

MANUFACTURING IN NEW ZEALAND



Beverage and Food Manufacturing: What WorkSafe Are Looking For

Summary

- *The Government is bringing in new safety laws, and has set up WorkSafe New Zealand to enforce these laws.*
- *WorkSafe have identified that your business is operating in the risky sub sector of Food and Beverages. You can expect to be targeted by WorkSafe for ongoing workplace inspections and enforcement action.*
- *You now have to manage the risks to your workers health. The focus includes dust and other chemical or biological toxins.*
- *WorkSafe have put their inspector assessment toolkits online. You can see how and what they are looking for in your business, and get prepared.*
- *The research below shows workers and employers in the manufacturing sector have a low awareness of the actual risk in their sector, compared to other sectors.*
- *Manufacturing workers perceive a much higher risk of getting hurt than their employers.*

- ***Manufacturing workers are doing risky behaviours more often than employers think they are.***

To summarise these key bullet points, the injury data shows manufacturing to be a high risk sector. However, the awareness of this risk is low. Without this awareness, there is no motivation (generally) to change from within the sector. So WorkSafe are targeting the manufacturing sector, starting with the food and beverage subsector.

You can grab a competitive advantage. Your customers will start demanding that your business has safety systems in place to manage your risks. The new safety laws aim to tackle the supply chain. If you can prove to your customers that products are manufactured with workplace safety systems in place, you minimise the risk and provide confidence to your customers in your products. This could help win more business.

Recommendations

- WorkSafe have produced toolkits for their inspectors. Use these toolkits to make sure your business is prepared (see below for the link to the toolkits).
- Get a competitive advantage. Get your business ready for the Safety Star Rating (SSR) scheme.
- Get an ACC levy discount. Get a safety system in place and apply to the ACC. This program works to give you a competitive advantage as well until the SSR scheme is in place.
- Request your Strategy Session: <http://safetyhub.co.nz/business-strategy-plan/>

Background

Key Message: The Government is bringing in new safety laws, and has set up WorkSafe New Zealand to enforce these laws.

After the Pike River investigation and a review of Health and Safety in New Zealand - the Government decided to tackle Health and Safety head on.

WorkSafe New Zealand was set up in Dec 2014. New safety legislation is nearly here. WorkSafe will enforce these safety laws.

The Manufacturing Sector Problem

Key Message: WorkSafe have identified that your business is operating in the risky sub sector of Food and Beverages. You can expect to be targeted by WorkSafe for ongoing workplace inspections and enforcement action.

- Manufacturing is the largest single sector and is vital to New Zealand's economy. As of June 2015, the sector has been expanding for 32 consecutive months.
- Food and beverage and metal products make up 60% of the total claims to ACC in the last 5 years.
- Food and Beverage make up 50% of severe injuries (more than 1 week off work) in the manufacturing sector.
- WorkSafe have a goal to reduce serious injuries and fatalities by 25% by 2020. To achieve this goal, they will focus on the Food and Beverage subsector.

Source: [Link Here](#)

WorkSafe Identified Risks

WorkSafe will be inspecting for the risks detailed below. You need to consider if these risks are relevant to your business, and if they are not, why not.

There has been a big change of focus in the last 12 months. Worksafe are now actively looking for health issues. In the past, inspections and prosecutions were focused on safety accidents - the things that hurt or kill people straight away. The focus now includes those health issues that cause people to die earlier than they would have eg cancer causing chemicals, asbestos.

Key Message: You now have to manage the risks to your workers health. The focus includes dust and other chemical or biological toxins.

- Exposure to dusts (26%), welding fumes (28%) and other airborne substances, including asbestos, caused an estimated 137 deaths and 850 hospitalisations in 2010.
- There were 38 fatal accidents between 2008 and 2014 in the manufacturing sector – an average of five a year.
- The top three injury mechanisms are manual handling, tools and machinery, and falls.

INJURY MECHANISM	PERCENTAGE/NUMBER OF SEVERE INJURIES	AVERAGE DAYS OFF WORK	KEY FACTORS
Body Stressing	43% (10,290)	129	Often lifting (53%) - shoulder and back injuries common
Tools and Machinery	26% (6,076)	92	Mix of tools and machinery. Caused an additional 6,866 'non-severe' eye injuries
Falls, Trips, and Slips	13% (3,170)	164	Stairs, ladders, stacking, and exiting vehicles were common factors

Table 1: Severe injuries in the manufacturing sector - 2008 to 2014
Source: SWIFT (Adjusted injury ACC data - not official ACC statistics).

How WorkSafe Will Inspect Your Business

Key Message: *WorkSafe have put their inspector assessment toolkits online. You can see how and what they are looking for in your business, and get prepared.*

Inspectors are using these [specific toolkits in this link](#):

The topics include:

- Hazard Management Systems
- Workplace Transport
- Airborne Contaminants
- Machines
- Noise

Recommendation:

If you have a trained health and safety professional in your workplace, they should use these toolkits now.

It is important you first identify the risk in your workplace, and how big the risk is. Some risks may not be relevant to your business - you will need to document or have a system to prove this. Safety Hub can help with this work.

Does Your Business Have A Problem?

While WorkSafe have identified manufacturing as a high risk sector, based upon the data, what do manufacturing employers and employees think? Is there a problem from the sector's view?

In 2014, WorkSafe carried out research into attitudes and behaviours across the sectors, involving 3,700 workers and 1,900 employers.

The key messages from the manufacturing sector were that:

- **those in the manufacturing sector have a low awareness of the actual risk in their sector, compared to other sectors**
- **workers perceive a much higher risk of getting hurt than their employers**
- **workers are doing risky behaviours more often than employers think they are.**

So What? To summarise these key bullet points, the injury data shows manufacturing to be a high risk sector. However, the awareness of this risk is low. Without this awareness, there is no motivation (generally) to change from within the sector. So WorkSafe are targeting the manufacturing sector, starting with the food and beverage subsector.

Here is the background supporting these key messages.

1. Low Awareness of Risk Within The Manufacturing Sector

WorkSafe New Zealand classes manufacturing as a high-risk sector. Workers and employers, however, are less likely to share this view. In the research, only 4 out of 10 workers and 3 out of 10 employers thought that their industry was riskier than other industries. This was much lower than the figures for workers and employers in other sectors considered high risk.

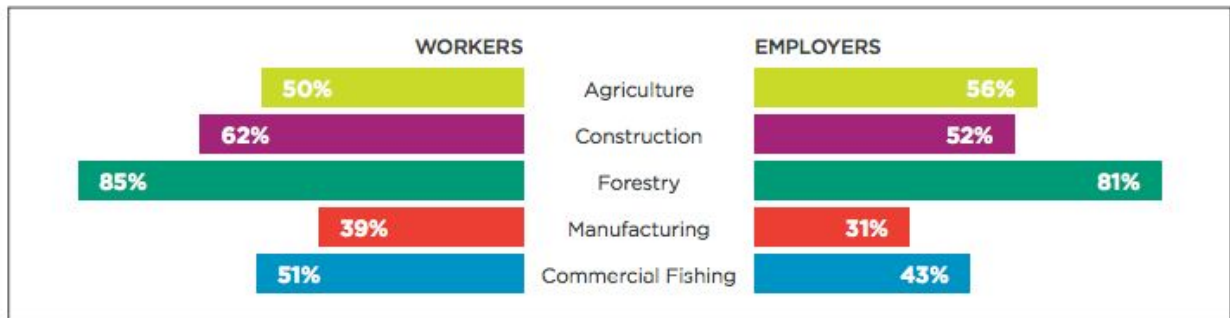


Figure 1: Perceived risk of getting hurt in their industry compared with other industries

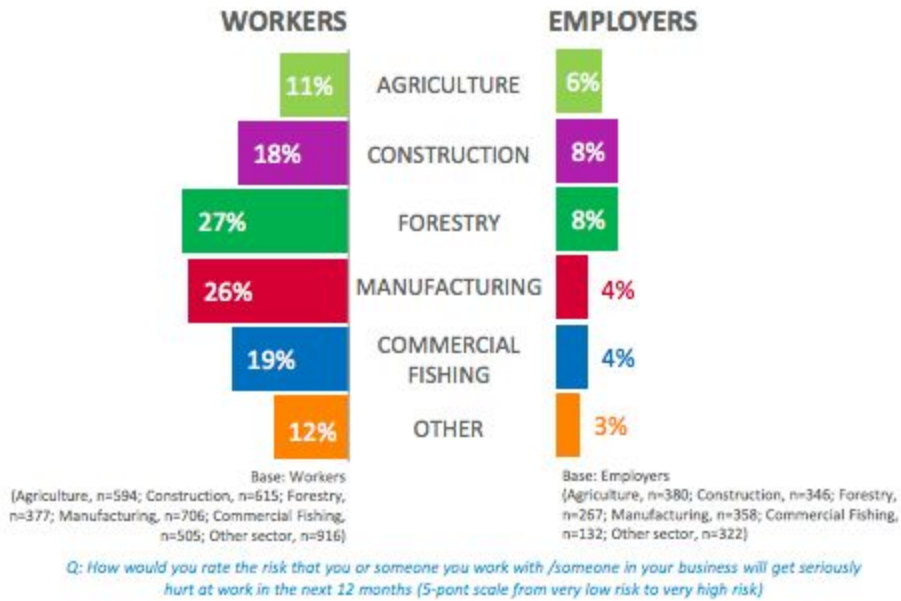
The figures show the proportion considering the risk of getting seriously hurt in their industry is higher/much higher than in other industries.

Source: 2014 Health and Safety Attitudes and Behaviours Survey - manufacturing sector.

2. Workers Awareness of Risk Vs Employers

More manufacturing workers than employers perceive a higher risk of getting hurt - employers may under-estimate the risk in their business (page 64 of manufacturing report).

4.1.2 Proportion perceiving a moderate/high/very high risk of serious injury occurring in own workplace/business in next 12 months: Workers and Employers



3. Risky Behaviours Occurring

A range of risky behaviours are occurring in the manufacturing sector. Workers were more likely than employers to say most of these risky behaviours occurred “from time to time” to “a lot” (page 77 of manufacturing report).

This could in part explain point 2. above. Workers perceive they are more likely to get hurt, because they are aware (compared to their employers) of the risky behaviours going on.

4.4.4 Proportion indicating a risky behaviour occurs in their workplace from time to time or a lot: Manufacturing Workers and Employers

% FROM TIME TO TIME OR A LOT	WORKERS	EMPLOYERS
Work when they are overtired	57%	23%
Work when sick or injured	56%	31%
Make a mistake by being careless or not having their mind on the job	50%	41%
Take a risk or short-cut on purpose (e.g. to save time)	47%	27%
Make a mistake from being under pressure by the boss to get the job done	44%	25%
Make a mistake because they have been working too long or too hard without a break	34%	9%
Get put at risk by working in conditions when work should have been stopped (e.g. bad weather, not enough people on the job)	27%	5%
Get put at risk from not having proper supervision	25%	7%
Do a risky job that they don't have the right skills for	24%	5%
Get put at risk because our processes or ways we are told to do things are not safe	22%	5%
Get put at risk by a machinery or equipment fault or breakdown	22%	5%
Work when hung-over or stoned	20%	6%
Get put at risk by something outside of their control (e.g. a freak accident)	18%	10%

Base: Workers from Manufacturing (n=696-702)

Base: Employers from Manufacturing (n=355-358)

Q: How often does someone in your workplace/ your business.... (never, hardly ever, from time to time, a lot, don't know)

Note the difference in % between workers and employers.

Source:

The [full research is available here.](#)

The [manufacturing research here.](#)

Opportunities

- The new safety laws have a specific clause about manufacturers. Get systems in place to ensure a safe product, then you can use this as a competitive advantage.
- Get prepared for the Safety Star Rating scheme.
<http://www.business.govt.nz/worksafe/about/what-we-do/the-safety-star-rating-scheme>
- Get a discount on your ACC levy and use this program to show you meet a standard of safety.

What Now?

You can use this report straight away and pick out what is relevant to your business.

But I want to go one step better and offer you a plan tailored for your business.

So I have a special offer. Click this link, and apply for a business safety action plan.

<http://safetyhub.co.nz/business-strategy-plan/>

I will help you make sure you are prepared for the new safety laws AND ensure that any safety systems you have, are actually working for your business.

Regards

Tony Collins

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