

ABOUT US

FOREST INDUSTRY SAFETY COUNCIL

2018 Milestones – 2019 Work Programme

Together towards zero

*Delivering initiatives that will create
a safe, sustainable and professional
forestry sector*

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INDUSTRY
SAFETY
COUNCIL



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THANKS TO OUR SUPPORTERS

Thanks to everyone who contributed to FISC's work in 2018, particularly our funders – ACC, WorkSafe, and the Forest Growers Levy Trust. Thanks to all the individuals and organisations listed here, and to everyone else who gave their time to support our work.

Alec Cassie (Wenita), Allan Laurie (Laurie Forestry), Anaru Smiler (FOMA), Andrew Widdowson (HFM NZ), Andy Warren (Rayonier Matariki), Barry Wells (Port Blakely), Beau Mallett (Summit Forests), Bill McCallum (FOA; HFM NZ), Bob Shirley (Summit Forests), Brendan Slui (Rayonier Matariki), Brent Searle (Harvesting & Silviculture), Brionny Hooper (Scion), Brooke O'Connor (Scion), Cam Eyre (NZ Forestry Ltd), Chris Lindley (BraveGen), Chris Maher (FOMS), Chris Shortall (Forestry worker), Colin Maunder (Timberlands), Dale Ewers (Moutere Logging), Dan Gaddum (FOMS), Daniel Hummerdal (WorkSafe), Dave Adams (Rotorua Forest Haulage), David Hilliard (JNL), David Wills (BM Services), Dayle Filer (NZFM), Dee Williams (ACC), Don McMurray (NZFM), Don Wallace (FFA), Doug McCleod (WorkSafe), Frances Martin (BookerMartin Communications), Francois Barton (Business Leaders' Health and Safety Forum), Fraser Field (RMF), Gee Dennis (WorkSafe), Chas Hutton (NZFM), Glen Coleman (HFM NZ), Glen Mackie (FOA), Grant Dodson (City Forests), Grant Duffy (WorkSafe), Greg Arani (Forestry worker), Hamish Owen (Kohurau Contracting), Hamish Matthews (Mechanised Cable Harvesting), Hawea Kingi (WorkSafe), Helen Parkes (CosmanParkes), Hillary Bennett (Leading Safety), Jackie Delaney (FISC), Jacqui Coyne-APIata (Coyne & Co.), John Crocker (NZCTU), Judy Austin (Te Uru Rakau), Julian Bateson (Bateson Publishing), Karen Tregaskis (Tregaskis Brown), Karl Bowman (Worker Rep; Rosewarne Contractors), Kate Feder (ACC), Ketan Chandu (WorkSafe), Keith Stewart (WorkSafe), Kevin Ihaka (FICA; FPS Forestry), Kim Danz (KD Logging), Kim Holland (Eastland Wood Council), Kristy Kewene (Blackburne Group),

Lee Perry (HL Services NZ), Lee-Anne Duncan, Les Bak (Nelson Forests), Louisa Jones (First Union), Mandi Skipps (Skipps Logging), Marcel van Westbrook (HFM NZ), Marcus Nalter (WorkSafe), Mark Preece (Competenz), Mark Scott (WorkSafe), Matt Wood (Typeface), Mhari Clark-McCall (Project Manager), Mike Cosman (CosmanParkes), Mike Noble (Earnslaw), Mike Spiers (PF Olsen), Mohi Kingi (Forestry worker), Mort Shepherd (FFA), Natalia Reid (FOA), Natalie Smith (FOMA), Nathan Taylor (Mechanised Cable Harvesting), Neil Cullen (FFA), Neil Thomas (Worker Rep; Forestsafe), Neville Muir (FICA), Nic Steens (PF Olsen), Paul Burridge (FOA; Summit Forests), Paul Gimblett (ACC), Paul Nichols (Independent), Paul Olsen (Olsen Forest Management), Paul Woods (Makerikeri Silviculture), Paula Knaap (WorkSafe), Phil Taylor (Port Blakely), Prue Younger (FICA), Rebecca Brennan (WorkSafe), Richard Parker (Scion), Richard Stringfellow (Toi Ohomai Institute of Technology), Robert Green (Timberlands), Rob Prebble (LFITB Ltd), Robert Reid (First Union), Robert Stubbs (Stubbs Contracting), Robin Thompson (AFM), Rona Wheeldon (Olsen Forest Management), Rory Cobb (AFM), Ross Davis (FICA; Log Lease), Ross Wood (Mechanised Cable Harvesting), Rowan Struthers (FOMS), Sean McBride (JNL), Sonny Thomas (Forestry worker), Steve Phelps (EIT), Steve Yeoman (Volcanic Plateau), Sue Powell (Tregaskis Brown), Tim Grubb (Haunt), Tim Sandall (Pan Pac), Dr Tom Mulholland (KYND Wellness), Tony Gamble (FICA), Trevor Best (Independent researcher), Warwick Foran (FOA; Crown Forestry), Wayne Dempster (Rayonier Matariki), Wiremu Edmonds (Māori Rep; Tuakiri Ltd), Vivian Todd (BM Services), Zac Robinson (Port Blakely).

If you'd like to get involved in FISC's work in 2019 contact: enquiries@fisc.org.nz

OUR GOAL

Our goal is to create a safe, sustainable and professional forestry sector, with zero fatalities and life-changing injuries.



Photo: Mike MacKinven

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ABOUT US

FISC IS LEADING EFFORTS TO IMPROVE HEALTH AND SAFETY IN FORESTRY

The Forest Industry Safety Council (FISC) is made up of people representing forest owners, forest managers, contractors, farm foresters, ACC, WorkSafe New Zealand, the NZCTU, M ori and workers.

Our goal

FISC's goal is to create a safe, sustainable and professional forestry sector, with zero fatalities and life-changing injuries.

FISC's creation was a recommendation of the 2014 Independent Forestry Safety Review. Its workplan is based on recommendations in the Review.

FISC runs a range of harm-prevention programmes and activities, and produces health and safety resources specific to forestry. It also operates the [safetree.nz](https://www.safetree.nz) website.

By industry, for industry

FISC's initiatives and resources are developed with significant input from people working in forestry. This is to ensure they are practical and meet the needs of the New Zealand industry.

More than 125 people helped develop and deliver FISC's activities in 2018, with our events and initiatives having an attendance of more than 2,600.

The Council includes representatives of the NZ Forest Owners Association, Forest Industry Contractors Association and NZ Farm Forestry Association. It also has people representing Māori and workers, including from First Union (for the NZ Council of Trade Unions). See a list of 2018 Council members on the back cover.

Focus areas

To achieve its goal, FISC is focusing on:

- Contractor and Worker Certification
- Worker Engagement, and Growing our Safety Culture
- Management of Risks, particularly Health Risks
- Leadership
- Engaging with the Sector

FROM THE CHAIR

EXPECTATIONS ON FISC ARE INCREASING

Considerable progress has been made to improve health and safety in forestry since FISC was launched in 2015. But the disappointingly high fatality rate means there is still much work to be done. There are also emerging challenges and increasing expectations about the scope of work FISC should be doing.

Chief among these challenges is the Government's aspirational goal of planting one billion trees by 2028. The One Billion Trees programme aims to deliver social and economic benefits for New Zealand. However, there is concern that unless the health and safety performance of the silviculture industry improves, this upturn in work could lead to a rise in serious injuries and even fatalities. It is encouraging that the industry has recognised and responded to this challenge by forming the Silviculture Action Group, which is being administered by FICA and supported by FISC.

Three important pieces of work took place at the end of last year aimed at ensuring FISC continues to deliver what is needed to support the industry to improve health and safety.

An independent review of FISC's work was conducted by safety experts CosmanParkes to identify how well the recommendations of the 2014 Independent Forestry Safety Review had been implemented. CosmanParkes found that while most of the harm reduction initiatives recommended in the 2014 report had been put in place, there was room for further improvements in the leadership of health and safety in forestry.

Growing concern from WorkSafe about the industry's failure to achieve a meaningful reduction in fatalities led to the FISC/WorkSafe Forestry Summit being held in November. This event highlighted three key areas for the industry to focus on: the role of forest owners/managers in reducing injury rates; the need for better leadership across the supply chain; and the need for worker wellbeing to be actively managed. A number of short and longer-term initiatives have come out of this Summit, with an industry working group formed to support next steps.



The FISC/WorkSafe Forestry Summit highlighted three key areas for the industry to focus on.

The outcome of the CosmanParkes review and the Summit were considered by FISC at a strategy day at the end of last year, where we explored how these insights could be used to refocus FISC's future strategy and work programme.

There is clearly pressure across the board for the scope and intensity of FISC's work to increase. However, doing that in any meaningful way would require additional resources, as existing resources are fully committed rolling out and supporting the current work programme. In response to this challenge, FISC is working with ACC to discuss additional financial support and is investigating the prospect of further Forest Growers Levy Trust funding.

Whatever work FISC does in future, our success will be reliant on the continued strong support shown by industry. I would like to personally thank everyone who has given their time and resources to support our activities. I look forward to continuing to work with you in future.

Dame Alison Paterson
Independent Chair, FISC



FROM THE NATIONAL SAFETY DIRECTOR

HEALTH, WORKER ENGAGEMENT AND LEADERSHIP KEY TO LIFTING PERFORMANCE

Last year was an important one for FISC as we completed the roll-out of the key harm-prevention initiatives recommended for forestry in the 2014 Independent Forestry Safety Review. We now have four flagship initiatives in place: worker certification, contractor certification, the Growing our Safety Culture initiative to improve worker engagement, and leadership programmes specifically designed for forestry crews, foremen, and health and safety reps.

FISC will continue to play an active role in supporting and developing these programmes to ensure they continue to deliver improved professionalism and health and safety capability for the industry. However, it is clear from the continued high rate of fatalities in forestry that our work to support a safe, sustainable, professional industry is far from done. So FISC is working with the industry to identify what else we can do to improve, and to develop new initiatives.

Direction on where the next gains could be made came out of the independent review of FISC's work by CosmanParkes, the joint FISC/WorkSafe Forestry Summit in November and FISC's own strategy day. The three key areas identified are: health, the role of forest owners and managers, and worker engagement.

The initial work we did this year with Dr Tom Mulholland and the KYND wellness team confirmed the need to actively manage the health risks of forestry work. Experience shows us that poor physical and mental health leads to poor safety outcomes. This focus on 'improving health to improve safety' also aligns with the Government's Health & Safety at Work Strategy 2018-2028.



Experience shows us that poor physical and mental health leads to poor safety outcomes.

The focus on forest owners and managers reflects the fact that there are some areas of health and safety where they have the greatest influence and control. These include infrastructure, production planning, machinery selection and managing production pressures. These areas are loosely summarised as 'safety in design'. We will look at how we can support forest owners and managers to make progress in these areas. This will include sharing experiences and solutions, and working with their contractors on pragmatic ways to improve health and safety and productivity. It also includes strengthening links with small-scale forestry operators and providing links relevant to them.

Good worker engagement is key to achieving sustainable change in health and safety. We have already set up a Worker Engagement, Participation and Representation (WEPR) technical action group that has begun making recommendations on ways to improve engagement. We have also designed a course specifically for worker reps in forestry, to help ensure they have the communication and leadership skills needed to fulfil their important roles.

With industry support, FISC has succeeded in putting in place some important building blocks for improving forestry's health and safety performance. I would like to thank everyone who contributed to that achievement. I also look forward to your continued help and support to deliver this next stage of our work.

Fiona Ewing
National Safety Director, FISC



2018 MILESTONES

Contractor and Worker Certification
92 contractors certified
Launched a searchable online register of certified contractors
234 worker competency certificates awarded
Launched online game-based training tool for tree-fallers to use to get ready for certification

Worker Engagement/Safety Culture
Launched the Growing our Safety Culture programme
11 forest owners/contractors have used the programme, involving 711 people
Completed a safety culture snapshot indicating what the industry does well and what needs improving
Set up Worker Engagement, Participation and Representation TAG

Risk Management/Health
1,100 people attend a 14-stop health roadshow, with 449 downloading the KYND health app
New tailgate meeting resources launched
Trial of programme to reduce body-stress injuries in silviculture
Published industry performance data in an improved format
Shared industry safety alerts

2018 MILESTONES
Leadership
More than 50 people attended the FISC/WorkSafe Forestry Summit in November
Working group set up to identify ways to address issues highlighted at the Summit
Piloted frontline leadership courses. Preparing to roll out the course in 2019
Published case studies where industry players share experiences and lessons with others

Engaging with the Sector
Ran three workshops at the Forest Industry Safety conference attended by 152 people
Safetree.nz website had nearly 75,000 page-views by 11,880 users
Safetree Facebook page had 2,063 followers
3,950 people subscribed to the Safetree newsletter
An independent review found FISC had delivered most key recommendations made by the 2014 Independent Forestry Safety Review
Conducted survey on FISC's impact, with 71% rating FISC's work as 'good' to 'excellent' value

CONTRACTOR AND WORKER CERTIFICATION

- ✓ 92 contractors certified at the end of 2018
- ✓ Launched a searchable online register of certified contractors
- ✓ 234 worker competency certificates awarded
- ✓ Launched online game-based training tool for tree-fallers to use to get ready for certification

Contractor certification

In March 2018, Nelson’s Mechanised Cable Harvesting Ltd became the first certified contractor. By December 2018 nearly 100 (92) contractors had been certified. In April 2018, a searchable online register was launched of all certified contractors, available through [Safetree.nz](#).

The Safetree Contractor Certification scheme was a recommendation of the 2014 Independent Forestry Safety Review. The scheme is designed as a business-improvement tool. It focuses on building capability and encourages contractors to take greater ownership of health and safety. See more at [safetree.nz/certification](#)



The Mechanised Cable Harvesting crew, the first crew to achieve Safetree Contractor Certification.
Photo: Mike MacKinven



We have recently gone through the contractor certification process and if I am honest, I wasn’t looking forward to the process. But we found it to be a very positive experience. Our auditor was realistic and knowledgeable, and through the process resolved an issue with some manual felling of a patch of windthrow we were doing at the time. So all-and-all a good result.

– Dan Mouatt, Director, Bay Forest Harvesting Ltd

Worker Certification

In December 2018, a game-based online and mobile app was launched that can be used to test if tree-fallers are ready to go for certification. See more at [safetree.nz/training](#)

WORKER ENGAGEMENT – SAFETY CULTURE

- ✓ Launched the Growing our Safety Culture programme
- ✓ 11 forest owners/contractors have used the programme, involving 711 people
- ✓ Completed a safety culture snapshot
- ✓ Set up worker engagement advisory group

Growing our Safety Culture programme

In August 2018, FISC launched the *Growing our Safety Culture* programme, which helps businesses build a workplace culture that supports good health and safety.

11 forest owners/contractors have used the programme (including those involved in the pilot) – Timberlands, NZFM, Port Blakely, Earnshaw, JNL, Rayonier Matariki, City Forest, Hancock Forest Management, Nelson Forests, Summit Forests and Kohurau Contracting. It has been completed by 711 people, including 75 crews, 32 forest owner staff groups and 41 contractors/crew bosses.

The programme helps uncover what’s really going on in health and safety and gets people talking about ways to improve. It is designed to be used by everyone, from forest owners/managers to crews, and in harvesting, silviculture and transport. See more at [safetree.nz/safety-culture](#).



We saw the FISC safety culture programme as a great mechanism to initiate and develop our safety dialogue.

– Robert Green, CEO, Timberlands Limited

Snapshot of forestry’s safety culture

Anonymised results from programme participants were analysed to provide an indicator of the state of forestry’s safety culture. This highlights what the industry does well, and where improvements are most needed.

Strengths

Relationships: There is trust and openness between management and crew, and among the crew.

Resources: The work has been planned and enough time, people and gear allowed to do the job safely.

Leadership: People discuss safety, listen to each other, and follow through on commitments they make to deal with issues. People stop work or speak up if they see unsafe conditions.

Areas for improvement

Recognition: The extent to which safe work practices and behaviors are recognised and rewarded on our site.

Reporting and Investigating: The extent to which all hazards, near misses and incidents are reported on our site.

Learning: The extent to which near misses and incidents are used as a chance to learn and improve.

Improving worker engagement

During the year we set up a Worker Engagement, Participation and Representation technical action group (TAG) made up of forestry workers and representatives from First Union and WorkSafe. This group will help us identify and share good worker engagement practices, and identify how to get health and safety representatives more actively engaged. It has already recommended the establishment of regional ‘ambassadors’ and we are seeking funding to pilot this approach.

Our new leadership courses (see Leadership section) also include one for forestry health and safety reps. It is designed to give leadership and communication skills to support them in their roles.

RISK MANAGEMENT

- ✓ 1,100 people attend 14-stop health roadshow, with 449 downloading the KYND health app
- ✓ New tailgate meeting resources launched
- ✓ Trial of programme to reduce body-stress injuries in silviculture
- ✓ Published industry performance data in an improved format and shared industry safety alerts

Health roadshow with Dr Tom Mulholland/KYND

In August 2018, FISC completed a 3-month, 14-stop regional roadshow with Dr Tom Mulholland that reached more than 1,100 people face-to-face. Attendees at the roadshow were able to have a basic health assessment and 449 downloaded Dr Tom’s KYND health app, which helps people take care of their physical and mental wellbeing. The roadshow was run in partnership with the Forest Industry Contractors Association. Rayonier Matariki also had Dr Tom visit its crews, which led to another 325 people downloading the app.



LEADERSHIP

- ✓ More than 50 people attended the FISC/WorkSafe Forestry Summit in November
- ✓ Working group set up to identify ways to address issues highlighted at the Summit
- ✓ Piloted frontline leadership courses. Preparing to roll out the courses in 2019
- ✓ Published case studies where industry players share experiences and lessons with others

FISC/WorkSafe Forestry Summit

More than 50 people attended the FISC/WorkSafe Forestry Summit in November, which aimed to identify what else the industry should be doing to improve health and safety performance. The Summit opened with a moving introduction by the whānau of Hone Whaanga, a 38-year-old Gisborne forestry worker killed in 2017. Key themes from the Summit helped guide the development of FISC’s 2019 work programme.

Frontline leadership

In February and March 2018, 32 people took part in the pilot of a frontline leadership course developed with The Learning Wave and run in Gisborne, Whangarei and Balclutha. Following the pilot, three courses are now available for the industry; for foremen, health and safety representatives and frontline leaders. Rayonier Matariki has already put 60 people through the course, with another 44 attending from other contracting and forest management businesses.



I saw how we formed as a team in this room from start to finish. We are now open to finding new ways to solve problems together.
– Shayne Maxwell, Kohurau Contracting, course participant

Industry stories: Learning from everyday work and running a ‘lean’ business

In October 2018, FISC published a case study with Hancock Forest Management NZ about the benefits of learning from everyday work. HFMNZ’s story was also presented at an international conference, Safety-II in Practice, in Wales in June 2018. In December we published another case study with Stubbs Contractors on the benefits of using a technique called ‘lean’ to improve productivity and safety. See the case studies on the Safetree website.



CEO leadership

CEO leadership was identified as essential to health and safety in the 2014 Independent Forestry Safety Review. To support senior industry leaders, FISC has built a close relationship with the Business Leaders’ Health and Safety Forum and shares Forum resources with forestry leaders. The relationship was further strengthened in October 2018 when FISC National Safety Director Fiona Ewing was appointed to the Forum’s Steering Group.

ENGAGING WITH THE SECTOR

- ✓ Ran three workshops at the Forest Industry Safety conference attended by 152 people.
- ✓ Safetree.nz website had nearly 75,000 page-views by 11,880 users
- ✓ Safetree Facebook page had 2,063 followers. 3,950 people subscribed to Safetree newsletter
- ✓ Positive results to a review of FISC's work
- ✓ Conducted survey on FISC's impact, with 71% rating FISC's work as 'good' to 'excellent'

Workshops at Forest Industry Safety conference

In August 2018, FISC ran three workshops at the Forest Industry Safety conference in Rotorua attended by 152 people. The workshops focused on health (with Dr Tom Mulholland), the Growing our Safety Culture programme and Learning Reviews (a new way to run incident investigations that focuses on learning from what happened rather than who was to blame).

Safetree

FISC creates and delivers safety information through its Safetree.nz website, Facebook page and fortnightly newsletters. Safetree also acts as an important 'information exchange' to circulate safety-related information from within the industry. This includes through a new blog from the National Safety Director, which focuses on emerging issues and sharing what companies report seeing 'on the ground'. Safetree shares information from WorkSafe, and highlights the regulator's current focus areas. It also promotes safety-related activities by others in the industry, such as workshops held by FICA and Transpower to discuss working around powerlines. During the year we also updated Safetree resources for small-scale forestry operations.

Performance review and survey

An independent assessment of FISC's performance by safety experts CosmanParkes found it had delivered on most of the recommendations of the 2014 Independent Forestry Safety Review, but that there was room for further improvements in the leadership of health and safety in forestry. FISC also conducted an online survey of stakeholders which found that overall, respondents considered that health and safety had improved since FISC was established. However, health and safety are still not always factored in when work is planned and many thought worker competency had stayed the same or decreased in recent years. Positively, there was high awareness of FISC and good support for its work.

How survey participants rated FISC's work



Excellent value/Very good value **38%**
Good value/some value **55%**
No value/don't know **8%**

FISC strategy day

Insights from the CosmanParkes assessment, the survey and the FISC/WorkSafe Forestry Summit were discussed at a FISC strategy day in November to help shape the future strategy and work programme.



2019 WORK PROGRAMME

KEY INITIATIVES

*FISC will continue to promote and develop its flagship initiatives; worker and contractor certification, the **Growing our Safety Culture** programme and our frontline leadership development courses. We will also work with our supporting partners ACC, WorkSafe and FGLT to secure future funding.*

Additional activities in 2019 and beyond will focus on:

✓ Leadership

- Review the Forestry Safety Charter.
- Roll out The Learning Wave courses for crew, frontline leaders and health and safety reps.

✓ Risk Management

- Health: Build on last year's Dr Tom Mulholland/KYND health roadshows. Develop a health risk assessment for forestry workers.
- Look at how Dr Tom's KYND health monitoring mobile app (downloaded by many attendees at the 2018 roadshows) can be further used to improve the health of forestry workers.
- Focus on managing risks from steep slope harvesting, with input from experienced operators.
- Work with forestry owners and managers on raising awareness of 'safety in design' matters, and sharing solutions.

✓ Engagement

- Establish a tree-fallers working group to help share experience and knowledge around the industry on key risk controls.
- Expand the work of the Worker Engagement, Participation and Representation TAG, in particular to give crews a stronger voice in planning harm-prevention activities.
- Safetree Conference: 13 – 14 March, Christchurch. Guest speaker former NZ All Black and passionate advocate for improving mental health, Sir John Kirwan.
- Regional workshops (7) with a focus on contractor certification.
- Continue to provide resources relevant to small-scale forestry operators, like the Tailgate cards.

✓ Capability

- Develop further modules for Safetree Contractor Certification including on health, environment and business capability.

✓ Understanding performance

- Continue to develop IRIS and share industry lessons, stories and alerts.



Photo: Mike MacKinven

Forest Industry Safety Council 2018 Members

Dame Alison Paterson

Independent Chair

Fiona Ewing

National Safety Director, FISC

Marcus Nalter

Programme Sponsor for Forestry, WorkSafe NZ

Don Wallace

NZ Farm Forestry Association

Kevin Ihaka

Managing Director, FPS Forestry

Neil Thomas

Forestsafe Ltd

Paul Olsen

Managing Director PJ & MJ Olsen Ltd

Bill McCallum

Managing Director, Hancock Natural Resource Group

Robert Reid

General Secretary, First Union

Wiremu Edmonds

Tuakiri Ltd

Warwick Foran

General Manager, Crown Forestry

Paul Burridge

Head of Export & Regional Operations, Summit Forests

Karl Bowman

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