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If Health Becomes as Important as Safety

(aka the silent 'H' in OSH)

Presenter: Roger Oakley

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Health vs Safety



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Every person has a right to come home safe

- We don't accept risks to physical safety
- We do accept risks to our health



What part of Health?



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This presentation includes mental health

- Over doing things
- Mentally tired
- Staying rational
- Work-life balance



Attitudes: pushing the limits



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Safety	Health
Never take risks to get job done	Proud to work harder/longer
Don't let safety risk home life	Allow work to dominate
Act on near misses	We watch our health decline
Off work, if injured	Need holidays to regain perspective
Accident Fatality – big repercussions	Suicide – employer held to account?



Health vs Safety



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Feels like how we treated Safety 20yrs ago:

Harden up
Uneconomic to fix
Everyone does it



What if....



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Safety improvements – good for business

Could Health improvements be good for business??



Everyone is under pressure



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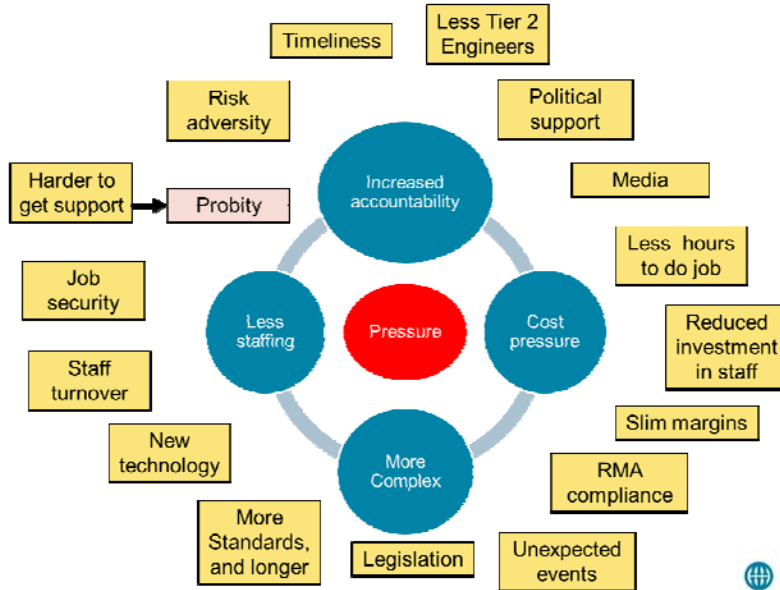
Contractors
Councils
Consultants

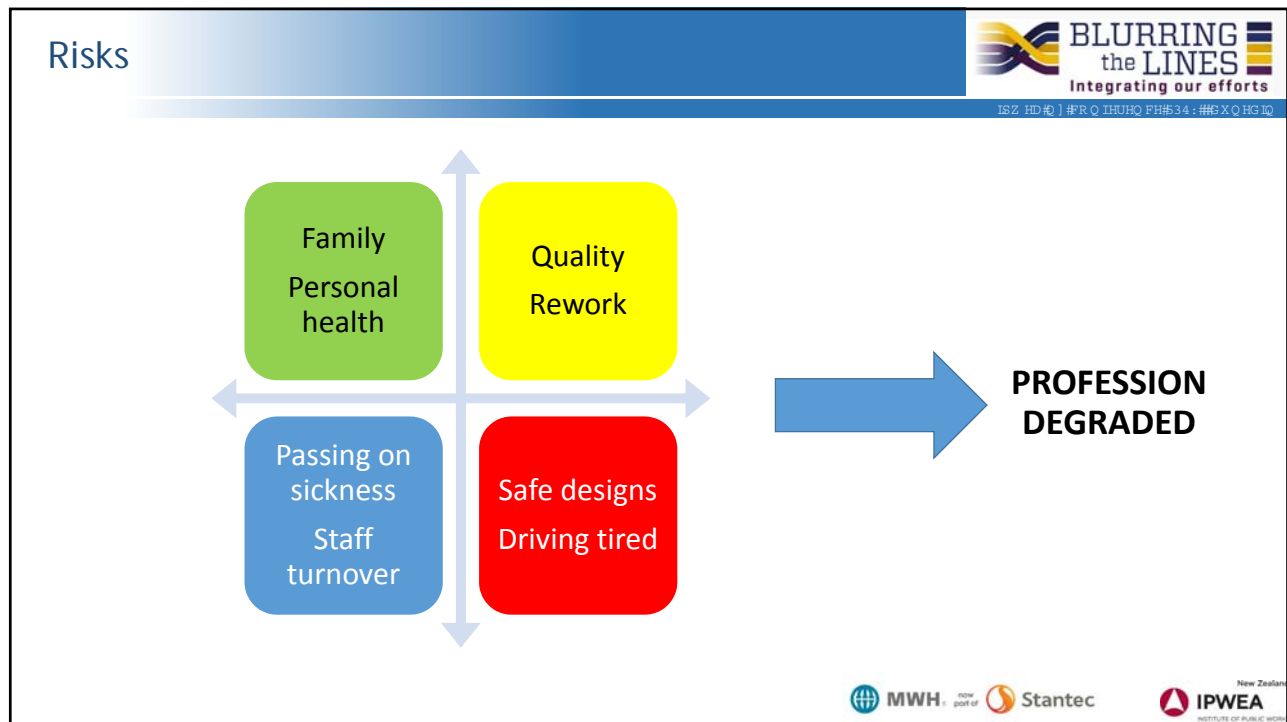


Causes



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Dilemma of Commercial Competitiveness

- Demanding more of staff makes you more competitive.
- All organisations do this.
- Bid on three times as many jobs as hope to win. But doesn't work out evenly!
- So can purchasers demand standards for how providers look after their staff health? Just as we now do for safety.

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BLURRING
the LINES
Integrating our efforts

MWH now part of Stantec IPWEA New Zealand INSTITUTE OF PUBLIC WORKS

If Greater Health Standards were Mandated?



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Could we adapt?

- It was hard to change to working safer. Commercial benefits not immediate. New methods, skills, equipment, culture.
- What solutions?

It is not the strongest species that survive, nor the most intelligent, but the ones most responsive to change.

- Charles Darwin

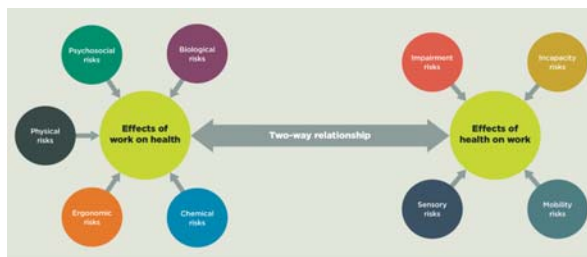


Others looking at this?



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Institute of Directors
Law Society (TV1 News 11 June)
Worksafe



Solutions - Workplace



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Uncertain, just like it took time to figure out how to do things safely. But:

- More staffing in certain areas
- Staff rotation (and between C, C, Cs?) keeps people fresh, improves empathy.
- Investment in asset planning – provides stability, less reactive
- Better, earlier concept development. Easy access to help, eg ECI
- Positive workplace

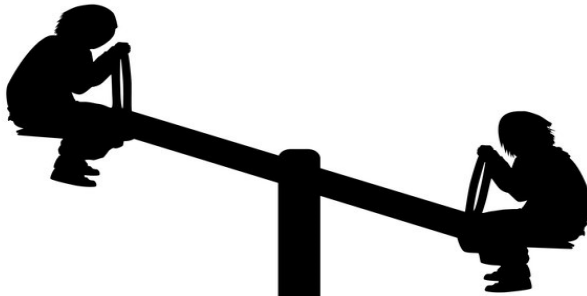


A Delicate Balance - the need for Positive



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Challenging work is exciting, can make you grow



But a setback can really knock you, especially when very busy



Solutions - People. 'Healthy Mental Diet'



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- 'Training to Adapt' so people can reinvent themselves
- Variety, including rewarding work
- Sabbaticals
- Annual Leave allowance
- Maintaining a humble self-esteem
- Accepting human limits - can only achieve so much mental effort



Mental Breaks



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Recognising when the best thinking can happen



Perspective



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We live in paradise



The Benefits



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Look at the solutions. Do they:

- Empower staff?
- Provide staff stability?
- Strengthen organisation's capability?
- Make our profession more attractive?
- Increase stakeholder confidence?



Questions



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Spare



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