

05

STEP UP



Resources to help

Here are resources that may help with conversations about worker engagement, participation and representation (WEPR).



Use these resources to help build a strong health and safety culture.



Building a strong health and safety culture

- Businesses must involve their workers in health and safety – **it is the law**.
- Businesses must consider feedback from workers on issues relating to health and safety.
- Strong worker engagement, participation and representation helps keep people healthy and safe at work.
- Workers can participate by identifying hazards, assessing risks, influencing decisions about health and safety and suggesting ideas for improvement.
- It is important to work together - health and safety is everyone's responsibility.

The framework

It can be helpful to understand different views on health and safety at your workplace.

This framework helps map out what people **think, feel, say** and **do** when it comes to health and safety.

These questions can help start a conversation.

- **Who should lead it?** A trusted person could guide the conversation so it's helpful.
- Choose a space where people feel comfortable chatting.



STEP 1 – MAP IT OUT

What do we think

- About health and safety at work?
- About the things already in place to keep people healthy and safe at work (these are called controls)?

Think



STEP 2 – MAP IT OUT

What do we feel

- About how we manage health and safety now at work?
- What could we do better about how the team works together?
- When health and safety is done well? what do we feel when it isn't?

Feel



STEP 3 – MAP IT OUT

What do we say

- When we notice a health and safety issue at work?
- About health and safety generally at work?
- How have we heard people talking about health and safety?

Say



STEP 4 – MAP IT OUT

What do we do

- To manage health and safety?
- To look after other people's health and safety?
- With concerns about things that are not working well?
- To improve our health and safety culture?

Do



Reflecting on what has been said

What could you do?

Pick one thing that surprised you about what everyone has shared.

Reflect and share ideas that might shape a positive change.

Think about how regular kōrero/talk might help improve workplace health and safety.

e.g. we heard...

“Leaders aren’t following up on concerns.”

“Workers feel more comfortable sharing ideas during informal settings.”

e.g. let's try...

“Develop a simple tracking system for concerns with clear follow-up deadlines.”

“Have regular ‘tea talks’ for casual, discussions about workplace issues.”

Help build a strong health and safety culture in your workplace.

Find more health, safety, and wellbeing information and resources on WorkSafe's website:

worksafe.govt.nz/strongculture

WORKSAFE
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