



Hello, Carole, here is your September HF/E news.

MESSAGE FROM THE SECRETARY

Tēnā koutou katoa

Many thanks to those who have written to news@hfesnz over the past few weeks with feedback about the July newsletter and sending material to be included in this one. I enjoy receiving emails so please keep sending them.

Ngā mihi nui

Fiona Trevelyan, HFESNZ Secretary

A WORD FROM OUR CHAIR

Kia ora folks

The really exciting news is that WorkSafe have approved \$648,200 of funding for our HFE workforce development proposal! As a reminder, this is funding with the ultimate goal of building Human Factors/Ergonomics capability to inform and assist with Health and Safety initiatives in the future. There is lots to do, and it will be used to grow the number of qualified HFE professionals, upskill existing HFE practitioners/professionals, attract new people to HFE related professions, and generally lift the profile and uptake of HFE where it's needed most.

Reviewing the HFESNZ competence framework, further developing HFE education pathways, HFE related scholarships for students, mentoring, HFE profile raising within Health and Safety, and supporting professional development will be the core areas of work. Watch this space for how members can engage with this initiative. This will be a real game-changer for the Society and HFE in New Zealand. Special thanks to immediate past Chair Marion Edwin for getting it over the line.

COVID-19 is proving really tricky for organising events this year, but we did have a really successful informal get together in Wellington recently. It was great to catch up with Wellington folk and share HFE perspectives. Also look out for another HFESNZ event and Transport Special Interest Group meeting planned for November, again in Wellington. What other informal events can we plan, perhaps in Auckland

and Christchurch?”

I hope you are all staying well and are in good spirits,

All the best,
Hamish

IN THIS ISSUE:

[Message from Our Secretary](#)
[A Word from Our Chair](#)
[New Members](#)
[National HFE News](#)

[Special Interest Groups](#)
[WorkSafe Press Releases](#)
[International News](#)
[Announcements](#)

WELCOME TO OUR NEW MEMBERS



- We have had no new members to report.

[Top](#)

NATIONAL HFE NEWS

The next meeting for the Professional Affairs Board is Monday 5th October.

Please submit your application for certification or re-certification to profmember@hfesnz.org.nz by mid-September 2020.

HFE workforce development project

As mentioned above by Hamish (but too important not to mention again), WorkSafe has in-principle agreed to fund a human factors and ergonomics workforce development project in line with the objectives and approaches set out in the proposal prepared by HFESNZ and HASANZ and discussion around the details of this agreement can start.

The project is envisaged to work in a similar way to the previous projects, particularly the occupational hygienist and occupational health nursing projects WorkSafe will take the lead on translating the proposal into the agreement template. This represents a unique opportunity for our society, and it will be great if members get involved and help create the best outcome for HFESNZ.

HASANZ update

“It wouldn’t have happened without HASANZ” is the start of the HASANZ annual report for 2019/20 and the conclusion reached by many of their supporters and partners. The highlights of the year in review point to the power of many – what can be achieved when the collective associations HASANZ represents pull together. Outstanding was the publication of *Building the Professions*, the HASANZ Health and Safety Workforce Pipeline Report. This has provided much needed evidence to seed and fund multiple projects that will help close capacity and capability gaps in our health and safety disciplines and raise professionalism and recognition for all of us. The [HASANZ Year in Review 2019/20](#) has been sent to members through our associations and is also available on the [HASANZ website](#).

HASANZ Scholarship applications open

Applications for HASANZ Scholarships for health and safety tertiary courses starting in 2021 are now open. You have until 14 September to submit your application form, which can be found on the [HASANZ website](#), along with a list of qualifying courses. This is a great opportunity to build your career. Most of our Scholarship recipients are already practising in workplace health and safety and want to extend their skills and are studying part-time, fitting in their course work around their regular jobs.

ACC subsidy for residential construction sector

There’s now another good reason to be on the HASANZ Register. ACC has extended its workplace injury prevention subsidy to businesses in the residential construction sector. Qualifying businesses can apply for funding to help pay for a HASANZ-registered professional to develop a health and safety action plan or specified improvement activities. Familiarise yourself with what the subsidy covers and who might qualify on [ACC’s website](#).

Safeguard news

Musculoskeletal disorders, their ongoing prevalence and challenges around management were a focus of the July/August Safeguard magazine with two articles published:

- “Dusting off a difficult issue”, is an article in which Jackie Brown-Haysom poses the question “Why has musculoskeletal injury has been relegated to the back of the filing cabinet?” and then considers the history – and future – of MSD management. The article features Catherine Epps, WorkSafe’s general manager health and technical services who is familiar with the data and fully recognises the challenge and cost associated with work related injuries and illnesses. Epps describes her mandate as ‘being to increase WorkSafe’s focus on worker-related health’ and whilst too soon to discuss specific strategies says she ‘anticipates a multi-level approach, involving industries, organisations and individuals, focussed more on work design and the working environment than on what workers need to do differently’. Epps says ‘we’re investing in capability so we’ve got the most contemporary thinking to influence and lead change across the country’. Dr Dave Moore has joined Epps’ team, with involvement also from HASANZ (HFESNZ), ACC, and the WorkSafe NZ chair in occupational health and safety, Dr Joanne Crawford.
- “Prevention: The Evidence”, is an article about the APHIRM toolkit (A Participative Hazard Identification and Risk Management toolkit) which aims to address several gaps in existing MSD prevention strategy – such as worker involvement, risks not addressed at source and the hazard

focus being too narrow. The online tool has been developed by Assoc Prof. Jodi Oakman, La Trobe University, and is freely available for use.

[Safeguard OSH Solutions](#)

HFESNZ Webinars

The HFESNZ committee is currently negotiating an arrangement with CIEHF so that our members could access masterclasses and webinars. an example of which is shown below. Please can you indicate whether you would be interested in attending this session (and others held in the future) by sending an email to admin@hfesnz.co.nz

Mastering MSD risks, a masterclass exploring human factors tools and techniques for assessing musculoskeletal risk was recently held online with Chartered members Margaret Hanson and Clyde Crawford discussing the application of the HSE's Assessment of Repetitive Tasks tool. The two-hour session, covered the practical use of a range of postural assessment tools in musculoskeletal disorder (MSD) risk management, why assessing MSD risk matters and important factors to consider when doing so. The masterclass provides a chance to get real insight into the topic from leading practitioners and will be valuable to anyone who carries out workplace risk assessments, especially those who focus on posture, workload, equipment or workplace design. It would also be of interest to anyone who is responsible for health and safety or occupational health.

Please email admin@hfesnz.co.nz if you would be interested in attending this session.

Cannabis in the workplace

An article concerning the management of cannabis impairment risks at work can be found at the Business Leaders' Health and Safety Forum. <https://www.zeroharm.org.nz/resources/risk/managing-cannabis-impairment-risks-at-work/>

A further article on Allergic and Respiratory Symptoms in Employees of Indoor Cannabis Grow Facilities can be found at <https://academic.oup.com/annweh/article/64/7/754/5847825>

[Top](#)

SPECIAL INTEREST GROUPS

The latest news from the Transport and Healthcare SIGs is below. The outputs from our SIGs is dependent on the collective input from our members so we encourage you to please make contact and get involved. Together we are more!

Transport SIG

Kia ora koutou katoa,

In the HFESNZ conference, September 2019, we had a session regarding the development of a Transport Special Interest Group. The purpose of that session was to "explore ideas for a Transport Special interest group (SIG) involving HFESNZ members and the transport sector". You can see the outcomes of the first TSIG session here . Well, it has been a wild year so far things have been on the pause, but we are now back in motion and this Transport SIG is going to continue, full steam ahead!

We are hoping to have our next Transport SIG official meeting in November 2020. This would be followed by an informal meetup with HFESNZ members – both in Wellington. This will of course take into account any Covid-19 restrictions.

If you are interested in joining, please get in contact with Charlene Mathern drcmathern@gmail.com.

Ngā mihi nui,
Charlene Mathern and Hamish Mackie



Photo taken at the Transport SIG gathering

Ngā mihi nui,
Hamish Mackie and Charlene Mathern

Healthcare SIG

A great deal is happening in the healthcare sector both nationally and internationally and the Healthcare SIG is in the process of thinking through what comes next. Look out for the date and time of the next meeting in the next HFESNZ newsletter. In the meantime please contact Fiona.Trevelyan@aut.ac.nz if you have vision and energy for HFE in healthcare and would like to be part of the group.

WORKSAFE PRESS RELEASES

Update on building health and safety workforce

Last year, we supported research by the Health and Safety Association of New Zealand (HASANZ) into the state of the current professional health and safety workforce. HASANZ has identified challenges including supply shortfalls, inconsistent competency frameworks, limited access to appropriate education and

training pathways, and a need to improve understanding of what different disciplines do and their benefit to workers and businesses.

To address these challenges, we are supporting a number of workforce development projects, in conjunction with HASANZ and the relevant professional bodies.

<https://worksafe.govt.nz/about-us/news-and-media/worksafes-role-building-new-zealands-professional-health-and-safety-workforce/>

Focus on reducing work-related health harm

We now have health-focused input at the leadership level with the appointment of Catherine Epps as General Manager Health and Technical Services. Her team was formerly part of our operations group. The team has three focuses:

- technical services which provide advice and expertise
- health which covers occupational hygiene and health, including mentally healthy work
- health by design, which is the process of managing health and safety risks, both physical and mental, by designing jobs and workplaces with health and safety in mind.

For more about our announcement on an increased focus on work-related health, and improving work health and safety outcomes for Māori, read our media release.

<https://worksafe.govt.nz/about-us/news-and-media/new-health-and-maori-leads-for-worksafe-new-zealand/>

New resource: WorkSafe Induction video

Our new WorkSafe Induction video is available to all NZ businesses to use during their staff induction process and provides new starters with an overview of their rights and responsibilities when it comes to keeping them healthy and safe at work. You can view it here: <https://www.youtube.com/watch?v=zKaMtbiQ9Io>

New resource: Violence in the health and disability sector

We have just released good practice guidelines on managing the risk of violent behaviour, for businesses and organisations in the health and disability support sector.

Managing the risk of violent behaviour for workers also requires a duty to support and care for patients and clients. Control measures cannot be at the expense of either worker safety or patient access to healthcare.

<https://worksafe.govt.nz/topic-and-industry/health-and-safety-in-healthcare/violence-in-the-health-and-disability-sector-guidance-for-pcbus/>

Risk posed by powerlines must be considered

Any business conducting work near live powerlines must consider the risk they pose. Logging company Mike Harris Earthmoving Limited was fined \$100,000 at the Rotorua District Court last week, after a worker suffered burns from an electric shock that left them without full use of their right hand.

The worker suffered full thickness burns to his right foot and had to have two of his toes amputated. He also suffered full thickness burns to his right hand and has not been able to regain full use of his hand.

<https://worksafe.govt.nz/about-us/news-and-media/risk-posed-by-powerlines-must-be-considered/>

INTERNATIONAL HFE NEWS

IEA News briefs

June 2020 – [link to document](#)

July 2020 - [link to document](#)

Learning from Adverse Events (CIEHF)

[Download your copy](#) of the White Paper at the following website address



HFESA – PAB discussion

The HFESA have their AGM on 26 October 2020, where they will be recognition of some changes to the way their PAB operates. The International Ergonomics Association (IEA) has adopted the International Standards approach to professional certification bodies that require independence from universities, institutions and societies. Following discussion with the relevant IEA officers, HFESA has been granted leave for their Professional Affairs Board (PAB) to remain a part of the HFESA but their operational decision-making must be fully independent of the HFESA Board. Currently the PAB make recommendations to the Board but they are looking at a model whereby the Board delegates the full certification to the PAB. Further, under the international Standard the PAB must be able to certify non-members of the HFESA. There are some other administrative aspects that are being discussed.

[Top](#)

ANNOUNCEMENTS

IEA 2021 Congress Will Be a Hybrid Event

We are excited to announce that the IEA 2021 Congress will now be a hybrid event. This means that the Congress will comprise both an in-person conference and a virtual conference. Plans for the in-person conference are on track, and we are confident that we will be delivering a dynamic, enriching and memorable experience. Going virtual will also be an integral part of the Congress and will allow people who, for a variety of reasons, will not be able to join in-person in Vancouver. More details about why we are going hybrid are [here](#).

Call for Case Studies - HF/E Applied to Patient Safety

The World Health Organization (WHO) [World Patient Safety Day 2020](#) is 17 September 2020. IEA is celebrating World Patient Safety Day 2020 by posting case studies that demonstrate the application and impact of human factors/ergonomics on patient safety. **Please send us examples of HF/E contributions to patient safety!** Case studies will be posted on the IEA website for World Patient Safety Day, can be entered in the Patient Safety Competition (see below), and will also contribute to an ongoing IEA/WHO initiative on HF/E and patient safety. We seek to represent various stakeholders, especially rural and low/medium income settings. Please submit case studies for World Patient Safety Day in either written format or video until 15 September 2020 to: Michelle Robertson-- mmrobertson321@gmail.com, and Kathleen L Mosier--kmosier@sfsu.edu.

Ted Brown and Hal Hendrick Young Investigator Award

The IEA Organizational Design and Management (ODAM) Technical Committee invites applications for the 4th Annual Ted Brown and Hal Hendrick Young Investigators Award, to be presented at IEA 2021. This award is for young investigators in recognition of their research and project efforts within the ODAM field, and to support career development in the ODAM area. The work you present at IEA 2021 / ODAM track must be within a five-year period following your graduation. To apply, please check the Young Investigator Award in the submission system. Visit [the awards page on iea2021.org](http://theawardspageoniea2021.org) for more information about the award process and criteria or contact Michelle Robertson at mmrobertson321@gmail.com

IEA 2021 Call for Papers due September 25

Friendly reminder that the general IEA 2021 Call for Papers is now open until September 25. To submit a proposal for a Lecture or ePoster presentation please visit the [IEA 2021 webpage](#). Look for online registration to open in early November.

Patient Safety Competition

To help spread the word on how human factors/ ergonomics has had an impact on patient safety, share your amazing human factors / ergonomics related stories in a 3-minute video and a 400-word summary for a chance to be featured at the IEA 2021 Congress! Selected winners will receive free full registration for IEA 2021. The competition closes on Friday, October 30 at 6 PM EST (11:00 PM UTC). More details about this competition and how to submit your entry can be found [here](#).

[Top](#)

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