



Annual Report 2019

for 1 April 2018 – 31 March 2019 Financial Year

The Human Factors and Ergonomics Society of New Zealand is the professional membership body for human factors/ergonomics professionals in New Zealand. The HFESNZ has functioned since 1986, after splitting from the Ergonomics Society of Australia and New Zealand established in 1966. Thus, we have had a NZ society for this professional group for 53 years.

The society objectives are to promote the application of human factors/ergonomics knowledge; and advance human factors/ergonomics research, education, public awareness and professional standards. HFESNZ is a federated member of the International Ergonomics Association.

Key achievements

- The society has this year grown in membership – from 84 at the start of the year, to 90 at the end of the financial year, and 95 at the date of our early May committee meeting.
- We have held three webinars reaching around 50 attendees
- We held 9 committee meetings (excluding June - immediately after AGM, September - with multiple conferences, and January) and learned for our Christmas meeting that you can play party games during a video conference
- We had 13 members attend the IEA Congress in Italy, and we had one free student attendee as we had more than 10 NZ registrations
- We have held a one day mini-conference on 5 September (Wellington) in association with the HASANZ conference
- We supported the HASANZ Conference, 6-7 September
- Marion, our HASANZ Representative, attended 5 HASANZ Governance Group meetings and as Secretary sits on the Operations and Finance Committee
- We recognised two people with HFESNZ Society Awards – Peter Bateman - for an outstanding contribution to the advancement of human factors/ergonomics practice in New Zealand; and Craig Smith – for outstanding leadership and guidance in workplace health and safety at a crucial time

- We have communicated regularly with members – having sent out 5 full ‘HFE-News’ newsletters and many email communications
- We held a shared meeting in Christchurch with members of the NZ Occupational Hygiene Society
- We have developed an online Members Directory that awaits members populating this so that other members can find them
- The Professional Affairs Board received and processed 1 new Certification application, 1 Re-certification for a Certified Member (3 yearly), 1 new Technical Member application, 4 HASANZ Register applications, and fielded around a dozen enquiries about professional membership.
- Grown our links and reach with other government and professional bodies through HASANZ and consistent outreach and networking activities
- Had an HFE voice on working groups with ACC on musculoskeletal strategy development and the trial of a participatory ergonomics program addressing workplace manual handling risks
- Have ongoing participation in a critically important ‘Pipelines and Pathways’ workforce planning activity via HASANZ, funded by WorkSafe
- Have 5 people now listed on the HASANZ Register that went live in mid-2018. This is reportedly increasing the enquiries and workloads of those HASANZ Registered HFE professionals
- One person received a HASANZ scholarship for some further HFE study, and a certified member has taken on a mentoring role for this person
- We have maintained 19 Professional Members – with some movement
- We have contributed to the discussions and growth in interest of human factors applications in hospital and clinical settings – leading to planning for our (18 September) Healthcare Human Factors Symposium and then two-day healthcare themed HFESNZ Conference (19-20 September)
- The Healthcare Ergonomics Cluster is growing in strength, and has completed a white paper on the contributions of HFE to the healthcare sector
- There is increasing interest in the need for a Transport and Vehicles Cluster
- Members have participated in a Musculoskeletal survey, and (at the end of the financial year) our own very important HFE Workforce Survey. With only 19 respondents however, this perhaps verifies that we have a smaller percentage of members that are working in the field
- Whilst technically occurring in the 2019/2020 Financial Year, we are pleased to have nominated a member to an Australia/New Zealand Standards Committee

All in all, a very productive year.

The Team

Once again, our committee has worked hard over the year to continue core society activities and to build on what is offered for members. This has relied on the always patient and skilled support of our administrator Kim Pearson, and we thank her for her helpful and good-humoured assistance with our key tasks and activities. She makes the tough jobs much easier, and her familiarity with the broader health and safety landscape provides additional support for the work of the society.

The committee has been outstanding. I believe we have all been experiencing high workloads in our day jobs and businesses, and the commitment to society activities despite this must be recognised and applauded. I thank you all for stepping up and supporting the work of our society – at all hours of day and night. I also thank you for your support and care for each other during this time. Sometimes we just need time out and time with family, or a kind word, and I love the respect and nurturing that is shown to each other as we go through life's various ups and downs. There have been many kind and helpful words my way as I tear my hair out over yet another (usually government department) frustration, and puzzle over yet another new challenge. We are doing some 'hard stuff' for the profession, and it is so much easier when we all work together. Thanks to both members and committee members for helping with these challenges and issues when we call to pick your brains or ask for help. It is much appreciated, and essential.

Several committee members will step down from committee at this AGM – and we thank Katie Buckley (early career/student members), Karl Bridges (HASANZ Register Committee, PAB) and Laurie Earl (PAB, stepped down several months ago) for their sterling work. The PAB has a full change of guard as all the previous members had completed 2 x 2 year terms – the maximum allowable. We have nominations for some previous certification assessors to come back into PAB roles to complete this important work, so we look forward to welcoming this team on board. We are planning to also split the duties to ease the workloads for PAB, with a separate convenor role to support the assessment team. Thanks to those completing this work over the last four years – this is a solid stint, with some 'repeat offenders'! The PAB role split should also enable the planned work on development of a Continuing Professional Development system for all Professional Members, and the provision of membership certificates, to move forward.

I particularly thank Dave Moore for his unrelenting interest in HFE education and his work with the (HASANZ) 'Pipelines and Pathways' project to further these aims. This is too hard and too important to not have more than one good head on the job. I also thank Lyn Garrett, for his quiet and consistent support for the society and input into our mini-conference, membership certificate development, and Wellington activities. Karl Bridges deserves a huge thank-you - he has been dedicated to understanding and supporting the HASANZ Register work and has carried out the work of PAB Convenor in addition to running a business and working on his PhD – and steps off committee to focus on that task. Katie Buckley from 'across the ditch' has been a wonderful advocate for all new graduate and early career HFE professionals – and highlights for us the importance of ensuring good representation of this group at committee level. We wish Katie all the best as she pushes to finish her PhD – with best wishes for making it to this side of the Tasman for work before too long.

Other committee members have worked hard – Hamish Mackie has been spearheading the September conference and symposium in liaison with Fiona Trevelyan (and the able assistance of

roped in Lily Hirsch). Fiona is working to grow HFE activity in the healthcare sector and we have been building rather satisfying bridges in this area, including with ACC and the Health Quality and Safety Commission. Mark Boocock as Treasurer has kept the finances in check and has bought us several great webinars – it is lovely to enjoy top quality CPD from our favourite lounge chair of an evening! This is a truly fantastic member benefit as Mark has roped in some great international speakers for us – thanks! And Jo Chang has quietly engaged in committee activities and has been busy behind the scenes building some great new member engagement, particularly in the transport sector.

Please give them all an appreciative hand.

The Big Task

The current ‘big job’ of society is around the future education options for New Zealanders that wish to work in HFE, or to grow some knowledge of the field suitable for application in other professions. The loss of the Massey University ergonomics programme consequent to the retirement of key personnel has effectively stopped the education pipeline for locally trained HFE professionals and has not yet been replaced. HASANZ is running a large project with all the HASANZ health and safety disciplines to determine workforce demands and educational pathways. Earlier work with the NZ Occupational Hygiene Society saw a considerable injection of funding to support education in that field. Whilst work on the HFE profession’s needs is still ongoing, we are hopeful that some conclusions, direction and support will be developed from this. The project is due for completion in July 2019.

HASANZ

HASANZ work continues to be important for the society. The HASANZ Register (live since mid-2018) is allowing businesses direct access to HFE professionals that have listed on the Register (5 to date) and is exposing many more businesses to knowledge of the ‘lesser known’ health and safety specialist services. Those on the register indicate that they are gaining considerably more work since the Register went live. We believe it is important that businesses seek recognised professionals for human factors/ergonomics work and the society continues to support the growth of professional member numbers. We will continue to have a (probably PAB member) work as part of the HASANZ Register Sub-committee, to ensure that we understand what is afoot in terms of the competencies of the different disciplines.

Professional Membership

We are currently experiencing a healthy increase in membership growth. It is heartening to see student member numbers growing - and we thank our members within educational institutions for making these links. It is important for those beginning their educational journey to learn about the job opportunities and work roles and to link with other HFE professionals via the society. It also suggests the potential need for us to consider more formal mentoring processes and systems – a discussion that has also been occurring at HASANZ.

Membership category	Total numbers xx May 2019	Total numbers 31 March 2019	Total numbers 31 March 2018	Total numbers 31 March 2017	Total Numbers 31 March 2016
Certified Prof Member	14	14	14	9	8
Associate Prof Member	4	4	3	4	6
Technical Prof Member	1	1	1	0	0
General Member	xx	57	56	64	51
General Member (Life)	11	11	8	8	8
Student Member	xx	3	2	0	0
New members	xx	-	-	-	-
Total	95	90	84	85	73

Note that whilst it appears that Life Membership numbers have grown – it hasn't really... with the ruling that 'Professional Membership trumps Life Membership', some Professional Members that have retired and stepped down from those categories, have reverted to General (Life) Membership, and we had an original founding member re-join the society after a period of non-membership.

The Next Year

This next financial year will see the large and strong committee working to embed practices and activities that focus on the growth of HFE skills and application in New Zealand, alongside growing members numbers and reach. With our eye on the society's objectives – *'promote the application of human factors/ergonomics knowledge; and advance human factors/ergonomics research, education, public awareness and professional standards'* - we go forward with a strong base for continued growth.

I thank all committee for bearing with me over the last 4 years. I've maintained a ridiculously positive attitude about the need for HFE professionals in New Zealand, and the high quality that is required of those professionals. And I have grown some grey hairs as I've done my best to ensure that our voice is heard (clearly) within the walls of Wellington-based lead agencies. I know that we must continue to pay attention to the advocacy work that ensures that we have a voice – and I challenge every member to be a part of that collective voice. Speak up! We must continue to be heard, and to unashamedly grow our members – both in numbers and competence. I've pushed the pace and pushed your effort. And we are in a good place.

Marion Edwin