



Hello, <<First Name>>, here is your April HF/E news.

MESSAGE FROM THE SECRETARY

Tēnā koutou katoa

Please send any information or news that you feel should be included in the next edition to news@hfesnz.org.nz.

Ngā mihi nui
Fiona Trevelyan, HFESNZ Secretary

A WORD FROM OUR CHAIR

Kia ora folks,

Autumn is settling in, summer is behind us, and for us Aucklanders the America Cup was a nice trade-off for the lockdowns we have had to endure. Those boats are phenomenal and the range of human/machine interactions mind boggling.

Stream 4 – Stakeholder Knowledge and Job creation, and you should see a request for expressions of interest arrive in your inbox. Just another important thing to mention is that we have had a sudden change of direction for our conference this year given the Covid delayed HASANZ conference that will be running in Sept. We will now be looking to hold a one-day Society event the day before the HASANZ conference and watch this space for an advertisement.

Lastly, our AGM will be soon, and this is a reminder that we ALWAYS welcome keen and interested new committee members. There are a range of positions we need help with, so please get in touch if you would like to be more involved with the Society.

May your winds be fair and your vaccine swift!

Hamish

IN THIS ISSUE:

[Message from Our Secretary](#)
[A Word from Our Chair](#)
[Roles on the HFESNZ Committee](#)
[New Members](#)
[Professional Affairs Board Update](#)
[National HFE News](#)

[HASANZ](#)
[WorkSafe Press Releases](#)
[Special Recognition](#)
[Courses and Events](#)
[Job advertisements](#)
[Links to follow us on social media](#)

ROLES ON THE HFESNZ COMMITTEE

We are looking to recruit new members to the committee with several roles available currently. Please read through what is involved with each and send Hamish an email (hamish@mackieresearch.co.nz) to let him know if you are interested in joining the committee in any capacity. There is a lot going on at the moment with real opportunity to get involved and make a difference. Please think seriously about this because it is always great (as well as important) to have new committee members.

Chairperson

The Chairperson is the leader of HFESNZ and has overall responsibility for the Societies administration. The Chair sets the overall annual committee agenda (consistent with the views of members), helps the committee prioritise its goals and then keeps the committee on track by working within that overall framework. At the operational level, the major function of the Chair is to facilitate effective committee

Secretary

The Secretary is the chief administration officer of HFESNZ who provides the coordinating link between members, the management committee and outside agencies. The secretary is directly responsible to the Chairperson and HFESNZ membership and is also tasked with collating and editing the HFESNZ newsletter with assistance from the Administrator.

Treasurer

The Treasurer is the financial management officer for HFESNZ. The Treasurer is directly responsible to the Chair and members of HFESNZ and has the role of keeping the Societies finances up-to-date in conjunction with the assistance of the Administrator.

Professional Affairs Board

The Professional Affairs Board determines the standards and processes for the society's professional membership categories including competence requirements, continuous professional development and complaints and disciplinary actions. The PAB duties are outlined in the Society Rules and the PAB Manual. In recent years, the roles of the PAB Convenor and PAB Assessors have been separated in order to share the workload. PAB members will generally be Certified Professional Members.

HASANZ representative

The HFESNZ is a full member of HASANZ (i.e. the body which represents all the disciplines working in the health and safety field) and as such Certified Professional Members are able to list on the public (and promoted) HASANZ Register. Full membership of HASANZ means that HFESNZ is required to have a representative on the HASANZ Governance Group, which involves attending approximately 5 Governance Group meetings per year held in Wellington. As the role involves representing our profession at the highest level a good working knowledge of all HFESNZ functions and the health and safety landscape in New Zealand is required.

Committee members

Committee members are directly responsible to the Chair and members of HFESNZ. Their role is to attend committee meetings and work independently to complete tasks that may be given to them by the Chairperson in a timely manner.

[Top](#)**HFESNZ NEW MEMBERS**



HFESNZ would like welcome our new member to the Society:

- Emma Burns - 3 April 2021

[Top](#)

PROFESSIONAL AFFAIRS BOARD UPDATE

The PAB met on Monday 8 March, completing one (successful) recertification application. Liz Ashby gave feedback on the Competence Framework development that was occurring as part of the HFE Workforce Development Project (Work Stream 1). This will shortly be presented for formal PAB/Committee approval and will then form the platform for revision of Continuing Professional Development requirements, a review of Professional Membership processes, and will inform education programme developments. The PAB acknowledges the work of the HFESNZ members, HASANZ, and the broader network of supporting agencies that have supported and contributed to this work including our international counterparts and colleagues.

We prompt those working on a Professional Member application to get these in for the Monday 14 June PAB Meeting - this requires application materials to be with the Convenor by Monday 24 May. The final scheduled meeting for the year will be on Monday 4 October.

Successors for 3 x PAB roles are being actively sought - current PAB member Hannah Trevett has agreed to step up to Convenor, and 3 new PAB members are required to allow the hard-working and 'repeat offenders' Liz Ashby, Sue Alexander, and Marion Edwin to retire (again) from the role. Hannah may be in contact with you - or get in contact with her if you are interested in assisting. It is preferable that PAB roles are held by Certified Members, though there is some room for others to join the ranks. This is an important aspect of our professional duties, and your involvement will form part of your own professional development.

The PAB also notes the valuable associated work of Karl Bridges, who is representing HFESNZ on the

and demands high level conversations with all the other disciplines to agree definitions and scope. If you are looking for a new challenge and growth in your understanding of the HFE discipline - make yourself known to Karl. Many of the issues are better when they can be discussed between colleagues before determining a response, and many hands (and heads) make the job easier.

Marion Edwin - PAB Convenor

[Top](#)

NATIONAL HFE NEWS

HFE Workforce Development Project (WDP) update

The progress made in the HFE Workforce Development Workstreams 1, 2 and 3 for the period February – March 2021 was discussed in a webinar to HFESNZ members on 22 March and reported to the HFE Project Governance Group on 24 March 2021. The webinar was recorded and is available on the HFESNZ website, a summary of work completed to date in each workstream is below. Please email news@hfesnz.co.nz if you would like any additional information or clarification about the WDP project.

Workstream 1 – Competence Framework Review (Liz Ashby leader)

The final draft of the Human Factors / Ergonomics Professional Competency framework has been produced following a review of international frameworks, introduction of cultural competency specific to New Zealand, and a consultation process. The resulting framework outlines expected competencies for certification as a human factors / ergonomics professional, and can be used in conjunction with a proficiency scale to show progress in breadth and depth of skills and expertise. It will also provide a base for the development of a tertiary education programme that will comply to the standards of certification with the HFESNZ and IEA.

Workstream 2 – HFE Education (Fiona Trevelyan and Liz Ashby co-leaders)

A review of HFE education in NZ was undertaken which identified five universities offered papers that include HFE content and confirmed that no one institution currently offers an education pathway that leads to HFESNZ certification. An international review of HFE education, which focussed on Australia, Singapore, Sweden and UK found that in the majority of cases HFE qualifications are offered at the postgraduate level and it is typical to see a 'staircased' programme with a pathway from PG certificate, PG diploma through to master level qualifications.

An inclusive and participatory approach is being adopted for this workstream with involvement of academic stakeholders, workstream 2 team members and representatives from relevant institutions (HQSC, WorkSafe and ACC) in a workshop to review the current positions and develop a future plan with

education. The mapping exercise will be used to inform the way in which an HFE qualification that meets requirements for HFESNZ certification will be developed.

Workstream 3 – Scholarship and Mentoring (Karl Bridges – Leader)

Scholarships and mentoring has kicked off successfully. So far we have finished the advertising for the three scholarships which will be on offer. Advertising and details are available around the beginning of May. Concerning mentoring, HASANZ are in the process of engaging a training organisation and we are in the process of setting up the service which will be coordinated from within HFESNZ. Further details to follow.

Workstream 4 - Stakeholder Knowledge and Job creation

Expressions of interest are currently being sought for this workstream which will get underway shortly.

[Click here](#) for all the Workforce Development Project information on our website.

HASANZ

The HASANZ Governance Group met on Friday 26 February, at Wellington's Rydges Airport Hotel.

The HASANZ Vision is for *'Advisers guiding healthier and safer workplaces for New Zealanders'*, and the Purpose is *'To build the quality and reputation of, and opportunities for, Health and Safety advisers'*. The roles are three-way: to *build demand* for quality health and safety advisers (across all the disciplines), to *connect* health and safety buyers and suppliers, and to *grow the supply* of quality health and safety advisers.

Marion Edwin reports on the items of note from discussions:

- The Institute of Organisational Psychology NZ noted that they see as a core challenge 'getting Human Factors/Ergonomics as a core part of all IO programmes' - and this may present an opportunity for the education workstream of our HFE Workforce Development Program.
- The issue of the Private Security Personnel Authority (PSPLA) potentially including coverage of the work of health and safety auditors/investigators is being followed up by HASANZ. Initial legal advice suggests that it may be wise to seek an exemption for health and safety personnel carrying out such work, as this appears to be covered by the meaning of the Act. Further work around the exemption possibility will be pursued and reported back on.
- Vanessa Cooper, of WorkSafe's Mentally Healthy Work Group reported on the work of this newest WorkSafe Health Team.

Professionals, and Occupational Hygienists.

- HASANZ funds have held steady following Covid-related disruptions and contingencies, with an under \$100,000 net profit for the 2020-2021 financial year, and the draft budget for the coming financial year looking for a break-even or surplus year. Funds need to be retained at a reasonable level to provide a buffer for riding challenging circumstances.
- The 3rd HASANZ Conference is scheduled for 1-3 September 2021 - with the call for papers closing 9 April, and early bird registrations now open, running through until June 30th.
- The draft 2021-2022 business plan was reviewed. Activities centre around the key workforce development programmes, Register developments, scholarships, mentoring, developing partnerships, and conferences/webinars and other events.
- 233 participants were listed on the HASANZ Register.

The next HASANZ Governance Group meeting is scheduled for Friday 7th May. This will be my final meeting as our HFESNZ Representative on the HASANZ Governance Group (since the inaugural meetings way back in 2013). This meeting will have our new HFESNZ Rep Hamish Mackie attend with Marion, to allow handover. It has been an honour to represent our profession over these (fascinating) HASANZ start-up years.

Marion Edwin - HASANZ Rep

WORKSAFE PRESS RELEASES

Worker wellbeing with GJ Gardner & SafePlus

Hear how the SafePlus online assessment helped G.J. Gardner create the health and wellbeing programme to support their staff's mental health.

<https://www.youtube.com/watch?v=8ISMOi5AH90>

ACC subsidy for businesses to work with HASANZ Register professionals

HASANZ is launching a series of case study videos about businesses that have worked with HASANZ-registered health and safety professionals. The videos promote the ACC subsidy scheme that makes accessing this expert advice more affordable for small and medium businesses.

Watch the first video and find out more about the subsidy [on the HASANZ website](#).

[Whakaiti Kino: Service and utility strike harm reduction project](#)

What is Whakaiti Kino?

<https://www.betterwork.nz/hubbub/communitypage/24986>

Whakaiti Kino uses the #BetterWorkNZ website to pull together ideas that people can discuss and share with each other. This website enables anyone to put forward an idea about how we can improve the way we work and reduce harm to workers when underground services and utilities are hit during construction activity.

There are three focus areas for the challenge:

- Technology - How might we use technology to consolidate existing information and capture unknown information into a single source of truth - all while keeping it updated?
- Common Standards - How might we develop a standard that all sectors will be held to, and how might we monitor adherence to that standard?
- Supporting workers - How might we enable workers to have the information that tells them what services are where and give them the time to work around them safely?

Submit an idea and then vote on other ideas, or just vote. Do not forget to comment on other people's ideas too to help them flesh out their thinking. Ideas will need 20 votes to get to the next stage.

Entries close: 23 April 2021 and Voting closes: 7 May 2021

SPECIAL RECOGNITION

Annual Achievement Award for HFESNZ

Sarah Mahoney, the recently retired owner of The Good Use Company and long-standing member of HFESNZ wishes to give a little back to the HFES community of the future. Sarah was a clinical physiotherapist who moved into the area of workplace education programmes in the 1990's when she recognized that patient treatment was not satisfactory over the long term until the cause of their problems was identified and preventative measures enacted.

Sarah is providing a \$2,000 annual cash award, The Good Use Achievement Award, to the HFESNZ member who has produced the most innovative project or product for the year utilizing HFE methodologies and preferably addressing musculoskeletal and/or psychosocial issues. The award is open to all levels of membership.

encourage publicity and support for the innovative recipient.

COURSES AND EVENTS

Human Factors and Ergonomics Society (HFES) Virtual Healthcare Symposium

There is still time to [register](#) for the HFES International Symposium on Human Factors and Ergonomics in Healthcare, which will be held virtually, 12-16 April 2021. Topics are centred around five main tracks: education and simulation, patient safety research and initiatives, digital health, hospital environments, and medical and drug delivery devices. Please visit [their website](#) for more details, and read more about their [workshops](#) held 12 April 2021.

CIEHF Conference – 19 to 21 April 2021

Four important themes will be explored online over three days from 19-21 April with the conference promising to be a lively and interactive event that will give everyone the chance to be involved and share their ideas, questions, and opinions. The conference programme is now available, and you can access more information using the link:

<https://events.ergonomics.org.uk/event/ergonomics-human-factors-2021/>

Safeguard Conference – 1 to 2 June 2021

Bringing the health and safety community back together – Cordis Hotel, Auckland. Dr Erik Hollnagel is delivering the international Keynote via video link.

For more information and register go to: safeguard.co.nz/events

IEA Conference 2021 – 13 to 18 June 2021



Please share this important new information widely with your contacts in your society and professional networks!

IEA 2021 will be a completely virtual conference

All information including links to registration can be found at <https://iea2021.org/>

HFESNZ Symposium – Wednesday 1st September, Wellington

This event has been designed to adjoin the main HASANZ conference and provide an opportunity for HFESNZ members to meet to share and discuss key topics. A programme for the day is in the process of being created with details about venue soon to be released.

HASANZ Conference - 1 to 3 September 2021, Wellington at Te Papa

Expect exceptional keynote speakers and practical takeaways from our popular concurrent sessions.

Registration includes welcome function at Parliament and two full days of conference featuring 6 exceptional keynote speakers plus a choice of 18 presentations with a practical focus. And there is a best poster competition with a \$1000 prize.

Submit a paper or poster and REGISTER NOW

INCOSE/HSI and IEA Joint Conference – 17 – 19 November 2021

Deadline Extension - Call for Papers

The International Council on Systems Engineering (INCOSE), together with IEA, will jointly organize the International Conference on Human Systems Integration, HSI2021, as a hybrid event to be held 17-19 November 2021. Proposal submissions, including full research papers, industry track, early-stage research, posters, abstracts, panels, workshops, and poster demos are now due 14 April 2021. For more information, please visit the [HSI2021 Call For Submission](#) page.

JOB ADVERTISEMENTS

If you have a job advertisement you would like to advertise, we now have a Classified page on our

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