

WORKSAFE

Training and Supervision Workshop Forum

*Maximising your return on investment
for training*

Dave Bellett
Acting Chief Inspector
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Acknowledgements

Presenters

Industry

Team

Today we'll be covering:

- 1 Defining the issue
- 2 Variability of training & competency across the industry
- 3 Regulatory requirements for Training & Supervision
- 4 Key lessons learnt

An aerial view of a massive open-pit mine. The mine is characterized by deep, terraced levels of earth and rock, creating a series of concentric, stepped slopes. Winding dirt roads are visible, snaking through the various levels of the excavation. At the bottom of the mine, several pieces of heavy machinery, including excavators and trucks, are visible, engaged in mining operations. The overall scene conveys a sense of large-scale industrial activity and the scale of the excavation.

**"For the best return on
your money, pour your
purse into your head."**

— Benjamin Franklin

1 Defining the issue

Why are we here today ?

The Industry has concerns

The Regulator has concerns

- Certificate of Competence for Safety critical roles
- Operators legal duties to train workers
- Application of knowledge critical to Health & Safety



What the Regulator sees

Observations from site inspections

- Risk Management
- Failure to apply knowledge
- Compliance versus Competence



What the Regulator sees

Observations from examination panels

- Rote learning with no context
- Cannot apply knowledge against a scenario
- Technically sound with no leadership competency shown
- Being pro-active in gaining experience



What the Regulator expects to see

What does good practice look like

- Training and supervision linked to Risk Assessment
- Fit for purpose
- Checking that it works; not ticking the box
- Documented induction, training and supervision records
- High standard - Reference to Manufacturers guidance, operator manuals.
- Worker engagement and participation
- Knowledge being applied



The Big Three in Safety



2 Variability of training and competency

Training outcomes

What do you want ?

- Value for the training dollar and investment in time
 - You get what you pay for.
- Compliance for compliance sake or Competent people applying their new found knowledge.
- The cost associated with oral resits



Who can fix it ?

Specify what is required from the training

Still concerned?

- Discuss with the provider

Provider does not address concerns?

- Contact NZQA
- Provide detail not the anecdotal

It's not all about external training

- Transferring knowledge in theory to practice is your job



Fresh ideas for training

Competitors get together – bring the trainer to you.

Mix the training with on-site examples

Train your own trainers to assess competency against CoC requirements

Secondments to other sites

Use the Good Practice Guideline as a training aid



3

Legal duties – What do we have to do to achieve Regulatory compliance

Health & Safety at Work Act

Section 36 Primary duty of care

" the provision of any information, training, instruction, or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the business or undertaking"



The Board, Officers, Partners

Due Diligence

Six key responsibilities. Three listed below.

- Ensure that the PCBU has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety from work carried out as part of the conduct of the business or undertaking;
- Ensure that the PCBU has, and implements, processes for complying with any duty or obligation of the PCBU under the Act
- verify the provision and use of the resources and processes



Health & Safety at Work (Mining Operations and Quarry Operations) Regulations 2016

Subpart 2 Manager - Certificate of Competence

Subpart 3 other safety critical roles

Regulation 50 Supervision of untrained mine workers

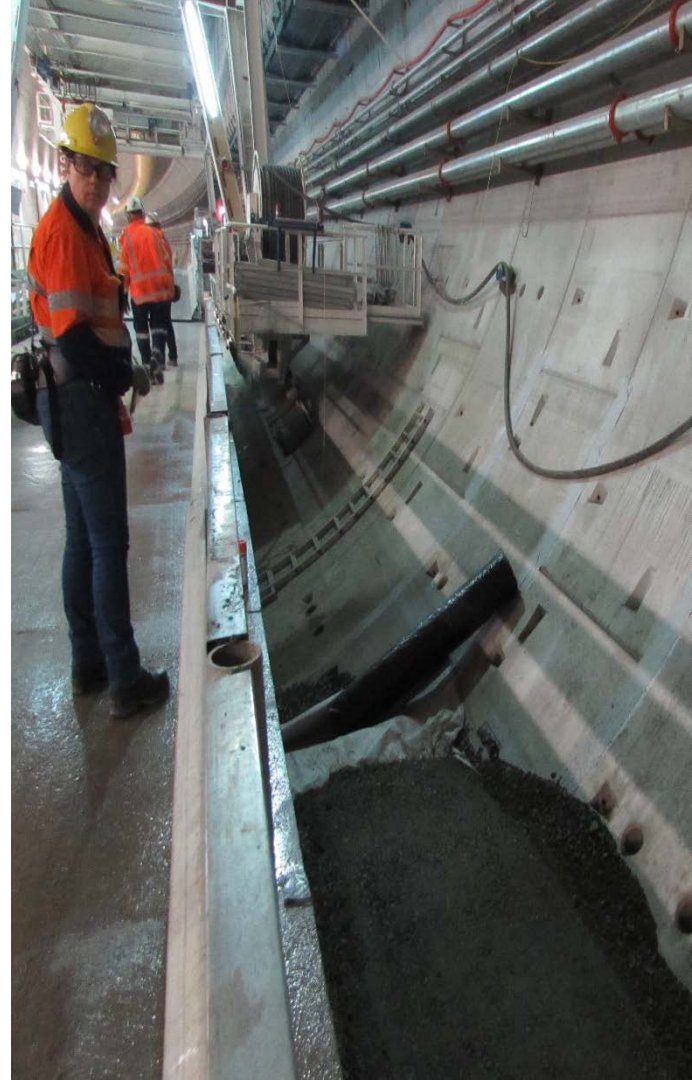
Regulation 64 Duty to provide instruction

Note: Contact the BOE with CoC questions, don't rely on hearsay



Health & Safety at Work (General Risk and Workplace Management) Regulations 2016

Regulation 9 Duty to Supervision, Training and instruction of Workers




Good Practice Guidelines Health & Safety at Opencast Mines, Alluvial Mines and Quarries

Section 20 Training and Supervision

“ the provision of any information, training, instruction, or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the business or undertaking”



An aerial view of a massive open-pit mine. The mine is characterized by deep, terraced levels of earth and rock, creating a series of concentric, stepped slopes. Winding dirt roads are visible, snaking through the various levels of the excavation. In the lower part of the image, several pieces of heavy machinery, including excavators and trucks, are visible on the ground, indicating active mining operations. The overall scene is one of large-scale industrial activity in a rugged, mountainous landscape.

“Tell me and I forget, teach
me and I may remember,
involve me and I learn”

Benjamin Franklin

Worker Participation

Worker involvement is a 'critical weak link... too often ineffective and virtually absent.'

HSWA Section 60 (e) (iv) When Engagement is required.

Requires engagement with workers in relation to work health and safety matters.... When making decisions about the procedures for Providing information and training for workers.



4

Lessons learnt from recent incidents

Lessons Learnt



Injury



Tragedy



Lessons Learnt

Recent incidents notified to WorkSafe

Safety critical

Training

Supervision

No reassessment for high risk tasks

Operator trainer competency



Lessons Learnt

Recent incidents notified to WorkSafe

Use OEM manuals to develop training documents (purchasers of new plant will be provided with operator training)

Actively supervise and monitor operators

Regularly reassess operator competency

Licence endorsements (Wheels, tracks & rollers) are **not** an assessment of operator competency for your site and are **not** a legal requirement

Be proactive in seeking advice or information on this from WorkSafe



Summary

- Training needs context and application before it becomes competence
- Investment in training is legally required and starts with directors/officers/partners
- Don't accept sub-standard training – be smart about how you address the concerns
- Train your influencers about how to assess competency on the job
- External trainers have a role but so do you.

Getting you home healthy and safe.
That's what we're working for.

WORKSAFE
NEW ZEALAND | MAHI HAUHARU
AOTEAROA