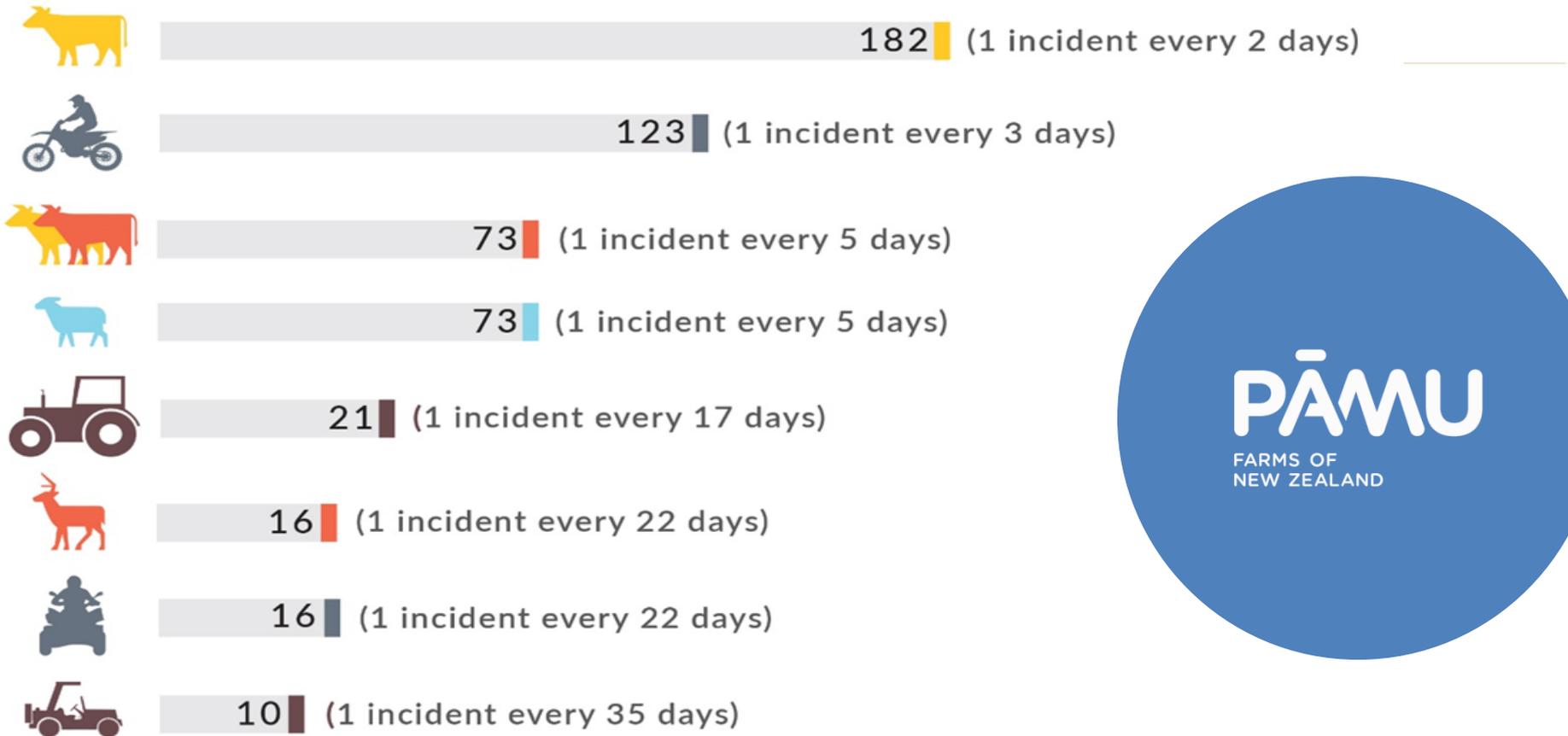
50th Anniversary

PĀMU

FARMS OF
NEW ZEALAND

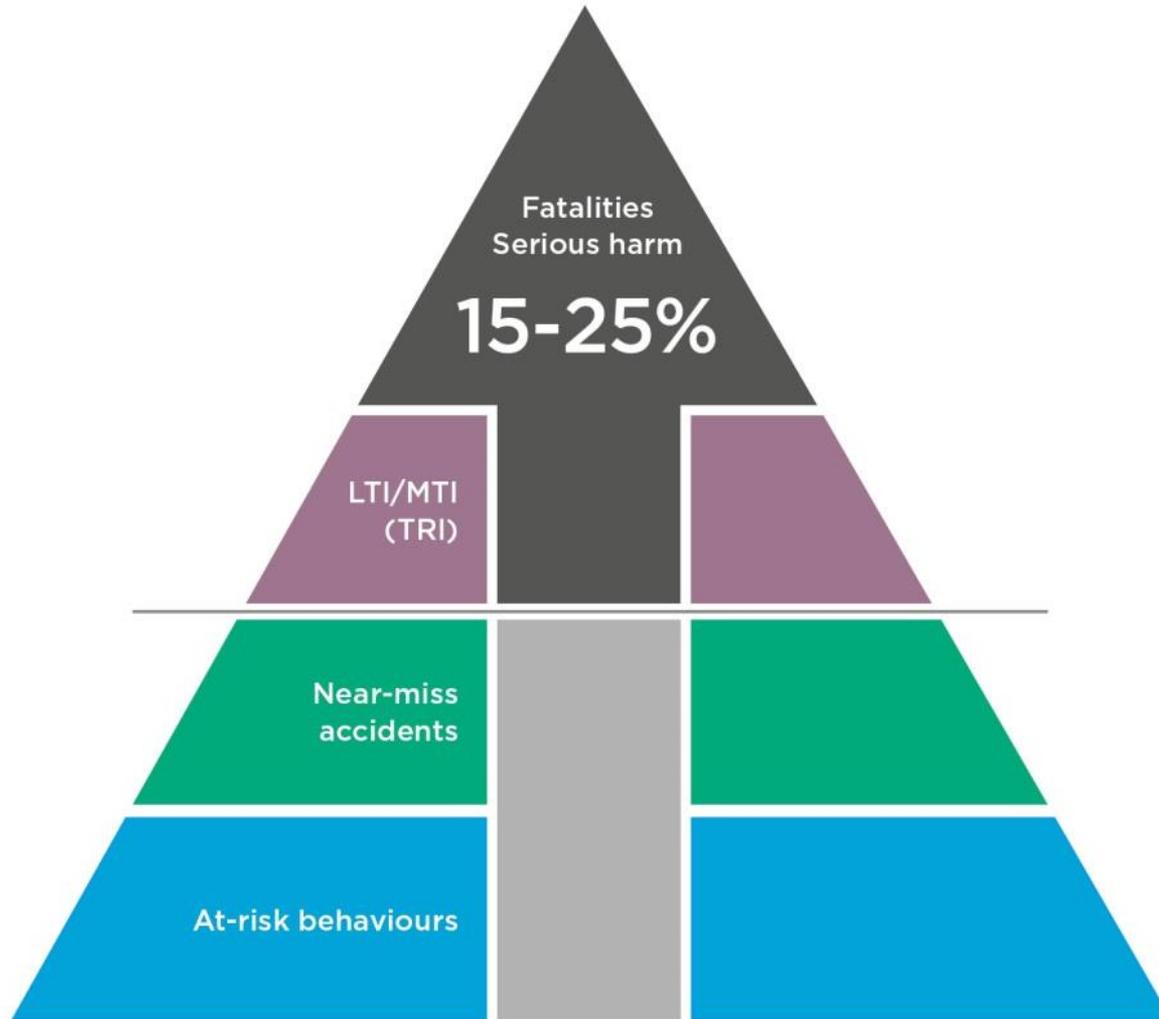
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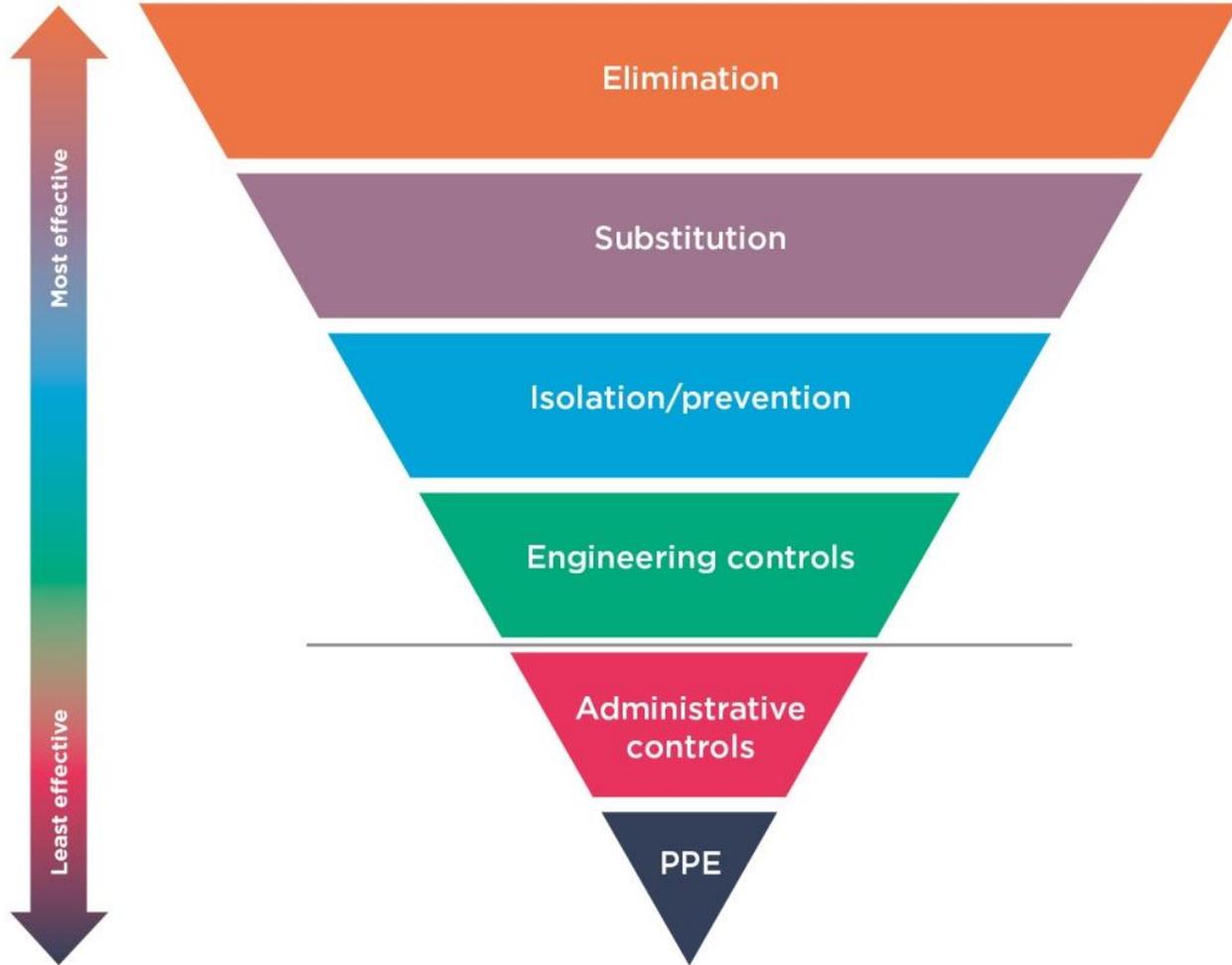




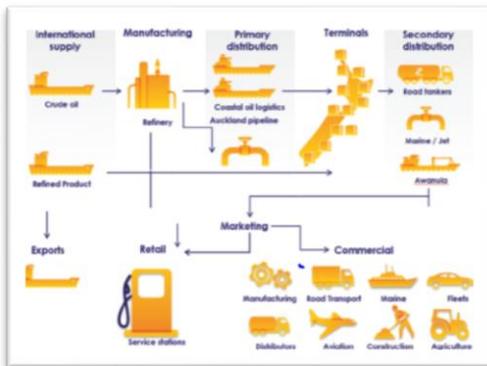
TOTAL INCIDENTS IN A YEAR





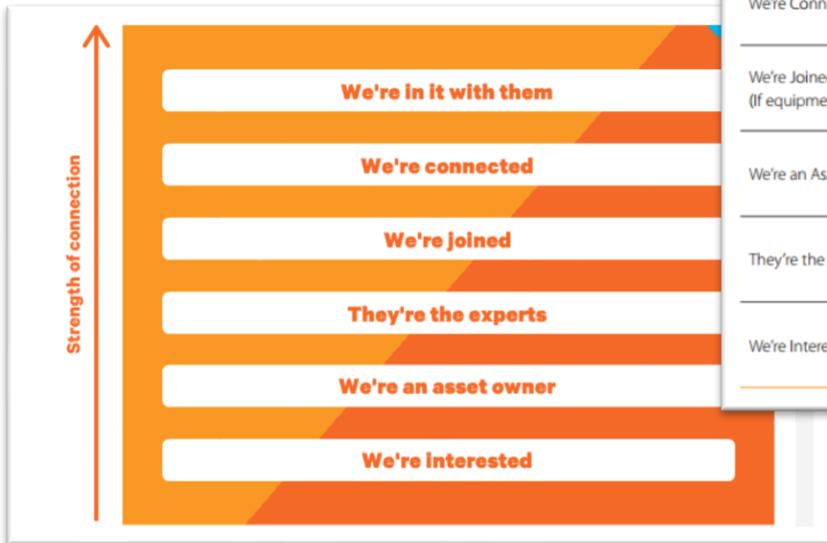






A RACI matrix shows 'who does what' across key H&S activities and determines which category the PCBU falls into

PCBU Relationship	Activities													
	HSSE Management System		Incident Management		Training		Equipment Management		Action items resulting from Assurance reviews/ Audits		HSSE Instructions/ Advice		Provide PPE	
	Z	Partner	Z	Partner	Z	Partner	Z	Partner	Z	Partner	Z	Partner	Z	Partner
We're in it with them	R	A	R	A	R	A	R	A	R	A	R	A	R	A
We're Connected	C	A	C	A	C	A	C	A	C	A	I	A	N/A	A
We're Joined (If equipment owned)	C		I		I		I	R	I		I		N/A	
We're an Asset Owner	I	A	I	A	I	A	R	A	I	A	I	A	N/A	A
They're the Experts	I	A	I	A	I	A	I	A	I	A	N/A	A	N/A	A
We're Interested	N/A	A	N/A	A	N/A	A	N/A	A	N/A	A	N/A	A	N/A	A



Relationship Success Factors

Respect

Think long-term

Relationships that can be sustained over time

Work collaboratively

Share expertise to achieve common purposes

Source: Forum-sponsored research by Dr Hillary Bennett of Leading Safety







Monitoring what matters

How to identify the critical health and safety indicators needed to understand performance in your business

A guide for CEOs

May 2016

Example 2 – health and safety dashboard



Example 1 – health and safety dashboard



The CEO's role in monitoring risk

Use these pages to consider how well your current monitoring is answering key questions about risk.

Questions about risk

1. Are both our safety and our health risks understood?

- Good risk management takes into consideration acute harm, harm to health, and catastrophic events.
- It reflects the vision of senior leaders and involves workers.
- It spans all business activities including procurement, resourcing, and the

2. Are our controls

The CEO's role in monitoring relationships

Use these pages to consider how well your current monitoring is answering key questions about relationships.

Questions about relationships

1. Do leaders demonstrate commitment to both health and safety in all relationships?

Effective relationships are essential for... and to achieve good... with workers will affect the business. Relationships in... and with others you work... affect your 'overlapping duties'... to understand the state of... business relationships.

2. Is there an effective partnership between leaders and workers on health and in safety?

3. Is communication effective in all business relationships?

4. Are the health and safety roles, responsibilities and expectations in key business relationships defined and managed?

5. Is our sphere of 'influence' and 'control' understood and effectively managed? *

...of the Health and Safety or Work Act, the steps that... ensure you take to meet their legal requirements... and on how much influence and control they have... what has created the risk.

The CEO's role in monitoring resourcing

Use these pages to consider how well your current monitoring is answering key questions about resources.

Questions about resourcing

1. Are the appropriate plant, equipment and assets to ensure effective risk management?

2. Are allocated financial resources effective risk management?

3. Are resources aligned to our risk profile, supporting our people?

4. Do we have the capability and manage risk in their roles?

5. Are health and safety practices of our business?



“

e aha te kai o te rangatira, he kōrero

The food of the chiefs is discussion

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