

HASANZ
HEALTH & SAFETY ASSOCIATION NZ



Questionnaire Survey of NZ Industry Awareness of Human Factors/Ergonomics (HFE)

Thursday 10 March 2022

Introduction

This survey is funded by WorkSafe through the Health and Safety Association of NZ (HASANZ) for the Human Factors and Ergonomics Society of New Zealand (HFESNZ).

One of WorkSafe's aims is to support the improvement of New Zealand workers' safety, performance and wellbeing through the application of Human Factors and Ergonomics (HFE). HFE is a scientific discipline to understand worker safety and performance by looking at how their workplace, technology and complexity helps or hinders them.

The aim of this questionnaire was to find out how much NZ organisations know about HFE and apply HFE, and what aspects of HFE respondents think could be important for their organisation and industry.

Method

A questionnaire was developed by the WS4 team in October 2021 through SurveyMonkey. The survey consisted of 4 sections:

- i) demographics (industry, region, company, job title, department, HASANZ member)
- ii) You and your organisations' level of HFE awareness (overall)
- iii) Respondents were asked 3 questions regarding the following aspects of HFE,:
 - Human characteristics and capabilities
 - Psychological aspects
 - Physical work environment
 - Workplace job design
 - Organisational aspects
- iv) Your organisations' level of awareness of these HFE aspects
- v) How useful these aspects are to your organisation
- vi) To what extent does your organisation currently consider *these HFE aspects*

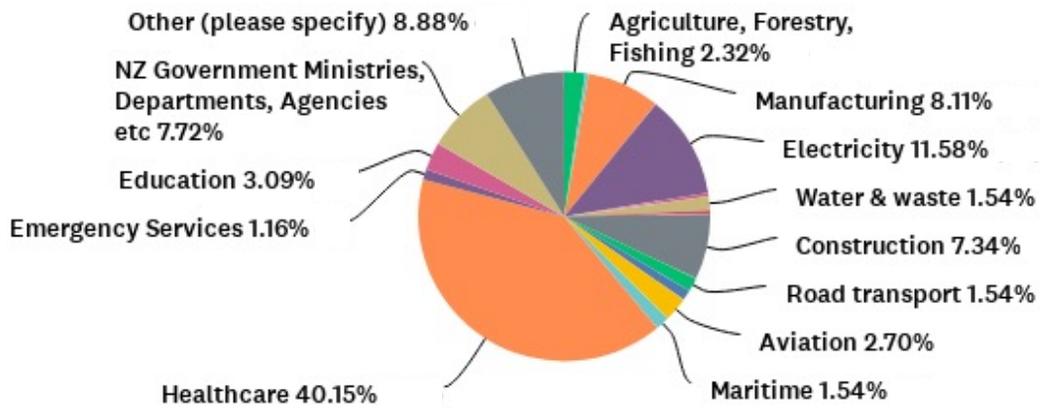
The SurveyMonkey weblink was distributed in November to member organisations of HASANZ, who either sent the link directly to their members or posted it on their newsletter. It was also sent out to safety-related associations such as CHASANZ and EEA (Electrical Engineers Association), SafeGuard as well as to WS4 members contacts via LinkedIn and email. The survey was closed at the end of December 2021.

Results

The total number of responses was 266.

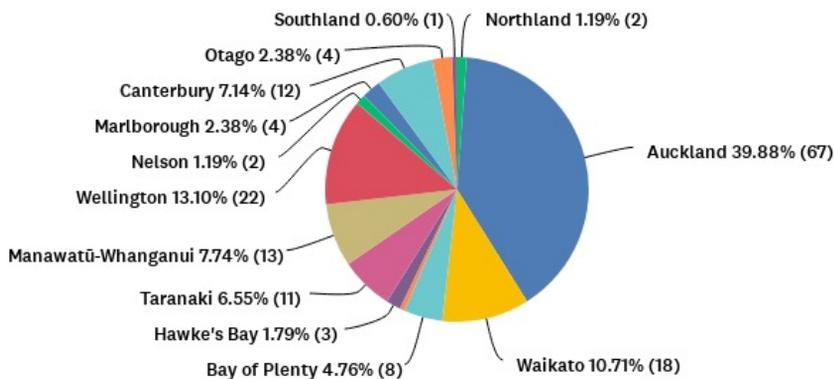
Which industry do you work in?

People who took part in the survey were in the main working in the healthcare industry (40.15%), with 11.58 in the Electricity industry and 8.11% in manufacturing.



Which region in NZ do you work?

Most respondents were based in Auckland (39.88%), Wellington (13.1%) and Waikato (10.71%). Smaller proportions of respondents were based across 10 other regions in NZ.



The department you work in

The majority of respondents work in a role in health, safety, wellbeing and environment (n=60) and 20 worked in an emergency department.

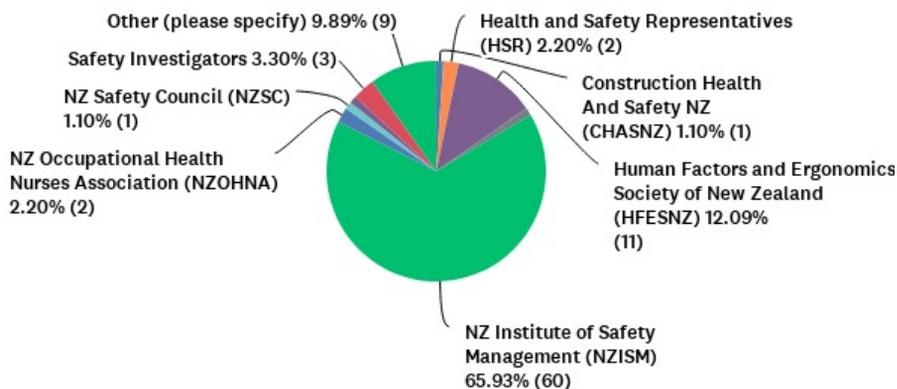
HFE, UX n=2	• Emergency department n=20
Investigation n=2	• Anaesthesia n= 4
Laboratory/Science n=2	• Surgery, operating rooms n=3
Aircraft/Product certification n=2	• Other healthcare services n=8
Personnel certification n=1	• Safety management, health, safety, wellbeing, environment n= 60
Product development, design n=2	• Quality & Risk, Quality Improvement & Innovation n=8
Network services n=2	• Performance improvement, People & capability development n = 5
Operations, production, generation n=5	• Management n=5
Maintenance n=2	• Training n=4; Teaching, education n=2
IT, Health & Technical services n=5	• Office, administration n=4; HQ, corporate service, HR n=5

Your job title

The majority of respondents were health and safety advisors. Others were medical doctors, nurses, co-ordinators, designers, researchers, directors, engineers, trades people, technical specialists.

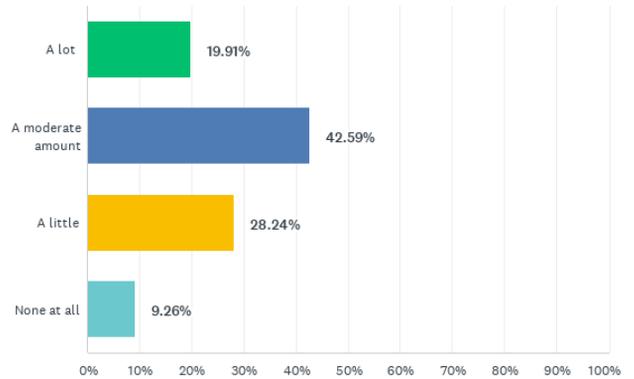
- HFE chief advisor, HFE programme manager n=2
- Experience designer, scientist, researcher, product development engineer, safety in design n=4
- Lecturer n=2
- Engineers: asset, certification, flight test n=4
- Informatics, technical specialist n=2
- Medical representative n=1
- Tradesman, Faultman/electrician n=2
- Farmer, harvester n=2
- Supervisors – operations, maintenance n=3
- Managers – national, general, technical services, regional training, field, operations, customer & community engagement, HR, Improvement programme, nurse, ux design n=22
- Advisor - health, safety, well being, environment, sustainability, including senior advisors n=39
- Advisor - quality and risk, improvement n=3
- Advisor - clinical governance n=2
- Nurse - practitioner, specialist, charge nurse, nurse consultant, occupational health specialty nurse n=12
- Anaesthetists, registrar, Emergency medicine specialists, fellow, SMO, ED MOSS, Dr, Intensivist n=22
- Training coordinator, QHSE facilitator, field development coach, H&S administrator, M&H coordinator, wellness coordinator n=9

Do you belong to a Health & Safety-related group or organisation?



What level of awareness and knowledge of HFE do you have?

Just under half of respondents (43%) felt that they had *a moderate amount* of HFE awareness



What level of awareness of HFE does your organisation have?

Over half of respondents (56%) felt that their organisation had *a little* HFE awareness.

Nearly a third felt that their organisation had a moderate amount of awareness & knowledge of HFE

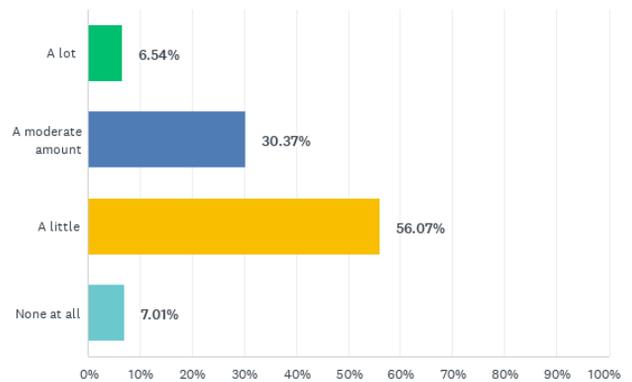
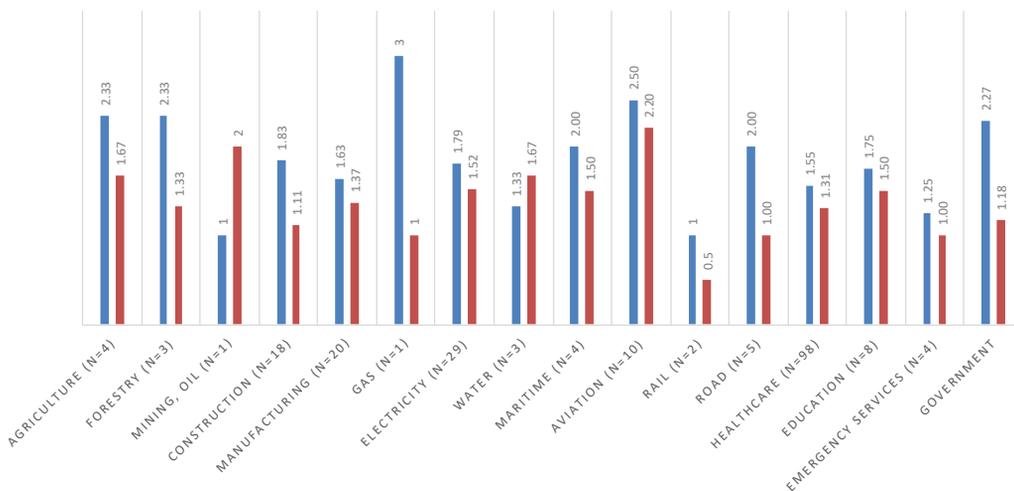


FIG1. LEVEL OF HFE AWARENESS OF RESPONDENT VERSUS THEIR ORGANISATION

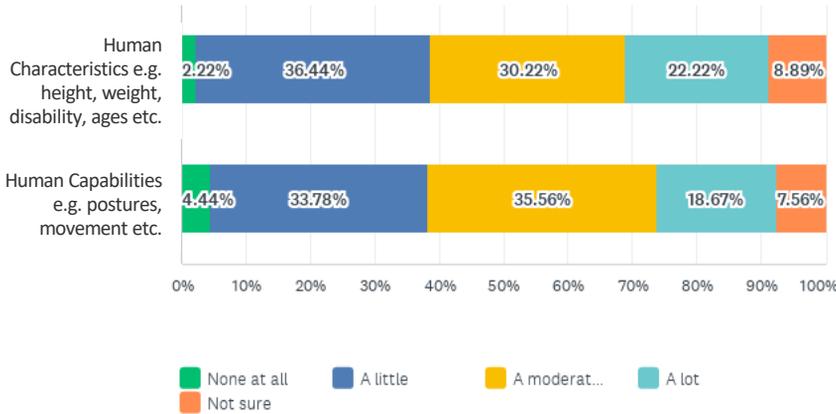
■ What level of awareness and knowledge of HFE do you have? ■ What level of awareness of HFE does your organisation have?



Respondents felt they have greater awareness of HFE than their organisation

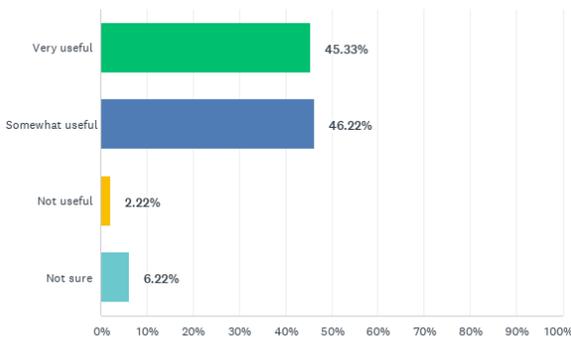
Human characteristics & capabilities

What level of awareness & knowledge does your organisation have about *human characteristics & capabilities*:



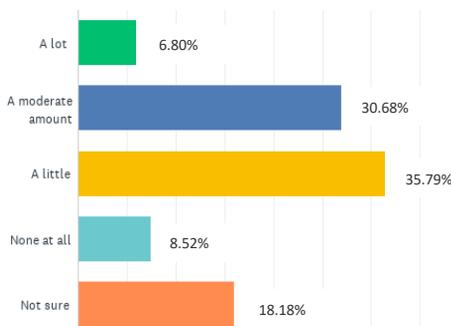
Around two-thirds of respondents felt that their organization had *a little or a moderate* amount of awareness of **human characteristics** (67%) & **human capabilities** (69%)

How useful could *physical characteristics and capabilities* be for your organisation?



Just under a half of respondents felt that **physical characteristics & capabilities** could be either *very useful* (45%) or *somewhat useful* (46%) for their organization

To what extent does your organisation currently consider *physical characteristics and capabilities*?



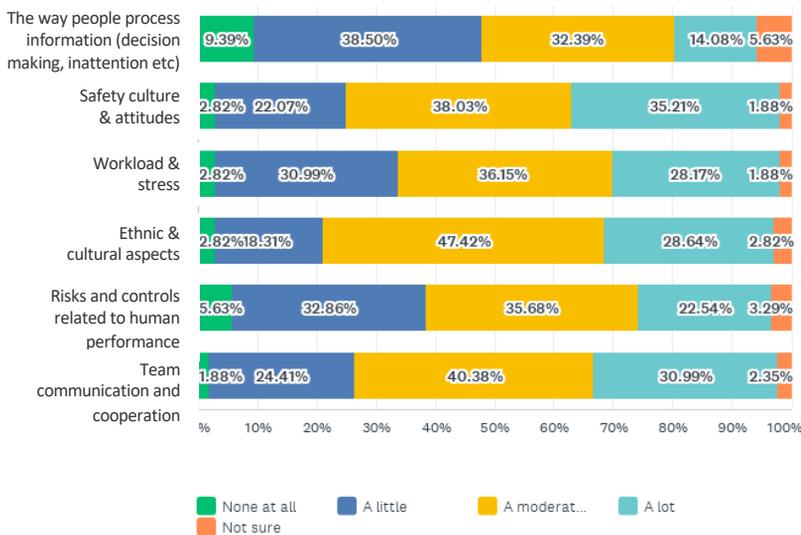
Examples of comments : n=48 in total

- Consider forces involved in using products when designing them. Considered for how the production line is setup and office spaces.
- Implemented role profiling to identify physical and psychological tasks and associated risks, so that these can be assessed against individual capabilities.
- A lot of our leaders and designers still think our people will be perfect little robots and do everything perfectly every time.
- Nobody get asked for needs in office, non-compliant ladders get

Two-thirds of respondents (66%) thought that their organisation considers **physical characteristics and capabilities** aspects *a little to a moderate amount*.

Psychological aspects

What level of awareness & knowledge does your organisation have about *psychological aspects*:



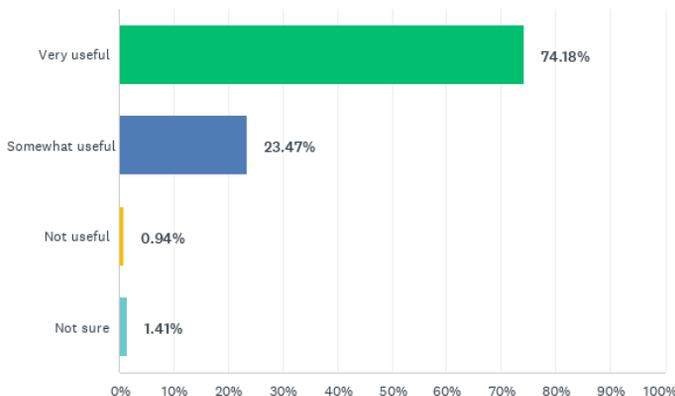
Between 60-70% of respondents felt that their organization had *a little or a moderate* amount of awareness of **psychological aspects** in general.

Around a third of respondents (25-28%) felt that their organization had *a lot* of awareness/knowledge about:

- **Safety culture & attitudes**
- **Workload & stress**
- **Ethnic & culture aspects**
- **Team communication & cooperation**

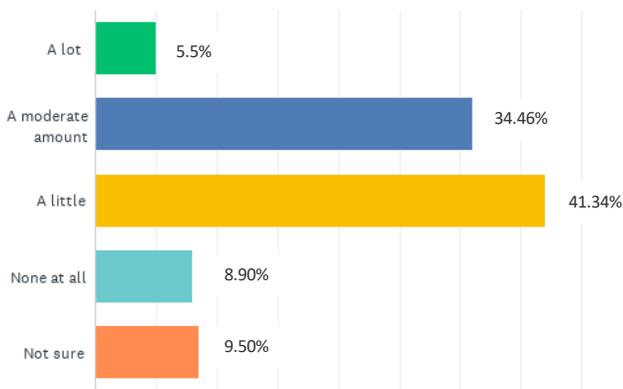
10% felt their organization had *no knowledge* about **the way people process information**.

How useful could the *psychological aspects* be for improving safety, performance or wellbeing in your organisation?



Three-quarters of respondents (74%) felt that **psychological aspects** could be *very useful* for their organization

To what extent does your organisation currently consider the *psychological aspects*?



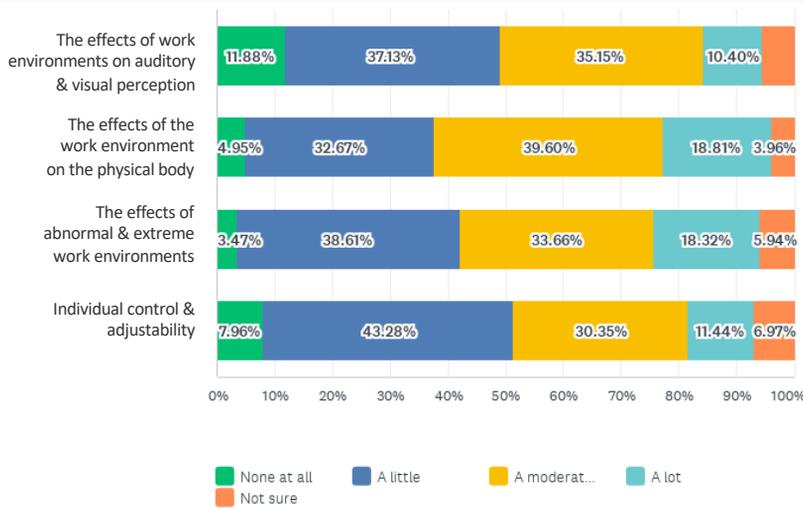
Three-quarters of respondents (76%) thought that their organisation considers **psychological aspects** *a little to a moderate amount*.

Examples of comments (n=33)

- A moderate amount for higher risk roles/ scenarios: Psychosocial risk, cognitive aspects and interaction with fatigue and healthy work design gaining momentum.
- Current focus on fatigue, workload stress, mental health and the arrangement/organisation of work
- Safety culture and cultural considerations fairly well regarded, reviewed with focused actions.
- Wellbeing strategy, resources etc
- Role profiling work we are doing is also assessing psychological tasks and associated risks
- Undertaking organisational cultural surveys
- Working on a Good work design project to improve psychosocial risk management through the employee lifecycle in recruitment, job design etc

Physical work environment

What level of awareness and knowledge does your organisation have about the *physical work environment*:



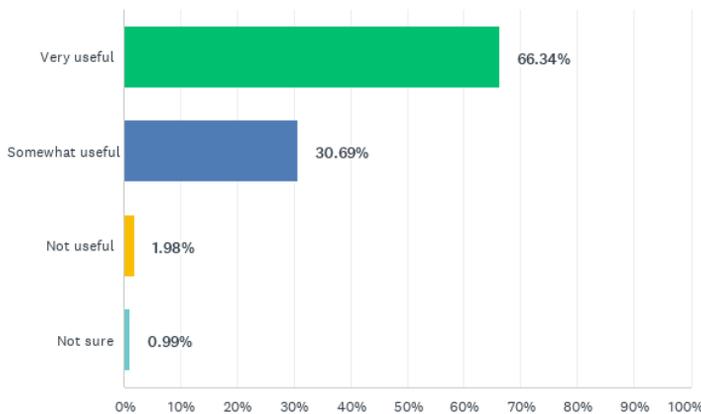
Between 72-73% of respondents felt that their organization had a *little or a moderate* amount of awareness of **physical work environment** in general.

Around 18% of respondents felt that their organization had a *lot* of awareness/knowledge about the effects of the work environment on:

- **the physical body**
- **the effects of abnormal & extreme work environments**

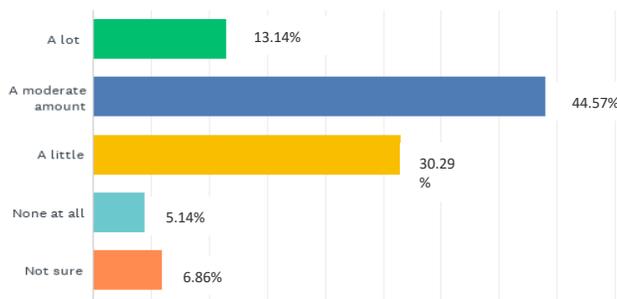
12% felt their organization had *no knowledge* about **the effects of work environments on auditory and visual perception**.

How useful could the *physical work environment* aspects be for improving safety, performance or wellbeing in your organisation?



Two-thirds of respondents (66%) felt that the **physical work environment** aspects could be *very useful* for their organization

To what extent does your organisation currently consider the *physical work environment*?



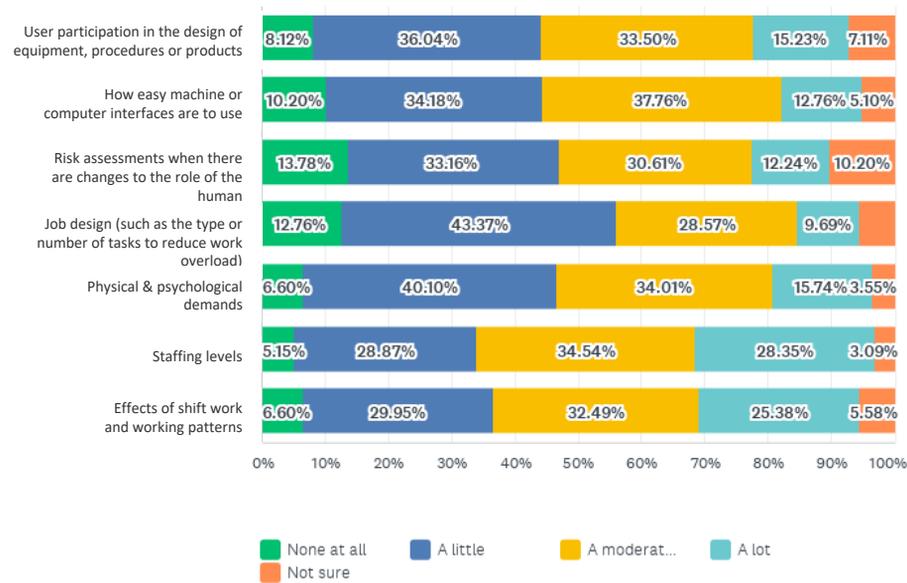
Three-quarters of respondents (75%) thought that their organisation considers **physical work environment** a *little to a moderate amount*.

Examples of comments (n=27)

- Overloaded vehicles is common
- Job Plans, using the right tool or support for the job
- Current focus on raising awareness, participatory involvement, the impacts of work design and interaction of individuals within space and exacerbating factors, along with thermal comfort and sensory differences
- Due to covid we have had to wear tight fitting, uncomfortable personal protective equipment. *Healthcare*: Workplace assessments which are then given to management to address.
- Office spaces are often cramped and outdated.

Workplace & job design

What level of awareness & knowledge does your organisation have about *workplace & job design*:



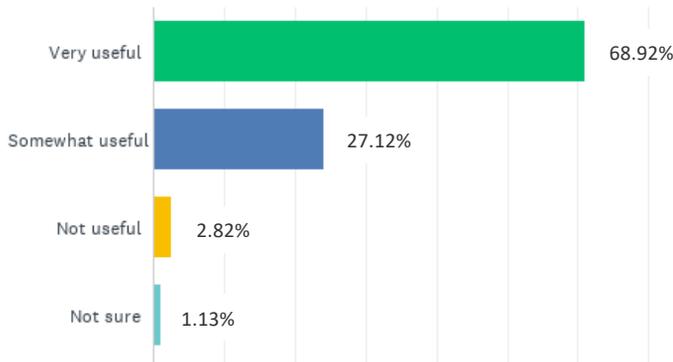
Between 62-75% of respondents felt that their organization had *a little or a moderate* amount of awareness of **workplace & job design** in general.

Around 25-28% of respondents felt that their organization had *a lot* of awareness/knowledge about:

- **Staffing levels**
- **the effects of shiftwork and working patterns**

12-13% felt their organization had *no knowledge* about **risk assessments when there are changes to the role of the human and job design** (e.g. to reduce work overload).

How useful could the *workplace & job design* aspects be for improving safety, performance or wellbeing in your organisation?



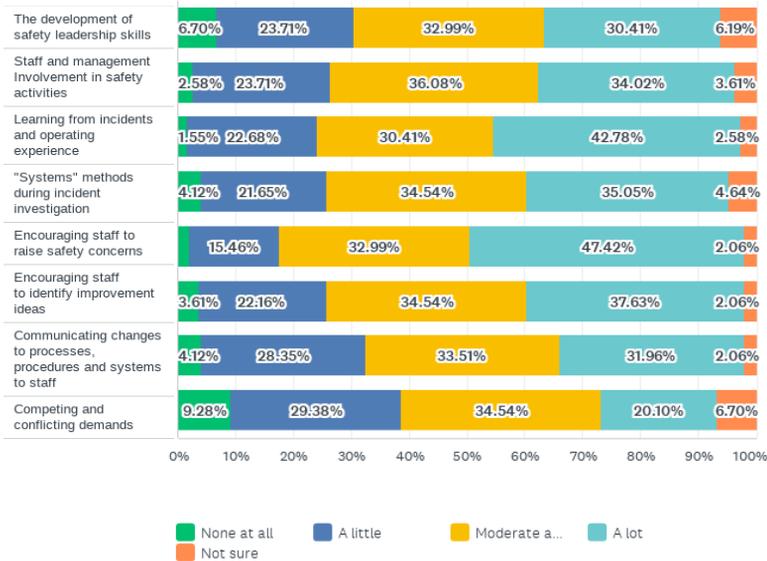
Three-quarters of respondents (69%) felt that **workplace & job design** could be *very useful* for their organization

Example comments:

- Change Management incorporation focus in raising awareness of the interaction/knock on effects to individuals and resultant impact within systems, work design factors and exposure and interaction between physical and psychological demands, extending from a greater previous focus centering solely around work in the human/user interfaces interaction field.
- Many design elements are left up to engineers when designing workspaces on vehicles and these can be sufficient or sometimes detrimental
- Our management is well aware of work stresses, emotional, physical, but does little to improve. We have pushed for years for devices and strategies to improve efficiency and task switching, distractions, etc. Not much change.
- There is probably some awareness of these things, but often it is left to the end user to craft a solution. e.g. for many systems and processes that are replicated across the organization there is remarkably little consistency or perhaps even fairness. Some departments have great processes and some have nothing.

Organisational factors

What level of awareness and knowledge does your organisation have about *organisational factors* such as :

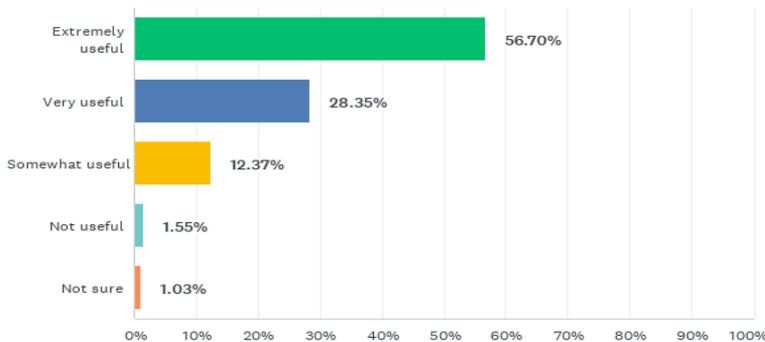


Between 30-47% of respondents felt that their organization had *a lot* of awareness of **organizational factors** e.g. :

- 47% - encouraging staff to raise safety concerns
- 43% - learning from incidents and operating experience
- 38% - encouraging staff to identify improvement ideas
- 35% - systems methods during incident investigation
- 34% - staff & management involvement in safety activities

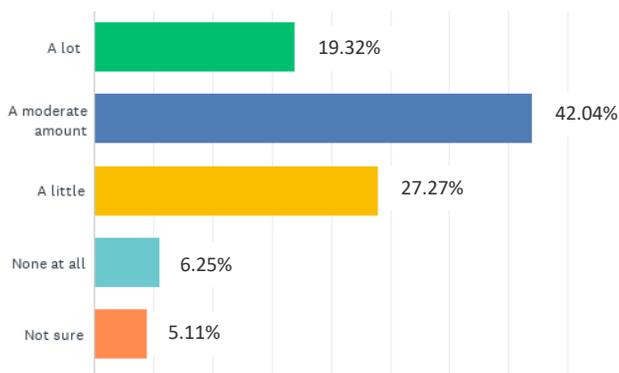
Less staff felt their organization had knowledge about **competing & conflicting demands**

How useful could the *organisational aspects* be for improving safety, performance or wellbeing in your organisation?



Over half of respondents (57%) felt that **organisational aspects** could be *very useful* for their organization

To what extent does your organisation currently consider the *organisational factors*?



Examples of comments (n=14)

- Communication is always important to enable understanding of dynamic or deeper causal factors
- In a phase of organisational awareness and growth at present.
- This is a journey of change for us, to shift to an organisational safety culture
- There is a well communicated system for reporting HSW issues
- There is regular email communication and web resource and meetings to inform staff about upcoming changes to process and procedures. There is a system/database to log critical incidents and concerning events for patient safety. However, there is no formal way for staff to log concerns about staffing safety and capacity which has direct impact on patient safety.

What level of awareness does your organization have regarding HFE?

Mean scores were calculated for each industry (n=17) and for each HFE aspect (n=5). Scores were then rated as LOW (red), MEDIUM (orange) or HIGH (green), depending on whether their means were above or below predetermined limits:

1-1.9=red (no/little awareness)
2.0-2.9 = orange (moderate awareness)
3.0 - 4 = green (a lot of awareness)

Industry/Sector	Human characteristics & capabilities	Psychological aspects	Physical work environment	Workplace & job design	Organisational factors
Agriculture (n=4)	2.25	2.78	3.25	2.64	3.19
Forestry (n=3)	2.17	2.44	2.00	1.76	2.71
Mining, oil (n=1)	4.00	3.67	2.75	2.71	2.63
Construction (n=18)	2.71	2.85	2.50	2.61	3.15
Manufacturing (n=20)	2.41	2.78	2.83	2.94	3.36
Gas (n=1)	2.00	3.50	2.00	3.29	3.75
Electricity (n=29)	2.82	3.19	2.94	2.83	3.39
Water (n=3)	2.50	3.50	2.50	3.29	3.13
Maritime (n=4)	2.63	2.96	3.00	2.93	3.03
Aviation (n=10)	3.00	3.42	3.03	3.00	3.27
Rail (n=2)	1.50	1.92	1.50	1.64	2.00
Road (n=5)	2.75	2.83	2.75	2.93	3.06
Healthcare (n=98)	2.98	2.83	2.48	2.63	2.95
Education (n=8)	2.92	2.93	2.54	3.06	2.89
Emergency Services (n=4)	2.00	2.03	2.05	1.94	2.12
Other Government (n=14)	2.38	2.65	2.41	2.47	2.56
Cross industry consultants (n=17)	2.91	3.09	2.70	2.88	2.97

Main findings:

- The respondents in aviation industry indicated that there were high levels of awareness across all HFE areas
- There were also high levels of awareness for :
 - “organisational aspects” in over 50% of industries
 - “psychological aspects” (in utilities services & cross-industry consultants)
 - “physical work environment” (in maritime & agriculture)
 - “work/job design” (in gas, water, education)
- Respondents from rail gave the lowest levels of awareness across HFE areas.
- Respondents from Forestry & Emergency services gave low level of awareness in workplace & job design.

How useful could the following HFE aspects be for your organisation?

(for improving safety, performance or well-being)

Mean scores were calculated for each industry (n=17) and for each HFE aspect (n=5). Scores were then rated as LOW (red), MEDIUM (orange) or HIGH (green), depending on whether their means were above or below predetermined limits:

1.0-1.6 (not useful)
1.7-2.3 (somewhat useful)
2.4-3.0 (very useful)

Industry/Sector	Physical characteristics & capabilities	Psychological aspects	Physical work environment	Workplace and job design	Organisational aspects
Agriculture (n=4)	2.25	2.67	3.00	3.00	2.50
Forestry (n=3)	2.33	2.33	2.67	2.33	2.00
Mining, oil (n=1)	1.00	1.00	1.00	1.00	2.00
Construction (n=18)	2.56	2.63	2.73	2.73	2.47
Manufacturing (n=19)	2.47	2.63	2.63	2.69	2.33
Gas (n=1)	2.00	1.00	2.00	2.00	2.00
Electricity (n=29)	2.46	2.57	2.54	2.50	2.31
Water (n=3)	2.67	2.50	2.50	2.50	2.00
Maritime (n=4)	2.25	2.75	2.50	2.00	2.00
Aviation (n=10)	2.00	3.00	2.50	2.71	2.38
Rail (n=2)	2.00	2.00	2.00	1.00	3.00
Road (n=4)	2.00	2.50	3.00	3.00	3.00
Healthcare (n=97)	2.51	2.77	2.72	2.77	2.65
Education (n=8)	2.71	2.86	2.67	2.71	2.00
Emergency Services (n=5)	3.00	2.80	3.00	3.00	2.80
Other Government (n=14)	2.42	2.91	2.73	2.90	2.55
Cross industry consultants (n=17)	2.27	2.71	2.44	2.38	2.13

Main findings:

Industries which found HFE aspects very useful for improving safety, performance or well-being:

- “human physical characteristics & capabilities” (emergency services)
- “psychological aspects” (aviation)
- “physical work environment” (agriculture; road; emergency services)
- “workplace/job design” (agriculture, emergency services)
- “organisational aspects” (rail & road)

Industries which did not find HFE to be useful:

- Oil – all HFE aspects not useful (except organizational)
- Gas – “psychological aspects” not useful
- Rail – “workplace/job design” not thought to be useful

To what extent does your organisation currently consider HFE?

Mean scores were calculated for each industry (n=17) and for each HFE aspect (n=5). Scores were then rated as LOW (red), MEDIUM (orange) or HIGH (green), depending on whether their means were above or below predetermined limits:

1-1.9 = red (none/a little)
2.0-2.9 = orange (a little/moderate amount)
3.0 - 4.0 = green (a moderate amount to a lot)

Industry/Sector	Physical characteristics & capabilities	Psychological aspects	Physical work environment	Organisational aspects
Agriculture (n=4)	2.00	3.00	4.00	3.50
Forestry (n=3)	1.00	1.00	1.67	2.33
Mining, oil (n=1)	2.00	3.00	1.00	2.00
Construction (n=18)	2.33	2.29	2.46	2.64
Manufacturing (n=19)	2.54	2.31	2.87	3.19
Gas (n=1)	not sure	2.00	3.00	2.00
Electricity (n=29)	2.35	2.54	3.08	3.16
Water (n=3)	3.00	1.50	2.50	2.50
Maritime (n=4)	3.00	2.33	3.50	2.50
Aviation (n=10)	2.86	3.25	2.75	2.57
Rail (n=2)	1.00	1.00	1.00	2.00
Road (n=4)	2.00	2.00	2.00	2.50
Healthcare (n=97)	2.44	2.38	2.56	2.68
Education (n=8)	2.75	2.33	2.80	3.33
Emergency Services (n=5)	1.50	2.25	2.75	1.50
Other Government (n=14)	2.33	2.33	2.45	2.40
Cross industry consultants (n=17)	2.53	2.50	2.93	2.93

Industries currently considering HFE to a high extent (score 3-4):

- 'human physical characteristics & capabilities' - water services; maritime
- "psychological aspects" - agriculture; oil; aviation
- "physical work environment" - agriculture; gas; electricity; maritime
- "workplace/job design" - agriculture, emergency services
- "organisational aspects" - agriculture; manufacturing; electricity; education

Industries which were not thought to consider the following HFE aspects:

- Forestry & Rail
 - physical characteristics & capabilities
 - psychological & organisational aspects
- Emergency services
 - physical characteristics & capabilities
 - organisational aspects
- Oil - physical work environment

Matrix of Industry, type of HFE, levels of HFE awareness, usefulness & utilisation

For each of the 3 question sets: (i) level of awareness, (ii) level of usefulness and (iii) extent of consideration, mean scores were calculated for each industry (n=17) and for each HFE aspect (n=5). Scores were then rated as LOW (red), MEDIUM (orange) or HIGH (green), depending on whether their means were above or below predetermined limits (described previously).

Questions regarding the extent to which their organisation considered the workplace and job design were mistakenly not asked (empty cells).

Industries with moderate and high responses

The majority of the respondents in the following industries felt that their organisations were moderately or highly aware of HFE and considered HFE aspects moderately or highly. The high responses were for the usefulness of HFE to their organization. Numbers in brackets relate to the size of the scale.

Industry/Sector	Question	Human characteristics & capabilities	Psychological aspects	Physical work environment	Workplace & job design	Organisational factors
Electricity (n=29)	HFE awareness (1-4)	2.82	3.19	2.94	2.83	3.39
	Usefulness to organisation (1-3)	2.46	2.57	2.54	2.50	2.31
	Extent considering HFE (1-4)	2.35	2.54	3.08		3.16
Water (n=3)	HFE awareness (1-4)	2.50	3.50	2.50	3.29	3.13
	Usefulness to organisation (1-3)	2.67	2.50	2.50	2.50	2.00
	Extent considering HFE (1-4)	3.00	1.50	2.50		2.50
Aviation (n=10)	HFE awareness (1-4)	3.00	3.42	3.03	3.00	3.27
	Usefulness to organisation (1-3)	2.00	3.00	2.50	2.71	2.38
	Extent considering HFE (1-4)	2.86	3.25	2.75		2.57
Manufacturing (n=20)	HFE awareness (1-4)	2.41	2.78	2.83	2.94	3.36
	Usefulness to organisation (1-3)	2.47	2.63	2.63	2.69	2.33
	Extent considering HFE (1-4)	2.54	2.31	2.87		3.19
Agriculture (n=4)	HFE awareness (1-4)	2.25	2.78	3.25	2.64	3.19
	Usefulness to organisation (1-3)	2.25	2.67	3.00	3.00	2.50
	Extent considering HFE (1-4)	2.00	3.00	4.00		3.50

Industries with moderate (with some high) responses

The majority of the respondents in the following industries felt that their organisations were moderately aware of HFE and moderately considered HFE aspects. The high responses tended to be regarding the usefulness of HFE to their organization. Numbers in brackets relate to the size of the scale.

Industry/Sector	Question	Human characteristics & capabilities	Psychological aspects	Physical work environment	Workplace & job design	Organisational factors
Healthcare (n=98)	HFE awareness (1-4)	2.98	2.83	2.48	2.63	2.95
	Usefulness to organisation (1-3)	2.51	2.77	2.72	2.77	2.65
	Extent considering HFE (1-4)	2.44	2.38	2.56		2.68
Education (n=8)	HFE awareness (1-4)	2.92	2.93	2.54	3.06	2.89
	Usefulness to organisation (1-3)	2.71	2.86	2.67	2.71	2.00
	Extent considering HFE (1-4)	2.75	2.33	2.80		3.33
Other Government (n=14)	HFE awareness (1-4)	2.38	2.65	2.41	2.47	2.56
	Usefulness to organisation (1-3)	2.42	2.91	2.73	2.90	2.55
	Extent considering HFE (1-4)	2.33	2.33	2.45		2.40
Construction (n=18)	HFE awareness (1-4)	2.71	2.85	2.50	2.61	3.15
	Usefulness to organisation (1-3)	2.56	2.63	2.73	2.73	2.47
	Extent considering HFE (1-4)	2.33	2.29	2.46		2.64
Road (n=5)	HFE awareness (1-4)	2.75	2.83	2.75	2.93	3.06
	Usefulness to organisation (1-3)	2.00	2.50	3.00	3.00	3.00
	Extent considering HFE (1-4)	2.00	2.00	2.00		2.50
Gas (n=1)	HFE awareness (1-4)	2.00	3.50	2.00	3.29	3.75
	Usefulness to organisation (1-3)	2.00	1.00	2.00	2.00	2.00
	Extent considering HFE (1-4)	not sure	2.00	3.00		2.00
Maritime (n=4)	HFE awareness (1-4)	2.63	2.96	3.00	2.93	3.03
	Usefulness to organisation (1-3)	2.25	2.75	2.50	2.00	2.00
	Extent considering HFE (1-4)	3.00	2.33	3.50		2.50
Cross industry consultants (n=17)	HFE awareness (1-4)	2.91	3.09	2.70	2.88	2.97
	Usefulness to organisation (1-3)	2.27	2.71	2.44	2.38	2.13
	Extent considering HFE (1-4)	2.53	2.50	2.93		2.93

Mixed responses: Low and moderate (with some high) responses

For the industries in which there were very low response rates, there were mixed responses (regarding awareness, usefulness and level of consideration of HFE), although the majority agreed that their organisations considered HFE to a low extent. Respondents from 2 industries felt that HFE was very useful for their organisation (emergency services and forestry). The majority of respondents felt that their organisations were moderately aware of HFE.

Industry/Sector	Question	Human characteristics & capabilities	Psychological aspects	Physical work environment	Workplace & job design	Organisational factors
Rail (n=2)	HFE awareness (1-4)	1.50	1.92	1.50	1.64	2.00
	Usefulness to organisation (1-3)	2.00	2.00	2.00	1.00	3.00
	Extent considering HFE (1-4)	1.00	1.00	1.00		2.00
Forestry (n=3)	HFE awareness (1-4)	2.17	2.44	2.00	1.76	2.71
	Usefulness to organisation (1-3)	2.33	2.33	2.67	2.33	2.00
	Extent considering HFE (1-4)	1.00	1.00	1.67		2.33
Mining, oil (n=1)	HFE awareness (1-4)	4.00	3.67	2.75	2.71	2.63
	Usefulness to organisation (1-3)	1.00	1.00	1.00	1.00	2.00
	Extent considering HFE (1-4)	2.00	3.00	1.00		2.00
Emergency Services (n=4)	HFE awareness (1-4)	2.00	2.03	2.05	1.94	2.12
	Usefulness to organisation (1-3)	3.00	2.80	3.00	3.00	2.80
	Extent considering HFE (1-4)	1.50	2.25	2.75		1.50

In Conclusion

- The results from this survey will be used to focus the development of the content and presentation style for HFE awareness resources for NZ industries.
- Low response rates in some industries have made it difficult to draw conclusions across NZ industries regarding levels of HFE awareness. However, the comments have enabled the development of HFE requirements, and the results from the industries with larger numbers of respondents provide an indication of their HFE gaps and needs.
- The HASANZ-HFESNZ Workstream 4 team would like your input into the types of HFE resources you would like to see developed.
- Please get in touch if you would like further information by contacting the WS4 Leader (Rachael Gordon) via the NZ Human Factors and Ergonomics Society administrator: admin@hfesnz.org.nz

Thank you for your participation!