

A close-up photograph of a woman with dark hair tied back, smiling warmly. She is wearing a light blue medical-style uniform and white latex gloves. She is holding a green and black stethoscope around her neck. The background is a blurred indoor setting, likely a hospital or clinic.

WORKSAFE

How healthy is your workplace?

Guidance for business leaders on improving
health practices in the workplace.



Many business leaders believe they are doing enough to protect their workers from work-related health hazards.

Findings say they may not be.

How to use this guide

This guide takes you through three key steps:

1. **Do you know enough about your business?** Use this as a starting point to determine how much you know about health-risk management in your business.
2. **What next?** Use this to determine what steps you can take to improve.
3. **Take action.** Use the steps you have identified to improve.



90%

of business leaders said their health and safety risks were being managed effectively¹... **But only 18% said they made worker-health a priority.**



82%

of business leaders thought their health and safety reports gave them a complete picture of their business¹... **But only 47% received information on their workers' health.**



It is estimated

30,000

workers will develop serious work-related ill health this year³... **And 600-900 workers will die.**



72%

of trade workers reported their work regularly exposed them to loud noise²... **And 75% reported their work regularly exposed them to dust.**

“We need to cultivate and grow a state of ‘chronic unease’ in the New Zealand workplace... It will require a fundamental change to the prevailing ‘she’ll be right’ culture in New Zealand. She most clearly is not all right.”

Rob Jager, Chairman, Shell

¹ Deloitte (2017). Health and Safety Leadership Survey.

² Eng, A., et al, (2010). The New Zealand Workforce Survey I: Self-Reported Occupational Exposures.

³ Ministry of Business, Innovation and Employment, (2012). Work-related disease in New Zealand: The state of play in 2010.

Do you know enough about your business?

As a business leader, you should know how effectively your organisation is protecting your workers' health.

Business leaders have an obligation under the Health and Safety at Work Act 2015 to ensure their organisation manages risks to the health of workers from work-related health hazards.

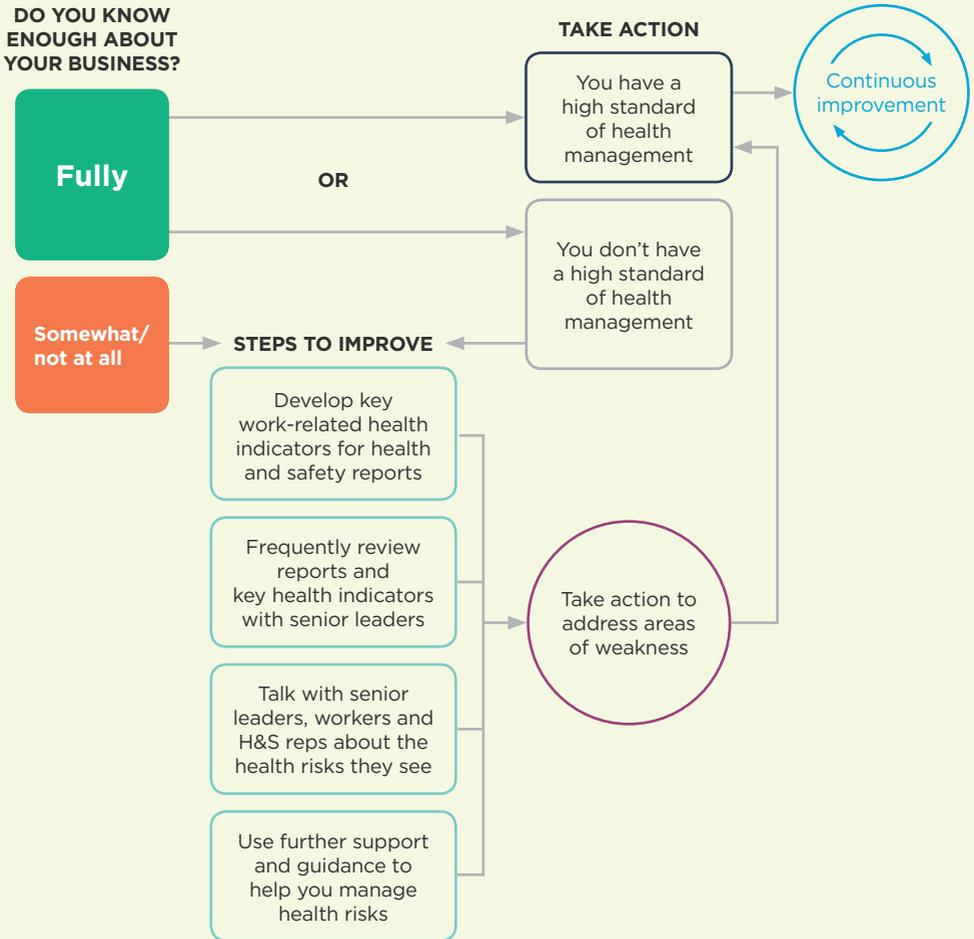
Test your understanding by responding to the statements below:

	Key statements	Not at all	Some what	Fully
	<ol style="list-style-type: none">1. I am aware of the critical health hazards in my workplace.2. I am aware which workers are most likely to be exposed to these hazards.			
	<ol style="list-style-type: none">3. We choose higher ranking controls over lower hierarchy controls (such as PPE) where practicable.			
	<ol style="list-style-type: none">4. I know the % of our critical health hazards that are subject to an appropriate exposure monitoring programme.5. I know the % of exposure monitoring test results that are unacceptable each quarter.6. I know the % of our at-risk workers who participate in health monitoring each year.7. I know how many workers have been diagnosed with a work-related health condition in the past 12 months.			
	<ol style="list-style-type: none">8. I frequently discuss health-related results and learnings with senior leaders in my business.9. We have a culture of continuously improving the way we manage work-related health risks.			

Note: the areas where you are unable to answer 'fully' will help you to identify where you can improve your understanding.

What next?

Being aware of the health risk management systems in your business is only one part of the equation. You must also take action. Identify the steps you can take to improve the standard of health risk management in your business.

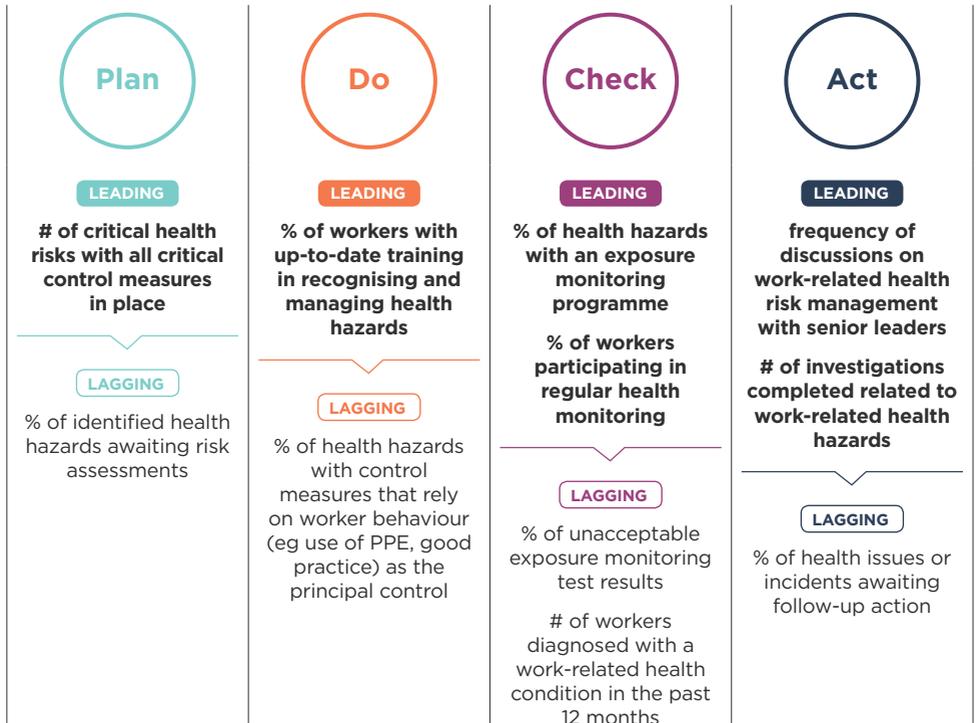


Take action

As a high-performing business leader, take action to meet a high standard of health risk management in your business.

Using indicators to improve

Indicators create a picture of the standard of health risk management in a business. Comparing your performance against leading and lagging indicators can help to identify weak areas and inform your next steps. Here are some examples:



“Think beyond safety. What is the impact of your work on your workers’ health? This is an integral part of running a high performing business.”

George Adams

Chair, Business Leaders’ Health and Safety Forum

Further advice

Access further advice from health and safety experts, and guidance to help you make effective changes.

Health and Safety Guide: Good Governance for Directors - *WorkSafe* provides advice for business leaders on how to meet their health and safety obligations.

Monitoring what matters - *Business Leaders’ Health and Safety Forum* provides ways to monitor and maintain effective oversight of health and safety challenges faced by business leaders (including examples of indicators).

WorkSafe guidance is available at [worksafe.govt.nz](https://www.worksafe.govt.nz) and provides information on a range of work-related health risks.



