



WORKPLACE HEALTH AND SAFETY STRATEGY  
FOR NEW ZEALAND TO 2015

# Construction Sector Action Plan 2010–2013





This Action Plan has been prepared by the Department of Labour in partnership with the Accident Compensation Corporation and the Construction Safety Council.

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The Department of Labour provides information and investigates problems to do with employment and workplace health and safety. We can help employers and employees with:

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ISBN 978-0-478-36059-2

May 2011



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# 1. Construction Sector Action Plan

This Action Plan sets out specific actions to reduce the work toll in the construction sector and has a particular focus on slips, trips and falls from height.

It has been prepared by the Department of Labour in partnership with the Accident Compensation Corporation and the Construction Safety Council. It is closely aligned to the Construction Safety Council's own Strategy and provides a purposeful rallying point for government agencies and the construction sector.

## ■ This Action Plan provides a means to:

- build shared leadership and ownership of the workplace health and safety problems and issues within the construction sector
- gain consensus on key priorities for action
- achieve co-ordinated and integrated activity.

## ■ In 3 years we want to see:

- a statistically significant reduction in workplace injury and fatality rates
- effective programmes in place to support this reduction
- reliable health and safety data and better access to it
- partnerships with government and industry improving health and safety.

## 2. Background

A review of the Workplace Health and Safety Strategy for New Zealand to 2015 revealed a gap between the high-level strategy framework and concrete action at the sector, workplace and hazard level.

To address this gap a 3-year National Action Agenda has been developed, supported by five Sector Action Plans and a National Occupational Health Plan.

The aim is to reduce injuries and fatalities at work and deliver healthy and productive workplaces for all New Zealanders through specific actions in five priority sectors. These sectors have consistently high levels of workplace injury, disease and fatalities.

### THE FIVE PRIORITY SECTORS ARE:

CONSTRUCTION

AGRICULTURE

FORESTRY

MANUFACTURING

FISHING

### NATIONAL AND SECTOR-LEVEL ACTIONS WILL BE DELIVERED UNDER FOUR ACTION AREAS:

1 GROWING SAFETY LEADERSHIP

2 DEVELOPING CAPABILITY

3 BUILDING KNOWLEDGE

4 SUPPORTING A ROBUST HEALTH AND SAFETY SYSTEM



## 3. Sector Profile

### 3.1 About the sector

The construction sector covers businesses and workers engaged in the construction of buildings and structures. It includes alterations, reconstruction, installation, maintenance and repairs, demolition, civil construction and land preparation.

Operationally, it is easiest to understand the sector as made up of four broad subsector groups:

- Residential construction.
- Non-residential commercial construction.
- Non-residential civil construction.
- Trades – covering tradespeople/businesses who regularly do construction work, such as carpenters, plumbers and so on, and who may work in any or all of the above sectors. (It is not the same as the trades occupational group.)

Approximately 180,000 people work in New Zealand's construction sector, making it the country's sixth biggest industry (employing 8.1% of the total New Zealand workforce).<sup>1</sup> It contributes approximately 6% annually to New Zealand's GDP (about the same as the agricultural sector). Regionally, most construction activity is in the main metropolitan centres.

The construction workforce is predominantly male, at 86.7% of sector employment. It has a younger profile than other high-hazard sectors. The proportion of young workers age 15–24, at 17.9%, is higher than for all industries (15.9%).<sup>2</sup> The sector has a higher proportion of Māori workers than average. The 2009 Report of the Building and Construction Sector

Productivity Taskforce (the Building Taskforce report) noted that 66% Māori employment growth between March 2003 to March 2008 was in the construction sector.

The construction sector is labour-intensive and engages a higher number than average of workers on contracts for services, reflecting the high proportion of tradespeople. It also indicates the high use of labour-only contracting, which can result in fewer training opportunities for less-skilled workers. Construction workers are significantly more likely to work longer hours (41–60 hours per week) and correspondingly less likely to work part-time (less than 30 hours).

The Building Taskforce report noted a decline in average trade skill levels, with less experienced new entrants and a legacy skills gap. The report also noted a shortage of management and leadership skills. The construction sector also has a high percentage of employees with low literacy and numeracy.

Several organisations in New Zealand help promote improvements in health and safety practice in the construction sector through specialised training and accreditation schemes. Two of these, Site Safe and Operate Safe, have recently been working together and have introduced a co-branded induction card.

The construction sector has a higher than average number of small or medium-sized businesses. It has traditionally been quite fragmented, with many associations representing different trades and activities. Work with the sector is focused strategically on forming a Construction Safety Council. This has recently been formed and is a key contributor and owner of this Action Plan.

1. Statistics NZ Household Labour Force Survey: December 2010 Quarter.

2. Additional age profile data:

- Proportion of workers 35–54 is 47.5% – slightly higher than the average for all industries of 46.4%.
- Proportion of workers over 55 is 15.1% – lower than the average for all industries of 18.4%.

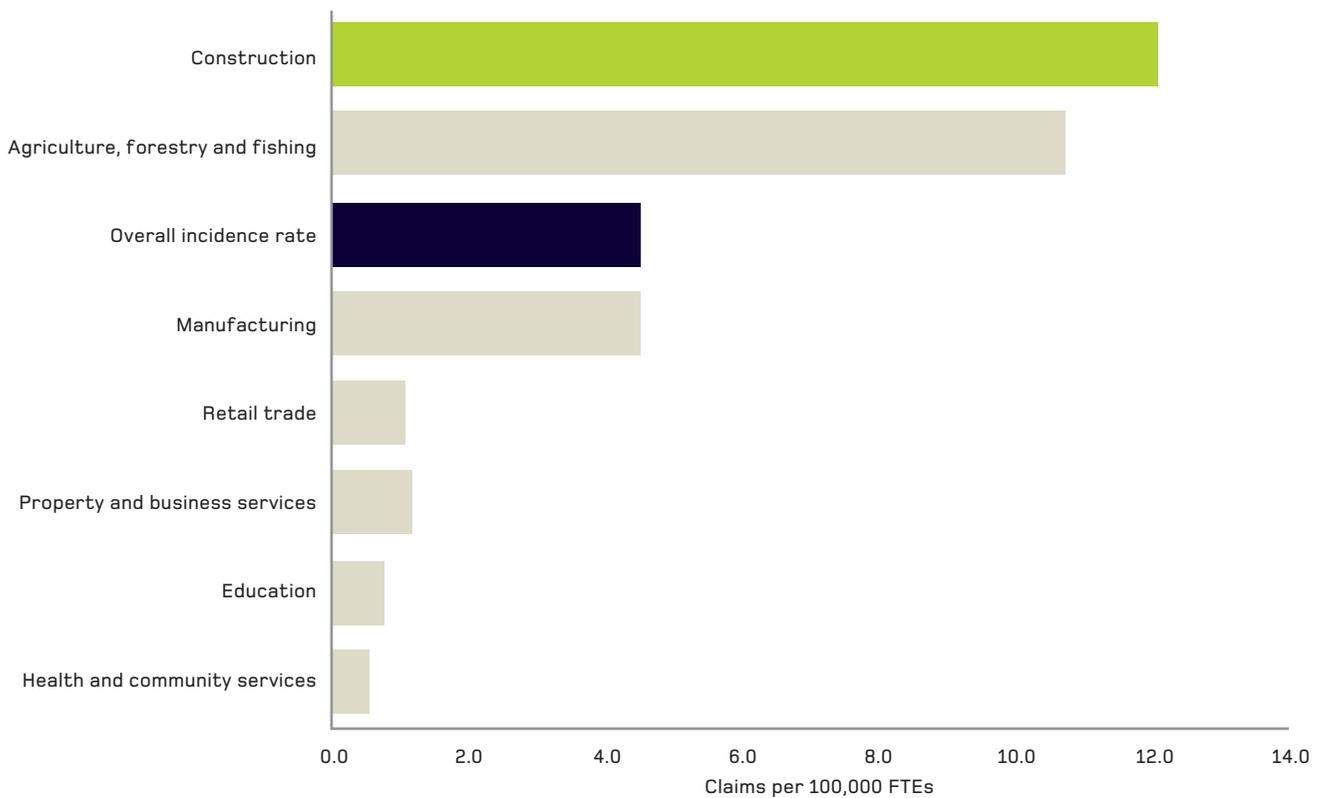


## 3.2 What injuries are occurring?

### 3.2.1 Comparative data with other sectors

The fatal injury rate for the construction sector is almost triple the average for all sectors (see Figure 1), and in 2008, it made the largest contribution to work-related fatalities (34%)<sup>3</sup> of any sector.

**Figure 1: ACC claims for work-related fatal injury by industry sector, averaged 2002–2008, for those sectors with 100,000 or more FTEs<sup>4</sup>**



Source: Statistics NZ, Injury Statistics – Work-related Claims: 2009 (Reported 31 March 2010).

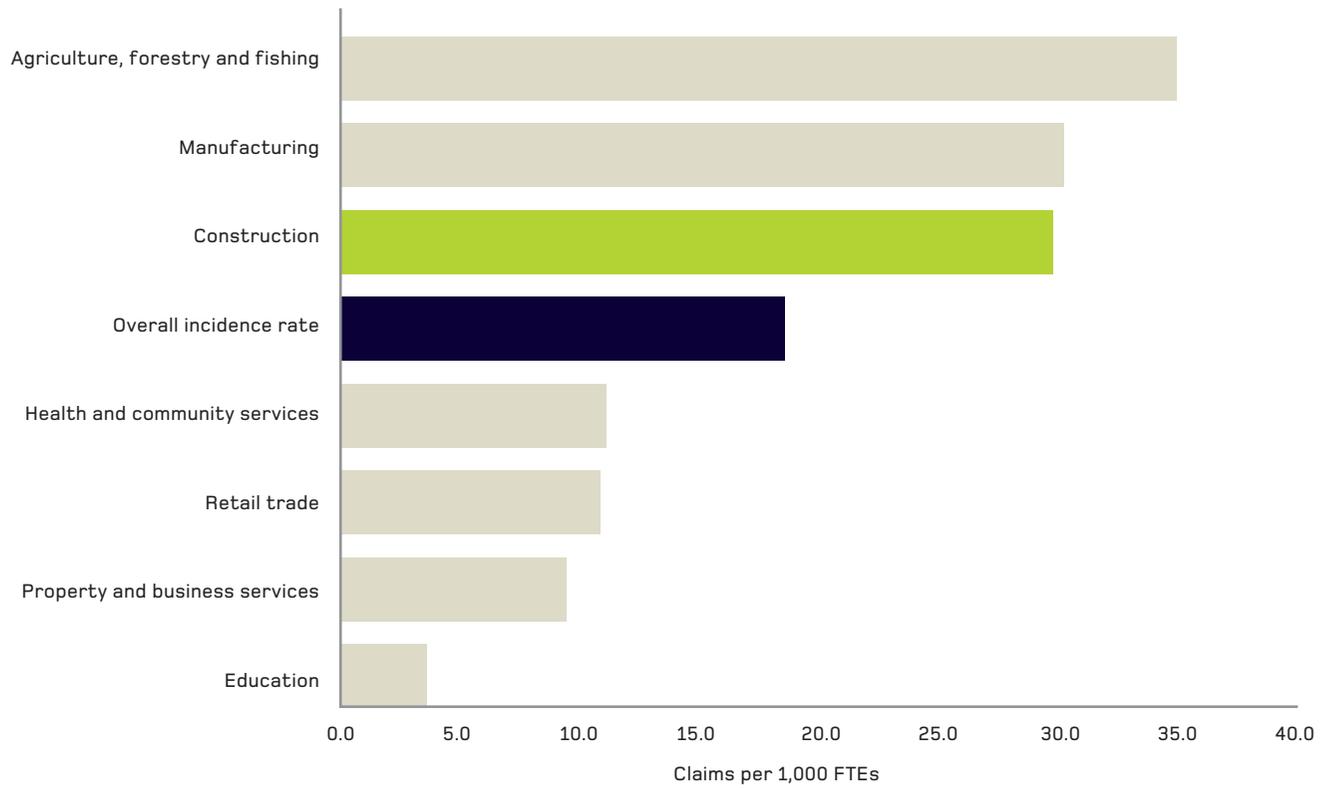
3. This is based on the incidence rates being aggregated for ANZSIC Level 1 industry classification units. Comparisons would differ if the Agriculture, Forestry and Fishing category unit was split at the Level 2 classification.

4. The list of sectors was limited to those with 100,000 or more because this provided those sectors that contribute the most to the New Zealand work toll. FTEs = full-time equivalent employees.



Between 2002 and 2008, the construction sector had the third highest incidence rate of serious injury<sup>5</sup> among sectors with 100,000 or more FTEs.

**Figure 2: ACC work-related injury claims involving entitlement payments by industry sector, averaged 2002–2008, for those sectors with 100,000 or more FTEs**



Source: Statistics NZ, Injury Statistics – Work-related Claims: 2009 (Reported 31 March 2010).

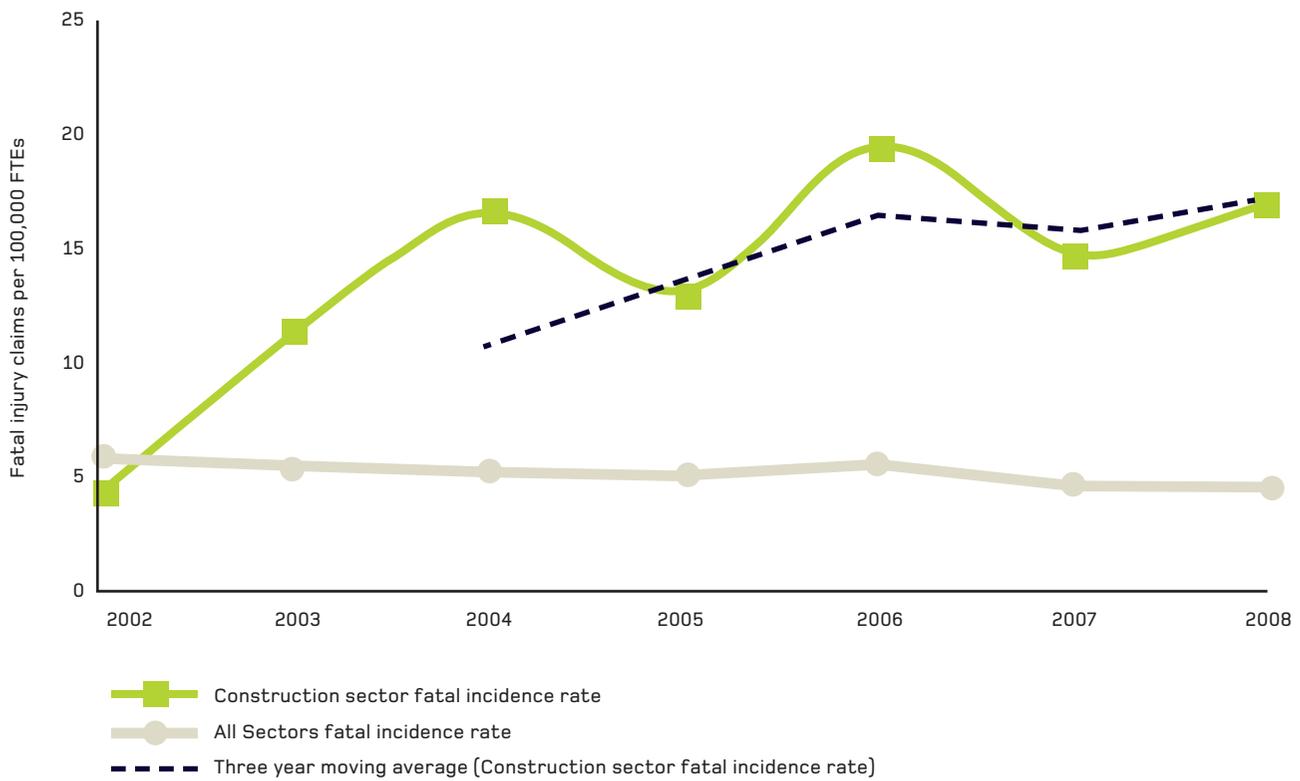
5. 'Serious injury' is defined as ACC claims involving entitlement payments (these include death, weekly compensation and rehabilitation payments).



### 3.2.2 Fatalities

Since 2002, the construction sector fatal incidence rate has almost quadrupled. To gauge an overall trend, a 3-year moving average has been applied. As can be seen in Figure 3, the line is trending upwards and is significantly higher compared to the overall rate across all sectors.

**Figure 3: ACC claims for fatal work-related injury per 100,000 FTEs**

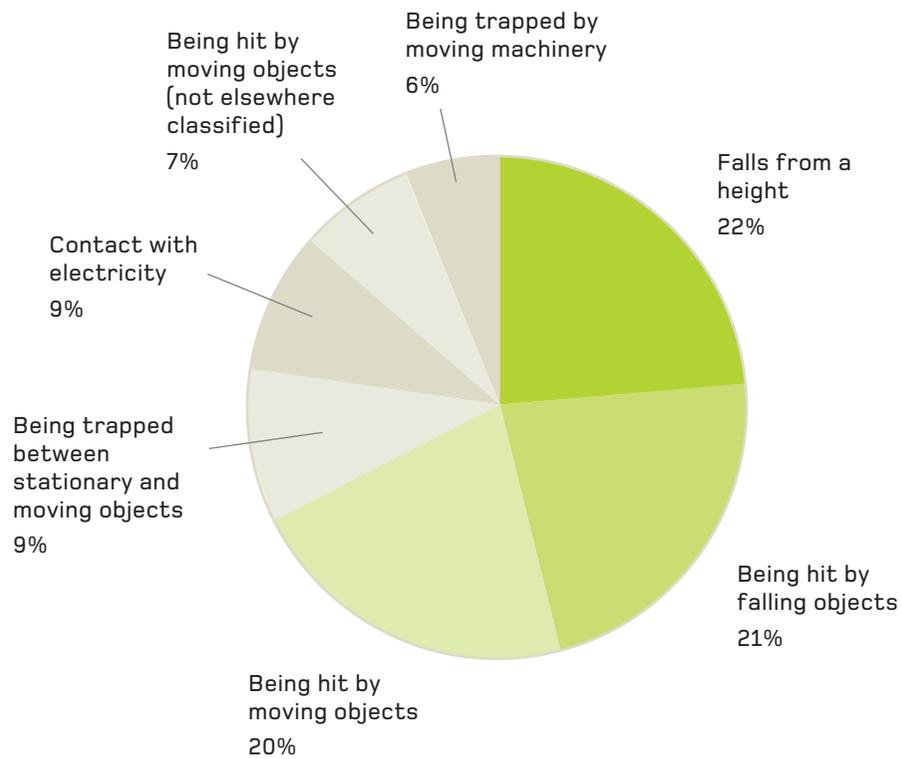


Source: Statistics NZ, Injury Statistics – Work-related Claims: 2009 (Reported 31 March 2010).



Falls from heights, being hit by falling objects and being hit by a moving object are the three biggest causes of construction workers sustaining fatal injuries (making up 63% of the fatal accidents notified to Department of Labour – see Figure 4).

**Figure 4: The leading causes of fatal injuries in the construction sector**



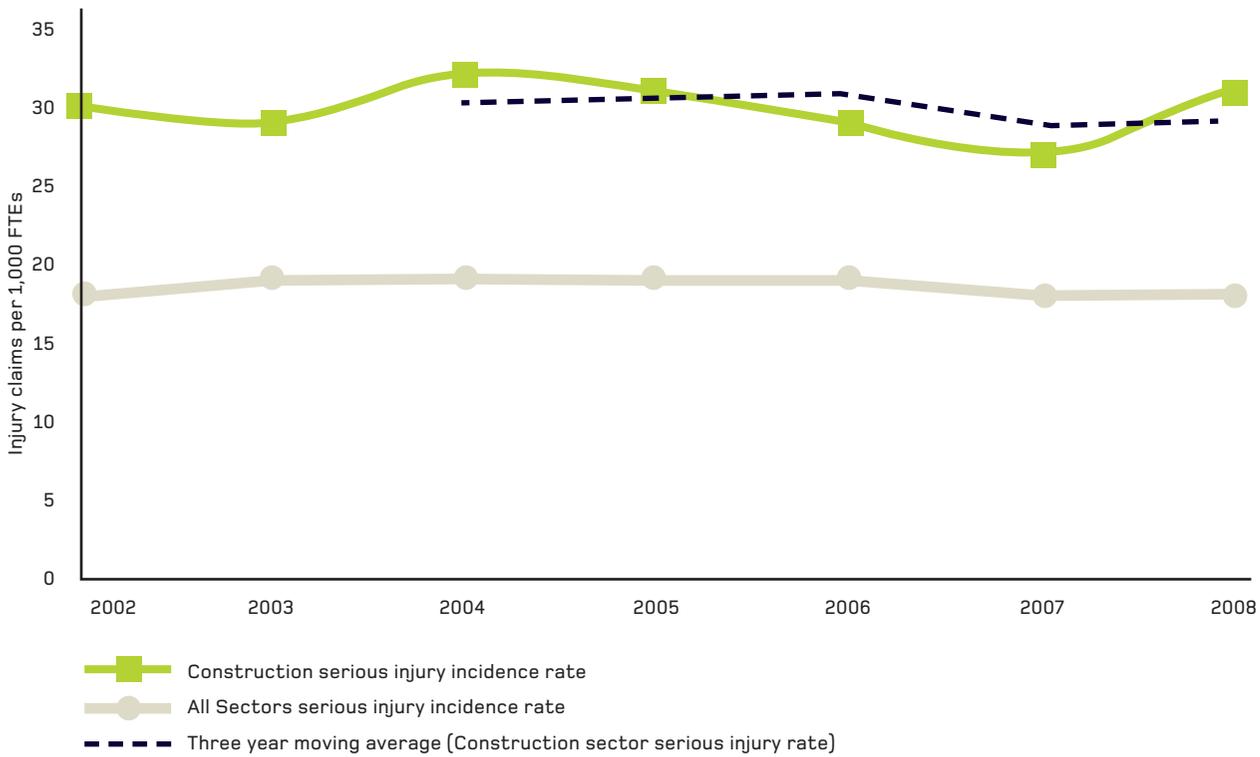
Source: Department of Labour fatality data, averaged 2006–2009.



### 3.2.3 ■ Non-fatal serious injuries

From 2004–2007, the rate of serious injuries has trended downwards, although the incidence rate increased by 15% in 2008. When a 3-year moving average trend line is applied, it shows that the incidence rate is slightly tracking downwards (see Figure 5).

**Figure 5: ACC work-related injury claims involving entitlement payments per 1,000 FTEs**



Source: Statistics NZ, Injury Statistics – Work-related Claims: 2009 (Reported 31 March 2010).

There are around 600 serious harms notified to the Department each year for the construction sector, comprising around 11% of all serious harm notifications.

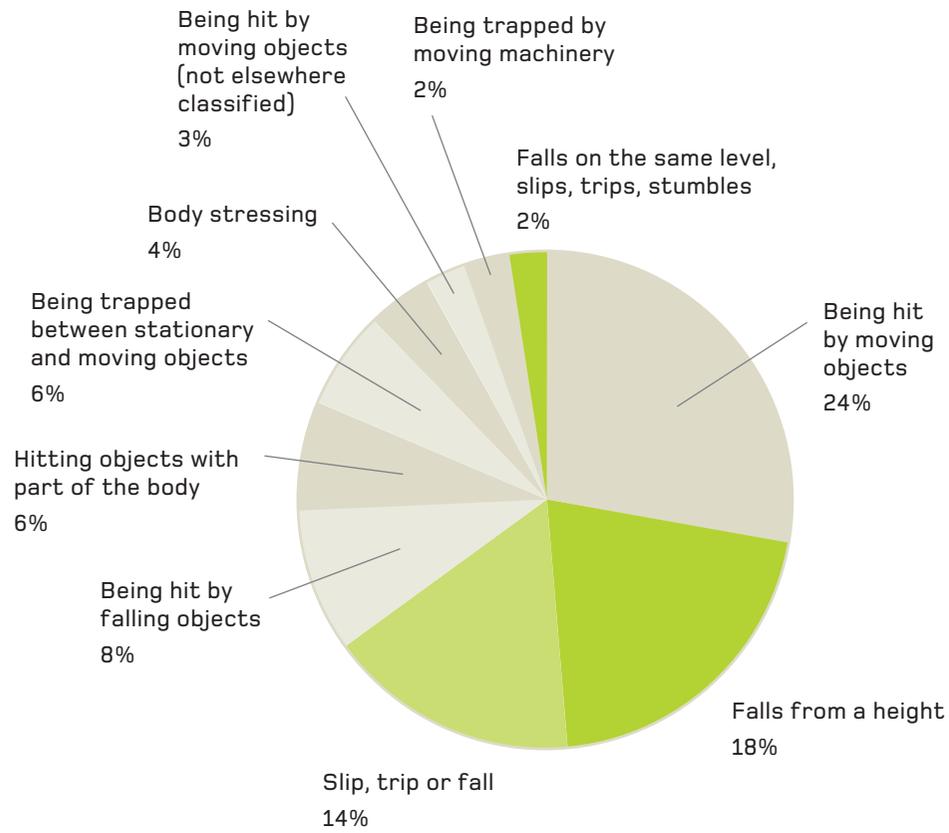
The most common cause of serious harm injury is slips, trips and falls from height<sup>6</sup> at 34% of all notifications from this sector (see Figure 6):

- 43% of the falls were from ladders, mobile ramps and stairways, and scaffolding.
- 21% were from buildings and other structures.

6. What constitutes a fall/working at height? – *Proposal*: Any work that involves people being in a position from which they could fall and injure themselves.



Figure 6: Top 10 causes of serious harm injuries notified to the Department of Labour by the construction sector



Source: Department of Labour serious harm data, averaged 2006–2009.



### 3.3 What are the significant hazards?

ACC commissioned the Centre for Human Factors and Ergonomics (CoHFE) at Massey University to conduct some preliminary analysis of ACC injury claims over 2 years to identify common characteristics, particularly correlations with work performed by construction sector.

CoHFE produced two reports that give an indication of some of the headline characteristics; however, further analysis would help to refine this research.

These reports identified the following:

#### *Claimant demographic*

- Claims were highest in residential construction.
- There was an early age peak in reports by males at aged 20–24.
- There were claims peaks in some of the winter months.

#### *Injury types*

- As a single 'location', injuries to the lower back/spine had the highest report numbers, but combined results for 'a body area' showed upper limbs had the most reports.
- 92% of the claims were from non-accredited employers (i.e. not on the Workplace Safety Management Practices (WSMP) scheme).
- Most musculoskeletal injuries involved lifting activity.
- Laceration injuries were mainly sustained from cutting, nails or sawing. Laceration injuries were most common in the 25–34 and 15–24 age groups.
- Fractures of arms, hands or chest were largely caused by slip or fall activity, with notable involvement of ladders, roofs or scaffold.
- There were a small number of incidences of 'foreign body in eye', but high compensation claims, with notable mention of wood and sawing.
- There were instances of industrial deafness related to tools and machinery, sawing and repetitive tasks.

#### *Serious claims*

- Delivery of materials to and around sites (lifting, loading).
- Work involving preparation, installation and destruction (leading to missteps, unforeseen events).
- Working from height (involving falls, equipment such as ladders).
- Use of hand tools (loss of control events).



## 4. Construction Sector initiatives for 2010–2013

### 4.1 Focusing on reducing the work toll: slips, trips and falls from height

The initiatives outlined in this plan aim to reduce work-related injuries and work-related fatalities in the construction sector with a particular focus on activities designed to reduce the rate of falls-related injury. While this will be the primary focus in the short term, a wider range of causative factors will also be identified, and these will provide the basis for future activity.

#### 4.1.1 ■ Why this focus?

Falls-related injuries make a significant contribution to the work toll. Currently, the fatal injury rate for the construction sector is almost triple the average for all other sectors and remains the largest contributor to worker fatalities.<sup>7</sup> The construction sector fatal incidence rate has been trending upwards and is significantly higher than the overall rate in other sectors. Likewise, non-fatal injury claims are only trending down slightly. Slips, trips and falls from height are the most common cause of serious harm injuries reported to the Department of Labour, with 34% of all notification from this sector.<sup>8</sup>

This Sector Action Plan includes a range of targeted interventions for these recurrent health and safety problems. It is a mechanism to engage, involve and focus key stakeholders on a finite set of finite issues.

#### 4.1.2 ■ A multi-faceted approach to intervention

International and local research<sup>9</sup> indicates a multi-faceted approach is the most effective course of action to change behaviour and reduce the work toll. In essence, this means:

- any intervention strategy has to have a balanced mixture of advice (persuasion), enforcement and business incentives

- advice and information alone is less effective (in the absence of the possibility of enforcement)
- inspection, awareness-raising, intermediaries and partners all play an important role in campaigns.

The following initiatives target the harm-based theme of slips, trips and falls from height, and efforts fall within the four national Action Areas identified in the agenda:

1. Growing safety leadership (including worker leaders)
2. Developing capability
3. Building our knowledge
4. Supporting a robust health and safety system.

This plan does not attempt to outline all the causative factors relating to the falls-related injury priority – a critical component of this plan's interventions will be more detailed and extensive analysis of causative factors and consideration of international experiences.

### 4.2 Working in partnership

This plan has been developed with relevant stakeholders in New Zealand's construction sector. In particular, the Department of Labour and ACC have closely worked with the newly formed Construction Safety Council in its development. Industry association representatives from the wider construction sector have been working together to develop a health and safety strategy for the entire construction sector. This strategy covers civil, residential and commercial construction and specialist trades and includes establishing a Construction Safety Council with representation from each of these areas.

7. ACC claims for work-related fatal injury sector, averaged 2002–08.

8. See section 3.2 "What injuries are occurring?"

9. What works in delivering improved health and safety outcomes: A review of the existing evidence. Prepared by the Institute for Employment Studies for the Health and Safety Executive 2008; HSC Paper HSC/03/145 Research into the effectiveness of interventions: Effective occupational health interventions in agriculture. Summary Report. Kirsten Lovelock and Colin Cryer, on behalf of the Occupational Health in Agriculture Research Team, Report No. 5.



At a high level, the Council's vision – 'Health and safety is worth the effort' – is underpinned by the following three objectives:

1. To collaborate as a single sector to make construction sites safer.
2. To make health and safety an integral part of working on a construction site.
3. To increase productivity by working safer.

Other stakeholders, including unions and worker representatives, health and safety professionals and practitioners, and Māori and Pacific representatives need to be consulted and involved in the development and delivery of initiatives. This plan provides the opportunity to build these wider and strategic linkages (see Initiative 1.1).

### 4.3 The next 3 years

The Workplace Health and Safety Council – the peak advisory body to the Minister of Labour – has committed to the Workplace Health and Safety Strategy National Action Agenda and will promote a cultural and practice change needed to reduce the work toll in the identified priority sectors. The Action Agenda seeks to increase awareness of hazards and risks to health and safety in the workplace and to improve knowledge, education and skills in managing workplace health and safety.

The Department of Labour and ACC will work with construction stakeholders, including unions, professionals and practitioners, to improve workplace health and safety performance by agreeing the priority issues that relate to slips, trip and falls from height and working with the sector to:

- further examine and share relevant knowledge and data
- develop sector-specific education and awareness-raising initiatives
- develop sector-accessible best practice solutions to working safely at heights
- provide targeted guidance and compliance to the sector
- undertake regulatory reform where necessary
- undertake more strategic and transparent enforcement action.

The initiatives outlined in this Sector Action Plan mainly focus on residential/commercial construction and the construction trades, as workers' fatal and serious injury rates and the number of workers involved in these areas indicate a need to improve workplace health and safety performance. The initiatives build on the work already under way within the construction sector to promote cultural and practice change and acceptance of workplace health and safety as part of daily business management.

## 4.4 Construction Sector initiatives for 2010–2013

ACTION AREA	INITIATIVE	WHO	TIMELINE			HOW WE WILL MONITOR PERFORMANCE
			2011	2012	2013	
Growing safety leadership	<p>1.1 National sector engagement</p> <p><i>Work with the public sector and industry leaders as major principals, employers, standard-setters and wider influencers:</i> The Department of Labour and ACC will encourage and support the construction sector to play an active leadership role to improve health and safety outcomes in construction. This initiative will identify how to engage on health and safety with:</p> <ul style="list-style-type: none"> <li>• Construction Safety Council</li> <li>• Business leaders' health and safety forum</li> <li>• unions and health and safety representatives</li> <li>• health and safety professional organisations</li> <li>• relevant employer/trade associations</li> <li>• Māori businesses and iwi leaders having an interest in the construction sector</li> <li>• Pacific peoples' representatives</li> <li>• training organisations</li> <li>• other government agencies</li> <li>• small businesses.</li> </ul> <p>The purpose of the engagement is to establish strong and effective working relationships with stakeholders best placed to influence improvements in the construction sector. The engagement will focus on three key matters:</p> <ol style="list-style-type: none"> <li>1. Reducing the rate of falls-related injury.</li> <li>2. Utilising the construction supply chain<sup>10</sup> to foster recognition by the public sector and industry leaders of their role in ensuring health and safety of workers involved in construction projects. This will involve promoting the Department's new guidelines for principals to contracts, launched in mid-June 2010.</li> <li>3. Promoting safe design<sup>11</sup> as a major part of making it easier to manage the hazards associated with work at height.</li> </ol>	DOL, ACC and TPK	✓	✓	✓	<ul style="list-style-type: none"> <li>• A construction sector stakeholder map will be developed by June 2011.</li> <li>• A relationship management plan will be developed by June 2012.</li> <li>• Strong and effective working relationships will be established with stakeholders best placed to influence improvements in the construction sector by December 2013.</li> </ul>

10. Supply chains refer to the hierarchy of principal, contractor, subcontractor and those involved in the supply of good and services.

11. Safe design is a process defined as "the integration of hazard identification and risk assessment methods early in the design process to eliminate or minimise the risks of injury throughout the life of the product being designed. It encompasses all design including facilities, hardware, systems, equipment, products, tooling, materials, energy controls, layout, and configuration." (Modified from W. Christensen and F. Manuele, Safety Through Design, National Safety Council, 1999.)

ACTION AREA	INITIATIVE	WHO	TIMELINE			HOW WE WILL MONITOR PERFORMANCE
			2011	2012	2013	
	<p><b>1.2 Partners in Action Pledge</b></p> <p><i>Influence leaders in taking ownership of health and safety:</i> The Department, ACC and Construction Safety Council will develop, promote and seek the commitment of the construction sector to zero harm by encouraging them to sign up to the Partners in Action Pledge and the key roles they can play in delivery.</p> <p>The Department, ACC and Construction Safety Council will work with the sector to identify and promulgate case studies that reflect good safety leadership in practice.</p>	DOL, ACC and Construction Safety Council	✓	✓	✓	<ul style="list-style-type: none"> <li>Partners in Action Pledge will be in place by end of June 2011.</li> <li>Pledges from the Construction Safety Council, other sector stakeholders and enterprises will be received by December 2013.</li> <li>Case studies reflecting good safety leadership in the sector will be published commencing June 2012.</li> </ul>
	<p><b>1.3 Health and safety is worth the effort</b></p> <p><i>Encourage strong leadership in championing the importance of and a common sense approach to health and safety in the construction:</i> The recently formed Construction Safety Council has drafted its own strategy – Health and safety is worth the effort. The strategy document will be finalised and signed off by the Construction Safety Council and will include the implementation of an action plan that will outline detailed projects and specific measurable tasks and milestones.</p>	Construction Safety Council supported by ACC and DOL	✓	✓	✓	<ul style="list-style-type: none"> <li>The strategy document will be finalised and signed off by June 2011.</li> <li>The action plan will be implemented by December 2013.</li> </ul>
Developing capability	<p><b>2.1 Effective training for safe working at heights</b></p> <p><i>Work with key stakeholders to facilitate the provision of effective health and safety training, education and qualifications:</i> The Construction Safety Council, supported by the Department and ACC, will work with key stakeholders, including the New Zealand Qualifications Authority, industry training organisations and training providers, to increase the availability and uptake of appropriate training and education for safe working at heights.</p>	Construction Safety Council, NZQA, ITOs, training providers, DOL and ACC	✓	✓	✓	<ul style="list-style-type: none"> <li>Strong and effective partnerships will be established with key stakeholders best placed to influence the capability of the construction sector to working more safely at heights by December 2013.</li> <li>The number of registrations for working at height-related training will be increased by December 2013.</li> </ul>

ACTION AREA	INITIATIVE	WHO	TIMELINE			HOW WE WILL MONITOR PERFORMANCE
			2011	2012	2013	
	<p><b>2.2 Accessible information for small businesses</b></p> <p><i>Help small business understand health and safety law and meet its requirements as simply as possible:</i> Supporting this audience is a challenge given the large and diverse number of small businesses and their differing attitudes and approaches to seeking help. The aim is for small businesses to become better enabled to manage their health and safety risks – they are aware of the key actions they need to take, they know where to access advice and they are able to comply with their health and safety obligations.</p> <p><i>Infozone Business Essentials:</i> The Department has built an interactive multimedia online tool that provides employment relations and health and safety basics for new business owners. This initiative will assist in ensuring that small businesses have access to timely and relevant information. The Business Essentials website was released in July 2010 and will be used to deliver relevant information and tools about slips, trips and falls from height.</p> <p>In addition to this online solution, ACC, the Department and the Construction Safety Council will deliver relevant information and tools that fit different owner demographics and needs (e.g. Maori, migrant) by:</p> <ul style="list-style-type: none"> <li>• face-to-face interactions with small business owners</li> <li>• utilising business intermediaries, sector relationships, iwi organisations and supply chain partners to inform small businesses</li> <li>• providing articles to industry publications.</li> </ul> <p><i>Basic health and safety induction kit:</i> ACC will distribute the basic induction kit to residential builders using trade suppliers and technical colleges.</p>	ACC, DOL, industry	✓	✓	✓	<ul style="list-style-type: none"> <li>• The Business Essentials website will be accessed by a target number of construction businesses by December 2013.</li> <li>• A target number of face-to-face interactions will be carried out with small business owners and industry associations by December 2013.</li> <li>• 10,000 kits will be distributed to the target audience by 30 June 2011.</li> </ul>
Building Knowledge	<p><b>3.1 Establishing clear safety standards for safe working at heights</b></p> <p><i>Review and improve the content of health and safety standards, guidance, tools and information:</i> Access to accurate, understandable guidance is key to supporting directors, managers and workers to recognise and manage risks in operational activities. The Department and ACC will continue to work with the sector to produce and promote guidance and toolkits to support duty holders to effectively manage health and safety. Examples include guidelines covering:</p> <ul style="list-style-type: none"> <li>• residential construction</li> <li>• prevention of falls</li> <li>• roofing</li> <li>• elevated work platforms best practice</li> <li>• industrial rope access.</li> </ul>	DOL ACC and industry	✓	✓	✓	<ul style="list-style-type: none"> <li>• Guidance will be produced and published by December 2013.</li> </ul>

ACTION AREA	INITIATIVE	WHO	TIMELINE			HOW WE WILL MONITOR PERFORMANCE
			2011	2012	2013	
	<p><b>3.2 Sharpening our data collection and dissemination in the priority sectors</b></p> <p><i>Improve data capture and measurement:</i> This initiative seeks to expand and integrate data sources to improve the quality of data used to adjust and better target intervention strategies. This initiative links to the National Action Agenda Action 3.3: Systematic analysis of Statistics New Zealand Official Injury Database. It will involve integrating Statistics New Zealand's official injury data set with workplace demographics data. This will provide the opportunity to analyse the specific problems and trends with the construction sector during the 2002-2009 period. This initiative also aims to:</p> <ul style="list-style-type: none"> <li>publish statistics that demonstrate where most injuries and ill health are occurring, which groups are most at risk and the impact of changing demographics</li> <li>establish a research, evaluation and monitoring framework for slips, trips and falls from height</li> <li>identify ways to more effectively promote the lessons that can be learned from the causes of fatal accidents, including online publication of an annual summary of lessons learned.</li> </ul>	DOL, ACC and Construction Safety Council	✓	✓	✓	<ul style="list-style-type: none"> <li>Health and safety statistics for the construction sector will be published by December 2011.</li> <li>A research, evaluation and monitoring framework for slips, trips and falls from height will be established by June 2012.</li> <li>A summary of lessons learned from fatal and serious injuries sustained from falls from height will be published annually from December 2012.</li> </ul>
	<p><b>3.3 Specific issue research projects</b></p> <p><i>Improve and use our evidence base:</i> Research will be conducted to better understand factors contributing to slips, trips and falls from height and to construction incidents generally to inform interventions, influencing future policy development, inspections, investigations, advice, legislation and guidance. This will involve carrying out data mining of serious harm investigation reports related to slips, trips and falls from height to identify and quantify problems, causes, consequences and prevention. This will be further supported by running focus groups with health and safety inspectors, key informant interviews with stakeholders in the construction sector and a construction safety literature review.</p>	DOL	✓			<ul style="list-style-type: none"> <li>A research report on factors contributing to slips trips and falls from heights will be published by December 2011.</li> </ul>

ACTION AREA	INITIATIVE	WHO	TIMELINE			HOW WE WILL MONITOR PERFORMANCE
			2011	2012	2013	
Supporting a robust health and safety system	<p><b>4.1 Delivering effective and efficient interventions</b></p> <p><i>Determine the appropriate interventions to stimulate a reduction in slips, trips and falls from height-related injuries:</i> The Department and ACC recognise they must put effort into issues where they can achieve most impact and a sustainable improvement. This initiative aims to design and implement interventions, in consultation with key stakeholders that utilise the information, promotion and enforcement functions of the Department and ACC. This will involve, but not be limited to:</p> <ul style="list-style-type: none"> <li>publishing clear position statements (consistent with the requirements of the Health and Safety in Employment Act 1992) as to how duty holders should manage certain well known hazards associated with slips, trips and falls and working at heights and what they could expect if they fail to do so</li> <li>designing a campaign to motivate people in the construction sector to work more safely at heights</li> <li>assessing the level of compliance of working safely at heights through a programme of inspections and investigating working at heights-related incidents and complaints</li> <li>ACC conducting a programme of safe working at heights workshops during 2010/11 in conjunction with sector groups and the Department of Labour in at least three regional locations.</li> </ul>	DOL and ACC	✓	✓	✓	<ul style="list-style-type: none"> <li>A harm-reduction approach<sup>12</sup> to falls from height will be developed by 30 June 2011 and implemented from 1 July 2011.</li> <li>A programme of safe working at heights workshops will be delivered by 30 June 2011.</li> </ul>
	<p><b>4.2 Undertaking regulatory reform</b></p> <p><i>Review the suitability of the Health and Safety in Employment Regulations 1995 for the safe working at heights.</i></p>	DOL	✓			<ul style="list-style-type: none"> <li>Recommendations on suitability of the regulations will be developed by December 2011.</li> </ul>

12. The harm-reduction approach is an approach used by the Department of Labour to target persistent problems within the sector and devise a tailor-made solution based on evidence and measure its impact. This is based on a proven methodology developed by Harvard regulation expert Malcolm Sparrow.



## 4.5 Monitoring

The Department of Labour will continue to work closely with the Statistics New Zealand Injury Information Manager to ensure that the injury information collected by all agencies is increasingly presented in ways that tell a more joined-up story of how New Zealand is progressing.

The Department will ensure access for interested stakeholders to better quality information on the state of health and safety in New Zealand. The Department will undertake activity performance monitoring through:

- Sector Action Plan actions being completed on schedule
- effective sector leadership groups
- better access to more reliable health and safety data.

The Department will undertake outcome monitoring by ensuring that all activity programmes include indicators and measures of success, using the broad framework of:

- immediate measures of response to activity
- intermediate measures of changed awareness and/or practice in workplaces
- intermediate measures to record improvements in injury statistics.

The Department will report annually on progress against high-level indicators for health and safety from June 2011 in an annual state of health and safety report.

This Sector Action Plan will be reviewed and updated in 2014.

## 4.6 Partners in Action

The Government cannot achieve the outcomes of this Sector Action Plan alone. Making a real difference to the work toll requires commitment from all parties.

A Pledge has been developed so that stakeholders willing to do their part to reduce New Zealand's work toll can become Partners in Action with the Department of Labour, the lead agency of the Action Agenda.

It's simple to sign-up – visit [www.dol.govt.nz/whss](http://www.dol.govt.nz/whss) to pledge your commitment. In return, you'll be kept in the loop about workplace health and safety activities and you'll be recognised on the Department's website.

### ■ The Pledge

As an individual/organisation with a stake in achieving the Workplace Health and Safety Strategy's vision of 'healthy people in safe and productive workplaces', I/we accept the challenge to become a Partner in Action with the Department of Labour to reduce New Zealand's work toll.

As a Partner in Action, I/we agree to:

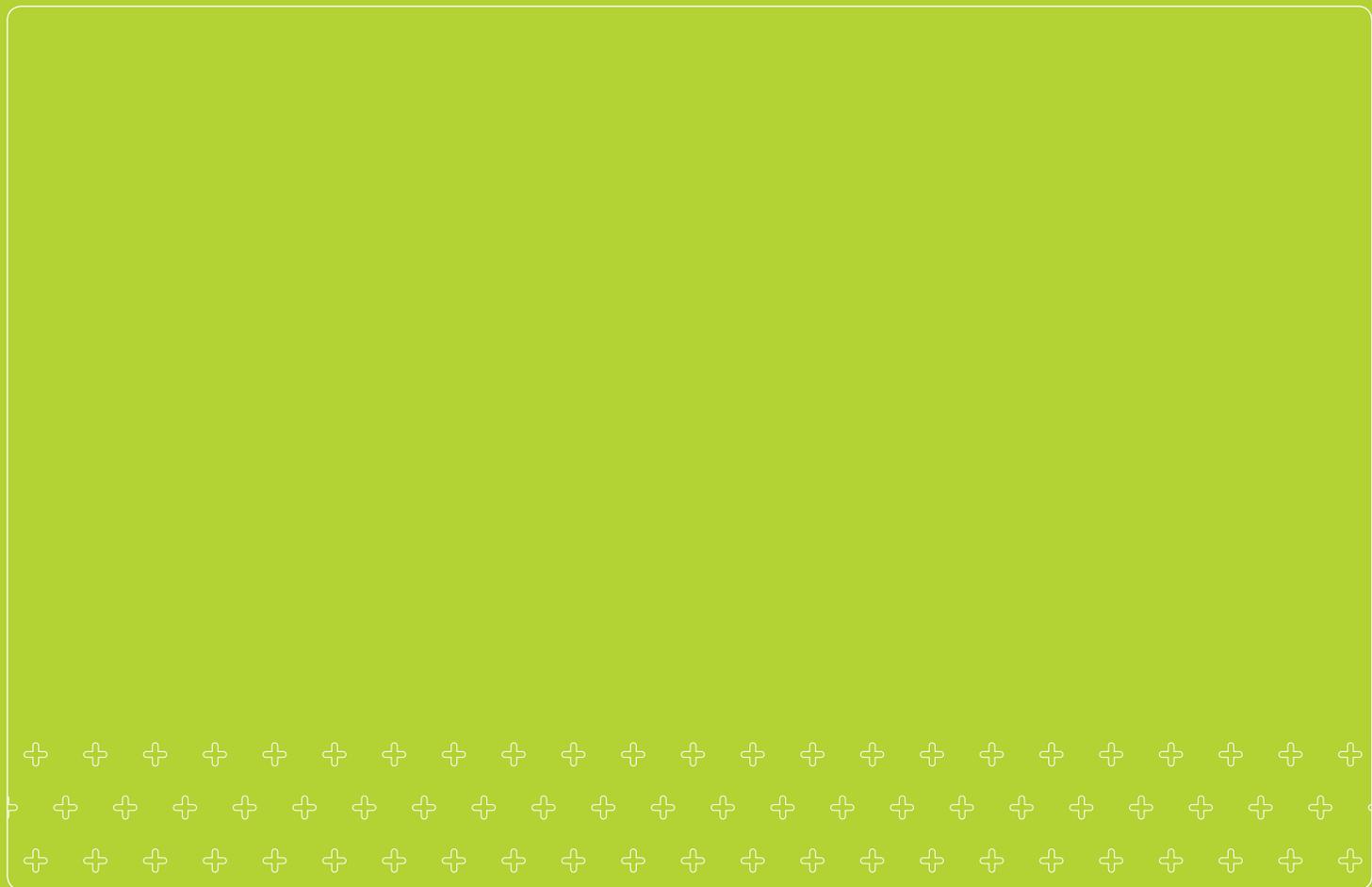
- play an active role within my/our sphere of influence to improve health and safety outcomes at work
- contribute to and support the Action Agenda, the Sector Action Plans and the Occupational Health Action Plan
- work towards achieving zero harm in New Zealand workplaces.







FOR MORE INFORMATION ON WORKPLACE HEALTH AND SAFETY  
VISIT [WWW.DOL.GOV.TZ](http://WWW.DOL.GOV.TZ)



PJA 11602 MAY 11

