



Hello, <<First Name>>, here is your September 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 koutou,

Since our previous newsletter the community outbreak of COVID-19 and associated changes in Alert Levels has thrown a lot of plans into disarray. Most of us have had substantial changes to our work, with working from home, planned projects unable to proceed, and some of us having new projects or tasks as we adapt to the changing situation. I know it's especially challenging for our Auckland-based members.

Our mini-conference was rapidly re-imagined into an online half-day conference, which was a great success with approximately 50 registered attendees. Huge thanks to our conference organising team (Lyn Garrett, Marion Edwin, Dave Moore, Kai Yin Davidson-Khor, Jo Chang and Lily Hirsch) for their excellent work.

Having the conference online prompted some new "special awards", for best virtual background and best pet. It was a tight contest – Stephven Kolose won best background by a single vote, and best pet was a draw with two winners, both students – David van der Hulst (Otago, Psychology) with Tortilla the cat and Austin Martin (Massey, Industrial Design) with Iroh the axolotl.

For those of you who missed the conference, here are the best pet winners:



It is a shame that we couldn't keep the full programme the committee had put together, but we are planning several upcoming events to make up for the talks and sessions that could not be included in our recent online event. This includes a couple of a webinars and (COVID-permitting) a face-to-face meeting

in Wellington, hopefully before the end of this year. We have even purchased a supply of HFESNZ face masks (pictured) for our in-person events – we look forward to distributing some at our next in-person event!



Despite the disruptions, our workforce development project is continuing to progress and we have updates from the workstream leaders below. The project updates provided during the mini-conference sparked a lot of discussion. A reminder to all our members that if you would like more information about the workstreams, you can get in touch with the workstream leaders.

Ngā mihi nui,
Vanessa Beanland

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PROFESSIONAL AFFAIRS BOARD UPDATE

Our new PAB met on 30th August 2021 to complete three new professional member assessments – this additional meeting was arranged to complete the assessments that we weren't able to fit into the very full

agenda in June. The next PAB meeting to review Professional Membership applications is scheduled for Wednesday 6 October 2021, and application materials should be to the Convenor at profmember@hfesnz.org.nz by Wednesday 15 September. Following this the next scheduled date is Monday 7 March, with applications to be received by Monday 14 February. Please contact the Convenor with any questions or to discuss a possible professional membership application.

PAB members continue to provide input to the HFE Workforce Development Project (Workstreams 1, 2, 3, and 4). The latest being the proposed membership categories, mentoring programme and its future implementation.

Hannah Trevett, PAB Convenor (profmember@hfesnz.org.nz)

HFESNZ WORKFORCE DEVELOPMENT PROJECT UPDATE

The WDP has provided HFESNZ with a significant opportunity to create capacity and capability into the HFE workforce in NZ. It represents a large and complex project with close liaison between the Governance Group and Workstream Leaders teams taking place as work is undertaken to realise the potential opportunities and benefits that it brings. An update of the Workforce Development Project (WDP) workstreams is presented below however the *mahi* continues – so please reach out to workstream leaders if you are interested in learning more or getting involved with the project.

Workstream 1 – Competence Framework Review (Liz Ashby leader)

The aim of Workstream 1 is to produce a Competency Framework for HFESNZ that is consistent with international HFE competency frameworks; covers knowledge and skills required for HFE practice in New Zealand and internationally; provides a basis for HFE education and training programmes; and is suitable for mentoring & continuing professional development (CPD) activities.

Implementation of the new framework has required a review of the professional HFESNZ categories, to ensure clear requirements for each professional category with respect to competency units. Work is continuing in this area however a potential new category may be proposed to offer ‘earlier’ professional membership status for those starting to develop and demonstrate HFE competencies across the whole framework, but who do not have the extensive experience or HFE qualifications currently required for Associate or Certification membership. This would complement the Technical Professional member category which requires demonstration of expertise in one area of application (and this requirement will be adjusted to reflect a proportion of competency units). Please get in touch with Liz Ashby (humanmatters@xtra.co.nz) if you would like to share thoughts or provide feedback.

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

Workstream 2 is tasked with developing a tertiary education programme that complies with the standards required for HFESNZ certification. We are looking to achieve this by building a postgraduate qualification based on university papers with HFE content that are currently being taught in NZ. We have therefore continued to identify all relevant papers which has been an essential step in determining whether an HFE qualification based in NZ is a reasonable proposition. Once identified, paper leaders have mapped the HFE content of their papers against the competency framework, thus enabling the breadth and depth of HFE content taught in NZ to be established. The main findings of this process to date are:

- Five universities (Auckland AUT, Massey, Otago and Victoria) offer papers that include HFE content and meet one or more competencies in the new HFESNZ framework.
- 31 papers have been identified that contain HFE content, with more to come, of which 19 are postgraduate and 12 of undergraduate level.
- Skills Consulting Group has reviewed the mapping process and confirmed it to be robust with the principles of the project upheld.

Following on from the mapping exercise, there appear to be two main pathways available to anyone looking to becoming a professional member of the HFESNZ society, these are:

1. Credit individual academic papers against the competency framework and build a profile that satisfies the requirements a membership category.
2. Develop an HFE qualification, with a stair-cased pathway commencing at PG certificate, leading to PG Diploma, Master and PhD which aligns with requirements for membership.

The work undertaken to date in this workstream has shown presently that AUT University is in the strongest position to offer a postgraduate qualification since it has diversity in its HFE application with four faculties contributing papers with HFE content, these being Engineering, Design, Health and Management. The intention at this point is to create a PG HFE qualification through AUT that credits papers from other universities towards it which does look to be an option. In such an instance, AUT would offer a postgraduate qualification using an existing pathway with HFE identified as a focus statement in the short term with an application made to CUAP for formal recognition of the qualification in the longer terms.

If you would like additional information or to become more involved with this workstream, please contact Fiona Trevelyan (fiona.trevelyan@aut.ac.nz) or Liz Ashby (humanmatters@xtra.co.nz).

Please contact Fiona Trevelyan (fiona.trevelyan@aut.ac.nz) or Liz Ashby (humanmatters@xtra.co.nz) if you would like to get involved with this workstream.

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

The mentoring service has been accepted by the HFESNZ committee and the Professional Affairs Board. We are now putting together the first cohort of mentees and mentors and will be planning their first training session so we can start delivering this new service. Just as a reminder, anyone who is a member of the society who wants to upskill and work towards certification, technical or associate membership can request a mentor. Similarly, if you have been around for a while and want to offer something back to our growing industry – what better way than to mentor someone. If any of these services interests you or you want to help get involved with the project, please contact karl.bridges@hfex.co.nz.

Workstream 4 - Stakeholder Knowledge and Job creation (Rachael Gordon – Leader)

The Stakeholder Awareness of HFE workstream (WS4) kicked off in August 2021, and has involved undertaking interviews with HFE professionals as well as people in industry with an interest in HFE. This work package is identifying where HFE is currently being undertaken in industry (e.g. which industries, departments), what aspects of HFE are being undertaken (e.g. physical ergonomics, work design, organisational) and what are the current or future HFE needs. So far, we have interviewed 11 people across industries including: transport, construction, maritime, healthcare, electricity, water, aviation and WorkSafe. If you think you might be able to help with this workstream, please contact Rachael Gordon at rachael.gordon@hfex.co.nz.

HASANZ UPDATE

The HASANZ conference postponed due to COVID but has now been rescheduled for 8/9 November 2021. In other general HASANZ news, Philip Aldridge, Executive Director for HASANZ is moving on to an exciting new job related to the construction sector. We'll miss Philip's pragmatic, outcomes focused, and supportive style and he sure leaves a gap in HASANZ. It's also good to know however that sound steps are being made to smooth the transition and keep key projects ticking along through the recruitment process.

At the recent HASANZ Governance Group meeting, AGM, and Ministerial address in Wellington a few key themes emerged:

- Most companies struggling to get decent H&S expertise, MBIE looking at skills requirements Quite a bit of pressure in the industry
- Still huge numbers of H&S people not qualified in any way or not appropriately qualified
- Overall, HASANZ is in good shape and there is a general feeling it is time to take it to the next level, in terms of its role in the H&S sector, including giving more visibility to contributing societies, cementing connections with WorkSafe and others, and continuing to develop and promote the HASANZ register.

From Minister Woods' address, there are three key opportunities and areas of focus:

- Strengthening the role of health and safety reps so workers have a voice.
- Working to improve health and safety on publicly funded construction projects. The Government is identifying flagship transport projects for this purpose.
- Mental health – “we want to make sure we can support employers to design work that is free from harm”.

[HASANZ - Chair's personal note - August 2021](#)

[HASANZ Annual Financial Report 2021](#)

Hamish Mackie, HASANZ Rep

SPECIAL INTEREST GROUPS

Healthcare Ergonomics Cluster

Interest in healthcare ergonomics continues to grow with academics and practitioners from a range of backgrounds attending an update webinar run by HEC leaders Fiona Trevelyan and Karen Goodfellow in July, 2021. We are encouraged to see connections being made and a network beginning to form between HEC, workstreams 2 and 4 of WDP, HQSC,

WorkSafe and the Moving and Handling Association of NZ (MHANZ). Our intention is to continue creating events and building resources on the website under the HEC site. We would be very keen to hear from you if you are interested in joining this group, if so please email Karen Goodfellow (gwandkg@gmail.com) or Fiona Trevelyan (fiona.trevelyan@aut.ac.nz).

Systems Thinking Technical Group

Still a work in progress, but if you have not done so already, drop Karl (karl.bridges@hfex.co.nz) a line. The more people interested, the more likely we will get this up and going.

HFESNZ WEBSITE

A small project group has formed within the HFESNZ committee to review and update the current HFESNZ website as importance of the website is recognised in meeting the needs of existing and future HFE professionals in NZ. We would love to hear from you if you have an interest or experience in website design and would enjoy getting involved with this project, if this sounds like you please contact Karl Bridges (karl.bridges@hfex.co.nz).

IEA NEWS

A new draft publication, **Principles and Guidelines for Human Factors/Ergonomics Design and Management of Work Systems** is now available (also in Spanish). This was jointly prepared by IEA and the International Labour Organization, targeting a recognised need for organisations to have guidance on the HFE principles and guidelines that should be applied in the design and management of work systems. Its aim is to provide governments, employers, worker organisations and other stakeholders with high-level guidance for the creation of human factors-related policies, standards and regulations at national, regional and organisational levels. [See the guide](#)

The draft document is intended to serve as a technical basis for the ILO to develop an international labour standard on workplace good practice in human factors/ergonomics. It is hoped that HFE professionals will apply this guidance, and contribute their feedback to a review which will lead to the final ILO publication of the document and contribute to the ILO's standard setting work on workplace human factors/ergonomics. This draft version therefore is pre-published by IEA with comments from all stakeholders welcomed.

Two IEA webinars held earlier this year, one on [HFE and the pandemic](#), the other on [working from home](#), are available on the [IEA YouTube channel](#). You can subscribe for future IEA offerings.

EVENTS AND COURSES

HFESA 2021 Virtual Conference – November 8-9

The Human Factors and Ergonomics Society of Australia will be hosting its 2021 virtual conference in November, the theme is “Human Factors in our Changing World”

We live in a world marked by massive global changes, moving us rapidly into rather unprecedented and unknown directions. It has never been so vital for us to understand the interactions among humans and other system elements. This necessitates the creation and adoption of theories, principles, data, and methods of design, as well as new capabilities, technologies, skills, procedures, policies, strategies to find new ways of engaging with a rapidly changing world and optimise wellbeing and performance.

Submissions for abstracts have closed but registration and the list of accepted contributions will both be made available mid-September

CIEHF Ergonomics & Human Factors 2022 – Call for submissions

CIEHF will be hosting their annual conference in 2022 with the online component scheduled for 11-12 April and the in-person component set for 25-26 April in Birmingham (these are provisional dates).

Written submissions for long papers featuring new theory, empirical research, detailed case studies, and advancements of tools and techniques are being accepted until November 1, 2021

Written submissions for short papers featuring applications of human factors and ergonomics, short case studies, and early results or work in progress research are being accepted until January 14, 2022. Details on ticketing are yet to be finalised however please use the link for more information and the submissions template

<https://conference.ergonomics.org.uk/>

GENERAL NEWS

CIEHF 'Think' August Issue

The August issue of CIEHF's Think has been released featuring articles on technological innovations in the defence sector, comfort research in the pandemic, an exploration into the emerging field of patient ergonomics, and the crossover between human factors and user experience.

Find all of these articles at the link below

https://ergonomics.org.uk/Public/News_and_Events/Think/Public/News_Events/Think.aspx?hkey=478d4d0b-bad9-4584-b2d5-59fb8f232d1b

New WorkSafe Report

Worksafe has released a new report from our own Mackie Research making recommendations on how to reduce vehicle-related risk in supply chains, follow the link below to read the full report

<https://www.worksafe.govt.nz/research/managing/>

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