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**Report on review of the
ACC-WorkSafe Harm Reduction Action Plan 2019-2021
and
presentation of priority and focus areas for
2022–2023**

Final 12 July 2022



Contents

1	Background and context	3
1.1	Our obligations	3
1.2	Being relevant and responsive in our review	3
1.3	Scope of 2022-2023 HRAP review	4
2	Review findings	4
2.1	What we said we'd do	4
2.2	What we've done – work programmes, initiatives and actions	5
2.2.1	Overview of progress	5
2.2.2	Collaborative relationships and strategic partnering	6
2.3	Outcomes	7
2.3.1	Performance of the 2019-2021 HRAP	7
2.3.2	System-level outcomes	7
3	What is planned - HRAP 2022-2023	8
3.1	2022-2023 focus areas	9
3.1.1	Priority sectors, cross-sector risks, supports and enablers	9
3.1.2	Lifting the maturity of the health and safety system	10
3.2	How the plan will be funded	12
4	Conclusion and next steps	13
5	Appendix 1: Legislative requirements	14
6	Appendix 2: 2019-2021 HRAP – Progress to date and plans for 2022-2023	15

1 Background and context

ACC aims to reduce the incidence and severity of injuries to improve the quality of life of workers in New Zealand, and WorkSafe's mandate is to contribute to, and promote, health and safety performance at work in New Zealand.

The joint Harm Reduction Action Plan (HRAP) is the plan and framework for action to improve the health and safety of workers in New Zealand. It is intended to support the agencies' coordinated investment and effort to achieve the shared goal of preventing work harm, by collaborating and using the unique strengths of each to maximise the returns for New Zealanders.

1.1 Our obligations

The Harm Reduction Action Plan (HRAP) meets the legislative¹ requirement for ACC and WorkSafe to have a workplace injury prevention action plan (Plan), in place at all times and reviewed at least every three years. It comprises ACC's and WorkSafe's focus areas aimed at preventing work harm and reducing work injuries and fatalities (actual or potential) affecting New Zealanders, irrespective of how the activities are funded.

It acts on the goals and priorities of the Health and Safety at Work Strategy 2018-2028, WorkSafe's Strategy 2018-2022 and ACC's Injury Prevention Strategy and priorities and is intended to complement the agencies other activities. The Plan:

- a. outlines all workplace injury prevention programmes that will be undertaken by WorkSafe and ACC (jointly or separately) in the period to which the Plan relates; and
- b. states how those programmes are to be funded; and
- c. states the amount of funding where funding from one agency is to be used to fund programmes undertaken by the other agency.

1.2 Being relevant and responsive in our review

The New Zealand work environment is changing at a pace never seen before. Factors such as technology, shifting demographics, and the global pandemic have accelerated the emergence of new forms of work. While this presents challenges it also provides opportunities to reimagine, redefine and evolve New Zealand's workplaces and workforces in ways that will enhance productivity and allow people to be healthy, safe and thrive in the new realities of work.

Achieving system-level responses that keep pace with these changes requires mandates at the societal, organisational and individual level and the joining up of agendas of organisations and societal ecosystems. ACC and WorkSafe, together with their sector and agency partners, are responding to this by catalysing step-changes required in the health and safety system through transformational initiatives such as the proposed establishment of the Health and Safety Action Leadership Council and an alternative approach to funding WorkSafe.

The agencies are also gearing up to proactively support the transition of the New Zealand health system into a single health service working in partnership with Māori to improve services and health outcomes. ACC and WorkSafe expect to partner with the sector through its transition period to co-design and deliver interventions that will maintain a workforce which is healthy and safe and to bring about long-term changes in behaviour.

¹ S264A Accident Compensation Amendment Act 2001; s196 Health and Safety at Work Act 2015

All of these transformational initiatives are expected to be substantially progressed within the 12-month period to June 2023. The impact of these together with the extraordinary pressures on New Zealand workplaces and organisations will fundamentally influence the agencies forward work programmes and therefore the direction and content of future HRAPs.

To this end the next HRAP will be for a 12-month period to June 2023. This shorter planning cycle will enable the HRAP to better reflect solutions that are relevant and responsive to the dynamic and evolving work environment and recognise the continued need for ACC, WorkSafe and the wider health and safety system to quickly adapt and lean-in to collectively and effectively, act on addressing the challenges and opportunities faced by New Zealand workplaces and workers.

1.3 Scope of 2022-2023 HRAP review

ACC and WorkSafe have conducted a joint review of the 2019-2021 HRAP to inform the next Plan. The review sought to:

- a. confirm, or otherwise, if the programmes and initiatives in the HRAP have progressed and are still addressing a relevant need; and
- b. identify any new or emerging needs and programmes and initiatives (planned or underway) that will address these needs.

Based on the outcomes from the 2019-2021 HRAP review, ACC and WorkSafe will publish an appropriate output which notes or points parties to those programmes and initiatives in the current HRAP that are still valid, and any that are new, planned or underway (which may be contained in other published documents), to reflect the intent of the 2022-2023 HRAP.

The next review of HRAP will be undertaken during the 2022-2023 financial year.

2 Review findings

2.1 What we said we'd do

The 2019-2021 Harm Reduction Action Plan identified five priority sectors, three cross-sector risks, and three support and enabling areas of focus (see Figure 1 below). These were identified based on the volume, frequency, or seriousness of injury related claims experienced by workers in the period prior, or because of the opportunities they presented to effect significant behaviour change. The initiatives associated with each of these areas of focus are set out in Appendix 2.

Figure 1: Sectors, risks, and supports and enablers for focus

Priority Sectors	Cross-sector risks	Supports and enablers
1 Agriculture	1 Body stressing	1 Incentives
2 Construction	2 Vehicle related injuries	2 Worker engagement, participation and representation
3 Forestry	3 Work-related health risks	3 Workers with greater need
4 Healthcare and social assistance		
5 Manufacturing		

2.2 What we've done – work programmes, initiatives and actions

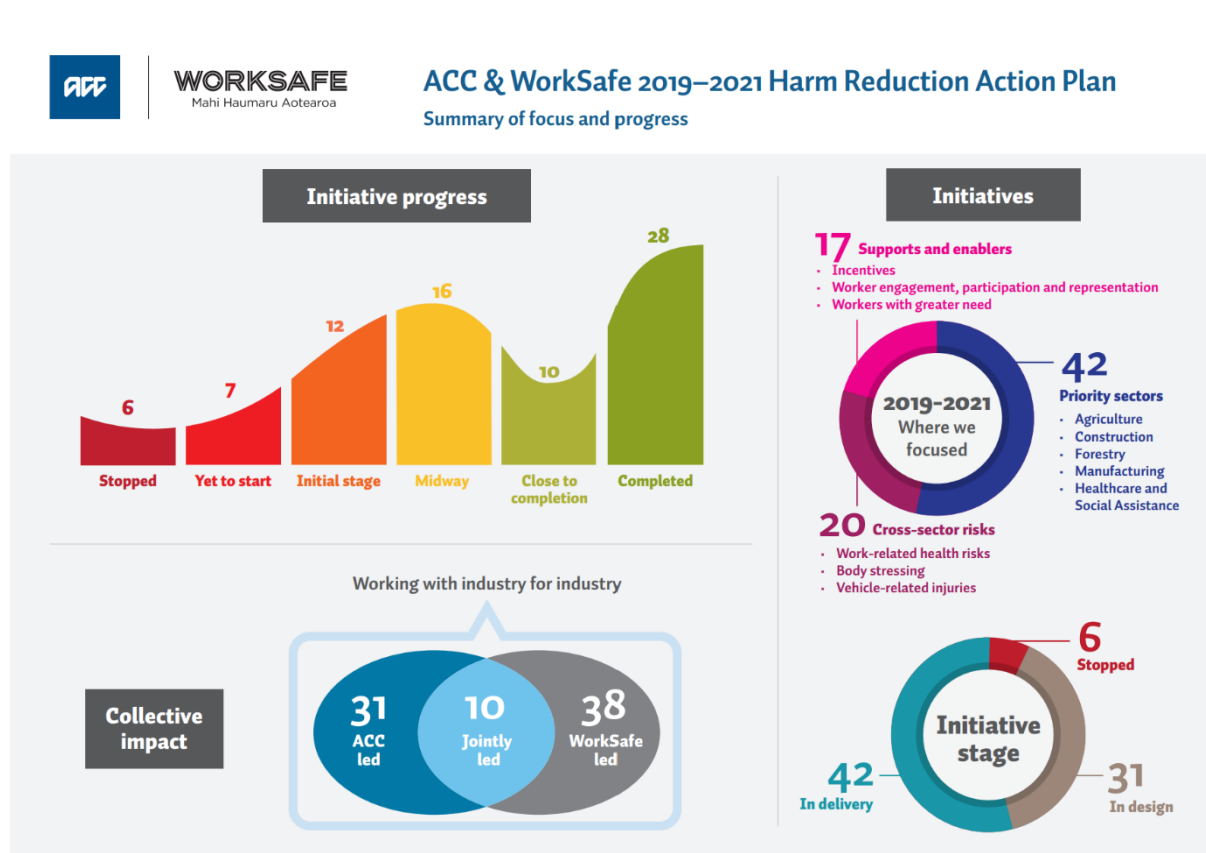
2.2.1 Overview of progress

In spite of the unprecedented shock of the pandemic on New Zealand industries, workplaces and the agencies, good progress has been made towards delivering on the commitments of the 2019-2021 HRAP.

Around 80 Initiatives have been researched, designed, are in delivery or have been completed over the period of the Plan, through the work of the individual agencies or shared workplans and partnerships established between the agencies and sector groups.

Figure 2 below provides an overview of the current² status of progress of the initiatives across the priority sectors, cross-sector risks, and supports and enablers areas of focus. Details of the actions taken to achieve this progress is set out in Appendix 2.

Figure 2: 2019-2021 Harm Reduction Action Plan summary of focus and progress



The agencies' continued adoption of more agile ways of working³ during the period of this Plan has been crucial to sustaining momentum and ensuring fit-for-purpose and fit-for-time solutions. This has included the adoption of pilots to test innovations and concepts which have enabled the agencies to understand the value of new initiatives and their potential to achieve impact at scale, and use these learnings to pivot and adapt direction and focus. A good example of this approach in action was the pivot to rapidly adapt training modules from face-to-face to on-line delivery, in

² Reflects work up and including March 2022

³ Agile working is about bringing people, processes, connectivity and technology, time and place together to find the most appropriate and effective way of working to carry out a particular task: <https://habitation.com/what-is-agile-working>

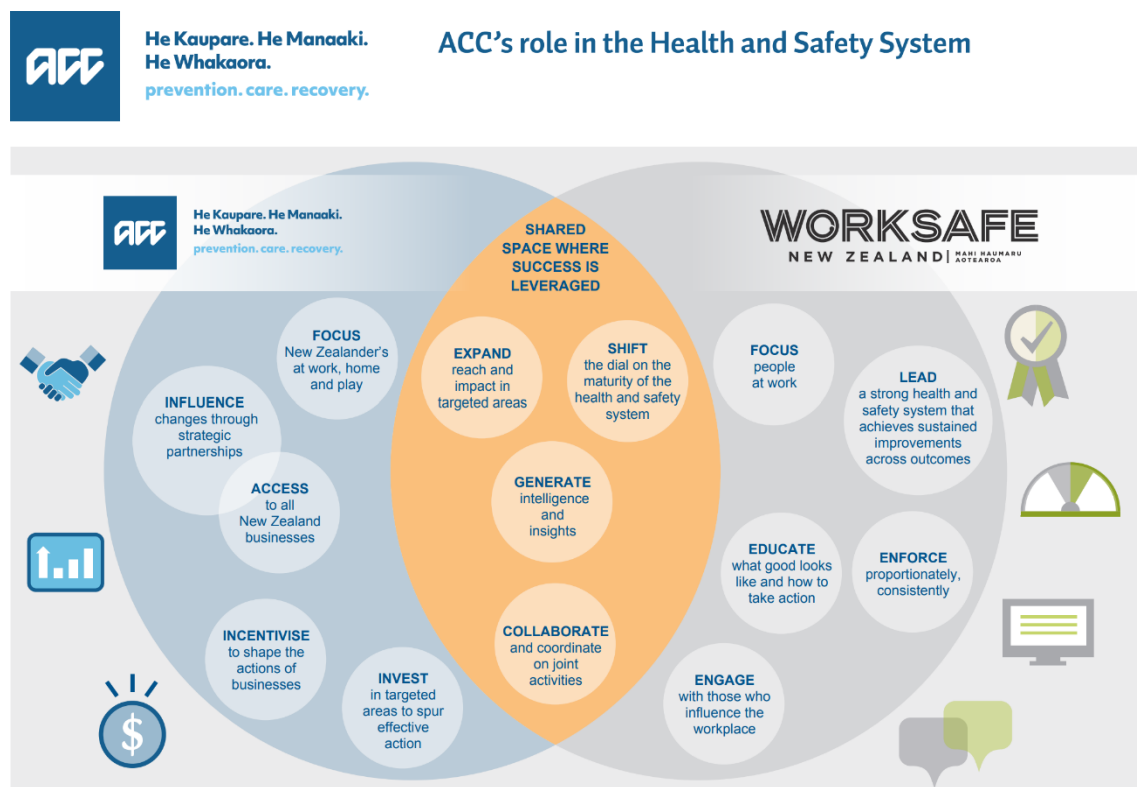
response to changes in sector capacity and the pandemic, to improve participation and uptake during Covid-19 shutdowns.

This way of working meant some initiatives were stopped, and others adjusted, during their exploratory or establishment phase which allowed efforts and resources to be deployed to investments that were well targeted and offered the best returns for New Zealand. The current status of individual in-design and in-delivery initiatives is presented in Appendix 2.

2.2.2 Collaborative relationships and strategic partnering

As was the intention of HRAP, clarity around focus areas has fostered greater coordination between ACC and WorkSafe and the way the agencies have worked together over the last three years has evolved. It has become a much more collaborative relationship, where each agency is more adept at applying its unique levers to achieve an integrated and nimble approach to the design and delivery of HRAP initiatives.

Figure 3: Leveraging what is unique to ACC and WorkSafe



There have been a wide range of engagements at all levels of the agencies from Executive Teams at a strategic level, to operational collaboration between customer facing teams in design, implementation, and promotion. The two organisations are meeting directly, at least monthly, as well as interacting through representation on working groups, panels, and shared sector partnerships, such as the Work Injury Prevention Investment Panel, HASNZ, CHASNZ, ShopCare, and Safer Farms.

While collaborative planning practices, co-design and co-funding approaches remains an evolving journey for ACC and WorkSafe, there have been steadily increasing opportunities for the agencies to work more closely across the HRAP focus areas. The agencies are now better at targeting and sharing resources to greater effect across a range of complementary initiatives. The use of Crush

Protection Devices (CPDs) on quad bikes is good example of this where WorkSafe clarified its policy setting out the expectation about installing CPDs on quad bikes used for work, and ACC simultaneously designed and launched a subsidy to cover a portion of the cost of CPDs offered to the agriculture industries with higher rate of injuries on quadbikes.

The authentic partnering with sector leadership groups, such as CHASNZ, HASNZ, FISC and ShopCare, has been essential in seeding and driving system-wide change. Further success and investment in this area will be key to the mutually successful implementation and delivery of improvements and solutions going forward. Enabling others to influence and lead will amplify the reach and impact of interventions.

2.3 Outcomes

2.3.1 Performance of the 2019-2021 HRAP

While real progress has been made at an activity level across all the 2019-2021 HRAP priority areas, it has not been possible to determine the direct impact these actions have had on the outcomes targeted in the Plan. In part this is due to the nature of the interventions which anticipated research, design, and the commencement of delivery as the core deliverables across the period of the Plan. This means the majority of initiatives that were planned for and activated throughout 2019-2021 will only start to generate measurable outcomes in the next 1-3 years. An example of this is the Workplace Injury Prevention Grant programme where, so far, 1 of 15 projects is in delivery and producing measurable injury reduction outcomes.

System-level measures and targets do provide an overview of how the health and safety system is performing and can provide a lens to understand the overall impact of the HRAP. Three system targets were set by the Government in 2013 as part of a general commitment to improving health and safety outcomes. These provide useful insights into long-term trends for New Zealand, on which efforts within the HRAP can be viewed at an overall level (discussed below). A weakness of those targets is that they focus on only one objective of the health and safety system and do not cover work-related ill health, which is the greatest source of work-related harm.

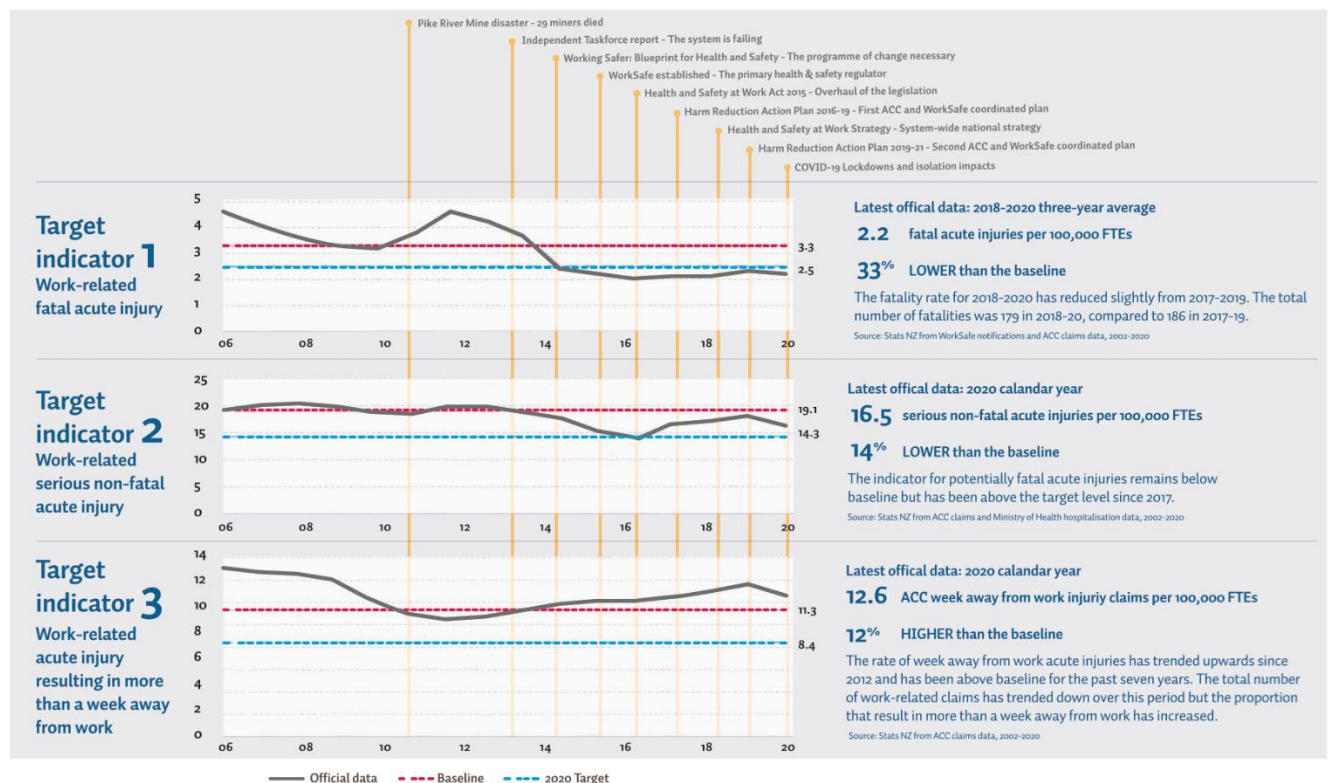
There has been work at a system level to build broader sets of indicators for the health and safety system over the last few years, including the Government Health and Safety Strategy Outcomes Dashboard in late 2019. WorkSafe has recently built off these efforts by redeveloping its own Strategic Outcomes Framework which has a comprehensive suite of outcome indicators and impact measures. These include the three injury indicators that are part of the system targets (acute fatalities, serious non-fatal injuries and WAFW injuries) alongside other indicators of work-related health, and essential enablers for improved outcomes – such as leadership, workforce capability, worker participation and effective risk management.

This will provide a foundation for both agencies to use in the development of future HRAP's as a fit-for-purpose monitoring and reporting framework that will allow the outcomes of future joint Plans to be tracked and reported.

2.3.2 System-level outcomes

What is evident from available data on the three system targets from 2013, is that despite some early improvements (Figure 4) New Zealand can clearly improve on making work health and safety better for everyone as part of the country's wider goal of fair, safe and productive work.

Figure 4: New Zealand outcomes against target indicators



General trends provide useful insights into the impacts of interventions on health and safety outcomes and targets, particularly those seen up to 2019 (results for 2020 were affected by the impacts of COVID-19 lockdowns and knock-on implications on economic activity, which impacted different sectors in different ways). Through this lens, the target reduction to baseline in fatalities was met. On the other hand, while there was a reduction to baseline for serious non-fatal injuries - this was less than the target, and the rate of injuries with more than a week away from work increased. Note these general trends precede the implementation of the 2019-2021 HRAP programmes.

Accelerating and making sustained improvements in health and safety outcomes requires continued action at all levels, especially by those with the biggest influence on work and the workplace. There are already initiatives underway through the 2019-2021 HRAP that reflect this approach, specifically in transport, farming, and forestry sectors where WorkSafe and ACC are supporting industry groups to rethink how work is designed, set up and carried out.

What is evident, however, is that while there has been progress in improving health and safety outcomes, targeted investments are likely to undershoot their potential if deeper capabilities and higher levels of maturity are not deliberately and assiduously developed across the entire New Zealand health and safety system. Raising the maturity of the health and safety system is a key matter that the agencies, in collaboration with industry partners, are committed to addressing.

3 What is planned - HRAP 2022-2023

The 2022-2023 HRAP describes how the agencies will continue to apply their unique levers to help align, catalyse and support industry, cross-agency, and cross-system collaboration to achieve a strong and united approach to work injury prevention that will minimise the incidence and impact of injury in the workplace.

3.1 2022-2023 focus areas

3.1.1 Priority sectors, cross-sector risks, supports and enablers

Agriculture, Construction, Forestry, Healthcare and Social Assistance, and Manufacturing remain the priority sectors of focus for the 2022-2023 HRAP. Initiatives to address cross-sector risks continue to be focused around Body stressing, Working in and around vehicles risks, and Work-related health risks; and Incentives, Worker engagement, participation and representation, and Workers with greater needs which include Māori, stay as important supports and enablers of change.

Overall, the Plan is characterised by a strong push to translate the outputs that were designed in the 2019-2021 HRAP into delivery, build on and evolve initiatives that have been implemented so they continue to meet the changing needs of organisations and individuals, and achieve key strategic shifts in the health and safety system.

The resulting collection of initiatives is a focused, coordinated, and executable portfolio of activities that are aligned with the Health and Safety at Work Strategy 2018-2028 and the strategic direction of each agency, make the best use of limited resources, are expected to produce an acceptable contribution to return on investment, and strike a reasonable balance between investment in targeted interventions and system-level transformation. These initiatives are set out in Appendix 2 under the heading “What we are planning to do”.

The following section provides insights into the direction of the interventions that will be progressed for some of the areas of focus during the period of this Plan.

Priority sectors

Activity related to the **construction sector** will intensify as effort shifts from research and design phases into implementation over the next 12 months. There will be a strong emphasis on working with the Construction Sector Accord to influence greater focus on health and safety in government procurement and bring interventions closer to the source of influence and control. Industry leadership groups will remain a critical delivery partner as ACC and WorkSafe seek to increase visibility of the strategic health, safety, and wellbeing agenda with the sector, and increase uptake and adoption of initiatives that have been developed.

ACC and WorkSafe will increase investment in co-designing and delivering a range of specific interventions in strong partnership with the **manufacturing sector**. The Food Product, Wood Product, Fabricated Metals and Furniture sub-sectors will be specific areas of attention.

For the **agriculture** sector, there will be strong focus on taking current initiatives to scale, measuring impact and outcomes, and supporting Safer Farms to commence implementation of the ‘Safer Farms strategy’.

In the **forestry sector** activity will continue to be oriented around upstream interventions, and supporting the Forest Industry Safety Council in the delivery of system leadership programmes.

Given the degree of change to the **health sector** that is expected to occur through the establishment of the new national entities, Health New Zealand and the Māori Health Authority, and the significant impacts transformation of this magnitude are likely to have on health and related workforces, both agencies expect to work closely together and with the sector to ensure new or increasing incidents of harm do not emerge.

Cross-sector risks

Reducing **body stressing** injuries (identified by WorkSafe as work-related musculoskeletal disorders – WRMSDs), will be a focal point with sector groups and some ACC Injury Prevention Grant recipients (via connection with and leverage off the specialist practice and guidance support provided by WorkSafe). An example of this is the joint agencies support of CHASNZ to deliver their ‘work should not hurt’ programme.

Supports and enablers

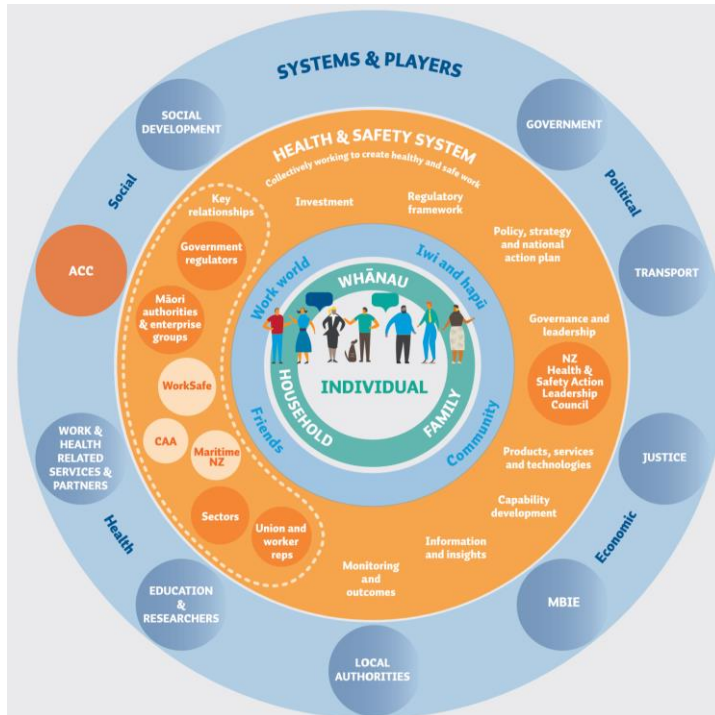
Strengthening partnership with Māori and making collective efforts to reduce injuries for Māori is a key commitment in improving the support and enablement of **workers with greater need**. All initiatives in the Plan will be designed and delivered with an equity lens, and both agencies have identified initiatives that are underway and planned which would benefit from a more ‘joined-up’ approach. The agencies will partner with Māori to identify opportunities to actively pursue the achievement of equitable health and safety outcomes for Māori, and co-design solutions that embrace and apply mātauranga Māori.

Incentives related activities will be centred around monitoring the impacts and outcomes of the \$12.7 million currently committed to recipients of the ACC Injury Prevention Workplace Grants, as they move into delivery. The grants and subsidies programme will now move into its fourth year of delivery so an independent review and future option analysis will be completed by the end of the 2022-2023 year.

3.1.2 Lifting the maturity of the health and safety system

Well-functioning mature systems are essential to change social norms and to disrupt complacent attitudes and acceptance of avoidable death, injury, and harm (see Figure 5 for the elements of an effective health and safety system). Achieving the next step in performance at scale relies on lifting system maturity, without which investment will be limited to producing results constrained to segments of the system.

Figure 5: The elements of an effective health and safety system



Taking more of a systems-level approach (in conjunction with targeted interventions and initiatives) and contributing to lifting system performance, will require investment of time and energy from many stakeholders for long-term sustainable outcomes. Essential to this is:

a. Continuing to develop a strongly connected, coordinated and aligned approach between the two agencies

The 2021 ACC internal audit⁴ of the HRAP found that communication between the agencies (ACC and WorkSafe) to avoid overlap was not always successful and differences between the agencies were recognised but not always effectively resolved. This reflects that, until recently, HRAP has been more of a conjoining of WorkSafe's and ACC's strategic priorities. The changes in this approach highlighted elsewhere in this report will be a key part of the 2022-2023 HRAP.

The adoption of a shorter 12-month horizon before producing the next HRAP will enable the agencies to strengthen and mature their partnership and new ways of working. This will allow the strategic changes currently underway to have taken more shape, and solutions to the resource and supply chain challenges being faced by industries due to Covid-19, to begin to emerge.

In developing the 2022-2023 HRAP, the agencies have further clarified their unique roles in the health and safety system which act together to reduce workplace harm to New Zealanders.

b. Working in partnership with industry leadership groups as key delivery activators

ACC's and WorkSafe's focus on maturing relationships with industry and sector partners is integral to the successful progression of workplace health and safety improvements. The authentic partnering with sector leadership groups to date, so solutions are created by

⁴ ACC Harm Reduction Action Plan, Internal Audit July 2021

industry for industry, has been vital to activating engagement and change and in building an environment of trust between sectors, communities, and government.

Supporting sectors and industry to influence and lead improvements will continue to be key to the successful design and implementation of solutions, the amplification of reach, and the impact of interventions on work health and safety and the prevention of injury.

Strengthening relationships with these strategic partners and supporting lifts in their capabilities remains a focus for the agencies over 2022-2023.

c. Achieving strong and aligned governance and leadership of the health and safety system

Establishing a nationally coordinated, multi-agency, multi-stakeholder health and safety strategy and action plan - that is given effect to through robust accountability, leadership structures and monitoring capabilities, is foundational to achieving sustainable step-changes across the system.

One step towards this is the proposal from the Ministry of Business, Innovation and Employment (MBIE) and WorkSafe, with support from ACC, to establish a Health and Safety Action Leadership Council with secretariat – a forum where representatives of workers, employees, iwi, health and safety groups and experts come together to own harm reduction and be agents of system level change.

The proposal was put to the Minister for Workplace Relations and Safety in July 2021. This was followed by consultation with industry and sector stakeholders to understand sector needs, the best composition for the Council, and the potential role it would play in augmenting and influencing the existing health and safety sector.

Respondents called for the Council to have a clear mandate and expectations, accountability and timeframes, diverse membership that includes a range of perspectives, worker participation, and the ability to engage and influence key stakeholders including Ministers and those outside the health and safety sector.

WorkSafe and ACC as sector stakeholders are expected to be key contributors, collaborators, and supporters to the Council. If this proposal proceeds it has the potential to fill a current gap in the effective governance and strategic leadership of the health and safety system in New Zealand. Work continues to refine the scope of the proposal to achieve maximum impact and create sustainable long-term influence in the health and safety ecosystem.

Another key focus for ACC and WorkSafe in the coming 12-month period is to improve the governance of the HRAP. This will involve continuing to meet jointly with key stakeholders to communicate and share the agencies collective priorities, plans and performance indicators, and to utilise joint participation in the existing governance groups of each agency to monitor and report on the progress of the Plan.

3.2 How the plan will be funded

Funding for the 2022-2023 HRAP will continue to come from levies paid by employers and the self-employed. ACC will continue to fund its initiatives from the ACC Work Account. For the 2022-2023 year, ACC has committed and planned funding of:

- \$4.3 million to grant recipients and businesses that access a subsidy;
- \$4.89 million for Injury Prevention Strategic Partners to enable them to deliver on their injury prevention programmes/initiatives; and

- up to \$15 million to be transferred from the ACC Work Account to WorkSafe under a Partnership Agreement to deliver on the 2022-2023 year Harm Prevention Action Plan.

In addition, WorkSafe will fund activities such as engagement, education and enforcement from its Appropriation. This will be set by Government using the Working Safer Levy collected by ACC on behalf of the Ministry of Business, Innovation and Employment.

4 Conclusion and next steps

The review of the 2019-2021 HRAP has consolidated the programme of initiatives progressed by ACC and WorkSafe over the period, verified the agencies have delivered to their intentions and the Plan, and demonstrated that some of this success has been as the result of purposefully coordinated and collaborative efforts by the agencies, as well as strategic engagement with and support of those industry leadership groups, businesses and organisations who are influencing how work is designed, set up and done.

The review has also confirmed that the same programme of priority sectors, cross-sector risks and supports and enablers remain relevant for the 2022-2023 HRAP. Across this period focus on those actions that make improvements in health and safety outcomes and address inequities will continue to be progressed at all levels (system, programme and initiative), especially in partnership with Māori and those industry leaders with the greatest influence to bring about sustained change.

The efficacy of these efforts will continue to be directly affected by the maturity of the health and safety system, and WorkSafe and ACC will play vital roles in influencing, leading or supporting changes that lift system-level capability and performance. This will include leveraging the opportunities that arise from proposals to fund WorkSafe in an alternative way, implement the new system Health and Safety Action Leadership Council, and progress the Safe Aotearoa initiative.

As the health system reforms take shape - through Health New Zealand and the Māori Health Authority / Te Mana Hauora Māori, there will be strong levels of influence applied to lifting and monitoring the overall performance of the health system, reducing health inequities for Māori, and ensuring everyone has access to good health outcomes. Success will depend on the coordinated, consistent and visible effort of all government agencies, including WorkSafe and ACC.

The review highlighted significant opportunities for improving how the HRAP is governed, and how performance is monitored and reported. Over the 2022-2023 period the agencies are committed to addressing the existing gaps in HRAP governance and accountability for delivery on their HRAP commitments by jointly reporting on progress and performance to established governance bodies in both agencies. This will be enabled by the planned utilisation and further development of WorkSafe's Strategic Outcomes Framework as the foundation for tracking and reporting on the outcomes of the 2022-2023 and future joint Plans, and as the platform for evidence-based decision-making.

An early activity during the period of the Plan will be the construction of a fit-for-purpose approach, and schedule of actions and stakeholder engagements, to be progressed throughout 2022-2023 to develop the next Harm Reduction Action Plan.

Finally, the review has reaffirmed the agencies commitment to continuing to strengthen and evolve how they collaborate and coordinate on joint activities, mine the rich data each agency holds to generate new intelligence and insights, use their partnerships and influence to expand reach and impact in targeted areas, and to shift the dial on the maturity of the health and safety system – all to enable people to be safer longer, get better faster, and avoid their next injury, and optimise health and safety outcomes for New Zealanders.

5 Appendix 1: Legislative requirements

Accident Compensation Act 2001

264A Workplace injury prevention action plan








- (1) The Corporation and WorkSafe must at all times have a workplace injury prevention action plan.
- (2) The Corporation and WorkSafe—
 - (a) may amend the workplace injury prevention action plan at any time; and
 - (b) must review the workplace injury prevention action plan at least once every 3 years.
- (3) The workplace injury prevention action plan must—
 - (a) outline all workplace injury prevention programmes that will be undertaken by WorkSafe and the Corporation (jointly or separately) in the period to which the plan relates; and
 - (b) state how those programmes are to be funded; and
 - (c) if funding from one agency is to be used to fund programmes undertaken by the other agency, state the amount of that funding; and
 - (d) in relation to programmes, or aspects of programmes, to be undertaken by WorkSafe, be consistent with the Health and Safety at Work Strategy published under section 195 of the Health and Safety at Work Act 2015; and
 - (e) in relation to programmes, or aspects of programmes, to be undertaken by the Corporation, be consistent with the Corporation's priorities for injury prevention measures relating to the Work Account.
- (4) The Corporation and WorkSafe must, to the extent practicable, ensure that—
 - (a) the workplace injury prevention action plan outlines a coherent scheme of workplace injury prevention programmes that do not involve the duplication of activities carried out by the Corporation and WorkSafe; and
 - (b) workplace injury prevention programmes are undertaken by the agency that is best suited to undertake them; and
 - (c) programmes outlined in the workplace injury prevention action plan complement the agencies' other activities, such as enforcement and education activities.

Section 264A inserted on 4 July 2016 by section 13 of the Accident Compensation Amendment Act 2015 (2015 No 71).

6 Appendix 2: 2019-2021 HRAP – Progress to date and plans for 2022-2023

Joint initiatives for the ACC-WorkSafe Harm Reduction Action Plan 2019-2021

Key to icons











Stage	Description
	In design – The programme or initiative is in development. This stage covers from ideation to detail design, including exploration, research, planning, co-design, consultation, etc.
	In delivery – The programme or initiative has been launched to public and is delivering value to target audience. It is expected the initiative is generating harm reduction outcomes.
	Stopped – The programme or initiative will not continue to the next phase. (hence Status is not indicated)
Progress	Description
	Current status of progress - Refers to the progress within the current stage of completion of the initiative (i.e. in design or in delivery)
Lead Agency	Description
	WorkSafe led
	Jointly led
	ACC led









By priority sector

Agriculture sector - WorkSafe led, ACC supported

Our HRAP commitment

- Changing on-farm culture to lead Health and Safety management
- Normalising daily on-farm risk identification, assessment, and management through:
 - maintaining and growing awareness of the need to recognise and control risk
 - changing everyday behaviour by co-designing initiatives with farmers and working with health and safety partners who have greater access to or influence on farmers to help drive on-farm behaviour change
 - promoting the use of modified or different equipment to make work safer.








What has been done	Stage	Progress	What we are still planning to do (next 12 months)
WorkSafe commissioned a literature scan on injury and health prevention interventions in Agriculture. The findings from this informed a project focused on Work Organisation and Task Design which has received approval to proceed in 2022-2023 year.			Design and deliver the work organisation and task design project.
WorkSafe engaged ThinkPlace to work with apple and pear growers in the Hawke's Bay to implement prototypes to drive a reduction in injuries during the picking season.			Repeat the ThinkPlace pilot in the next picking season to test ideas that were not progressed due to Covid-19 impacts on the workforce.
WorkSafe partnered with Young Farmers to co-design and deliver an interactive education module around identification of carcinogens and airborne risks.			
WorkSafe with ACC funded Safer Farms to develop the Farm Without Harm strategy focused on winning farmers hearts and minds to health and safety.			Support Safer Farms (by ACC and WorkSafe) to commence implementation at least 3 components of the Safer Farms Strategy.
WorkSafe and ACC collaborated to promote the use of crush protection devices (CPDs) on quad bikes. WorkSafe clarified their policy setting out the expectation about installing CPDs on quad bikes used for work. Simultaneously, ACC designed and launched a subsidy to cover a portion of the cost of CPDs offered to the agriculture industries with higher rate of injuries on quadbikes. Together both agencies collaborated in promoting the CPDs.			Crush protection devices campaign Continue working with the agriculture sector to drive increased uptake of CPDs on quadbikes and changing farmer purchase behaviour so they move to purchasing quadbike alternatives that are safer.







ACC awarded a Workplace Injury Prevention Grant to Dairy NZ to use systems thinking to understand the causes of injury and to co-develop and implement solutions that work for and are valued by farmers and farm employees. This co-development process with farmers and stakeholders has been used successfully by Dairy NZ in other topics, also strengthening sector leadership and integration within dairy and across agriculture.			ACC to support Dairy NZ to complete the design of their programme.
ACC awarded a Workplace Injury Prevention Grant to Horticulture NZ Inc to build system capability and to establish health and safety leadership. The project will identify specific hotspots within the system to target, by analysing these physical and psychosocial factors as components in a complex system.			ACC to support Horticulture NZ Inc to complete the design of their programme.
ACC awarded a Workplace Injury Prevention Grant to NZ Federation of Commercial Fishermen to develop and deliver health and safety training and practices to a mobile and wide-spread workforce.			ACC to continue supporting NZ Federation of Commercial Fishermen to extend the reach of their training programme and generate the expected outcomes.
ACC continued supporting existing partners in the agriculture sector, including: <ul style="list-style-type: none"> Farmstrong to deliver a wellbeing initiative in the farming community (and the horticulture sector); and NZ Shearing Contractor Association to deliver Tahi Ngātahi, a training and risk management initiative in the shearing sector. 			ACC to trial promoting Farmstrong through internal channels with clients and customers with the purpose of increasing the uptake of Farmstrong in the farming community.






Construction sector - WorkSafe led, ACC supported

Our HRAP commitment

- Support strategic planning and resourcing for sector leadership groups
- Work with CHASNZ to develop a more effective/efficient pre-qualification system
- Engage effectively through:
 - worker engagement pilot projects
 - changes to government procurement rules

What has been done	Stage	Progress	What we are still planning to do (next 12 months)
WorkSafe has worked with the Minister for Workplace Relations and Health and Safety to highlight the place procurement has in improving health and safety outcomes.			Advise the Minister on how end-to-end health and safety performance should be monitored and reported.
WorkSafe has advocated for a focus on sustainable funding models, with the health and safety of people at the centre, within the Construction Sector Accord Second Generation Transformation plan. Four case studies were commissioned to illustrate how models of procurement and contractual and project management practices can optimise worker health, safety and wellbeing outcomes.			Advocate for a focus on the health and safety outcomes of workers within the New Zealand Government Procurement programme of work and Construction Sector Accord flagship projects.
	NEW for 2022/23		The Construction Sector Accord, ACC, WorkSafe and MBIE will work in partnership to support CHASNZ to develop a construction strategy which articulates the strategic health, safety and wellbeing agenda for the sector.
WorkSafe developed health and safety modules for vocational training and education providers. Two pilots were delivered with Massey High School and UCOL. Evaluation of the pilot highlighted the constraints of a face-to-face delivery model.			Develop an online portal to improve access to health and safety resources for vocational training and education providers.
WorkSafe commenced a pilot of the Kaiārahi residential builders mentoring programme. The pilot was not completed due to the impact of extended Covid-19 lock down however review determined that if continued in its current form, there was a high risk that the pilot would not provide adequate information about the potential effectiveness of a larger scale roll out.			









<p>WorkSafe and ACC collaborated to support, with resources and capabilities, key industry safety groups to lead the conversation around health, safety and wellbeing in the construction sector.</p> <p>WorkSafe and ACC have supported the establishment of the “Construction Health and Safety New Zealand” (CHASNZ) as the sector leadership group to develop their strategic planning and programme roadmap and currently to deliver and promote initiatives in the sector. WorkSafe and ACC have utilised the different mechanisms available to support CHASNZ, including direct funding, Workplace Injury Prevention Grants, Strategic Partnership funding and direct collaboration in the development of their strategy.</p> <p>WorkSafe and ACC have both funded and supported the CHASNZ to develop a sector-wide strategy and to commence the delivery of significant pieces of work, including:</p> <ul style="list-style-type: none"> • Tōtika - unified framework for contractor pre-qualification • MATES in construction - mental health initiative • Client Leadership Framework • “Black Hat” leadership programme • Covid-19 protection framework for construction. 			<p>WorkSafe and ACC will continue supporting CHASNZ to deliver their programme of work, improving their efficacy and ability to reach the sector.</p> <p>A new focus area will be a musculoskeletal harm reduction programme for specialist trades.</p>
<p>Similarly, WorkSafe and ACC supported the Canterbury Safety Charter to grow their presence and influence over health and safety in construction, funding them to:</p> <ul style="list-style-type: none"> • develop the Charter’s strategy and work programme, • deliver a project that utilises Building Information Modelling (BIM) to improve health and safety (ACC IP Workplace Grant), • develop resources for networking events, and to gain insights into the role of the Health and Safety Representatives in construction. 			<p>WorkSafe and ACC to support Canterbury Safety Charter to complete the design of their programme.</p>
<p>ACC awarded a Workplace Injury Prevention Grant to SaferMe Ltd, who in collaboration with Civil Contractors New Zealand, target at reducing sprains and strains in the civil construction industry through development and implementation of an algorithm and risk mitigation solution, that enables risk to be identified at the individual level and supports targeted mitigation actions for high-risk workers.</p>			<p>ACC to support SaferMe Ltd to complete the design of their programme.</p>



ACC awarded a Workplace Injury Prevention Grant to Beca to deliver a virtual reality-based induction programme. The programme is generic to the sector, rather than specific to a company or site. This will unlock the benefits to the wider industry, without the need for costly bespoke programmes.			ACC to support Beca Ltd to complete the delivery of their programme, engage with the Construction sector and to generate the expected outcomes on risk for injury.
ACC, in collaboration with HASANZ, designed and offered a Workplace Injury Prevention Subsidy to help small and medium sized businesses in residential construction to access specialist health and safety advice from a HASANZ-registered professional.			ACC will continue offering the Workplace Injury Prevention Subsidy for HASANZ -registered professionals in the Residential Construction sectors. An independent review of the Subsidy programme will inform the future options for the programme.
ACC offered a Workplace Injury Prevention Subsidy to help small and medium sized businesses in construction access industry-specific health and safety supervisor training. In consultation with CHASNZ, the subsidy was retired early in 2022 to reflect the new focus on the competency priorities of the sector.			

Forestry sector - WorkSafe led, ACC supported

Our HRAP commitment

- Focus on forestry principals and increase performance throughout the supply sector chain.
- Explore how existing and new regulatory activities can support the sector to identify harm reduction improvements.
- Develop effective approaches to facilitate behaviour change in high-risk forestry areas.









What has been done	Stage	Progress	What we are still planning to do (next 12 months)
WorkSafe commissioned research to identify upstream supply chain issues leading to health and safety issues downstream.			
	NEW for 2022/23		Forestry industry capability training programme regional pilot
	NEW for 2022/23		Design of a higher-level controls/upstream project, incorporating review of the Approved Code of Practice (ACoP) for Safety and Health in Forest Operations.
WorkSafe provided funding for the Forestry Industry Contractors Association (FICA) to develop a model contract. The model contract aims to create a platform between forest owner/managers and contractors, to influence business performance and work conditions. It is expected that the model contract will lead to improved integration of health and safety into work design, set up and practice.			
WorkSafe ran campaigns in Northland, Wairarapa and Taranaki to improve knowledge of the hazardous work notification process. The campaigns were supported by a satellite imagery project which detected potential forestry activity on map allowing inspectors to identify and investigate activity that was not notified.			Expand campaign to improve knowledge of the hazardous work notification process into Bay of Plenty and Waikato regions.
WorkSafe and ACC continued collaborating to resource the lead agency in the sector - Forest Industry Safety Council (FISC) – to implement their programme roadmap, which continued to provide evidence of reduction of injury and harm in the sector. Among these initiatives the most relevant are: Toroawhi pilot (roving HSRs) which aimed to improve worker engagement, participation and representation in smaller, more high-risk forestry crews;			









	and FISC regional risk workshops to improve risk literacy and understand supply chain risks.			
	ACC awarded a Workplace Injury Prevention Grant to AW Trinder Ltd to automate high risk and challenging log truck load securing procedures. The project will produce an automated throwing, tensioning, retrieval and stowage system for load binding tie-down chains on hauling trucks.			Support AW Trinder Ltd to transition to delivery and commence measuring impact on project outcomes.

Manufacturing sector - WorkSafe led, ACC supported

Our HRAP commitment

- Support development of strong health and safety leadership in the manufacturing sector.
- Support targeted industry-led initiatives to address the high level of harm in the meat sub-sector.
- Work with the priority sub-sectors to confirm risks and support sector-led co-design of health and safety initiatives.
- Support this sector with greater worker engagement, participation and representation.










What has been done		Stage	Progress	What we are still planning to do (next 12 months)
	A manufacturing leaders forum was held in March 2021 to draw out solutions to common risks.			
	WorkSafe established an internal cross disciplinary Reference Group to review analysis and insights and create an intervention logic and roadmap for future harm interventions.			
	WorkSafe has engaged with Talley's Group to investigate ways to decrease the level of harm within the meat processing area. The targeted intervention has involved engaging senior leadership to address issues closer to the source of influence and control and improving worker engagement, participation and representation.			National inspectorate operation with Alliance Group.
		NEW for 2022/23		Complete development of a Wood Product Guidance.
	ACC awarded a Workplace Injury Prevention Grant to Food Grocery Council to establish a Safety Sector Group (ShopCare) for Retail and Supply Chain			ACC will evaluate how to support ShopCare to continue leading health and safety in the Retail and







and develop a range of interventions to improve health and safety performance through an effective sector leadership group.			Supply Chain sectors and extend their activity to the Manufacturing and Transport sectors.
ACC awarded a Workplace Injury Prevention Grant to The Cause Collective to develop a framework to create meaningful workplace connectivity and behaviour change using indigenous knowledge and belief systems; codesign techniques and dynamic systems approach with workers and management.			Support the Cause Collective to transition to delivery and commence measuring impact on risk for injury.
ACC awarded a Workplace Injury Prevention Grant to E Tū to establish a worker leadership framework for improved health and safety decision-making with a special focus on Māori, Pacific Peoples and migrant workers.			Support E Tū to transition to delivery and commence measuring impact on risk for injury.
ACC, in collaboration with HASANZ, designed and offered a Workplace Injury Prevention Subsidy to help small and medium sized businesses in manufacturing access specialist health and safety advice from a HASANZ-registered professional.			ACC will continue offering the Workplace Injury Prevention Subsidy for HASANZ -registered professionals in the Manufacturing sector. An independent review of the Subsidy programme will inform the future options for the programme.
ACC funded HASANZ working in-conjunction with industry associations to reach Small and Medium Enterprises (SMEs) in two manufacturing sub-sectors (Glaziers & Joiners) to understand: sub-sector H&S challenges and opportunities; build risk profiles and implementation approaches; build capability of trade/industry associations; and develop a minimum viable product(s) to be scaled up for wider use. From the project successful approaches and learning can be extended broadly to Grant recipients and partners.			Project will be complete in September 2022. At this point HASANZ and ACC will explore options for using project learnings effectively and outputs, and whether further development is feasible.

Healthcare and Social Assistance – ACC led

Our HRAP commitment

- Target risk related to patient handling in 4 priority sub-sectors
- Strengthen Health and Safety leadership
- Target slips, trips and falls
- Work with sector leaders to understand and address risk of violence
- Embed activities from other programmes as they develop

What has been done	Stage	Progress	What we are still planning to do (next 12 months)
Commencing from the DHB forum in early 2020, a cross-WorkSafe programme (Healthcare and social assistance discovery group) was convened to better understand the opportunities in the healthcare sector. A range of insights products were designed to inform the approach and to support sector engagement, including publication of a Sector Risk Factors Literature Review in 2021.			
WorkSafe identified the healthcare sector as one of three focus sectors to prioritise under Hoe Nuku (strategic priority) “Working closer to the source of influence and control”. This recognises the importance of activating system levers to reduce harm to workers and others from healthcare.			
WorkSafe published guidance on violence and aggression in the health and disability sector in 2020 and has an ongoing programme to develop additional resources.			
Sponsored by WorkSafe senior leadership, CE and ELT engagement with sector leaders, particularly DHBs and sector influencers are continuing to build as the health sector reforms progress. This has led to identifying opportunities which both WorkSafe and ACC are exploring about the broader system opportunities to influence outcomes for health workers and look more broadly across the ACC scheme to consider the impact of treatment injury costs and harm.			
ACC completed the high-level design of interventions across the four priority sub-sectors for targeted intervention: hospitals, aged care residential facilities, home and community care services and road ambulance services. The exploratory phase completed in 2019 identified the extent of the large interdependencies between this programme and the Accredited Employers Programme (over 50% of the workforce in the four priority sub-sectors are employed by accredited employers). The business case to support a sector wide programme in the Healthcare sector did not justify further injury prevention investment due to its benefits being largely received by Accredited Employers rather than levy payers to the ACC work account. Therefore, in collaboration with the sector, segment specific programmes were designed in the age care residential facilities and home and community			











care services. However, due to the impacts of Covid-19 on the sector capacity the activity was paused.			
ACC supported the publication of a literature review on the impact of workforce health and safety on workforce wellbeing and productivity in Home & Community Care services. This review focused on building a solid evidence base so that further work could be developed and led by the sector to improve outcomes for their workers.		●	
ACC worked closely with their sector partner, the Health Quality and Safety Commission (HQSC) to promote the Quality Improvement Facilitator course ACC provided sponsorship to embed a focused quality improvement culture in the Aged Residential Care sector.		●	
ACC sponsored DHB Health and Safety leads forum in October 2019 to focus on worker safety and to hear learnings from 5 DHB's behaviour change work. ACC made progress to better understand worker injuries in the Aged Residential Care Sector and within DHB's.		●	
A subsidy for equipment to assist work-related moving and handling people was offered by ACC for two years to small and medium sized businesses in the health care sector.		●	
ACC established a partnership agreement with NZCTU to activate key sector partners to focus on reducing injury rates of healthcare staff using High Performance High engagement (HPHE) methodology. The aim was to shift culture and attitude towards worker engagement, participation and representation.		●	
ACC awarded a Workplace Injury Prevention Grant to a collaboration formed by three District Health Boards (DHSBs - Auckland, Hutt Valley, and Hawke's Bay). The project is aiming at improving their entire supply chain health and safety performance by creating the capability to benchmark the current state of health and safety, developing common standards for the management of supply chain and setting expectations of performance.		◐	<p>ACC will continue supporting the DHBs to achieve the WIP Grant project objectives.</p> <p>ACC will explore with NZ Health the opportunity to extend the outcomes of the DHB's projects to the rest of the newly established health system.</p>











By cross-sector risks

Work-related health – WorkSafe led

Our HRAP commitment

- Design and implement interventions for five priority work-related health risks:
 - noise at work
 - psychosocial
 - carcinogens
 - musculoskeletal
 - Impairment.
- Increase awareness of work-related health risks and measures to reduce exposures.
- Build organisational and workforce capability and capacity in work-related health.
- Build capability in data and measurement.







What has been done	Stage	Progress	What we are still planning to do (next 12 months)
From 2020/21, WorkSafe prioritised three major focus areas for work-related health – carcinogens & airborne risks, mentally healthy work, and musculoskeletal risks (this focus area is described in the Body Stressing section).			
WorkSafe supported HASANZ to maintain and improve the HASANZ Register, to help more businesses get access to appropriate professional advice.			
WorkSafe has built capability in data and measurement and redeveloped the biennial Workforce Segmentation and Insights Programme to include more systematic information on self-reported ill health and work-related exposures.			WorkSafe is developing a work-related health surveillance plan to identify data needs and sources to improve our understanding of work-related ill health in New Zealand.
WorkSafe undertook a scoping study of a worker exposure database and has now moved to a feasibility study. This is part of a developing partnership between WorkSafe and Massey University's Research Centre for Hauora and Health (RCHH).			Complete worker exposure database feasibility study
WorkSafe supported the New Zealand Occupational Hygiene Society to establish the Breathe Freely website and undertake roadshows to raise business awareness of work-related airborne risks (focusing initially on silica).			

	Incorporated carcinogens and airborne risks into the WorkSafe Company Risk Management tool and included key airborne risks (asbestos, silica, welding fume and wood dust) within the programme of targeted operational interventions.			
	Invested in work-related health capability within WorkSafe, including developing teams in Mentally Healthy Work, Human Factors / Ergonomics, Health and Safety by Design, as well as a team of inspectors specialised in work-related health (Kaimahi Hauora).			
	WorkSafe have continued to develop and update guidance on key work-related health issues and risks, including an overhaul of noise guidance.			
	WorkSafe and ACC adapted the Good Work Design framework for Aotearoa, as a conceptual framework which is helping to reframe health and safety, so it includes the more holistic concept of wellbeing. ACC used this framework to design the focus of the fourth round of the Workplace Injury Prevention Grants programme focusing on psychosocial risks impacting on work injuries. Applications to this round are still in review.			Closing Grant round 4 in August 2023, confirming successful applicants and initiating projects.
	WorkSafe, ACC and the Ministry of Health are taking a co-ordinated approach to addressing the risks of exposure to respirable crystalline silica from engineered stone. ACC awarded a Workplace Injury Prevention Grant to IMPAC Ltd to create an auditing and accreditation system for fabrication of engineered stone benchtops; and developed a health pathway for engineered stone workers who may have been exposed. WorkSafe has promoted the pathway as this will increase awareness of the risk and our joint ability to understand exposure.			WorkSafe, through its Inspectorate Service, will continue to drive improved health and safety performance. WorkSafe will also continue to promote the health pathway for engineered stone workers.

Body stressing – ACC led

Our HRAP commitment

- Develop a system wide strategy considering risk factors and injury management practices
- Trial interventions based on a participative ergonomic approach for businesses at risk
- Increase use of practices to manage risk factors.












What has been done		Stage	Progress	What we are still planning to do (next 12 months)
	ACC and WorkSafe are collaborating to define a comprehensive musculoskeletal risk programme that covers the more gradual onset musculoskeletal disorders as well as acute sprains and strains. All these with a focus on the good work design and Ergonomics.			WorkSafe, in collaboration with ACC, key sector/industry Partners and ACC Grant recipients, will commence implementation of a musculoskeletal risk programme.
	ACC completed the exploratory phase of the body stressing programme (aka sprains and strains), which involved an analysis of claims and academic research. As a result, ACC reviewed its strategic position in relation to the programme and decided to focus on partnering with organisations better placed to deliver solutions directly to businesses.			
	ACC piloted a participatory ergonomic approach to managing risk associated with manual handling tasks (PERFORM) across high-risk industries in four regions. The result of the pilot was positive and further work is planned for the horizon 2022 to 2024, once WorkSafe NZ programme has been established.			
	ACC focused the Workplace Injury Prevention Grant Round Three on sprains and strains injuries. As a result, three projects were awarded a combined total of \$2.2 million ⁵ to design and deliver initiatives in this area across three high risk sectors.			ACC will continue supporting grantees to deliver their programmes.

⁵The Work Injury Prevention Grants awarded to: Dairy NZ (\$900,000); Massey University (\$850,000); and Safer Me Ltd (\$450,000).

Working in and around vehicles – WorkSafe led

Our HRAP commitment

- Complete research to fully understand vehicle harms and associated risk factors.
- Design and implement harm interventions that target vehicle harms.
- Support development of strong health and safety leadership in higher risk sectors.
- Build strategic relationships across the transport, postal and warehousing sector to support ongoing initiatives that will reduce harm.





What has been done	Stage	Progress	What we are still planning to do (next 12 months)
WorkSafe commissioned research to understand the vehicle-related risks caused by supply chain pressures and how these could be addressed. Twelve recommendations were identified.			
WorkSafe established a 'System in the Room' group that meets bi-monthly to collaborate on initiatives. The group aims to bring stakeholders together to address harm caused by supply chain pressures and targets increased responsibility across the supply chain.			Work with Waka Kotahi to improving monitoring and mapping of vehicle related harm. Revise the long-term vehicles strategy Define responsibility across the supply chain
WorkSafe engaged ShopCare to investigate options for standardised site markings.			
WorkSafe published the Site Management General Practice Guide and Safe Reversing pocket guide.			
WorkSafe undertook a series of national Forklift Roadshows promoting the use of seatbelts. A Fact Sheet and Quick Guide were developed to clarify legal expectations to wear a seatbelt.			
To support the national campaign promoting safety associated with working in and around vehicles, ACC and WorkSafe jointly explored the feasibility of offering Workplace Injury Prevention Subsidies for effective solutions in this space, such as the installation or replacement of appropriate seat belts and other restraint devices) and the installation of proximity warning devices. Unfortunately, the analysis of these options indicated the ACC Workplace Injury Prevention subsidy was not suitable for promoting these solutions.			An independent review of the Workplace Injury Prevention Subsidy programme will inform the future options for the programme, and any potential new subsidy.







Supports and enablers

Incentives – ACC led

Our HRAP commitment

- Offer work injury prevention subsidies to encourage uptake of effective health and safety solutions.
- Offer work injury prevention grants to encourage new solutions to known health and safety problems.
- Improve the use of performance-based programmes to incentivise people at work to improve their health and safety.







What has been done	Stage	Progress	What we are still planning to do (next 12 months)
<p>ACC launched the Workplace Injury Prevention Grants to provide funding and support to agents of change to solve workplace health and safety challenges. Four annual rounds have been opened to the public, focusing on areas of significance, defined by representatives from industry, regulator and workers:</p> <ul style="list-style-type: none"> • Strengthen the role of sector groups in leading initiatives to lift outcomes across workplaces, particularly where there is a high risk of injury. • Solution to improve health and safety outcomes for workforces overrepresented in injury statistics. Focusing on factors impacting groups exposed to a higher risk for injury including Māori, Pasifika and migrant workers. • Lead, build and deliver solutions to reduce the risk of work-related sprains and strains in high-risk sectors. • Solutions to manage psychosocial hazards and risk in the workplace through implementation of Good Work Design. 			<p>ACC, in collaboration with WorkSafe, will define and launch the fifth round of the Workplace Injury Prevention Grants.</p> <p>ACC will complete an independent review of the programme performance to date and analyse options for the future of the Workplace Injury Prevention Grants initiative.</p>
<p>ACC launched the Workplace Injury Prevention Subsidy programme improving small to medium businesses access to services and support that are proven to improve workplace health and safety.</p> <p>Effectively five types of subsidies have been offered to the public across four of the high-risk sectors:</p> <ul style="list-style-type: none"> • Aid equipment in Healthcare services • Supervisor training in Construction 			<p>ACC will complete an independent review of the programme performance to date and analyse options for the future of the Workplace Injury Prevention Subsidy initiative.</p>

	<ul style="list-style-type: none"> Professional health and safety services in Construction and Manufacturing Quadbike crush protection devices in Agriculture 			
	ACC completed a co-design process with participating Accredited Employers, claim management suppliers, workers and their representatives to propose changes to the programme and framework. The first tranche of changes in the redesign of the Accredited Employer Programme involved making changes to the way we collect data to give us access to better information.			ACC will consult on proposed changes to the Accredited Employer Framework. The Framework will be updated with agreed changes and gazetted.
	ACC implemented the first phase to simplify experience rating (product to incentivise businesses to keep their workers safe by applying levy discounts or penalties based on claims history), improving the responsiveness of the programme by adding extra weighting to recent performance, increasing the maximum discounts and loadings available. A second phase of changes to further strengthen the link between performance and a businesses levy have been consulted on, extending maximum discounts and loadings further and adding a fatal modifier.			ACC will implement phase two of the Experience Rating product changes over the 2022/23 year.
	<p>ACC implemented a \$50 million investment portfolio aimed at companies that are making a positive difference to the health, safety, and wellbeing of New Zealanders (not exclusive to work-related harm).</p> <p>The portfolio has two objectives:</p> <ul style="list-style-type: none"> Generate positive, measurable impact to the health, safety, and wellbeing of New Zealanders Achieve superior risk-adjusted returns to sustain ACC for generations to come. 			ACC will continue to use this \$50 million investment portfolio to generate positive and measurable impact on the health, safety and wellbeing of New Zealanders, and to achieve superior risk-adjusted returns to sustain ACC for generations to come.

Worker with greater need – WorkSafe led, ACC supported

Our HRAP commitment

- WorkSafe will build strategic relationships and will develop effective system-level leadership approaches to improve the health and safety outcomes for workers with greater need.
 - Support better system coordination.
 - Better understand the drivers of risk for workers with greater need.





What has been done	Stage	Progress	What we are still planning to do (next 12 months)
A 'Safe Guy' campaign targeted Young Māori workers. Evaluation research found that an estimated 99,332 – 152,168 manual workers changed the way they thought or behaved due to the Safe Guy campaign.		●	
WorkSafe ran a marketing campaign aimed at Chinese migrant construction workers and resources for inspectors to provide to Chinese workers on worksites throughout the country. A case study on a Chinese business that was used as advertorial content across Chinese traditional and social media channels had 5,000 views over the course of the campaign.		●	
WorkSafe evaluated the Puataunofu programme targeting Pacific workers. Findings indicated the programme was aligned to the strategic direction of WorkSafe and effectively incorporated cultural and technical expertise but was constrained in its ability to operate at scale.		●	WorkSafe will create a stand-alone Pacific focussed team to mature WorkSafe's response to Pacific worker harm. Recruitment for a National Manager Pacifica is in progress.
WorkSafe commissioned research to better understand the labour hire industry within the New Zealand context and the health and safety-related risk factors associated with labour hire practices.		🕒	
WorkSafe refreshed its Maruiti Strategy which aims to reduce harm for Māori workers.		●	Design and deliver regional partnerships in East Coast (forestry/ agriculture) and Canterbury (construction), Northland, Bay of Plenty, and Hawkes Bay.
	NEW for 2022/23		Deliver regionally based Kaupapa Māori based programmes in conjunction with Te Puni Kōkiri and local ACC agencies.
ACC focused the second round of the Workplace Injury Prevention Grants on interventions targeting workforces with a higher proportion of Māori workforce and a higher risk of injury. Three grants were awarded to projects		🕒	ACC will continue supporting grantees to deliver their programmes.

focusing on Māori workers with the expectation that the outcomes will benefit the wider workforce. ⁶			
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Worker engagement, participation and representation (WEPR) – WorkSafe led, ACC supported

Our HRAP commitment

- Co-design and pilot worker engagement, participation and representation initiatives with businesses and unions in a cross-sector approach.
 - Understand market segments and investigate effective communication channels to reach workers and businesses.
 - Understand the health and safety representative pool, including the accessibility and quality of training and support.
 - Examine barriers and preferred forms of worker participation from the experience of workers, and specific groups such as small to medium enterprises.
 - Identify a set of measures to evaluate progress.

What has been done	Stage	Progress	What we are still planning to do (next 12 months)
WorkSafe engaged directly with more than 400 Health and Safety Representatives and a further 400 Health and Safety Representatives via mobile survey tool to improve understanding of Health and Safety Representatives needs and experiences and identify opportunities for improvement.			Continue Health and Safety Representatives Discovery: <ul style="list-style-type: none"> Small-medium enterprises Frontline Leadership – specifically understanding if Worker Engagement, Participation and Representation (WEPR) is embedded in leadership training Te ao Māori
The Toroawhi pilot, a joint initiative designed by FISC, WorkSafe and First union to strengthen Worker Engagement, Participation and Representation (WEPR) in the forestry industry by piloting roving champion/rep roles, showed positive outcomes for workers by improving participation and engagement. Independent evaluation found that Toroawhi became trusted advisers in their regions, supporting a shift in mindsets, so workers felt more confident to speak up on health and safety issues, particularly wellbeing issues.			Look at options for building on the Toroawhi approach trailed in the forestry sector by exploring the feasibility of roving roles to support WEPR in other target industries with poor WEPR and high levels of harm. Work with MBIE on exploring whether there are legislative options that could support roving representative roles in the future.

⁶ Grants were awarded to: E Tū (\$125,000); Te Whare Wānanga o Awanuiārangi (\$1.2 million); and The Cause Collective (\$1.5 million)

	Measures of Worker Engagement, Participation and Representation (WEPR) were embedded in the WorkSafe outcome and measurement framework.			
	WorkSafe has worked with the Minister for Workplace Relations and Health and Safety to highlight the place worker engagement and participation has in improving health and safety outcomes.			Test the concept of a Worker Participation Vision and Pledge, that organisations would sign-up to, to demonstrate aspirations and commitment to better worker participation in Aotearoa.
	ACC, in consultation with WorkSafe, decided to include an explicit requirement, in all rounds of the Workplace Injury Prevention Grants programme, for applications to demonstrate participation and engagement of workers in the design as well as the delivery of their projects.			ACC will continue to require worker engagement in participation in the next Workplace Injury Prevention Grant round.
	ACC established a Partnership Agreement with New Zealand Council of Trade Unions (NZCTU) aimed to shift culture and attitude towards worker engagement, participation, and representation of healthcare staff.	