

Safety and Wellbeing Report to 27 November 2020

1. Critical Risk Update

Pandemic — COVID-19

Three key messages remain for COVID-19. Stay at home if you are sick, use the NZ COVID tracer app, and wear a face covering on all public transport (encouraged in our region but mandatory in Auckland).

Horizons participated in MidCentral DHBs COVID-19 community testing programme with a clinic at Regional House Palmerston North on 23 November. Twenty-two staff volunteered to be tested. No follow-up action was initiated by the DHB so we can safely assume all tests were negative.

Use of quad bikes, LUVs and motorcycles

In May 2017 WorkSafe NZ published a policy clarification that allowed a passenger to be carried on single seat quad bikes in some circumstances. Horizons carried out a trial in the summer of 2019-20 and a report was presented to Exec on 23 November 2020. The recommendation that the carriage of a passenger be permitted when there is no reasonable alternative was accepted. It's still the exception rather than the rule and a risk assessment is to be completed on each occasion. Hazard Management Plan 19 will be amended in due course.

4WD vehicles—Off road use

4WD refresher training has been completed with 82 staff undergoing training in the last couple of years. Full NZQA training continues for new staff and refresher training will take place as required. The 5-year refresher period currently in place will be reviewed in 2021.

2. Wellbeing Update

Reimagine Wellbeing Together. 21-27 September marked Mental Health Awareness Week. Horizons used the daily themes and messages to raise awareness of this important issue. A wellbeing survey was conducted with a very high 74% participation rate. Results are currently being analysed in detail by the People & Capability Team, Safety & Wellbeing Committee and Exec with a number of initiatives likely to be rolled out next year including training for managers and coordinators.

Speak up, Stand together, Stop Bullying. Horizons used Pink Shirt Day on 16 October 2020 to promote awareness of our Harassment, Bullying and Discrimination Policy.

Three skin cancer screening clinics were conducted by Skin Medic Ltd at Regional House Whanganui and Regional House Palmerston North in October and November with 38 staff participating. Skin Medic heavily discount their fee for on-site clinics with the cost born fully by the individual staff member. The clinics kick off an internal sun safety campaign.

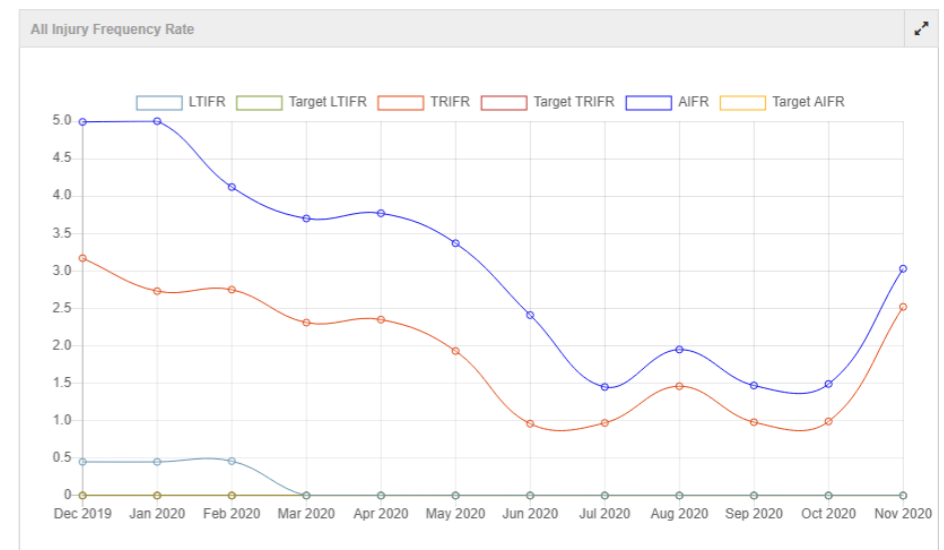
3. Notifiable Events in the 2020/21 FY

Notifiable Injuries / Illnesses	Nil
Notifiable Incidents	Nil

4. Training Completed in the 2020/21 FY

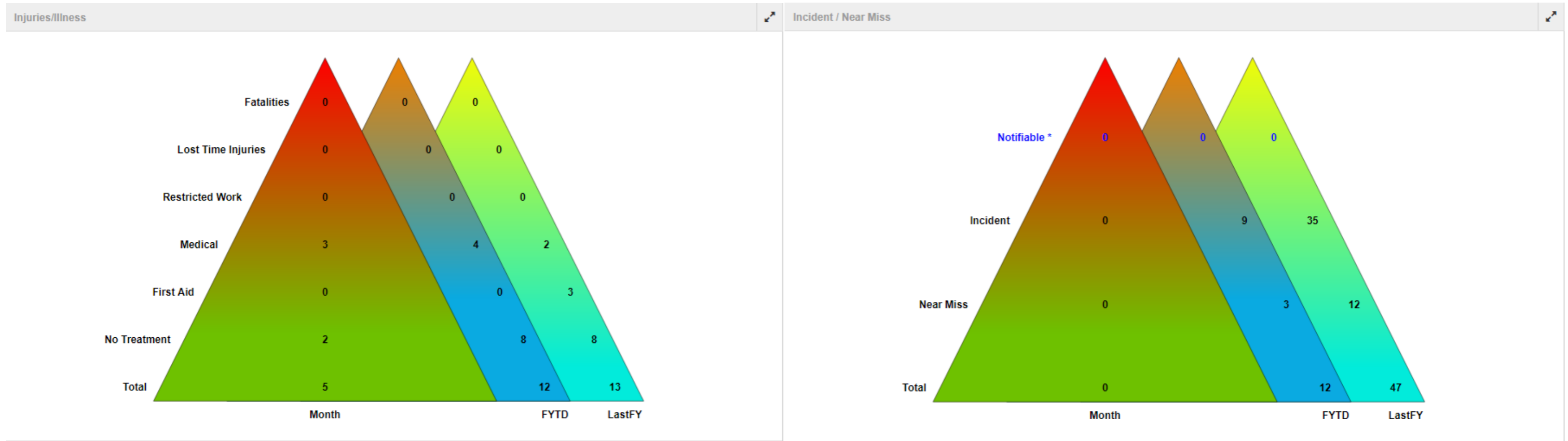
Course Name	No. of Employees
4WD Safety	29
Comprehensive First Aid	51
Electrofishing Machine Operation and Safety	10
Forklift Operator	2
GROWSAFE Basic	1
GROWSAFE Standard	4
Helicopter Underwater Escape Training	7
Quad Bike Safety	2
Workplace River Safety	11

5. Trend



LTIFR—Lost Time Injury Frequency Rate
 TRIFR—Total Recordable Injury Frequency Rate
 AIFR—All Injury Frequency Rate

6. Performance Indicators as of 27 November 2020



7. Performance Indicators—Comparison

FY	LTIFR <i>Lost Time Injury Frequency Rate (Rate of LTI occurrence)</i>	ALTR <i>Average Lost Time Rate (Measure of severity)</i>	TRIFR <i>Total Recordable Injury Freq Rate (Rate of injury occurrence less first aid only injuries)</i>	TRIFR <i>Business Leaders' Health & Safety Forum Benchmarking Report</i>
2020/21	0.00	0.00	4.58 ↑	
2019/20	0.00	0.00	0.96	2.68 (2019)
2018/19	1.76	31.50	4.83	1.84 (2018)
2017/18	2.2	21.00	5.28	1.57 (2017)
2016/17	1.10	4.00	4.77	1.65 (2016)
2015/16	0.95	17.33	4.13	2.27 (2015)
2014/15	1.22	32.00	6.39	1.97 (2014)
2013/14	0.56	6.00	3.36	
2012/13	1.39	4.20	3.61	2.30
2011/12	0.56	24.00	3.66	3.35

Legend

LTIFR Lost Time Injury Frequency Rate
ALTR Average Lost Time Rate
TRIFR Total Injury Frequency Rate