



## Fact sheet

# SAFETY, HEALTH AND WELLBEING

May 2017

Fire and Emergency New Zealand is committed to protecting its people from harm to their safety, health or wellbeing. We need to work together to build an environment where people are safe and well and where it is safe to talk about any concerns.

### Why do we call it safety, health and wellbeing?

This is because:

- Physical safety comes first – because it is a more immediate risk in many cases
- Harm to health is equally important but often occurs more gradually
- We use wellbeing separately from health as part of supporting wellbeing – as psychological risks represent a large area of exposure for our people

**It's important we all understand risks need to be managed across all these areas – not just physical safety.**

### What is new in Safety, Health and Wellbeing on July 1?

We have a new strategy for Safety Health and Wellbeing that gives us direction for the next five years, 2017 – 2022.

Our new policy and commitment statements make it clear:

#### **Nothing is more important than our people**

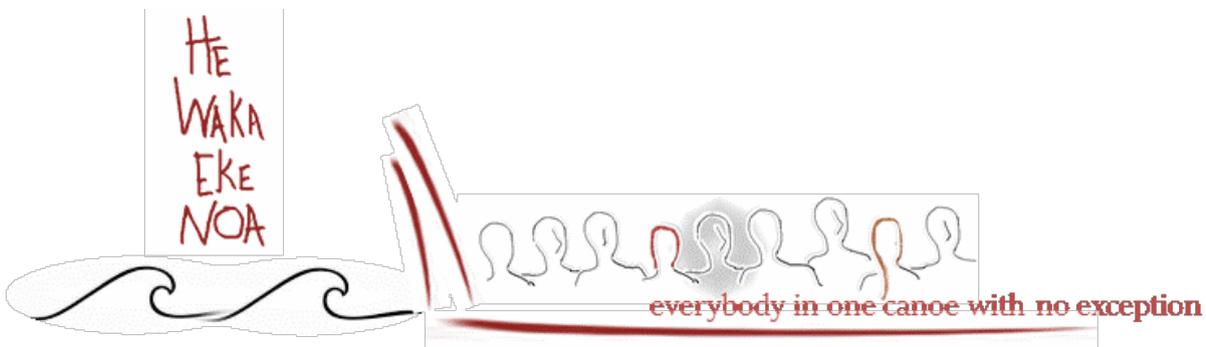
- As a new, more diverse organisation we need a different approach to safety, health and wellbeing if we are going to keep our people safe.
- We want to listen and learn more from the things we do well 98% of the time, and we want you to feel safe so we can learn from when things don't go so well too.
- Keep reporting things to your manager or officer in the usual way until the new system is available.
- There will be an 0800 number you can call for practical advice and support and to record an injury, or near miss.

**What changes will we see in the first year: July 2017 – June 2018**

- There will be more resources and support working with brigades, stations and fire forces on SHW issues.
- New tools will be developed to help you manage SHW more easily – including technology support.
- Health standards recommendations will be developed over time with a lot of careful thinking, planning and consultation from managers, unions and associations working together. The Board will review the recommendations in July 2018 and determine the next steps.
- We will be working to align good rural contractor management with good urban contractor management to manage this risk.
- New technology support solution is being developed for the new organisation with input and advice from representatives from the five unions and associations – NZPFU, FRCA, PSA, UFBA and FRFANZ

**What does this mean for us?**

- Nothing is more important than the safety, health and wellbeing of our people
- Everybody has the right to go home safe and well after working for the organisation – every time



**he waka eke noa**

- This whakatauki or Maori proverb represents our commitment
- We are all in 'one canoe' – every person belongs, there are different but equally valuable parts of the same organisation, we need to work together to keep ourselves and others safe and well
- We are all working together in the same direction, protected and supported within a unified purpose of service to our communities
- We will be stronger, safer and healthier together
- This is our commitment to each other