



PUATAUNOFO MANUKAU PILOT PROJECT

➔ *Status Report September 2008*



Te Kaunihera o
MANUKAU
City Council



Te Kaporeihana Āwhina Hunga Whara

newzealand.govt.nz



Department of Labour
TE TARI MAHI



Puataunofu Manukau Vision

"Health and Safety for Pasefika Workers in Manukau"

For more information about Puataunofu Manukau please contact:

Naomi Saluni
Department of Labour
Level 4 Aurora Chambers, 66 The Terrace, Wellington
PO Box 3705, Wellington
Phone: (04) 915-4147
Email: Naomi.Saluni@dol.govt.nz
www.dol.govt.nz

Contents

Foreword.....	3
Executive Summary	4
Limitations of the Status Report	5
Tribute to Kalafitoni Pole	6
Introduction	7
Work Health and Safety Issues and Pacific People	7
The National Picture.....	8
Industries and Occupations	8
Workplace Injuries.....	8
Youth	8
Focus on Manukau	9
Pacific Ethnic Groups and the Workforce at 2006.....	10
Samoa	10
Cook Island Maori.....	10
Tongan	11
Niue	11
Businesses in Manukau	11
Injury Statistics – Work Related Claims: 2006	11
Serious Injury Claims.....	12
Fatal Injury Claims	12
Some Case Studies	12
Trends in Work Related Claims	14
The Puataunofu Manukau Project	14
Concepts, Vision, Principles and Action	15
Puataunofu Manukau Project Initiatives	16
Health and Safety Workshops.....	16
Communications Strategy	17
Communication Resource Kit.....	17
Pacific Radio Media Campaign	17
Health and Safety Song Project	18
Workers Safety DVD Project.....	19
Pacific Health and Safety Breakfast	19
Passport to Safety Project.....	19
Responses from the Health and Safety Workshops	21
Information on Attendees	23
Review and Reflection by Project Team	26
Conclusions	27
Recommendations	29
Appendices.....	30

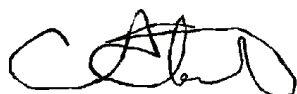
Foreword

Talofa lava, Kia orana, Malo e lelei, Ni sa bula vinaka, Fakaalofa lahi atu, Taloha ni, Ia orana, Kia ora and Warm Pacific Greetings!

The Puataunofu Manukau Project Status Report highlights outcomes, learning's and recommendations from a 12 month pilot. The Department of Labour sees this initiative as a strategic project raising awareness of workplace safety for Pacific workers, employers, youth and communities in Manukau.

This report documents the successful implementation of the Puataunofu Manukau project plan. The project included significant cross agency networking and collaboration, building relationships and engaging with employers and Pacific workers.

Congratulations to the Puataunofu Manukau Project Team in particular representatives from the Department of Labour, Accident Compensation Corporation, Manukau City Council, Injury Free Counties Manukau, Ministry of Pacific Island Affairs, Council of Trade Unions Komiti Pasefika and Engineering Printing and Manufacturing Union on working together to achieve the Puataunofu Manukau vision promoting workplace safety and raising productivity so that we all contribute towards "*helping New Zealand workplaces work better*".



Craig Armitage
Deputy Secretary Workplace (Acting)
September 2008

Executive Summary

E pala le ma'a, 'ae le pala le tala

Stones decay, but words last (Samoan)

- 1 The Puataunofu Manukau Project is a strategic collaborative pilot project that brought together a broad range of agencies and partners to promote and raise awareness of health and safety issues for Pacific workers and Pacific youth in workplaces and communities of Manukau.
- 2 Puataunofu Manukau Project's vision of 'Health and Safety for Pasefika Workers in Manukau' focused on Pacific peoples working in the manufacturing industry and the increasing numbers of Pacific youth entering the workforce.
- 3 Case studies and research indicate that Pacific workers and youth are vulnerable in workplaces and statistics show that there continues to be a slight deterioration since the 2006 Report for Work-Place Injury Claims [*Ministry of Social Development*].
- 4 The Puataunofu Manukau Project aimed to develop partnerships with both employers and their Pacific employees to participate in a programme that would improve workplace safety.
- 5 The project demonstrated that a well planned programme could effectively address Pacific people's workplace injury issues which were seen as a key barrier to improving productivity.
- 6 The objectives of Puataunofu Manukau were to:
 - Improve awareness of workplace health and safety for Pacific workers and young people
 - Inform and support both employers and employees in their roles and responsibilities in injury prevention
 - Develop a communications strategy to effectively promote health and safety messages to the Pacific community in Manukau
 - Establish a programme in collaboration with other agencies and employers that will improve the workplace health and safety of Pacific workers
- 7 The Puataunofu Manukau Project team developed, coordinated and worked through an action plan that contained significant initiatives contributing to achieving the objectives of the project. The activities included:
 - Delivering health and safety workshops at worksites
 - Developing and delivering communications and marketing initiatives
 - Pacific radio media campaign

- Sponsoring a Pacific health and safety breakfast
- Supporting the Passport to Safety (P2S) programme

8 Significant outcomes of the project:

- Workshops were well received and supported by the four companies involved
- At the conclusion of the workshops the Department of Labour (DoL) was invited by participating companies to conduct site and compliance assessments
- The project generated a high level of interest in Accident Compensation Corporation (ACC) levy discounts
- Workers who participated in the project workshops indicated that further workshops would be both necessary and beneficial to improve understanding and provide reinforcement to the principles taught
- The project had very good support from Pacific workers, employers, community leaders and their networks
- Relationships between agencies, unions and employers have improved with organisations working towards a common goal of increased safety for employees
- Work is continuing with the promotion and coordination of Passport to Safety programme with targeted schools
- The media coverage of the Puataunofu Manukau Project activities was constructive and reflected the project in a positive manner

Limitations of the Status Report

The Puataunofu Manukau Project Team acknowledges this status report is not a comprehensive evaluation of the effectiveness of the pilot project. However, the report can provide information which will inform the development of an evaluation framework to assess the long term effectiveness of the project.

Specific issues for an evaluation may include the gathering of statistical information from the work sites before, during and after the workshops. Other issues to be evaluated will be the impact of the media campaign, the ability of the project to create awareness of health and safety issues within the Pacific community and what other lessons can be learned from the project.



Tribute to Kalafitoni Pole

The Puataunofu Manukau Project team would like to pay a special Tribute to the late Kalafitoni 'Toni' Pole who was a staff member of the Ministry of Pacific Island Affairs.

Kalafitoni Pole was a Regional Advisor for the Ministry and was given the health portfolio to coordinate and facilitate health policies and projects including the Puataunofu Manukau Project.

Toni provided support to the Puataunofu Manukau Project team members and was instrumental in the early development and planning of the project.

Toni was hardworking and a friendly giant of a man.

Toni will always be remembered for his unwavering contributions to progressing health and safety practices for Pacific peoples in Auckland.

Malo 'aupito Kalafitoni



18 April 1975 – 4 February 2008

Introduction

The Puataunofu Manukau Project aims to raise awareness of health and safety rights and obligations and to improve workplace safety practices for Pacific workers in the Manukau region.

The goals of the Puataunofu Manukau Project includes, raising awareness of health and safety issues for Pacific workers and their employers, to reduce workplace injuries, to inform the Pacific workforce on health and safety practices and standards, and to develop a holistic approach to marketing and communications for the Puataunofu Manukau Plan.

The Puataunofu Manukau Project Team was made up of representatives from key stakeholder groups including the Department of Labour (lead agency), Accident Compensation Corporation, Manukau City Council, Council of Trade Unions Komiti Pasefika, Engineering Printing and Manufacturing Union and Ministry of Pacific Island Affairs. Members offered commitment, skills, knowledge, Pacific values, experience and networks within the Auckland Pacific communities. See Appendix 2.

The team successfully completed the Puataunofu Manukau Project Plan within 12 months. The report outlines activities and key findings from an internal Puataunofu Manukau Project Team assessment of the Puataunofu Manukau Plan, implementation of the plan and its outcomes. It outlines some ongoing issues and provides recommendations for future work in the area of Pacific peoples' health and safety issues in the workplace. See Appendix 3 and 4.



Work Health and Safety Issues and Pacific People

E gase le pa'a i lona vae

When a crab is caught it is pierced with its own leg (Samoan)

The following information provides the rationale for the development of the Puataunofu project.

The National Picture

The 2006 Census estimates there are 266,000 people of Pacific ethnicity living in New Zealand making up approximately 6.9% of the New Zealand population.

There are more than 8 different Pacific communities in New Zealand - each with its own distinctive culture, language, history and labour market status. The biggest Pacific groups in New Zealand are the Samoan, Tongan, Cook Islands, Niue, Fijian, and Tokelauan communities.

Statistics outline that there are 93,500 Pacific people employed in the labour market.

Industries and Occupations

In the year 2006, 64% of Pacific peoples were employed in service-related industries. The most common single industry for Pacific peoples to be employed in was manufacturing, at 24%.

The occupations of Pacific workers tend to be low-skilled: plant and machine operators and assemblers, service and sales and elementary. In 2006, 68% of Pacific peoples were employed in either semi-skilled or low-skilled occupations compared to 49% for non-Pacific peoples. [*Household Labour Force Survey, Statistics New Zealand*]

Workplace Injuries

In 2006, the second highest rate for workplace injury claims were from Pacific peoples (149 per 1,000 FTEs). This reflects their over-representation in more dangerous occupations. See Appendix 15.

Table PW4.1 Workplace injury claims, by ethnicity, 2006

Ethnic group	Number of claims	Rate per 1,000 FTEs
European	162,900	114
Māori	29,400	165
Pacific peoples	12,900	149
Other (including Asian)	24,500	133
Total	235,200	126

Source: Statistics New Zealand (2007c) Table 2

Notes: (1) Data is provisional (2) Total includes ethnicity not specified

Youth

According to the Department of Labour, Pacific youth will make up an increasing proportion of the New Zealand population and future workforce. Statistics New Zealand projects that Pacific people are expected to make up 11.7% of the population aged 15-29 in 2021 (compared with 8.1% for all age groups). Because of their younger age profile, the share of Pacific people in the workforce is expected to grow faster than their share of the population.

The contribution of Pacific peoples to the working-age population is expected to grow from 6.0% in 2001 to 8.5% in 2021 compared with an increase in their share of the New Zealand population from 6.7% to 9.1%. [*Statistics New Zealand*]

Young people aged 15-24 have the second highest incidence of ACC claims at 149 per 100,000 FTEs compared with 126 (and DoL estimate this is even higher, 175, for age 15-19). There is a particularly high risk correlation for young Pacific workers, working in Auckland, who work with machinery. See Appendix 16.



Pacific Health and Safety Breakfast at ASB Polyfest 2008

Focus on Manukau

Talanoa atu, 'ae le talanoa manu

A careless person will be taken by surprise by his watchful enemy (Samoan)

Puataunono Manukau Project had a regional focus aimed at Manukau City, South Auckland which has the highest population of Pacific people, including youth and factory workers.

As at 2006, 67% of Pacific people in New Zealand lived in Auckland, with the population of Manukau being 27% Pacific, and projections estimating that the number will increase to 33% by 2016.

The information collated about the work health and safety issues that face Pacific people in the region justified its selection for the pilot project. ACC figures indicate the manufacturing industry had the highest number of serious injury claims between 2002 and 2005 and the Ministry of Social Development 2007 report suggests there has been an increase in workplace accident claims for Pacific people. See Appendix 15.

For the year July 2006 to June 2007, there were three deaths at workplaces in the Manukau area. Two were in industrial and commercial areas and one in construction according to DoL figures. [www.times.co.nz/cms/news/2008]

Number of Workplace Injuries in Manukau

	2003	2004	2005
Manukau	5,211	6,338	6,110

[*Quality of Life in Twelve of New Zealand's Cities 2007 – data source: ACC*]

Pacific Ethnic Groups and the Workforce at 2006

Samoan

In 2006, Samoans were the largest Pacific ethnic group in NZ making up 131,100 of the Pacific population. 68% of Samoans live in the Auckland urban area with 47,067 living in South Auckland. The three most common occupations for Samoans in NZ were labourers, machinery operators and drivers followed by clerical and administrative workers. The industry employing the most Samoans in 2006 was manufacturing. It employed more than double the number of Samoans than the retail trade, which was the next largest employer of Samoans.

Cook Island Maori

In 2006, Cook Island Maori were the second largest Pacific ethnic group in NZ making up 58,011. 34,089 Cook Island Maori live in the Auckland urban area; 20,574 living in South Auckland. The three most common occupations for Cook Island Maori in NZ were labourers, machinery operators and drivers and then technicians and trade workers. The

industry employing the most Cook Island Maori was manufacturing. It employed more than double the number of Cook Island Maori than the retail trade industry which was the next largest employer of Cook Island Maori. The third largest industry for Cook Island Maori employment was construction. *[Cook Island Maori People in New Zealand: 2006]*

Tongan

In 2006, Tongans were the third largest Pacific ethnic group in New Zealand making up 50,478 of the Pacific population. There were 39,399 Tongans living in the Auckland Area; 48% living in South Auckland; and 38% living in Central Auckland. The three most common occupations for Tongans in New Zealand were labourers, followed by technicians and trades workers and lastly by machinery operators and drivers. The industry employing the most Tongans in 2006 was manufacturing. It employed more than double the number of Tongans than the health care and social assistance industry which was the next largest employer of Tongans. The third largest industry for Tongan employment was construction. *[Tongan People in New Zealand: 2006]*

Niue

In 2006, Niueans were the fourth largest Pacific ethnic group in New Zealand, making up 22,473 of NZ's Pacific population. There were 17,328 Niueans living in the Auckland urban area; 36% living in South Auckland and 26% in Central Auckland. The three most common occupations for Niueans were labourers, machinery operators and drivers, followed by clerical and administrative workers. The industry employing the most Niueans in 2006 was manufacturing, nearly double the number than the industry that employed the next most Niueans, the retail trade. The third largest industry for Niuean employment was health care and social assistance. *[Niuean People in New Zealand: 2006]*

Businesses in Manukau

In February 2006, manufacturing was still positioned as the largest sector, providing 20.8% (25,120 employees) of the city's employment. Production of machinery and equipment or elaborately fabricated metal products – continues to be the largest manufacturing industry in Manukau. *[Manukau Quarterly Review September 2007]*



AMCOR Kiwi Packaging Ltd

Injury Statistics – Work Related Claims: 2006

Workers in the manufacturing industry lodged 43,600 work related claims (19% of all claims). This was substantially higher than the number made by workers in any other industry. The construction and the agriculture, forestry and fishing industry lodged the second and third highest number of work related claims.

Serious Injury Claims

Industry

The highest number of injuries resulting in entitlement claims occurred in the manufacturing industry which had 7,600 (25%) such claims. The construction industry had the second highest number followed by the agriculture, forestry and fishing industry.

Occupation

By occupation group, plant and machine operators and assemblers lodged the most entitlement claims. The second and third highest numbers were made by trades workers (16%) and agriculture and fishery workers (15%).

Ethnicity

Maori had the highest incidence rate with 27 entitlement claims per 1000 FTEs. Pacific peoples were next at (19 per 1000 FTEs) followed by Europeans (15 per FTEs).

Fatal Injury Claims

For the year 2006, 81 claims were lodged for work-related fatalities.

Industry

The Construction industry had the highest number of fatal injury claims, with 23 claims (28%). This was followed by the agriculture, forestry and fishing industry which had 19 claims.

Occupation

By occupation group, 21 of those who died were agriculture and fisheries workers and 17 were plant and machine operators and assemblers. The remaining 43 fatal injury claims were distributed across a range of occupations.

Fatal Accidents Investigated By Department of Labour

Date	Age	Brief Details
June 2003	33	Victim was shifting goods onto a top shelf; shelf underneath gave way' victim fell 1.5M onto concrete floor
September 2003	58	Shackle on crane gave way and fell on victim
October 2003	41	Victim driving excavator. High via jacket caught controls, slewing machine and crushing victim

July 2005	40	Steel manufacturing factory – victim crushed by rollers
January 2006	26	Victim working on mobile platform. Head crushed between fixed pipe and mobile platform; probably accidentally bumped controls
January 2006	15	Victim lost control of tractor on slight downhill gradient; crushed by tractor
May 2006	71	Victim was erecting framing for a shade house, securing a cross beam. The beam fell, victim jumped backwards off ladder, fractured spine. Died four days later.

Some Case Studies

Given the lack of quantitative data available for Pacific injuries in workplaces the Department of Labour Health and Safety Inspectors in South Auckland were asked to compile case studies involving Pacific workers. Important lessons and issues were raised by the cases reported in the media and from court cases.

Loss of Hearing

Department of Labour responded to two incidents at a company manufacturing air-conditioning systems. Pacific workers make up 90% of this company with the majority of them being Samoan. A hearing test was conducted for each worker and the results showed 60% of workers were deaf or suffering loss of hearing. After many years of working at the company the consequences of not wearing ear muffs to protect their ears has contributed to loss of hearing for these Pacific workers.

Maintenance of Machinery

A fatality at a large company in the white-ware industry involved a Pacific worker who crawled underneath a heavy task mould machine. The load fell down and crushed him to death. Whether it was fatigue or perhaps a literacy issue is still being investigated, however the machine had not been updated with a safety mechanism to automatically shut it off.

Record Fine

An Auckland concrete manufacturing company was fined \$225,000 in the Papakura District Court in what the Department of Labour says is a record fine imposed in a health and safety case.

Judge John Cadenhead fined Fletcher Concrete and Infrastructure Ltd, trading as Stresscrete, \$225,000 over a death and injury to two workers in March 2005: 46-year-old concrete worker Esera Visasio (Tongan/Samoan) was killed and crane operator Finauga Sau (Samoan) was injured as a result of the incident.

Judge Cadenhead handed down a written decision on 26 March 2007, confirming that Fletcher Concrete and Infrastructure Ltd knew the crane that killed Mr Visesio was faulty, as it was missing an integral safety mechanism for the safe use of lifting loads.

Trends in Work Related Claims

Industry

The manufacturing industry accounted for the highest number of claims between 2002 and 2005.

Occupation

Between 2002 and 2005, plant and machine operators and assemblers made the highest number of work related claims. The number of claims accounted for by this occupation group rose steadily from 39,700 claims in 2002 to 45,100 in 2005.

Ethnicity

The annual number of claims made by Pacific peoples rose from 10,900 to 12,900 in 2006. In 2002, Pacific people were the third highest group for workplace injury claim rates at 9,533. 2005 has seen this group move to 2nd highest group for workplace injury claims, up to 12,700. See Appendix 15B.



Heller Tasty Ltd

The Puataunofu Manukau Project

Kite angaanga, kia mate kite, tangata kite maani is kite kainga

At work, be safe, be wise, make it home (Cook Island)

Concepts, vision, principles and action

Concepts

Puataunofu is a popular flower found in the Pacific and a Samoan concept that refers to the integral centre of flowers in the Pacific. Puataunofu is the name given to the Health and Safety project as it symbolises a collaborative opportunity for key stakeholders to work together and improve workplace health and safety for Pacific workers in Manukau.



Vision

Puataunofu Manukau Project's vision of 'Health and Safety for Pasefika workers in Manukau' contributes to raising awareness of health and safety for Pacific workers so that when they leave their families for work in the morning they can "Come home safely".

Leadership

The key purpose of the Puataunofu Manukau Project Team was to provide strategic and operational leadership coordinating the different stakeholders as they worked together towards achieving the vision and delivering on key goals and objectives through practical initiatives.

The vision was achieved through approaches which included:

- Connectedness: Partner agencies that connected with Pacific workers were brought together to provide support, share information, resources and help develop programmes targeted at workplaces involving Pacific peoples.
- Co-ordination: The coordination of agencies activities and the development of collaborative workplace safety programmes.
- Communication: A holistic approach to marketing and communications

Policy Context

Key policy initiatives provide a context and support under which the Puataunofu Manukau Project was developed. These policies include:

Workplace Health and Safety Strategy for New Zealand to 2015

This strategy aims to lift New Zealand's workplace health and safety performance and reduce the work toll to achieve healthy people in safe and productive workplaces. Pacific people are a priority group under the 'vulnerable workers' strategy. [www.whss.govt.nz]

The New Zealand Injury Prevention Strategy

This strategy promotes a safe New Zealand, becoming injury free. Key objectives include raising awareness and motivation for improved injury prevention among government and non-government organisations, the wider community and for specific settings such as workplaces, schools and homes. [www.nzips.govt.nz]

Effective Collaboration

Puataunofu Manukau Project team met regularly to develop and implement the initiatives. Based on recommendations from the Department of Labour Health and Safety inspectors and the Puataunofu Manukau Project, companies in Manukau that employ Pacific staff were approached about being involved in the project. Contact was made with agencies having an interest in health and safety in workplaces including Enterprising Manukau, Employers Manufacturing Association and Safe Communities Foundation.

Guidelines for Inclusion into the Puataunofu Manukau Project

A set of informal guidelines were developed by the project team to assess which sites were suitable to participate in Puataunofu Manukau.

Key principles for inclusion:

- Whether the company had high numbers of Pacific workers in what the Department of Labour refer to as high risk industries¹
- Whether engagement in the project, in utilising services and products developed by the Project, would raise awareness about work and safety issues for both employers and their Pacific employees
- The physical location of the business was based in Manukau

Puataunofu Manukau Project Initiatives

The following activities formed the basis of the Puataunofu Manukau Project:

Health and Safety Workshops

The Health and Safety inspector from Manukau Hans Key, conducted meetings with managers and company health and safety coordinators to secure dates and venues along with a number of potential attendees. Using culturally appropriate protocols the workshops were delivered over a period of 1.5 – 2 hours, concluding with a shared lunch. A total of 83 people participated in 6 workshops delivered at the following organisations:

¹ Industries with high levels of personal injuries and work place claims

- APN Print (23)
- Heller Tasty (9)
- Big Tuff Pallets (25)
- Amcor Kiwi Packaging (26)

The workshops had a PowerPoint presentation showing pictures of hazards and safety themes. Workshop attendees shared stories of work safety experiences. ACC presented a brief overview of their role in assisting the prevention of injury in the workplace and concluded their presentation by presenting prizes in a question and answer session.

Responses to the presentation were positive with lunch providing additional opportunities for further feedback from workers and conducting one on one evaluation interviews.

Communications Strategy

The project team developed a multi strand approach to a communications plan which combined traditional communications methods such as written information with contemporary holistic and culturally effective approaches for Pacific audiences. This included the development of a Communications Resource Kit, using Radio 531pi community talk back programmes, the health and safety song project and the concept of a portable visual resource such as a DVD.

Other communications activities included having media in attendance at the Health and Safety breakfast, including Radio 531pi, Spasifik Magazine and Samoa Times. Great White Productions and One Pacific Productions had video coverage of the breakfast and developed an edited version available on DVD. Radio 531pi organised a live phone-in during the breakfast providing an opportunity to promote Puataunofu on prime time radio. Additional resources included green bucket hats printed with the logo 'Health and Safety Manukau' and the CTU Komiti Pasefika and EPMU distributing health and safety messages and information through union networks, websites and social networking forums such as bebo.com. See Appendix 9.

Communication Resource Kit

A Communication Resource Kit was developed with information and resources from partner agencies. Around 200 packs were distributed at the breakfast and workshops and the ASB Polyfest health and safety volunteers from Wesley College. See Appendix 5.

Pacific Radio Media Campaign

Radio 531pi is a Pacific Media Network radio station, broadcasting to the greater Auckland region with news, views, entertainment and music. It is popular for ethnic specific Pacific programmes and provides a forum for Pacific communities to discuss and debate relevant issues. As one of Auckland's most popular radio stations for Pacific communities in

Auckland, it was contracted to provide community talkback forums to deliver work and safety messages and to raise awareness among listeners.

The programme included a schedule over one week of 8 ethnic specific Pacific language programmes at various times. The Accident Compensation Corporation via Injury Prevention Consultant, Ezra Talamahina, worked with Hans Key to deliver a training programme for the radio announcers leading up to the Pasifika Festival. The training workshop for radio announcers was useful in that it provided the background information necessary for them to ask the right questions on health and safety in workplaces. Announcers put calls through to ACC Injury Prevention Consultants or Department of Labour Health and Safety inspectors.

Five live interviews were conducted on Radio 531 pi, two during the day and three in the evening. The day time interviews were held during peak hour drive time shows and conducted in multiple Pacific languages.

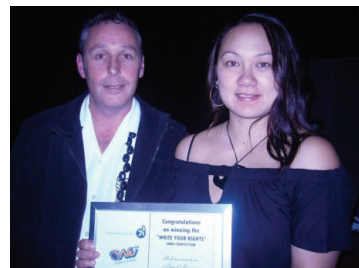
Health and Safety Song Project

The project team decided to use the popular medium of music and song to help promote its key messages. The work to develop a health and safety song was further developed by the communications and health and safety policy teams of the Department of Labour with the idea to promote a national song competition via New Zealand's national Pacific network. Niu FM was selected as it is relevant to the youth market, measurable and effective, with a broader national appeal.

The Department of Labour partnered with Pacific radio broadcaster Niu FM and Dawn Raid, to communicate the health and safety message throughout New Zealand Music month via a 'Write your Rights' song competition.

Listeners had the opportunity to use the health and safety rights message as inspiration for their own original songs. Using Pacific beats and Hip Hop loops on the www.niufm.com and www.dawnraid.com websites. Listeners added their own lyrics and submitted entries to the 'Write your Rights' competition.

The winner Hokimaianahera (Angel) Rosier was announced at the 2008 Pacific Music Awards at the Telstraclear Events Centre, Auckland on 31st May 2008 with copies of their composition made available for public distribution.



Craig White Service Manager DoL and Angel Rosier

Workers Safety DVD Project

The project team looked at two proposals to develop a DVD that would incorporate Pacific stories and music as a communication tool to encourage individual and community engagement. See Appendix 11.

The Department of Labour approved funding for a health and safety DVD targeted at Pacific workers. Consultation and engagement with Department of Labour Pacific Advisory Group Workplace and the Puataunofu Manukau Project team provided some background information and support to the DVD project. This 10 minute documentary features Finauga Sau and Isaac Fuean telling their personal stories of serious accidents in the workplace intercut with re-enactments of their stories and tied together with voice-over narration. The DVD titled 'Come Home Safely' has been produced and copies of the DVD will support future Puataunofu workshops and Pacific community presentations.

Pacific Health and Safety Breakfast

The purpose of hosting a health and safety breakfast was to promote and lift the profile of both the Puataunofu Manukau Project and the Pacific Health and Safety messages. The event held during the ASB Polynesian Festival, brought together key stakeholders and a cross section of Pacific leaders and representatives from the community, workplaces and schools. See Appendix 7 and 8.

The event was successful with over 80 people attending the breakfast including Andrew Little, National Secretary EPMU, Manukau's Mayor Len Brown and former Deputy Mayor Sua Viliamu Sio. Pale Sauni was the MC providing a humorous atmosphere and Pastor Lui Ponifasio shared spiritual messages, linking workplace safety to personal stories affecting Pacific workers and families.

Feedback from those in attendance was very positive with the Mayor inviting Puataunofu to Enterprise Manukau business luncheon meetings.

The Project team conducted a debriefing of the event and concluded that it was well organised, well attended, and well received by all the Project partners and had the strong backing of both the Mayor and his deputy. Other comments made at the debriefing are contained in Appendix 10.

Passport to Safety Project

Passport to Safety is a web-based, self-paced learning and test programme aimed at young people 15-24 years old, who are preparing to enter the part-time/casual work force for the first time. The programme can be taken on an individual basis or as part of a coordinated approach through a range of avenues such as schools or workplaces. This programme highlights the individual's rights and responsibilities regarding safety in the

workplace, a method by which to address these issues, identification of hazardous situations and ergonomic requirements.

Successful participants are awarded a 'Passport to Safety' that can be attached to résumés to demonstrate their basic awareness of workplace health and safety. See Appendix 17. Puataunofu Manukau promoted this programme to schools involved with the ASB Polyfest.

The Department of Labour sponsored 500 Passport to Safety certificates for Pacific youth with Safe Communities Foundation providing the training. Five schools expressed an interest:

- Pukekohe High School
- Wesley College
- Otahuhu College
- Mangere College
- Papatoetoe High School



Pacific Health and Safety Breakfast at ASB Polyfest 2008

Responses from the Health and Safety Workshops

Ka ai ha 'ofa pea fai ki 'Uluenga

If there is to be kindness (contribution), leave it till Uluenga (Tongan)

'Uluenga is the old lunar calendar month covering part September-October, i.e. after the main yam harvest (April-August) and before the early yam harvest (November-December) i.e. if food is scarce! Hence, the time for help is when a real need exists

Employers' Responses

Employers were surveyed at the end of the workshop by completing a self evaluation form. See Appendix 13.

Participation

The four companies involved in the workshops were initially hesitant to participate. However, once relationships were established and the key objectives of the project fully explained, the invitation to be a part of the project was accepted with work safety awareness being a key objective.

Employers saw the workshops as an additional resource to promote their own organisations health and safety message. The workshops stressed work safety was an employee responsibility, not just the employer's responsibility and duty.

Pacific 'In-House' Issues

Employers, prior to workshops starting, shared with the facilitator some Pacific 'in-house' issues including cultural practices, fa'alavelave, matai obligations, village concepts etc, which sometimes affected the development of good health and safety environment. The workshops were flexible enough in time, language and style to allow for ways to discuss and resolve these types of concerns. See Appendix 12.

Overall, employers found the workshop worthwhile as it improved the awareness of work safety issues and appreciated the increased positive attitudes of the attendees towards health and safety messages and practices in the workplace.

Other Outcomes

The companies that participated in the project asked for steps to be put in place to enhance health and safety in their workplaces. After each workshop, APN Print, Heller Tasty and AMCOR Kiwi Packaging approached the Department of Labour to carry out full compliance assessments of their sites. Big Tuff Pallets reported an increase in health and safety awareness for both employees and employer. Assessments were carried out with

employers advising the best time and date to undertake site assessments. The improved relationships from the project allowed companies to approach the Department of Labour for assistance with other concerns. One organisation recently reported some health and safety incidents which then resulted in a full investigation and a site compliance assessment. The Department of Labour also invited companies to ongoing seminars in order to receive specialist support and training. See Appendix 14.

Employee Responses

Interviews

Informal interviews and evaluation survey forms were used to gather responses from attendees at the workshop. Some emerging themes from the participant feedback provided a broad view of work and safety issues from the perspectives of Pacific workers. It also raised the need for ongoing site workshops. See Appendix 13.

Work Histories

The majority of the respondents had been employed in their workplaces for up to 10 years however two employees within one of the organisations had worked there for 18 and 29 years respectively.

The Need For Puataunofu

There was general consensus from the respondents that the health and safety messages promoted within the Puataunofu project were important with most of the attendees stating this was their first exposure to health and safety messages and practices within the workplace. For the few that had previously attended other workshops, Puataunofu was considered unique in its style and format with visual learning being a major component of the programme.

Increase Accessibility and Availability

Most participants requested an increase in the availability of and accessibility to Puataunofu. Participants suggested that the programme be conducted at various times throughout the day to cater for the needs of 'shift workers' and that there was a need for advertising and promotion of the programme within the organisation to improve staff attendance. Participants also acknowledged that internal communications and appropriate processes between management and staff are necessary.

Increased Knowledge is an Outcome

Participants generally noted that their knowledge and awareness of health and safety issues within the workplace increased following the workshop. Some also indicated that understanding of government organisations, such as the Department of Labour and ACC had improved.

Feedback indicated that the enhancement of safety messages and education on safe practice within the workshop was particularly useful for workers engaging in unsafe practices despite being aware of workplace health and safety risks.

Action and Attitudinal/Behavioural Change

The workshops motivated many participants to engage with further health and safety mechanisms and practices, e.g. some volunteered to be health and safety representatives within their respective organisations and others committed to further contact with staff from the Department of Labour and ACC for site compliance and assessment visits. Some workers acknowledged it was hard to change attitudes: 'I've done the same job many times over and nothing has happened so it won't happen to me'.

Ethnic Specific Pacific Needs for Puataunofu

Despite general consensus on the value of Puataunofu, participants identified three requirements that they considered useful to meeting the needs of workers. These are:

- Workshops conducted in ethnic specific Pacific languages
- Resources produced in ethnic specific Pacific languages
- Follow up with participants



APN Print Ltd

Information on Attendees

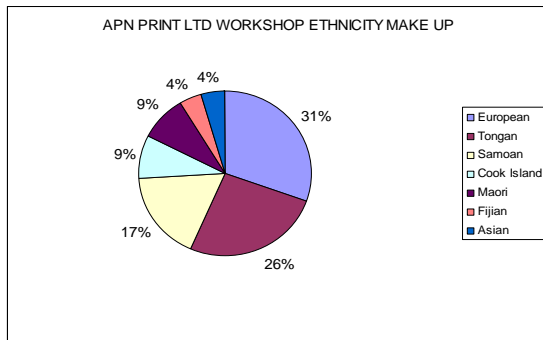


Chart 1: APN Print Ltd

The first workshop was held at APN Print Ltd (Chart 1) and there was a good attendance however some staff could not attend due to shift work. Of the 23 workers who attended 56% were of Pacific descent. Workers shared stories of accidents and needing to know more about ACC claims and other entitlements. A Samoan worker who had worked at APN Print for 29 years said that this was his first workshop and he found it very informative and wanted to know more about how to be a health and safety representative.

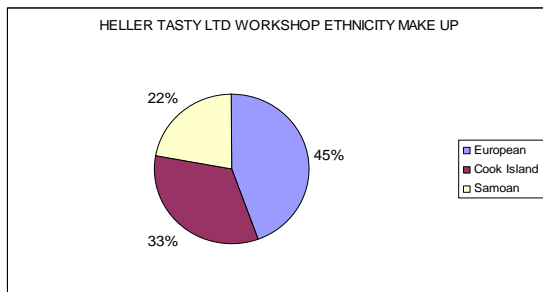


Chart 2: Heller Tasty Ltd

The Heller Tasty Ltd (Chart 2) workshop had 9 workers who attended. 33% were Cook Islanders, 22% Samoan making it a total of 55% Pacific Islanders. The rest of the group was made up of Europeans. Some workers received very short notice and recommended another workshop be held to provide the training to those who were unable to attend. One worker had attended previous health and safety workshops and found this one much more interesting especially with the visuals identifying hazards.

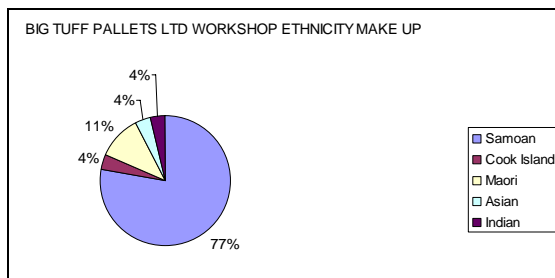


Chart 3: Big Tuff Pallets Ltd

Two workshops were delivered at Big Tuff Pallets Ltd (Chart 3) to cater for morning and evening shift workers with mainly Samoan workers in attendance. Feedback included workers compromising safety because of language and cultural issues.

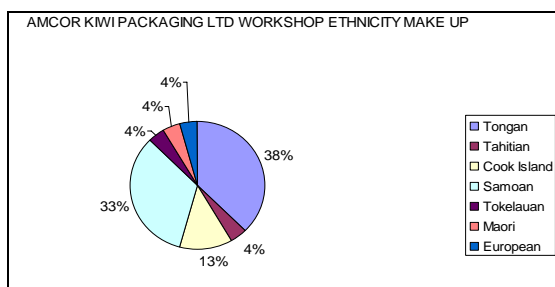


Chart 4: AMCOR Kiwi Packaging Ltd

Two workshops were delivered at AMCOR Kiwi Packaging Ltd (Chart 4) to cater for morning and evening shift workers with the majority of attendees being Pacific workers. The employer was very happy with the high numbers attending and work safety issues being discussed and resolved.

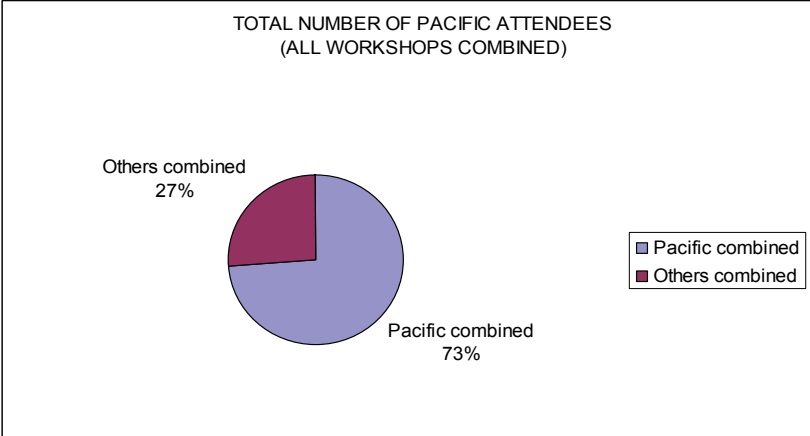


Chart 5: Summary of Workshops

Over 80 workers attended six workshops. The majority of attendees were Pacific Island at 73% (Chart 5) the other attendees were European, Maori and Asian. The overall impact on workers has been positive with many indicating they have an increased awareness of workplace safety.



Big Tuff Pallets Ltd

Review and Reflection by Project Team

Department of Labour thanks Puataunofu Manukau Project team partners who have contributed time, resources, skills and networks in supporting and implementing the workplace safety vision. Puataunofu Manukau delivers on the *Workplace Health and Safety Strategy for New Zealand to 2015* because it aims to lift New Zealand's workplace health and safety performance and reduce the work toll to achieve healthy people in safe and productive workplaces including Pacific workers and their employers. Puataunofu is a successful example of collaboration and coordination with different agencies working together to achieve key workplace health and safety outcomes and create a positive workplace environment for Pacific workers, employers, youth and communities. *'It takes a village of people to bring about change'*.

ACC is happy to be associated with the Puataunofu Project because it supports the New Zealand Injury Prevention Strategy with its vision of 'A safe New Zealand, becoming injury free'. Since its inception the Puataunofu project team has worked strategically to achieve its goals and objectives and that is to raise awareness of health and safety for Pasefika workers in the Manukau Region. ACC will continue to support this project by working together with other key alliances to build a strong safety culture for Pasefika people in the workplace and the wider community.

Manukau City Council is pleased to be a partner in the Puataunofu Project and has participated through the Injury Free Counties Manukau programme and its focus to reduce unintentional injuries in Counties Manukau. The Council has a strong commitment to Health and Wellbeing for Pacific people and supports programmes such as Puataunofu which are positively impacting the everyday lives of Pacific people in Manukau. Injury Free Counties Manukau also has a partnership agreement with the Accident Compensation Corporation to reduce unintentional injuries, and a reduction in workplace injuries for the Pacific workforce is a key outcome of this partnership. The Council embraces a collaborative approach to working with other agencies and supports the sharing of resources, such as is demonstrated in this Puataunofu project. Together we are achieving a safe and healthy *Tomorrows Manukau*.

EPMU, with its large Pacific Island membership is very proud to be involved in the Puataunofu project. Not only does it bring the people of the Pacific together, it enhances our ability to actively participate in terms of Health and Safety. This project also brings together Pacific Branches within the relevant organisations to engage openly in health and safety discussions. The EPMU and CTU Komiti Pasefika can give workers a voice so they can take part in making their workplace a safe working environment. This will in turn be of great benefit for working people, their families, and the greater community. *'Safer families = Safer communities'*.

Komiti Pasefika (CTU) is the CTU Pacific workers network, which aims to educate current and potential Pacific Island union members and activists. Komiti Pasefika encourages the involvement of Pacific peoples in unions through networking, offering support, providing education and advice and seeking recognition from relevant bodies in order to participate and influence in decision and policy making to meet the needs of Pacific peoples. Komiti Pasefika is proud to be part of the Puataunofu Project as it enables us to ensure real improvements are made in the area of Health & Safety.

Ministry of Pacific Island Affairs wishes to acknowledge the Puataunofu Manukau Project team and its work to address workplace safety issues in the Manukau area. The project brought together government agencies, the Manukau City Council and worker organisations into an inter agency steering group to develop a Puataunofu Manukau Action Plan which included culturally appropriate approaches to raise workers safety awareness and practices. The plan was successfully implemented in the Manukau region and now there are moves to implement the Puataunofu approach in other parts of the country where there are high numbers of Pacific workers.

The project provides an evidence based approach to workplace health and safety for Pacific people in New Zealand. Goals have been achieved, awareness of workplace safety issues has been raised, workplace safety practices have been reinforced and outcomes under the project look very positive. Also the collaboration between the project team partners has been a positive feature of the project.

One of the strategic goals of the Ministry of Pacific Island Affairs is to increase Pacific peoples' participation in the economy and recognises that an unsafe workplace can be a barrier to participation. The Puataunofu Manukau Project aims to promote safe and healthy workplaces leading to improved social and economic outcomes for employers, Pacific workers and their families.



Ezra Talamahina (ACC), Hans Key (DoL), Kitiona Tuiletufuga (APN Print)

Conclusions

The Puataunofu Manukau Project used an active learning approach to deliver a series of worker safety products, processes and services which raised worker safety awareness to the target group, provided ongoing improvements in the delivery of key messages in the workshops and brought agencies and other parties together to work on a range of worker safety and project issues.

Significant outcomes of the project:

- The development of positive relationships with key stakeholders and coordinating the support for the project team was a significant factor in the success of the Puataunofu Manukau pilot project
- Workshops were well received and supported by the four companies involved
- Pacific people made up 73% of workshop participants followed by European, Maori and Asian
- At the conclusion of the workshops the Department of Labour was invited by participating work sites to conduct site and compliance assessments
- The project generated a high level of interest in ACC levy discounts through improved efficiency and safety
- Workers who participated in the project workshops indicated that further workshops would be both necessary and beneficial to improve understanding and provide reinforcement of the principles taught
- There was a strong demand for the workshops to be held within workplaces
- The project had very good support from Pacific workers, community leaders and their networks
- Relations between agencies, unions and employers have improved with organisations working towards a common goal of increased safety for employees
- Work is continuing with the promotion and coordination of the schools based Passport to Safety programme with targeted schools
- The media coverage of the Puataunofu Manukau Project activities was constructive and reflected the project in a positive manner

Emerging issues

- Issues have emerged which include the under reporting of work related injuries and claims. The development of additional phases of the project will address these emerging issues
- Given the high number of Small Medium Enterprises, providing workplace safety training workshops needs to be addressed

Recommendations

The Puataunofu Manukau Project

It is recommended that

- The Puataunofu Manukau Project continue in the Manukau area
- Regular team meetings are held to ensure the project maintains the momentum that has been gained thus far
- The Puataunofu Manukau Project team hold a strategic planning session to look at sustainability and support for the future of the Puataunofu programme including additional funding opportunities
- The Puataunofu Manukau Project Counties Manukau develop a regional plan with industry groups and their leaders
- The Puataunofu Manukau Project actively address issues of engaging with employers, employers groups and associations in the Manukau area
- The Pacific Health and Safety Breakfast becomes an annual event

Extending the Project

It is recommended that

- Given their vulnerability in the workplace consideration be given to extending the project to other regions where there are a high concentration of Pacific people
- The Puataunofu Manukau Project is coordinated and delivered at an Auckland regional level
- Ethnic specific workshops are held targeting the largest groups i.e. Samoan and Tongan people
- Puataunofu Manukau Project continue to work with selected colleges to participate in the Passport to Safety in Schools programme
- A Puataunofu Health and Safety brochure be developed
- Puataunofu Manukau Project work with CTU Komiti Pasefika and EPMU to encourage Pacific members to attend the workshops
- A more formal review and evaluation be commissioned to look at the impact Puataunofu Manukau Project has had on workers and companies comparable over 3-5 years

Improving Data Collection

It is recommended that

- The Department of Labour and Accident Compensation Corporation look at improving data collection of Pacific workers who have been injured in workplaces

Addressing Emerging Issues

It is recommended that

- The Puataunofu Manukau Project follow up with addressing other work related issues e.g. legal and minimum rights
- Research and policy work be conducted to identify under reporting of work related injury issues among Pacific workers
- Strategies be developed to meet the needs of those workers employed by Small Medium Enterprise and Pacific businesses
- Invite appropriate organisations to be part of the Puataunofu Manukau Project Team



Appendices

- Appendix 1 - Acknowledgements
- Appendix 2 - Puataunofu Manukau Project Team
- Appendix 3 - Puataunofu Manukau Action Plan
- Appendix 4 - Some Puataunofu Manukau Action Plan Project Details
- Appendix 5 - Communication Resource Kit
- Appendix 6 - Funding and Support from Partners
- Appendix 7 - Pacific Health and Safety Breakfast Invitation
- Appendix 8 - Breakfast Programme
- Appendix 9 - Communications Brief
- Appendix 10 - Breakfast Debrief Session
- Appendix 11 - Pacific DVD Project
- Appendix 12 - Feedback from Workshops
- Appendix 13 - Sample Evaluation Forms
- Appendix 14 - Pacific Messages
- Appendix 15 - Workplace Related Injury Statistics
- Appendix 16 - Age 15-19 Health and Safety Profile
- Appendix 17 - Passport to Safety
- Photos and Media

Appendix 1 Acknowledgements

We would also like to thank and acknowledge contributions and support from:-

1. Caroline (Ligi) Harris (*former Pacific Coordinator for Injury Prevention Counties Manukau*)
2. Sua William Sio (*former Deputy Mayor of Manukau, a champion for Pacific issues*)
3. Len Brown (*Mayor of Manukau*)
4. Craig White (*Department of Labour, Service Manager support for Hans Key*)
5. Ricky Utting (*Department of Labour support for Naomi Saluni*)
6. Alison Dalziel (*former Department of Labour*)
7. Taufaiula Rob Magasiva (*former Department of Labour SBIU Adviser, responsible for coming up with project name 'Puataunofo'*)
8. Diane Maloney (*Manukau City Council, for providing strategic support*)
9. Faama Viliamu (*Manukau City Council, Co-ordinator Pacific Island Advisory Committee – PIAC stepped in to represent MCC in the interim*)
10. Andrew Little (*National Secretary, Engineering Printing & Manufacturing Union*)
11. Katrina Affleck (*Department of Labour, Team Leader SBIU support for Gillianne Ray*)
12. Jay Sepie (*Department of Labour, National Manager SBIU*)
13. Lani Stowers (*Counties Manukau District Health Board*)
14. Tania Winters (*Safe Communities Foundation Project Manager*)
15. Kataraina Maki (*former Department of Labour Health and Safety Policy Manager*)
16. Pastor Lui Ponifasio (*Life Church and Samoa Times*)
17. Pale Sauni (*iglass Consultancy*)
18. Olivia Muliaumasealii (*One Pacific Productions*)
19. APN Print Ltd.
20. Heller Tasty Ltd.
21. Big Tuff Pallets Ltd.
22. AMCOR Kiwi Packaging Ltd.
23. Hokimaianahera (Angel) Rosier (*winner of "Write your Rights" song competition*)
24. Pacific Steel Ltd.
25. Concrete Structures Ltd.
26. Sau Family
27. Fruean Family
28. Rev Asora Amosa
29. Filipo Motulalo
30. Jenny Alexander (*Department of Labour support with DVD project*)

Appendix 2 Puataunofu Manukau Project Team

Governance Group

Management in respective partner organisations



Puataunofu Manukau Project Team

Eugene Setu (***EPMU Organiser***)

Ezra Talamahina (***ACC Injury Prevention Consultant***)

Fuimaono Tuiasau (***MPIA Principal Analyst***)

Gillianne Ray (***DoL Workplace SBIU***)

Hans Key (***DoL Workplace Health & Safety Inspector***)

Helen Taimarangai (***MPIA Communications Advisor***)

Iani Nemani (***DoL Work Directions Labour Market Knowledge Manager***)

Jerome Mika (***EPMU – Lead Organiser & CTU Komiti Pasefika***)

Jetta Hikuroa (***DoL Workplace Policy Senior Advisor Health & Safety***)

Lana Perese (***MPIA Senior Research Analyst***)

Lyn Blaker (***MCC Manager of Community Safety and Health***)

Naomi Saluni (***DoL Workplace Pacific Strategy Coordinator***)

Pepe Sapolu-Reweti (***IPNANZ National Pacific Manager***)

Taufaiula Rob Magasiva (***Pacific Island Chamber of Commerce Auckland***)

Tanu Toso (***Pasefika Injury Prevention Aukilana***)

Teresa Brown (***Co-Convenor CTU Komiti Pasefika***)



Puataunofu Manukau Project Team - Health and Safety Breakfast

Appendix 3 Puataunofu Manukau Action Plan

Milestone	Desired Result	Required Actions	Who	When
1. Four committed workplaces	To recruit four committed workplaces to be used as case studies and venues for health and safety workshops	<ul style="list-style-type: none"> Get commitment from four workplaces with over 30 Pasefika employees, e.g. Fisher and Paykel Appliances and Kumfs Some form of formal commitment to be obtained from each workplace 	Hans, Ezra	15 th Dec 07
2. Overall marketing/communications strategy	To create a collaborative strategy for promoting Puataunofu Manukau	<ul style="list-style-type: none"> Complete project branding currently underway Communications representatives from each stakeholder organisation to develop and finalise a collaborative communications strategy by 15th Nov Project promoted on community radio and Pacific media and in the MPIA newsletter Promote 500 x Pacific Passport to Safety in Schools Puataunofu Manukau Health and Safety breakfast at ASB Polyfest Friday 14 March 	Reps from each organisation Comms reps Hans All	Ongoing 14 March 08
3. Success Measurement	To identify how success will be evaluated and measured throughout the project	<ul style="list-style-type: none"> Sub group to meet and agree on success criteria and how that will be evaluated and measured throughout project Sub group to present criteria to Governance group for sign off 	All All	Nov 15 th End Nov 07

<p>4. Health and Safety Resource Kit</p>	<p>To combine resources of the project partners in a presentable resource kit</p>	<ul style="list-style-type: none"> • Each member of sub group to provide resources from their organisation for a resource kit • Final resource kit to be prepared and presented to Governance group • Multiple packs to be ready for workshops 	<p>All</p> <p>Naomi/Jetta</p>	<p>End Nov 07</p> <p>Dec 07</p> <p>Feb 07</p>
<p>5. Funding</p>	<p>To secure funding for the project</p>	<ul style="list-style-type: none"> • Department of Labour • Manukau City Council (under \$5k) 	<p>Jetta/Naomi</p> <p>Faama</p>	<p>Jan 08</p> <p>Jan 08</p>
<p>6. Health and Safety Workshops</p>	<p>To deliver four workplace workshops</p>	<ul style="list-style-type: none"> • Invites arranged and sent out to Health and Safety Reps • Workshops delivered 	<p>Naomi/Hans/ Jerome</p> <p>Hans/Ezra/ Jerome</p>	<p>Jan 08</p> <p>March/April 08</p>
<p>7. Evaluation and Measurement</p>	<p>To ensure the programme is meeting the needs of all parties</p>	<ul style="list-style-type: none"> • Evaluate, research and measure the effectiveness of the pilot • Secure funding for continuation of project • Put framework in place for ongoing measurement of programme success 	<p>Subgroup</p> <p>All</p> <p>All</p>	<p>May 08</p> <p>June 08</p> <p>June 08</p>

Appendix 4 Puataunofu Manukau Action Plan Project Details

Health and Safety Workshops

Health and Safety Inspector Hans Key held meetings with managers and health and safety coordinators to secure date and venue and number of attendees.

Duration of each workshop was 1.5 to 2 hours long following a culturally appropriate format. Workshops finished off with a shared lunch.

Workshop Programme

- | | |
|--------------------------------------|-----------------|
| • Welcome and Introductions | Hans Key |
| • Department of Labour Presentation | Hans Key |
| • Accident Compensation Presentation | Ezra Talamahina |
| • Summary | Hans Key |
| • Evaluation | Naomi Saluni |
| • Shared Lunch | EPMU |

Companies

1. APN Print Ltd. held on Monday 10th March
2. Heller Tasty Ltd. held on Wednesday 12th March
3. Big Tuff Pallets held on Thursday 22nd April
4. AMCOR Kiwi Packaging held on 9th and 10th July

Communications Strategy

The project team wanted to move away from traditional communications methods such as written information and develop a holistic and culturally effective approach for Pacific audiences. This included the development of a communications resource kit, radio 531pi community talk back programme, health and safety song and concept of a visual moving resource such as a DVD.

Appendix 5 Communication Resource Kit

A Communication Resource Kit was developed with information and resources from partner agencies. Around 200 packs were distributed at the breakfast and workshops and for ASB Polyfest health and safety volunteers from Wesley College.

The Communication Resource Kit contained the following items contributed by each agency:-

Department of Labour

- Workplace services pamphlet translated into Samoan and Tongan languages
- Factsheets translated into Samoan and Tongan languages
- Comic (pictures)
- Bucket hats and water bottle
- Pens, pads and bags

Manukau City Council

- Injury Free Counties Manukau Information Brochure
- Pads
- Calendar
- Fire Service Information Brochure

Accident Compensation Corporation

- Information brochure
- Key rings
- Pens

Council Trade Unions Komiti Pasefika

- Information brochure

Engineering Printing & Manufacturing Union

- Information brochure

Appendix 6 Funding and Support from Partners

Funding and support for Puataunofu Manukau project activities was shared among project partners. Agencies contributed to activities in a variety of ways which are set out below.

Department of Labour

- Write your Rights song project
- Health and Safety DVD
- ASB Polyfest breakfast venue
- Communications and promotional resources
- 500 x Passport to Safety certificates
- Hosting and catering for meetings
- Project management and coordination

Accident Compensation Corporation

- 531pi community talk back radio campaign

Manukau City Council

- Hosting and catering for meetings
- Health and Safety breakfast

Engineering Printing & Manufacturing Union

- Catering for workshops
- Advice, support and coordination

Ministry of Pacific Island Affairs

- Hosting and catering for meetings
- Advice, support and coordination
- Review of Puataunofu Manukau Status Report

Appendix 7 Pacific Health and Safety Breakfast Invitation



Invitation

PUATAUNOFO MANUKAU HEALTH AND SAFETY BREAKFAST

Date: Friday 14th March 2008
Venue: Greyhound Rooms, Manukau Sports Bowl, Manukau
Time: 7.30 to 9.30 am

Talofa lava – Malo e lelei – Kia orana – Ni sa bula vinaka – Fakaalofa lahi atu – Taloha ni – Ia orana and Warm Pacific Greetings!

"Puataunofu Manukau" is a collaboration of agencies who have come together to improve and promote workplace Health & Safety for Pasefika Workers in Manukau. We aim at re-enforcing the importance of employers providing and maintaining a safe working environment in particular for our young Pacific workforce.

Come and hear how you can contribute to an exciting range of initiatives in schools, workplaces and communities that will make a positive difference to productive safe workplaces.

As part of the 2008 ASB Polyfest we invite you to join us for a health and safety breakfast.

Yours sincerely
Puataunofu Manukau

Please RSVP by 7th March to:
Hans Key
Phone: (09) 909 3214
Mobile: 027 246 8563
Email: Hans.Key@dol.govt.nz

"Health and Safety for Pasefika Workers in Manukau"



Department of Labour
TE TAKE MAHI



ASB POLYFEST
NĪKĪPĀNGU SĒKŪNĀRI SĒKŪLŪŪ MĀHĪ
& FĀKĪTŪ ISLANDS CULTURE FESTIVAL



ACC
PREVENTION CARE RECOVERY
Te Kaitiaki Arotika Pūnaha Whānui



Te Kaitiaki
MANUKAU
City Council



MINISTRY OF EDUCATION
Te Kaitiaki Arotika Pūnaha Whānui



epmu
EPIDEMIOLOGICAL PREVENTION UNIT



CTU Komiti Pasefika

Appendix 8 Health and Safety Breakfast Programme

Puataunofu Manukau Health and Safety Breakfast

Friday 14th March 2008,

Greyhound Rooms, Manukau Sports Bowl

7.30am – 9.30am



The Puataunofu Flower

PROGRAMME

Talofa lava, Malo e lelei, Kia orana, Fakaalofa lahi atu, Bula Vi Naka, Taloha ni, Warm Pacific greetings!

Welcome guests	MC Pale Sauni
Opening prayer	Pastor Lui Ponifasio
Welcome from Mana whenua	Jim Rauwhero
Puataunofu Manukau	Hans Key
APN Print Ltd.	Solenn Gouerou
Guest speaker	His Worship the Mayor of Manukau Len Brown
Prayer to end formal part of programme and bless the food	
Buffet breakfast	
Special item by 2008 ASB Polyfest host school Wesley College	
Information packs	

“Health and Safety for Pasefika workers in Manukau”

Acknowledgements:

Department of Labour, Manukau City Council, Accident Compensation Corporation, Council of Trade Unions Komiti Pasefika, Engineering Print and Manufacturing Union and Ministry of Pacific Island Affairs.

Appendix 9 Communications Brief

Puataunofu Manukau Project Communications Brief



The Puataunofu Flower

**Talofa lava – Malo e lelei – Kia orana – Ni sa bula vinaka – Fakaalofa lahi atu – Taloha ni –
Ia orana and Warm Pacific Greetings!**

'Puataunofu Manukau' is an exciting pilot project bringing together agencies to raise awareness of health and safety for Pasefika workers in schools, workplaces and communities in Manukau.

Department of Labour is the lead agency and works in partnership and in collaboration with Accident Compensation Corporation, Manukau City Council, Council of Trade Unions Komiti Pasefika, Engineering Print and Manufacturing Union and Ministry of Pacific Island Affairs.

Our shared vision is ***"Health and Safety for Pasefika Workers in Manukau"***.

This vision will help raise awareness of health and safety for Pacific workers so that when they leave their families for work in the morning they can "Come home safely". According to Statistics New Zealand in 2006 - 24% of Pacific people worked in the manufacturing industry. ACC figures indicate the manufacturing industry had the most number of serious injury claims between 2002 and 2005 and Ministry of Social Development 2007 report suggests there has been an increase in workplace accident claims for Pacific people.

Key drivers for Puataunofu project include the *Workplace Health and Safety Strategy for New Zealand to 2015* that aims to lift New Zealand's workplace health and safety performance and reduce the work toll to achieve healthy people in safe and productive workplaces. The *New Zealand Injury Prevention Strategy* promotes a safe New Zealand, becoming injury free with key objectives including raising awareness and motivation for improved injury prevention among government and non-government organisations, the wider community and for specific settings such as workplaces, schools and homes.

Puataunofu Manukau aims to deliver on the strategy, through a series of activities including workshops in factories, development and dissemination of information resource kit, working with schools on Passport 2 Safety (P2S), media promotions through 531pi community talk back radio.

These initiatives are aimed at:-

- Reinforcing the importance of employers providing and maintaining a safe working environment
- Informing and supporting both employers and employees in their roles in injury prevention
- All Pacific workers with a focus on our young Pacific workforce

As part of the 2008 ASB Polyfest celebrations Puataunofu Manukau will host a health and safety breakfast on Friday 14th March 2008 at the Greyhounds Room, Manukau Sports Bowl Auckland.

CONTACT Hans Key (09) 909 3214 Mobile 027 246 8563

Appendix 10 Breakfast Debrief Session 28 March 2008

Feedback From Rosetta – Safer Communities

- The MC was awesome, excellent choice. The set up was great, although it was hard to walk through the students of Wesley College, it was quite fitting that the breakfast was held in the centre of Polyfest
- Would have liked to have seen more information about the name Puataunoko and perhaps next time have a manager from the industry where workshops have been held to speak
- Recommends MCC to adopt concept

ACC

- Ezra advised event went well and feedback from ACC Manukau Branch Manager Sandra McMurdo the breakfast was excellent

MPIA

- Helen is Communications Advisor for MPIA Auckland and thought the industry partnership was very effective. Would have liked to have seen more footage of workshops

Tanu

- Youth want to know what they will be involved in terms of H & S.
- Breakfast was a successful launch, a strategic move to see major players from union and MCC
- Industry who did attend can see there was good backing. MC was excellent and can see projects spin off especially to focus on community health and safety issue
- It would be good to see more media people
- Workplace has 3 faces – industry; small business and youth
- Project team needs to say more about Injury Free Manukau
- Good endorsement from the Mayor
- Sustainable resourcing from Council (Injury Free Manukau) logo
- Visuals of workshops
- Should have acknowledge Ligi at same time as Toni Pole

Hans

- Received positive email from Solenn and met Robin Barker from AMCOR
- Overall breakfast went well, next time need to distribute workload evenly such as parking/sound system/presentation
- 531pi called through for on-air coverage – passed onto Naomi to take the call
- Highlight were the workshops
- Good support from ACC (Ezra) and the EPMU (Jerome)
- Feedback from workshops has been very positive

- Compliance – rating 1-5 (bad to good)
- APN/Heller Tasty want DoL to do site assessments and ACC requirements for discounts. Focus on educational relationship approach.
- AMCOR – Robin Barker (workshop to be confirmed)
- Temperzone (workshop to be confirmed) Phil Rush (H & S coordinator) is promoting staff participation. H & S inspector investigating 2 incidents where there has been loss of hearing and lost fingers
- Believes there should be 2 workshops per month
- Look at communicating in Pacific languages for workshops

Faama

- Advised today will be his last meeting, came in as temporary to help in the interim
- From council perspective the breakfast was very successful. Both Mayor and Deputy Mayor are on board
- Project is unique for Pacific and needs to be continued. Lyn and Bonnie Dowding (Nuiean has replaced Ligi's role) will take over from Faama/Diane
- PIAG/PAG plays important role
- Breakfast was successful – good response from community with high level support and many students. Main thing is we are providing assistance to our Pacific people

EPMU

- Acknowledge Jerome and EPMU Secretary Andrew Little for meeting costs of catering for the four workshops
- Look at permanent fixtures i.e. annual workshop at each factory rather than one off

Gillianne

- Successful, would have liked to see more visuals, more stories would have been good
- Let's keep the momentum going

Naomi

- Over 80 people attended the breakfast
- Thanks the project team for pulling together on the day to make the breakfast a success
- Acknowledge MCC sponsorship of breakfast
- Acknowledge Hans Key and work with employers and workshops
- Acknowledge Jetta and Policy and good to see Elaine and the police represented.
- Need to look at sustainability of project

Appendix 11 DVD Preferred Proposal

Great White Production and One Pacific Productions presentation to the Puataunofu Manukau Project Team:

PRELIMINARY CONCEPTS FOR DISCUSSION

Introduction:

It is important that whatever DVD is produced that it is more than a visual moving image but that it is an effective tool for community and individual engagement that will invite individuals to explore and discuss the presented issues and find their own solutions and empowerment supported by a facilitation process.

CONCEPTS

The target audience outline in earlier discussions is broad – older Pacific Island people in the work place or returning to it and teenagers transitioning from secondary school to the workplace. So there will be variation in the way they receive information and in language skills which need to be considered. We may also need to consider translations.

It's also important to consider using Pacific Island talent (presenters/narrators/actors/interviewees with real life stories to tell) who are recognisable either through the media or as authentic characters within their working community – both male and female from a range of age groups.

In recent focus groups with Pacific Island communities they clearly indicated that 10-12 minutes was a maximum time to spend viewing training or instructional DVD. They also clearly indicated that they would listen to a respected Narrator or presenter. Eroni Clarke was identified and they responded with genuine excitement.

The key employment issues as we see them arising from the reading material provided so far.

1. Health and safety issues in the work place
2. Accessing and understanding employment rights in the work place
3. Feeling safe and supported in the work place

Concept One: Documentary Drama

10 minute documentary drama.

Summary of case study and relevant employment information for each case study. Interactive page of follow up activities highlighting the main points of the documentary drama. Drama is a powerful tool to engage, educate and empower audiences. Pacific Island people love to be entertained and thoroughly enjoy stories that reflect their real experiences and characters that they can identify with as their own. A documentary drama, intercut with graphics and statistics will not only engage and entertain audiences but engage them in a process where issues or case studies are dramatically portrayed and audiences have the opportunities to find solutions to the problems through a follow-up facilitation process.

Scenario

A documentary drama based on a Pacific Island family and their journey facing the transitional changes in their economic status that the senior member of the family, the father has to return to the work force and his daughter a high school student is already working part time but is planning to work full time. Both will face employment issues such as safety in the work place and understanding and knowing your rights in terms of wages and working hours.

The documentary drama will explore the journey of the father and his daughter, and the employment issues they face in the service and manufacturing industries.

Concept Two: Personal Stories

A 10 minute documentary DVD featuring a series of individuals telling their personal experiences faced in the work place. The interviews will be intercut with re-enactments of these stories to create visual imagery.

A 2 minute summary of case study and relevant employment information for each case study. An interactive page of follow up activities highlighting the main points of the documentary drama.

Personal testimonies and stories are a powerful medium for actively engaging audiences into the world and lives of an individual and supported with enactments, audiences will have the opportunity to clinically analyse each story and find parallels to their own experiences and discuss in more detail through a facilitation process.

Concept Three: Education Video

Education videos are commonly used to inform and educate audiences and driven by a strong Pacific Island presenter, provides a sound visual base for educating audiences. This format would give an investigative approach in looking at the employment issues in the work place.

A twelve minute informative DVD, driven and facilitated by a Pacific Islander presenter presenting the issues facing Pacific Island people in the work place. The DVD would highlight these issues, intercut with graphics detailing statistics and the Employment Act. A two minute summary of case study and relevant employment information for each case study. An interactive page of follow up activities highlighting the main points of the documentary drama.

Once the Concept has been agreed on, we will prepare a detailed proposal.

Appendix 12 Attendee Responses at Workshops

A survey form/interview process was used to obtain feedback from participants at the workshops and other events. Some of the feedback comments are outlined below.

Employers Comments:

APN Print Ltd.

This workshop was relevant to our workplace health and safety needs with outcome being an increase in employee knowledge and interest in health and safety. We would recommend this workshop to other companies because employers need similar workshops. It was really useful for us at APN Print. A third party like DoL is the best way to educate employees.

AMCOR Kiwi Packaging

These workshops were helped improve awareness and knowledge of workplace safety for our Pacific workers. AMCOR Kiwi Packaging would recommend this type of workshop to other workplaces.

Employees' Comments:

APN Print Ltd

Attendee 1 (Tongan)

- Worked at APN Print for 18 years
- Appreciated information gained from workshop
- Has a better knowledge of what Department of Labour offers

Attendee 2 (Samoan)

- Employed at APN Print for 5 years
- Works in bindery
- This is first time she has heard about health and safety and thinks it is an excellent programme
- Good to know more about ACC
- Fell in 2005 and injured leg/knee, couldn't walk and was only offered panadol
- Is still feeling effects of injury

Attendee 3 (Samoan)

- Has worked at APN Print for 29 years
- This is his first health and safety workshop and happy to attend
- Found the workshop very informative and keen to volunteer as a future health and safety representative
- Suggests workshops to be held in ethnic specific e.g. Samoan and Tongan as a lot of Samoan and Tongan workers
- Thank you for a great lunch
- Programme in factory needs more advertising and is keen to let people on floor know about workshop via word of mouth

Attendee 4 (Maori)

- Worked at APN Print for 9 years
- Has attended previous health and safety workshops
- Is currently head (EPMU) union delegate for Manukau plant
- There is a need to organise workshops for everybody because there are day and night shifts

Attendee 5 (Tongan)

- Worked at APN Print for 8 years
- This is first health and safety workshop and thinks the information is good because she has been reporting some hazards and as followed up with supervisor to rotate different machines.
- Has had the same safety shoes for 2 years and needs new shoes as her toes are now showing however cannot afford shoes

Attendee 6 (European)

- Has been with APN Print for 2 years
- Is health and safety coordinator and believes the health and safety message is important for the company
- Had to get buy in from managers first and than promote to the staff which has been difficult however happy with turnout of people
- Happy to work with Hans Key and Department of Labour and ACC for site compliance visits and future workshops

Heller Tasty Ltd**Attendee 7 (Tongan)**

- Only found out about the workshop through word of mouth, others would be keen to attend if they knew about it
- Have a workshop in the Tongan language
- Liked sharing of lunch

Attendee 8 (Samoan)

- 4 years length of service
- Works in stock control
- Sometimes you know it's unsafe but you keep doing it anyway
- This workshop is a good reminder of what happens when things go wrong

Attendee 9 (Cook Island)

- 6 years length of service
- Works in small goods as a machine operator
- This is his first health and safety workshop
- Good to see pictures showing dangerous work
- Knew a little about health and safety but now understands more
- Has experienced no accidents

Attendee 10 (Samoan)

- 1 year length of service

- Works in ready to eat room
- Found the workshop useful and is keen to participate in H & S training
- Good to know more about ACC as wants to know more about accidents in sports
- Would like to see more workshops for fellow co-workers who couldn't come because they are on shift work
- Great lunch

Attendee 11 (European)

- 3 weeks length of service
- Works in ready to eat room
- Enjoyed the workshop
- Be good to have more workshops for more people

Attendee 12 (Cook Island)

- 10 years length of service
- Works in the production area
- Is currently a health and safety representative
- Has attended previous health and safety training workshops but Puataunofu workshop compared to the others was more interesting especially visually identifying hazards
- Has noticed at previous training sessions there is no follow up
- Enjoyed format of a short workshop
- Most Pacific working on factory floors are Samoan and could benefit from attending English courses to help with communication.
- Has experienced only minor accidents e.g. cuts
- Overall company has a very good safety record
- Staff (leading hands) participating in recommendations to Production managers meeting weekly every Wednesday where they can report on any issues/hazards
- Encourage fellow staff who have not attended a H & S workshop

Big Tuff Pallets

Attendee 13 (Samoan)

- Health and safety representative and sits in their H & S committee
- Used internally as a Samoan interpreter for the company to translate any messages to other Samoan staff
- Workshop was good because we've had a number of serious accidents recently and most guys don't understand why it's important to stay safe in their workplace.
- Need some resources to give to the staff
- Keen to organise another workshop for the evening shift about 20-25 of them

Appendix 13 Sample Evaluation Forms

APN Print Ltd. – Monday 10th March 2008

Evaluation Sheet – Employer

Topic	2008	2007	2006
Total number of staff employed			
Total number of Pacific staff employed			
Number of reported workplace accidents			
Number of health and safety workshops			

Please choose your level of Knowledge **BEFORE** today's Health & Safety presentation?

Topic	No Knowledge	Some Knowledge	A lot of Knowledge
Employer responsibilities			
Employee responsibilities			
Health & Safety reps role			

Please choose your level of Knowledge **AFTER** today's Health & Safety presentation?

Topic	No Knowledge	Some Knowledge	A lot of Knowledge
Employer responsibilities			
Employee responsibilities			
Health & Safety reps role			

Was this workshop relevant to your workplace health & safety needs?

Yes **No**

What outcome did you hope to achieve by having this workshop?

Would you recommend this workshop to other workplaces?

Yes **No**

Other Comments/feedback

Evaluation Sheet – Health & Safety Rep

Please choose your level of Knowledge **BEFORE** today's Health & Safety presentation?

Topic	No Knowledge	Some Knowledge	A lot of Knowledge
Employer responsibilities			
Employee responsibilities			
Health & Safety reps role			

Please choose your level of Knowledge **AFTER** today's Health & Safety presentation?

Topic	No Knowledge	Some Knowledge	A lot of Knowledge
Employer responsibilities			
Employee responsibilities			
Health & Safety reps role			

Was this workshop relevant to your workplace health & safety needs?

Yes **No**

Would you recommend this workshop to other workplaces?

Yes **No**

Other Comments/feedback

Appendix 14 Pacific Messages

Vulnerable workers

Vulnerable workers are workers that may be at increased risk of work-related disease and injury, for example children, young people, new workers and migrants. Māori and Pacific workers may also experience a disproportionately high number of workplace incidents.

Over the last year, the Department of Labour has focused on better understanding of who our vulnerable workers are, particularly in high risk industries such as manufacturing and construction.

This work has indicated that older men, Māori and Pacific men in high risk industries and children and youth workers may also be at increased risk.

Preventive Workplace Cultures

Ultimately, individual workplaces take responsibility for their own health and safety. A preventive workplace culture is created when management and staff are all committed to managing risks and hazards. They have values, attitudes, systems and practices in place that prevent harm to people at work.

Visible management commitment and ownership of safety is seen as crucial to improving safety culture. Similarly, engaged and involved workers are key factors in maintaining and improving safety culture.

Drivers behind some communicating with Pasefika workers

The messages created by Pete Colman are based on conversations with different people within the Workplace Group, and his interactions with Pasefika communities.

Translating 'safety culture' into something everyone can understand:

Senior Policy Advisor Francois Barton through the work he is doing around productivity has created some useful commentary on how we might consider translating quite a nebulous concept into something useful to individual workers. One possible translation was:

- **“Would I still be doing it this way if my boss was watching me?”**

Connection to family:

An obvious communications lever for Pasefika people is their strong attachment to family.

- **“Is doing this job quickly worth my life?”**
- **“I work to help my family – if I die at work who’s going to look after them?”**
- **“I might look silly in this safety gear – but I’d look sillier in a coffin”**
- **“I wear earmuffs so I’ll be able to listen to my grand children.”**

Problem with written language:

An identified issue for Pasefika people is low levels of literacy in English. Therefore, verbal cues take on an extra significance for safety messages. Getting Pasefika workers to ask questions when they are unsure of a process or how to use a piece of equipment could therefore be important:

- **“No one ever died from asking a dumb question.”**
- **“Machinery kills – asking a silly question doesn’t”**

Issues of authority / hierarchy:

Respect for authority and a very ordered sense of hierarchy in a community raise issues of workers knowing if they have a right to do say ‘no’ to situations that appear unsafe:

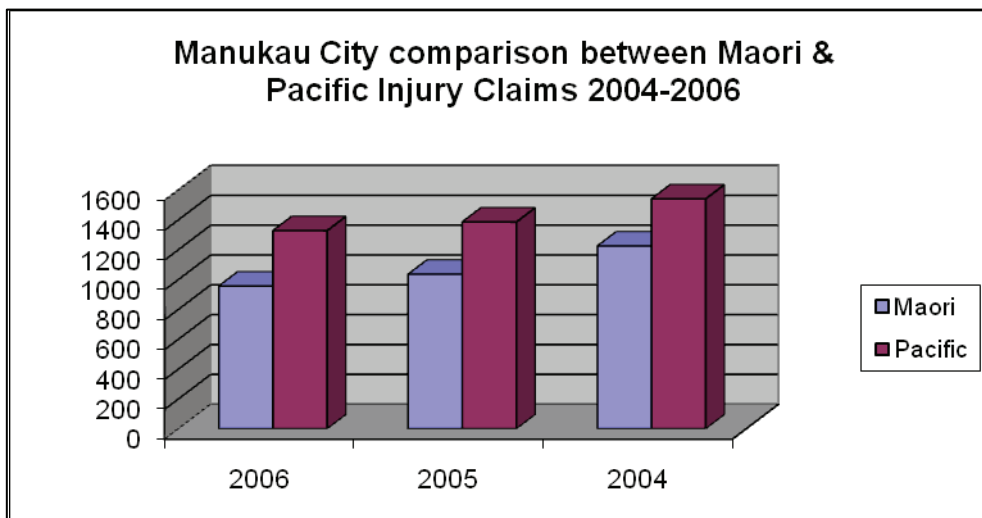
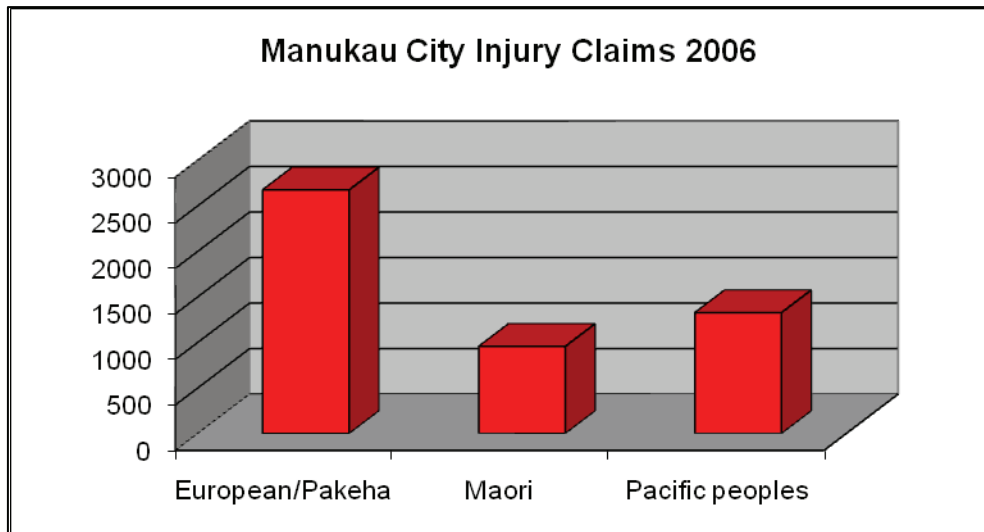
- **“He’s my mate – I’m sure he’d tell me not to be such an idiot!”**
- **“People who take short cuts – have short lives!”**
- **“I don’t get paid enough to do it that way”**
- **“Someone a lot smarter than me says that’s dangerous – I’m not going to argue!”**
- **“He might be my boss, but the law says I don’t have to do anything unsafe”**

Appendix 15 Workplace Related Injury information, data and issues

A) Workplace Related Injury Claims

Workplace Locations	Concentrated Sector Areas	Statistical Information
<u>Health & Safety</u>		
Northern Region	Pacific Population: 181,638	Work Related Injury Claims in the year ending 2005
<ul style="list-style-type: none"> • Whangarei • Auckland North • Auckland Central • Auckland South 	<ul style="list-style-type: none"> • Manufacturing • Construction • Services • Professional Services 	<ul style="list-style-type: none"> • 4160 • 1415 • 1369 • 984
Waikato/Eastern Region	Pacific Population: 8,940	
<ul style="list-style-type: none"> • Hamilton • Tauranga • Rotorua • Napier • Gisborne 	<ul style="list-style-type: none"> • Manufacturing • Construction • Agriculture & Fish • Services 	<ul style="list-style-type: none"> • 910 • 197 • 167 • 78
Central	Pacific Population: 49,254	
<ul style="list-style-type: none"> • New Plymouth • Palmerston North • Wellington • Lower Hutt • Nelson 	<ul style="list-style-type: none"> • Manufacturing • Services • Professional Services • Construction 	<ul style="list-style-type: none"> • 721 • 284 • 224 • 107
Southern	Pacific Population: 15,528	
<ul style="list-style-type: none"> • Christchurch • Greymouth • Timaru • Dunedin 	<ul style="list-style-type: none"> • Manufacturing • Services • Agriculture & Fish • Professional Services 	<ul style="list-style-type: none"> • 143 • 123 • 61 • 52

B) Manukau Work Related Injury Information




Appendix 16 Age 15-19 Work & Risk Profile

Summary


- Significant numbers of age 15-19 (and younger school-age) people are working, over 150,000 people
- They usually work part-time after school and in school holidays
- They mostly work in service and sales (retail, fast food), but a significantly higher proportion than the general workforce work in high risk occupations and industries (those with highest ACC claims) – particularly:
 - Occupations – elementary occupations – 19% (this includes labouring and cleaning), trades (9%), and machinery operators (6%)
 - Industries - 10% in construction, 9% in manufacturing, 7% in agriculture, forestry & fishing.
- Age 15-24 has the second highest incidence of ACC claims at 149 per 100,000 FTEs compared with 126 (and we estimate this is even higher, 175, for age 15-19).
- There is a particularly high risk correlation for young pacific workers, working in Auckland, who work with machinery.
- School-based research indicates young people are not highly aware of health and safety risks, and under report injuries (often considering it to be minor and blaming themselves).
- There are growing opportunities in the school curriculum for HSE training and experience, particularly in trades. DoL will get more involved in this through its operational arm.
- Culturally, NZ society wishes to protect young people’s work experiences and their safety at work by having age restrictions on hazardous work. There is reasonable evidence that young people are still physically, psychologically and neurologically maturing.
- There is some cultural evidence from employers that young workers see themselves as “bullet proof”, are more individualised and less collective than previous generations.


Appendix 17 Passport to Safety



Certifying Centre and Affiliates Safe Community Support Centre of the WHO Collaborating Centre on Community Safety Promotion Administrator and Facilitator of the International Passport to Safety Programme in New Zealand

Passport to Safety P2S New Zealand





Raising Awareness Protecting Youth Health and Safety in the Workplace

Safe Communities Foundation New Zealand (SCFNZ)
Huntman House, Suite 1A, 128 Humeau Road, Takapuna
PO Box 331399, Takapuna, North Shore 0740, New Zealand
Tel: +44 9 488 7401 Fax: +44 9 488 7402 Email: contact@scfnz.org Web: www.safecommunities.org.nz
SCFNZ is a Certifying Centre and Affiliates Safe Community Support Centre of the WHO Collaborating Centre on Community Safety Promotion Administrator and Facilitator of the International Passport to Safety Programme.
Email: p2s@scfnz.org Web: www.passporttosafety.com/newzealand

Passport to Safety (P2S)

is an international health and safety awareness programme which originated in Canada before being adapted to NZ conditions. **P2S** revolutionises thinking and practice among youth by supporting and encouraging training required to eliminate needless workplace injuries and deaths. The **P2S** programme is **NOT** designed to replace employer-based induction programmes.



Vision

To live in a world in which young people come home healthy and safe at the end of each day.

Mission

To help eliminate needless injuries & preventable deaths of young New Zealanders aged 24 and under.

Analysis of New Zealand (NZ) young people's workplace injury data:

- ⇒ The incidence of workplace injuries is higher in NZ than in Australia for 15-24 year olds;
- ⇒ Injuries at work kill more than one person in NZ every week;
- ⇒ Young people are three times more likely to be injured at work than adults;
- ⇒ Males are more than twice as likely to experience workplace injuries than females involving a claim to ACC;
- ⇒ Each year almost 6000 15-24 year olds need more than a week off work because they have been injured at work;
- ⇒ Countless others receive treatment for an injury at ED & GP clinics; and
- ⇒ Across all age-groups, the social & economic cost of workplace injuries is high.



What is P2S?

- A web-based, self-paced learning & test programme aimed at young people who are preparing to enter the workforce for the first time.
- Can be taken on an individual basis or as part of a co-ordinated approach through schools or workplaces.
- Programme highlights individual's rights and responsibilities regarding safety in the workplace.
- It is a method by which to address the issues of identification of hazardous situations, generic handling and ergonomic requirements.
- Successful participants are awarded a "**Passport to Safety**" certificate that demonstrates their basic awareness of workplace health & safety.
- Employers, businesses & communities support this culture of safety by encouraging young employees to participate in this baseline training before acquiring a position with their organisation.
- **P2S** programme is **NOT** designed to replace employer-based induction programmes.

Remember! Job specific training will always also be required.

Safe Communities Foundation New Zealand (SCFNZ), is a visible national champion for the promotion of safety and injury prevention. Through the International Safe Communities Network, SCFNZ has established a strong relationship with the Safe Communities Foundation of Canada (SCF) which has resulted in the SCFNZ securing the rights to distribute SCF's successful **P2S** programme in NZ.



The P2S Programme:

- Provides a unique learning environment, for students exploring and challenging themselves on health and safety issues in the workplace;
- Focuses on improving health & safety outcomes for young people;

P2S supports the vision that young people enter and then return home from, safe workplaces every day.

- Contains six modules each including: Employer Responsibilities; Worker Rights/Responsibilities; Hazardous Substances and New Organisms Act (HSNO); The Five Hazards (physical, ergonomic, chemical, psychosocial, biological); Health and Safety in the Workplace; and Controlling Workplace Hazards;

- Students are faced with questions that challenge them and are based on a variety of experiences; for example-school lessons and work experience;



- Enables students to complete the programme at school or work-sites through the issuing of a personal log-on & password; and

- Delivers a no-fail test – if an incorrect answer is chosen, the student is presented with information to read and is re-tested.

Safety knowledge gained through participation in P2S could be incorporated into home; sporting & travelling environments, thus enhancing the possibility of NZ becoming injury free.

Why P2S is needed

Do you remember when you helped your children cross the road - held hands, looked both ways, waited for the right signal, stuck out your arms and took no chances?

Or what about your 16-year-old getting behind the wheel of a car - lots of training and practice first, learning the signs and the laws and becoming aware of the hazards?

Why do so many of us not understand that young people face a whole new set of risks when they go to work? Do they know the signs, the laws, the rules and the most common hazards before they even go through the front door of a workplace?



Injury prevention is a cultural shift in ideas & practices. To achieve change, a range of strategies & environments must be addressed. SCFNZ believes that uniting all sectors of the community, including business, will create a synergy and momentum that is likely to have a greater impact on the injury burden.

P2S is evidence-based

P2S programme, is the only programme which has produced positive outcomes in relation to reductions in rates of workplace death & injury. For example, in Canada, a marked reduction in fatalities & injuries of young workers under 19 years has been evident, including:

- 80% reduction in fatal injuries;
- 24% reduction in lost time due to injury; &
- 12% drop in total injuries.

P2S gives young people the knowledge to know what questions to ask to keep them safe at work!

Think Safe Feel Safe Act Safe Be Safe

Benefits of improved safety for:

Children, young people and families/whanau:

- ⇒ Continued quality of life;
- ⇒ Ongoing participation in school, work, play, sport, leisure, and educational activities;
- ⇒ Increase in academic scores; and
- ⇒ Preservation of future incomes and assets.

Schools, organisations and business:

- ⇒ Minimising disruption to operations;
- ⇒ Increased learning outcomes and productivity;
- ⇒ Retention of valued staff; and
- ⇒ Reduced ACC levies.

The wider community:

- ⇒ Safer, happier and more productive children, young people and populations; and
- ⇒ Decreased demands on the healthcare system.



How to get started?

1. Contact SCFNZ to **discuss** how **P2S** fits within your existing curriculum or health and safety programme;
2. Appoint a **facilitator** to coordinate **P2S** within your school/workplace;
3. Passports cost \$10 per person, **funding options are available** please contact SCFNZ;
4. Attend a short interactive computer **training session** on running the **P2S** programme; and
5. **Commence** the programme with your students/young workers.

Safe Communities Foundation NZ (SCFNZ)
Dr Carolyn Coggan, Director
Hurstmere House, 128 Hurstmere Rd, Takapuna
PO Box 331399, Takapuna, North Shore 0740, New Zealand
Tel: +64 9 488 7601 Fax: +64 9 488 7602
Email: p2s@scfnz.org
Web: www.passporttosafety.com/newzealand

Resource Number Six: Updated April 2007.
Proudly Supported by: SCFNZ, DOL, ACC, & NZIPS.

Working at the Interface of Community & Business



An introduction to



Passport to Safety
Setting the Standard

To improve workplace safety for youth



SCFNZ is a:
Certifying Centre and
Affiliate Safe Community Support Centre of the WHO
Collaborating Centre on Community Safety Promotion.
Administrator and Facilitator of the International
Passport to Safety Programme in New Zealand.

Photos

Workshop One

- APN Print Ltd.
- Monday 10th March 2008



Workshop Two

- Heller Tasty Ltd.
- Wednesday 12th March 2008



Workshop Three

- Big Tuff Pallets
- Thursday 22nd April 2008



Workshop Four

- AMCOR Kiwi Packaging
- Wednesday 9th July and Thursday 10th July 2008



Health and Safety Breakfast

- Friday 14th March 2008, ASB Polyfest



Health and Safety Breakfast



Health and Safety Breakfast



Pacific Music Awards 31 May 2008



