

# NEW ZEALAND SEARCH AND RESCUE

Rapu Whakarauora Aotearoa ●●●—■■■■●●●●

## NZSAR Strategic Occupational Health, Safety and Wellbeing Committee Minutes

Thursday, 12 October 2023, 2pm – 4pm  
3 Queens Wharf, Wellington and MS Teams

### 1. Present

Name	Agency	Name	Agency
Andy Greig (Chair)	NZSAR	Scott Weatherall	SLSNZ
Nicky Hansen	LandSAR	Peter Healy	CNZ
David Wilkins	AREC	Kate Weinberg	RCCNZ
Tracy Heron	NZ Police	Liz Smith	NEMA
Matt Mintrom	NZSAR	Wendy Harrison	NZSAR

### 2. Apologies

Name	Agency	Name	Agency
Nathan White	NZ Police		

### 3. Welcome

Andy Greig opened the meeting and attendees introduced themselves.

### 4. Minutes of meeting on Thursday, 13 October 2022

The minutes of the meeting held on 13 October 2022 were accepted as a true and accurate record.

### 5. Summary of actions from previous meetings

#	Item	Actions	Responsibility	Actions taken/ Status
14.	<b>Health &amp; Safety Audits</b>	<b>Action:</b> Overlapping PCBU Duties – Andy to establish a small sub-group to discuss further.	Andy Greig	Report completed by Helen Sadgrove and will be

#	Item	Actions	Responsibility	Actions taken/ Status
				discussed at meeting
15.	<b>LandSAR fatigue Standards</b>	<b>Action:</b> LandSAR to advise RCCNZ of the new Fatigue Standards.	Tony Wells	Implemented
17.	<b>HSW Workshop for 2023</b>	<p><b>Action:</b> Andy to look at dates and circulate these to the group.</p> <p>The group is to let Andy know if there are any ideas for speakers and topics.</p>	<p>Andy Greig</p> <p>All of Committee</p>	Workshop held in March 2023
21.	<b>General Business</b>	<b>Action:</b> Scott (SLSNZ) will send Andy documentation he has on volunteers with psychological trauma and ACC. Andy will pass onto Evan Hughes who is the NZSAR representative for volunteers.	Scott Weatherall	Need to have conversation with ACC Minister. Scott to send documents to Andy.

## 6. Health, Safety and Wellbeing performance reports

Reports from the period 1 July 2022 to 30 June 2023 from SLSNZ, LandSAR, AREC, and Coastguard were presented to the Committee.

### AREC

David Wilkins reported the key message is that there needs to be more feet on the ground. It was decided to ask for Expressions of Interest (EOI) for Health, Safety and Wellbeing Advisors and received they EOIs from seven people. This has turned out to be good and they have picked it up, doing field work and reports are being put together. Overall, it has been found that people are doing the right thing safely. Now need to make sure they are doing things right as well.

The number of people using EAP services is surprising. This is more for personal issues but need to make sure people are right mentally before they work out in the field for AREC.

## **Coastguard**

Peter Healy reported that it was good to see that numbers are going up in reporting and getting lower severities. There is now a QR code for the Health & Safety reporting system. People used to have to sign in via an app but now they can use the QR code, and it goes straight into a web portal. Hoping to see this increase going forward.

Peter also mentioned the investigation into the vessel that almost rolled at the West Coast. There has been an investigation and good lessons have come out of this. Bar Awareness training has been completed. Thankfully seven crew went out and seven crew came back.

Also in the West Coast, there has been a struggle to get crews together as once crews have been built up, they leave so then need to build up a new crew. There are bar awareness seminars going on around the country and these are public focussed.

The Health, Safety and Wellbeing plan has been activated and this has now gained momentum. This is still being developed and will be a five to seven-year plan. This will be finalised in Q1 next year. Want to get more people in the team and get conversations going. Probably at the next meeting, Peter will have an outline of the plan.

Noise management is now starting to be raised by crews about the outboard motors on the back of the boats. Testing has been done and decibels were quite high. Looking at how we can change either the engineering or how to protect people.

## **Land Search and Rescue**

Nicky Hansen reported that she had been in the role now for a year and has spent the time reviewing and upskilling.

The fatigue standards were rolled out in January this year. It was good to see NZ Police roll their fatigue standards out as well. There was some pushback initially, but have now worked out how to manage this. There have been a couple of incidents and one where NZ Police were involved, and they were not aware of the standard. Just getting it down to the local level and make sure they understand it.

With the Peer Support programme, Land Search and Rescue are working with an organisation to ensure training has a LandSAR focus and is SAR specific. The first course was run at the beginning of September and now have eight peer supporters around the country.

Nicky said people know how to use peer support, she has weekly updates and at the moment this needs to be filtered through Nicky as there are only eight people available. They have a list of critical incidents but don't need to be exposed to a critical incident if people just want to chat to peers. There is a reporting system in place and once this is more active, can see how well peer support is being utilised. Planning to have one more course before the end of the year and hope to have 20 more people onboard. Need to keep the enthusiasm going and the skills from peer supporters are awesome, some are working in mental health, and some are police people.

Statistics show there are some changes to reporting to see what events people are getting injured in. The most common are strains and sprains with knees being the main injuries.

Five hundred people have been provided with health and safety wellbeing support. The bulk of these were people affected by the cyclone.

## **Surf Lifesaving**

Scott Weatherall reported there were two incidents during SAR operations relating to the grounding of rescue watercraft on the same operation. There were no injuries reported.

In regard to recording our Operational Risk Assessments (ORAs), SLSNZ will continue this season using SiteDocs and to gather the patrol relevant information, use the SLSNZ Patrol App. Moving forwards next summer SLSNZ will combine the use of these two Apps into the one and all ORAs will be captured in the Patrol App.

There were seven reportable injuries during general training, surf sports and patrolling activities, and these were reported to Maritime NZ. Lessons have been shared externally and also internally. There was nothing specific to search and rescue.

The number one priority is general wellbeing to SLSNZ people. Scott confirmed the merger with the Northern region so now one organisation, which is super positive. There are 70 FTE staff with the merger. SLSNZ is working on the volunteer strategy and acknowledge workload on Volunteers is a real challenge and risk as a organisation so this is an absolute priority moving forwards. There is a really good uptake in the use of our EAP services, Benestar, which is available to 18,500 members for SLS related challenges as well as general life challenges.

Injuries in the IRBs are an ongoing challenge for SLSNZ and a project is underway to understand why these incidents are happening, proactive positive educational resources are being developed and with IRBs, a focus on positive reporting and where required investigations of incidents and accidents. The majority of incidents involve people aged 16 to 24. SLSNZ acknowledge operating in such a dynamic environment some accidents and incidents will happen but they are focussing on avoiding the avoidable ones.

## **7. Maritime NZ and RCCNZ HSW Update**

Kate Weinberg reported on a piece of work occurring around the data gathering of trauma incidents. While Maritime NZ are trying to get information about the prevention of accidents, the collection of data is doing more harm than good as people are having to relive the experience when asked questions about it.

Peter said they are looking at doing the same thing, its amazing how people are going to another place for support and not using EAP services. This is a long-term effect and would love to get on board with this.

Dave also mentioned that this will also affect AREC as people are listening to stuff on radios and can't distance themselves from it.

## **8. NZ Police HSW Update**

Tracy Heron reported that the SAR Managers' course is being held at the moment. There are approximately 20 Police people attending with approximately 10 people on the course from the SAR NGOs. There was a presentation on PCBUs and people were very engaged and asked a lot of questions.

Police have adopted the Land Search and Rescue SAR fatigue standards. This will be monitored and will gather some data around these. There hasn't been much push back.

A competency framework has been introduced. Several modules need to be completed.

Looking at purchasing SAR safety PPE. This will be police branded.

## **9. SARdonyx HSW reports**

Andy reported there was one incident with a 75-year-old wanderer who had mental health issues who jumped into the vehicle, reversed and almost hit a volunteer.

## **10. DOC HSW Update**

There was no representation from DOC at this meeting.

## **11. Fire and Emergency NZ HSW Update**

There was no representation from FENZ at this meeting.

## **12. NEMA HSW Update**

Liz Smith reported that secondments have come to an end. Chris Lind is now back at FENZ.

With the Civil Defence volunteers (NZ Response Teams), have almost finished rolling out national accreditations Eleven out of sixteen have been completed and this has been a positive process. Volunteers have taken on continuous improvement very well. There have been shared lessons learned and are looking to review this in 2024.

NEMA will be adopting the LandSAR fatigue standards.

With mental health, this traditionally hasn't had visibility. Each team has its own provider. There has been good use of these services. Teams have now been accredited and are doing six monthly reports.

## **13. Ambulance NZ HSW Update**

There was no representation from Ambulance NZ at this meeting.

## 14. Overlapping Duties Guidance

Andy asked the Committee what needs to be done with the report that had been received from Helen Sadgrove. There are sections in the Act which relate to PCBU duties, where they are overlapping, the need for coordination and to be aware of what they are. The report didn't come out with clear action points, that is, what are the specific agencies involved in search and rescue actually going to do.

Dave said the experience is the process of putting it together and going through the process of talking about it.

Tracy advised a lot of this is done very well; she spoke about templates and recording what has been agreed. They have a decision log which sets out the rationale. Should be we looking at a template to say these are the taskings and who have agreed to deal with what risks? Dynamic risks need to be owned. Every situation is going to be different.

Peter said a simple page of who has got responsibilities and agrees that the report is long winded but may be able to get some guidelines out of it. Give people something simple to read.

Kate agrees with what Tracy said. Need to be careful how we look at this. It's different the way we task things from RCCNZ to the person on the ground. Maybe have an A5 page that goes in the back of a book with a simple checklist about keeping people safe.

This led to a discussion around how to take this forward.

Kate said when an asset is tasked, this is what we should be following. Maybe this could be an addendum to the Aviation Standards work.

Andy advised that RCCNZ, Police, and the NZSAR Secretariat are working together to consider different options for tasking aircraft for search and rescue. A template regarding overlapping PCBUs could be incorporated into this work.

There was discussion around who makes the decision and for those who are tasked, do they accept the risks. Need to empower young people to stand up and say no if it is not safe. Volunteers want to help, and taskers need to make sure there is competence in the field.

### Action

- A template or brief checklist to be created that can be used by tasking authorities in conjunction with work done around the Aviation Standards.

## 15. IMRF #SARyouOK?

Andy advised that Duncan Ferner had attend the IMRF conference in June and that Andy also attends the workgroup meetings for #SARyouOK?.

Last Tuesday, Ari Peach from Surf Lifesaving gave a presentation on what Surf is doing in this space as part of a # SARyouOK online workshop. Scott said Ari felt the presentation went well with about 60 people online.

## 16. General Business

Andy mentioned that in the Service Level Agreements for the four NGOs, there are health and safety audits due in March next year. Andy will organise these early next year and draft up terms of reference and discuss these with NGOs.

Dave had been thinking about a refresh of the positive performance indicators (PPIs). It would be good to do some collective thinking around PPIs to make sure they are updated and relevant.

### Action

- Andy to organise a meeting early next year with the NGOs to discuss updating PPIs.

## 17. Next meeting

To be confirmed.

## 18. Actions, decisions and noting

#	Item	Actions, decisions and noting	Responsibility
14.	Overlapping Duties Guidance	<b>Action:</b> A template or brief checklist to be created that can be used by tasking authorities in conjunction with work done around the Aviation Standards.	NZ Police, RCCNZ, NZSAR Secretariat
16.	General Business	<b>Action:</b> Andy to organise a meeting early next year to discuss updating PPIs.	Andy Greig