

Hiki cards set 01 (front)

Print this document double-sided and at 100% size.
Use the dashed lines as a guide to cut out each card.



<p>HSR ATTRIBUTE</p> <p>I help by caring about people</p>	<p>HSR ATTRIBUTE</p> <p>I help by being driven to make a difference</p>
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<p>HSR ATTRIBUTE</p> <p>I help by caring about wellbeing</p>	<p>HSR ATTRIBUTE</p> <p>I help by being a positive influence</p>
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Hiki cards set 01 (back)

Print this document double-sided and at 100% size.
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LET'S WORK TOGETHER

As a result of this, you will see...

...that if something that can be done to make this a better place to work, I can be a part of the positive change.

As my manager, I'd like you to support me by...

...listening to me and asking what I need to make the change happen.

LET'S WORK TOGETHER

As a result of this, you will see...

...me listening to my peers to understand what could make our workplace great.

As my manager, I'd like you to support me by...

...helping me to prioritise time to listen to my peers, and understanding that this is part of what makes a great HSR.



LET'S WORK TOGETHER

As a result of this, you will see...

...our people all getting behind "the why" of what we do.

As my manager, I'd like you to support me by...

...allowing me time to build relationships and, when appropriate, giving me a seat at the table with decision-makers.

LET'S WORK TOGETHER

As a result of this, you will see...

...me championing or driving initiatives that contribute to this being a mentally healthy place to work.

As my manager, I'd like you to support me by...

...unlocking time and resource to support the wellbeing of our team.



Hiki cards set 02 (front)

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<p>HSR ATTRIBUTE</p> <p>I help by listening and observing</p>	<p>HSR ATTRIBUTE</p> <p>I help by chairing meetings</p>
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<p>HSR ATTRIBUTE</p> <p>I help by being respected by my peers</p>	<p>HSR ATTRIBUTE</p> <p>I help by being confident to speak up</p>
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LET'S WORK TOGETHER

As a result of this, you will see...

...well-run H&S meetings that stay on time and have a clear list of actions coming out of them.

As my manager, I'd like you to support me by...

...allowing me time to attend meetings or korero relevant to my role as an HSR.

LET'S WORK TOGETHER

As a result of this, you will see...

...an HSR who is in touch with the attitudes and feelings of their peers, and who is able to speak to the worker point of view on issues.

As my manager, I'd like you to support me by...

...allowing me to bring my peers' point of view forward in a positive and constructive way.



LET'S WORK TOGETHER

As a result of this, you will see...

...an HSR you can trust to share issues that have been raised by their peers.

As my manager, I'd like you to support me by...

...giving me a safe space to communicate with you.

LET'S WORK TOGETHER

As a result of this, you will see...

...an HSR who acts authentically, with integrity, and is able to influence positive change.

As my manager, I'd like you to support me by...

...allowing the time or means to communicate and maintain good relationships.



Hiki cards set 03 (front)

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<p>HSR ATTRIBUTE</p> <p>ADVANCED</p> <p>I help by being a point of contact for ongoing H&S issues</p>	<p>HSR ATTRIBUTE</p> <p>ADVANCED</p> <p>I help by advising on policies and procedures from a worker viewpoint</p>
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<p>HSR ATTRIBUTE</p> <p>ADVANCED</p> <p>I help by advising on risk management</p>	<p>HSR ATTRIBUTE</p> <p>ADVANCED</p> <p>I help by talking to decision makers on behalf of workers</p>
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As a result of this, you will see...

...policies and procedures that are relevant, up-to-date, and contain the expertise of the workers in their design.

As my manager, I'd like you to support me by...

...allowing me to contribute at the right time - the beginning of the process - and permitting me time to talk to other workers.

LET'S WORK TOGETHER

As a result of this, you will see...

...me encouraging action is taken to solve longstanding H&S issues, and relaying the information back to my peers.

As my manager, I'd like you to support me by...

...helping me to manage, monitor and improve organisational risks.

Giving me time, resource and assurance.



LET'S WORK TOGETHER

As a result of this, you will see...

...how an HSR is the bridge between the 'voices of experience' (workers), and the 'voices of intent' (leadership).

As my manager, I'd like you to support me by...

...backing me and trusting me to seek the 'win-win' around issues that matter.

Valuing and supporting the important role that HSRs play.

LET'S WORK TOGETHER

As a result of this, you will see...

...risks are better managed and work-design has included the viewpoint of the experts (the workers who do the mahi).

As my manager, I'd like you to support me by...

...ensuring that risk management is the responsibility of everyone, but valuing my contribution representing the voices in our team.



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