

ARF003 Health Safety and Wellbeing Vulnerabilities

Risk Status Progress Report for July 2020

Description of risk and impact

Health, Safety and Wellbeing Vulnerabilities are those elements defined in the Health and Safety at Work Act (2015).

Far North District Council (FNDC) has a duty to ensure, so far as is reasonably practicable, that the workplace is without risks to the health, safety and wellbeing of any person and has controls in place to firstly eliminate or then minimize those risks.

Existing Treatments - What has been done so far?

FNDC's 5-year strategic plan is currently part way through Horizon 2 (years two and three.) Planned activities are well on track.

FNDC have an active Health and Safety Committee and all staff have a Health Safety and Wellbeing focused KPI which is regularly reviewed and monitored. There is a regular yearly calendar of core Health Safety and Wellbeing activities including training, policy development, volunteer engagement plans, wellbeing initiatives and emergency management across the sites.

Our "Your Voice" Survey currently not available to assist with determining the year on year improvements in Health Safety and Wellbeing.

High level treatment plan and progress up-date:

Vulnerabilities being addressed:	Progress update:
Lone Worker safety.	Progress to plan. Vehicle GPS and Lone Worker Safety Solutions Project – tender closed March 2020. Evaluations are scheduled for end of June 2020, with the appointment of the preferred supplier in July 2020.
Health Monitoring for high risk staff.	Project has been rescheduled due to COVID-19. Health Monitoring programme to be established for critical roles at Council in quarter one of FY21.
Non-compliance against H&S at Work Act regulations across our assets.	Progress not to plan – currently we are off track with five of FNDC's Water Treatment Plants. Regular audits and monitoring across our sites by Asset Management and partnering where we have Alliance relationships in place.
Contractor Management.	Progress to plan.

	Pre-qualification processes in place, for all contractors engaged, via SiteWise. Regular contractor monitoring and site inspections/audits via Project Managers and Contract Managers.
Wellbeing programs to address our changing workforce.	Progress to plan. Implementing quarterly initiatives focusing on overall Wellbeing themes (e.g. Ride Aotearoa, Mental Health Week).
Threatening behavior from members of the public.	Progress to plan. Technical solutions will be procured as part of the Lone Worker Safety solution including 24/7 monitoring services.
FNDC's Generic Hazards and Controls/Treatments.	Progress to plan. Generic hazards have been identified and agreed by the Health and Safety Committee. Action plans and treatments, to mitigate, are planned for quarter one of FY21.

High level treatment plan:

CouncilMARK Improvement #6. Health and Safety Improvement.

Where are the gaps? / what more could we be doing?

- Worker engagement is developing and ongoing.
- COVID19 delays on Vehicle GPS and Lone Worker Safety Solutions Project, as well as Health Monitoring Programme.
- Speed of Council to bring Assets up to meet legislative requirements as the Regulations change (e.g. HSNO).
- Working remotely from home safely as an organization as this becomes part of the new normal work routine. Monitoring the impacts of this way of working will occur during the pilot of *Creating and Enabling Great Workplaces*.

Inherent Risk:	Trend	Residual Risk:	Accountable:	CEO	Date raised:	29/11/18	Report frequency:
	—		Responsible:	Mgr. P&C	Date accepted:	16/06/19	2 monthly