

HEARTS
+ MINDS
= SAFETY

HEALTH AND SAFETY WORKSHOP 2019



DAY 1 — PROGRAMME AND PRESENTERS

9.00am | Sign In — Tea & Coffee on arrival

SESSION 1 — LET'S TALK ABOUT CULTURE

9.30am | Welcome and opening remarks

Peter joined the industry in 1986 as the Executive Officer for the Electricity Supply Association of NZ and has been actively involved in the reform of the NZ electricity supply industry from its beginnings in 1987. In 1993 he was appointed Executive Director of the EEA and has refocused the organisation to meet the needs of its members in a changing environment. Previously, Peter held positions within the University of Waikato, the NZ Army (Royal New Zealand Engineers), the Ministry of Civil Defence, and a leading NZ market research company. Educated at Waikato University and Victoria University, he has two Masters Degrees and a post graduate diploma in business management. He is a Member of the Institute of Directors in NZ and has held a number of directorships. He is a founding member of the Electricity Supply Industry Training Organisation (ESITO) and the Electric Power Engineering Centre at the University of Canterbury.

Peter Berry — Executive Director,
EEA



9.35am | Introducing our theme

James is new to the industry, joining the EEA in 2018, but he's worked in health and safety for almost 20 years. He has many years of front-line operational experience, including as an inspector and an investigator for WorkSafe. Following the Pike River tragedy, he directly advised the Government taskforce on workplace health and safety, and went on to advise MBIE's shaping of the new legislation. He also lead parts of WorkSafe's implementation of the Health and Safety at Work Act 2015, where his system-thinking, strategic perspectives, relationship management skills and pragmatism paid dividends.

James Dodwell —Principal
Advisor, Health and Safety, EEA



Educated at Victoria University and Massey University, James has a Bachelor of Science in Psychology, and a Masters' Degree in Human Factors.

9.45am | Keynote — Culture

Kyle is a speaker and an educator who works with executives to improve their business results by helping them to understand and improve behaviour within their organisation. He holds a Ph.D. in behavioural psychology, and has lectured at the University of Canterbury on human learning and performance.

Kyle McWilliams — Executive
Educator, McWilliams Consulting



Kyle has worked with both profit and non-profit organisations in a wide variety of industries including health, essential services, construction, transport, emergency services, electricity, and sports.

Kyle holds a 4th degree black belt in Doce Pares stick and knife fighting, and has held New Zealand and World Full Contact Stickfighting Champion titles.

10.30am | Morning Tea

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DAY 1 — PROGRAMME AND PRESENTERS

SESSION 2 - HOLDING THE LINE

10.45am | Keynote — Culture *(continued)*

11.30am | Workplace Safety Innovation — The Pole Grab

Graeme discusses PowerNet's prototype pole grab equipment which creates a safer working environment for all field team members working with power poles, eliminating significant safety risks. It is used in challenging situations to support the safe removal of a pole.

Graeme joined the electricity industry as an engineering cadet for the New Zealand Electricity Department and gained both civil and electrical engineering qualifications. He worked on various projects around New Zealand before settling into a design position in Invercargill with Southland Electric Power Supply.

Following the formation of PowerNet Limited in 1995 Graeme held several senior roles until 2006 when he took on the role of General Manager of Power Services Ltd – a company providing lines and technical field services to PowerNet.

In 2010 he returned to PowerNet to lead the Health Safety Environment and Quality team, and he is currently responsible for PowerNet's critical risk project.

Graeme Webby — Critical Risk
Project Manager, PowerNet



11.50pm | What's happening at the NZTA — Temporary Traffic Management Update

Tim provides the industry with an update on the NZTA's efforts to improve road safety outcomes for temporary traffic management.

Tim has 14 years experience in development and implementation of HSEQ risk management strategies and systems across a wide range of industries including petro-chemical, mining, heavy manufacturing, plastics, defence, government and involved in large scale civil engineering and construction projects. Experienced in both field based and management functions, he is able to provide expertise across many subjects and activities. He has a BSc Graduate Environmental Science from Bournemouth University (UK).

Tim Barry — Senior Manager:
Safety and Wellness at NZ
Transport Agency



12.15pm | EEA Updates

12.45pm | Lunch

**DIVERSITY
AGENDA.
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EEA STANDING UP TOGETHER FOR DIVERSITY AND INCLUSION IN OUR INDUSTRY

As a founding partner of the [Diversity Agenda](#), EEA officially stands up for diversity and inclusion in engineering and the electricity supply industry.



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DAY 1 — PROGRAMME AND PRESENTERS

SESSION 3 - LET'S TALK ABOUT OUR MOST VALUABLE ASSET, PEOPLE

1.30pm | Case Study — Mental Health

Keeping our people safe and well is a brief look at the evolution of Wellbeing in first response organisations in NZ, and how some of their lessons might be applied to this industry. Marty Fox has been on the front lines as both a Police constable and Firefighter, and more recently held H&S roles at executive level in both organisations. In this presentation he offers some insights based on his own journey, and if nothing else wants to get us thinking beyond safety.

Marty Fox — Group Health and Safety Manager, Electra



2.15pm | Keynote — Harassment and Bullying

The spotlight is on bullying and sexual harassment, although Health and safety practitioners have been slow to recognize the role they have to play in prevention. This session will challenge us all to do better.

Steph Dyhrberg is a partner at Dyhrberg Drayton Employment Law, a specialist employment law practice in Wellington. She is a highly sought after advisor and advocate and has 27 years of legal experience, and is a specialist in reviews and investigations.

Steph Dyhrberg — Partner, Dyhrberg Drayton Employment Law



Steph is:

Wellingtonian of the Year (2018)

- Member of the Government's Fair Pay Agreement Working Group
- Convenor of the Wellington Women Lawyers' Association
- Director of the Mary Potter Apartment Company
- Trustee of Mary Potter Hospice
- Member of the judging panel for the Electra Business Awards (Kapiti-Horowhenua)
- Inaugural New Zealand Rugby Independent Complaints Service Manager
- Patron of the Kauri Theatre Company

3.00pm | Afternoon Tea

KEEP UP TO DATE WITH WHAT'S HAPPENING AT THE EEA



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DAY 1 — PROGRAMME AND PRESENTERS

SESSION 3 - LET'S TALK ABOUT OUR MOST VALUABLE ASSET, PEOPLE *(continued)*

3.15pm | What's happening at the Business Leaders Health and Safety Forum

Francois Barton, master of engagement, updates us on the forum, and helps us look to the future in a thought provoking segment.

Francois is the Executive Director of the Business Leaders' Health and Safety Forum. Before joining the Forum in May 2015, Francois was with the health and safety regulator for almost 10 years. During that time, Francois worked on policy, strategy, operations and national programmes. Francois was involved in the establishment of the Business Leaders' Health and Safety Forum back in 2009-10.

Francois has spent his career working with industry to effect change. These experiences have involved working with a diverse range of organisations, including large and small businesses, sector groups and technical experts.

Francois Barton — Executive Director, Business Leaders' Health & Safety Forum



3.45pm | EEA Update — LV Works Management

Bob Taylor is the Chairperson of the EEA's National Committee for Live Work (NCLW). Graeme Johnson is the Chairperson of the EEA's Safety Standards and Procedures Group (SSPG) Together, they provide an update on the work underway on the subject of LV works management.

Bob Taylor — Consultant

Graeme Johnson — Technical Manager, Electrix

4.15pm | Case Study — Switching Group Initiative

Powerco reports on a subset of their ongoing review of live versus deenergised work. Their Electricity Switching Working Group (ESWG) was established as a collaborative exercise between Powerco and our key service providers to address concerns with the high-potential incidents and near-misses associated with HV switching activities. They have been reviewing incident data and other activities associated with switching to understand potential process shortfalls or areas where improvements could be made to reduce the overall risk to field switching staff.

Dave East — Senior HSEQ Advisor, Powerco

Dean Stevenson — Network Co-ordination Manager, Powerco

4.35pm | Closing Remarks

Peter Berry — EEA

4.40pm | DAY 1 CLOSE

SOCIAL FUNCTION AND WORKSHOP DINNER

6.00pm to 7.00pm — Social Function

7.00pm to 9.30pm — Workshop Dinner



DAY 2 — PROGRAMME AND PRESENTERS

SESSION 4 - LET'S TALK ABOUT HOW WE SUPPORT OUR PEOPLE TO GROW

9.00am | Welcome and opening remarks

James Dodwell — Principal Advisor,
Health and Safety, EEA

9.05am | Case Study — A little lesson on microlearning

Originally a Chemical and Materials Engineer, Kirstine is the General Manager – Health and Safety for Cavalier Bremworth, based in Auckland. She has a PhD in process optimisation. Kirstine has over 15 years experience in high risk industries including Aluminium Smelting, Pulp and Paper, Aviation and Energy in a diverse range of roles including operations, health & safety, environment, communications and human resources. She has a keen interest in change facilitation, innovation, and building individuals and organisational capability using a forward looking view of technology and integrating research-based science to achieve sustainable progress. Kirstine received the Transpower Safety Leadership Award in late 2018 and is also on the board of directors for the New Zealand Centre for Gifted Education.

Dr Kirstine Hulse, — General
Manager, Health and Safety,
Cavalier Bremworth (ex
NorthPower)



Microlearning can increase retention of critical information as well as improve employee accountability, adaptability and camaraderie. In this case study, Dr Kirstine Hulse will show how Northpower have used safety microlearning to drive behavioural and cultural change through their organisation.

9.50am | Key Note — Harnessing cultural capital in the workplace

Piripi or Phil identifies strongly as a Pākehā New Zealander despite being born in Cornwall and migrating here as an infant. Much of his adult life has been spent teaching in secondary school bilingual programmes in the Bay of Plenty and Christchurch and he has also worked as a university education adviser.

Piripi Prendergast — Convenor,
Tokona Te Raki, Māori Futures
Collective



Currently he works for Tokona Te Raki – Māori Futures Collective. They are an entity of Te Rūnanga o Ngāi Tahu and their vision is equity for Māori in education, employment and income. With an aging Pākehā demographic, NZ needs the young and increasing Māori population to be highly skilled and well paid. His particular role is to mobilize stakeholders and bring them to the table to wānanga ways we can work together to make our vision a reality. This also involves supporting businesses and institutions to ensure their workplace is one that welcomes Māori and understands the cultural capital that Māori bring.

Piripi's discussion focusses on achieving ֻoritetanga (consistency) in learning and work success focusses on Maori, yet it is equally applicable to others who experience similar barriers to success. The challenge for our industry is to learn from the example Piripi gives us as we cast our nets ever wider in our search for capable workers.

10.30am | Morning Tea



Day 2 — PROGRAMME AND PRESENTERS

SESSION 5 – CRITICAL

10.45am | EEA Update — SM-EI Project

James gives us an update on the ambitious work underway to revitalise and update the industry's Safety Manual — Electricity Industry (SM-EI).

James Dodwell, Principal Advisor,
Health and Safety, EEA

11.00am | Case Study — StayLive Industry Competency Tool

Jarrold has worked in the electricity industry for over 20 years. During this time he has had a range of roles including: technical support, environmental management, contracts and procurement, maintenance strategy, and maintenance and operational management across a wide range of asset types. He has been an active member of StayLive for several years, including as a past Chair. Presently, he is employed by Genesis leading safety and wellness across our wide range of business activities.

Jarrold Bowler, Group Manager
Health and Safety, Genesis Energy



Jarrold updates industry on StayLive's cloud based competency tool. They are presently working through the on-boarding of the competency tool, initially across the four primary funding organisation: Genesis, Mercury, Meridian and TrustPower, before moving onto contracting partners and private training enterprises.

11.20am | Case Study — Control Framework Approach to Managing Critical Risks

This session will explain the application of the Control Framework (CFw) approach to better connect and align operating processes, safety systems and leadership capability with how work is planned and executed at PowerNet. It will also demonstrate the benefits of digitisation including close to real time verification that known operational controls have been deployed and are being maintained, active employee engagement, improved supervisor support and an increase in business analytical capability.

Graeme Webby, Critical Risk
Project Manager, PowerNet

Mike Boyle, Director and Senior
Consultant, Risk Mentor



11.45am | Engagement Session — Critical Risk Management

This session includes a panel engagement with the forum and short debate. The presenters all work closely within their companies on critical risk management and contribute to shared learning on the subject either through the EEA or StayLive.

Session Chair | **Kyle McWilliams** — Executive Educator, McWilliams Consulting

Panel Members | **Craig Baxter** — Head of Health and Safety, Transpower

Angelique Fraser — Safety and Wellbeing Manager, Trustpower

Matt Sadgrove — Health and Safety Manager, Delta

John Skudder — Health and Safety Specialist, Contact Energy

12.30pm | Lunch



DAY 2 — PROGRAMME AND PRESENTERS

SESSION 6 – WHAT'S UP

1.15pm | What's happening at WorkSafe

Catherine has held senior leadership roles in public and private health organisations for over a decade. Catherine started at WorkSafe in November 2018, and prior to that was Executive Director Allied Health, Scientific and Technical at Capital and Coast District Health Board. This included chairing and contributing to a number of national and regional programmes.

Catherine has a Masters in Human Communication and Deaf Studies, and is a Fellow of the Australasian College of Health Service Managers. She also holds clinical expertise as a Speech-language Therapist specialising in neuro rehabilitation, including supporting those with brain injuries to return to work.

She will give us an overview of the latest developments and plans for New Zealand's primary health and safety regulator, with a special focus on the health and technical side of things.

1.45pm | Case Study: Safety in Design

Alisdair Reid is the Engineering Manager at Orion in Christchurch. Alisdair is a Chartered Engineer with 21 years' experience in the electricity supply industry in various roles including the design, construction and commissioning of transmission and distribution lines and substations, the leadership of design teams, and the development of technical standards and specifications.

Alisdair's short presentation on Safety in Design at Orion tells the successful story of how a change management process was used to engage and upskill designers and service providers in the art of hazard assessment and risk mitigation as they relate to the design, construction, commissioning, maintenance and disposal of Orion's electricity distribution assets.

2.15pm | What's happening at StayLive

Richard is the Strategic Asset Manager for Meridian and is responsible for reliability and strategic engineering services, comprising condition monitoring, risk management, asset management policy, planning and development of asset and maintenance strategies and including the implementation of major projects. He is also responsible for the operations and maintenance of Meridian's newly acquired Australian hydro power stations.

He contributes to the wider industry with an executive committee role on the Board of the Electricity Engineers' Association (EEA), as a member of the EEA Asset Management Group, as Chair of the Board of the Electric Power Engineering Centre (EPECentre) and as Chair of the Power Engineering Excellence Trust (PEET). He has been a member of StayLive since its formation in 2011 and previously chaired the Work Control Procedures Working Group. He has been the Chair of StayLive since November 2017.

Richard will provide us with a general update on StayLive's developments and plans for the electricity industry.

Catherine Epps — Head of Health and Technical Services , WorkSafe New Zealand



Alisdair Reid — Engineering Manager, Orion



Richard Griffiths — Strategic Asset Manager, Meridian Energy



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Day 2 — PROGRAMME AND PRESENTERS

SESSION 6 – WHAT'S UP *(continued)*

2.45pm | Legal Update from Kensington Swan

Sarah-Lee leads Kensington Swan's Health and Safety practice in Auckland. She provides strategic advice on the Health and Safety at Work Act and instructs a range of clients on health and safety compliance issues, good practice, leadership, culture issues, and governance to improve a company's H&S outcomes. Sarah-Lee is passionate about assisting her clients to lead innovative change in their organisations. She also provides crisis management support, guidance on incident investigations and prosecutions to clients in industries where risks are high and workplace accidents are common, such as construction, infrastructure and manufacturing.

Sarah-Lee Stead — Special Counsel, Kensington Swan



3.30pm | Afternoon Tea

3.45pm | Case Study: The role of an HSR in creating better work

Matt is the Health and Safety Manager at Delta who works with its 570+ staff and over 200 contractors looking to secure a system that supports safe outcomes and a healthy work environment for all parties.

Matt believes caring for people is at the heart of what he does and that implementing positive change is a team activity with many minds focussed on the same goal as only way forward.

Matt is a graduate member of the New Zealand Institute of Safety Management (NZISM) a member of the Career Pathway Development team at NZISM and the current Chair of the Dunedin Health and Safety forum. He has published a number H&S articles in Safeguard Magazine, the Otago Southland Employers association magazine and BRANZ Build Magazine. He was also a finalist in the 2018 Safeguard New Zealand Workplace Health and Safety Awards for practitioner of the year.

A well-functioning Health and Safety system relies on participation, leadership and accountability. The Potential of a Health & Safety Rep is beyond solely health & safety. This session describes how we can harness these champions to ultimately create and drive better work.

Matt Sadgrove — Health and Safety Manager, Delta



4.15pm | Closing Remarks

Peter Berry — EEA

4.30pm | Workshop Closes

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Electricity Engineers'
Association