



Welcome to the MinEx Train Brain

Omicron is upon us and extractive sites need to be as prepared as any other workplace. We can likely expect that one in two of us will get ill.

A largely vaccinated extractives workforce means probably only a handful may require medical treatment and hospitalisation from this strain which appears less deadly than its predecessors; most of us should be able to isolate at home and treat our symptoms.

Planning for this outbreak remains critical. You need to have a plan for how you will deal with Omicron in your business, household and community.

The MinEx website has some valuable resources to assist you in dealing with the Covid pandemic including [a COVID-19 Readiness Checklist](#).

Omicron is going to impact big-time, and the advice is that you split your team into bubbles. This will save your entire business having to close down if one of your employees contracts Omicron or another Covid-19 variant. It will mean:

- Staggered start and smoko times if in the same building
- Individual work vehicles, if possible
- Same bubble travel in the same vehicle
- Tools are not shared
- Meetings held outside (preferably) with 1 metre social distancing.

Omicron - Phase Two

Under Phase Two the following rules apply to managing workers who are Covid-19 cases, contacts, or have symptoms:

- anyone with symptoms must isolate and get a test
- cases need to isolate for 10 days
- close contacts need to isolate for seven days (with a test on day five).

If a close contact is vaccinated and asymptomatic, they may be able to continue to work:

- as a 'bubble of one', if they are not customer facing and follow strict health protocols
- through the Close Contact Exemption Scheme, if they work for a critical service.

I've observed Omicron's effects while visiting Australia over recent weeks and it mostly involves similar effects to those of a heavy cold. But it can still hospitalise people especially those who are compromised and/or unvaccinated.

Please treat it seriously, protect your staff, workmates and families and have your plans in place for when it arrives. If I can offer any advice or assistance, please let me know.

In the interim, life goes on and this issue of Train Brain includes some details from Fulton Hogan which has been one of the first in our sector to trial the Rapid Antigen Tests which will now become a feature of many other worksites. We also feature FH's National H&S Manager Jo Prigmore who is waging war on complex paperwork because she says it does nothing to improve worker safety.

We also look at moves in Victoria to tighten up processes and procedures for managing silica dust; we can expect these new regulations to be picked up here in NZ within the not-too-distant future. In the meantime, note how judges are getting tougher on dust nuisance with a Taranaki land developer fined nearly \$50k.

With the reforms of vocational education now starting to bed in, we look at the transition of our ITO into the new national training provider Te Pūkenga and what it will mean for our sector.

We also feature the MATES in Construction initiative which is now spreading its efforts at suicide prevention from Auckland through to Wellington and the South Island.

And if you have a bit of down-time for reading, I recommend Rebecca Macfie's powerful book [Tragedy at Pike River Mine](#) which is just going into its ninth reprint! She especially wanted company directors and top bosses to read it because it was those at a high-level whose casual disregard for catastrophic risk, ignoring workers when they spoke up, that contributed to the avoidable loss of 29 lives.

So, while Omicron will dominate our focus on health & safety in coming weeks, there's a lot more to think about. I hope this first edition of Train Brain for 2022 assists.
Stay safe



Wayne Scott
CEO MinEx and AQA

You might also want to look at additional Covid resources:

- [COVID-19 Protection Framework — business.govt.nz](#) [Continuity and contingency planning — business.govt.nz](#)
- [Assets: Red Settings Topic | COVID-19 Resource Toolkit \(covid19.govt.nz\)](#)
- [Guidance for workplaces that have a case of COVID-19 | Ministry of Health NZ](#)

Make rules simpler to improve health & safety

Jo Prigmore brings a background as a

former UK Health & Safety Inspector to her role managing H&S nationally for Fulton Hogan.

The company's focus on staff welfare now extends to three occupational health nurses – as well as being one of the first businesses trialling Rapid Antigen Tests.

You might think someone who spent 5 years in the UK inspectorate – including a prosecution against the country's National Health Service – might put great store on the paperwork.

In fact, Jo says there's too much reliance on the written rules. She says it needs to be understood that the quarry sector is not highly literate. Some workers across various sectors are estimated to have the average reading and comprehension skills of a 12-year-old.

"When we think of health & safety, we often think of the reams of paper and dotting every 'i' and crossing every 't'."

In visiting Fulton Hogan sites, that boils down to strong responses when she asks the question: 'What's driving you mad?'

"We are very good as a nation and species at adding things to the list of requirements."

Instead, if you can remove any unnecessary paperwork or processes, it helps everyone. Jo has recently reviewed a permit process for Fulton Hogan. It's gone from 37 pages to 2.5 pages.

"As an ex-inspector, every prosecution is because something went wrong."

Often this is because people were not able to follow complex procedures. It's better to have simpler requirements, which 80% can follow, than have requirements that cover 100% of contingencies, but which few can follow

Jo doesn't believe that paperwork and statistics make us safer – that happens when people can make good risk-based decisions and are trusted.



Jo Prigmore National Manager –
Health & Safety at Fulton Hogan

Her role at Fulton Hogan extends to the broader issues of well-being, which can be impacted by your work. She cites the example of truck drivers, where being over-weight can be an issue.

"If you are doing a truck run at 3am in rural New Zealand, what food choices do you have?" Fulton Hogan is making better food available at its yards to help address this concern.

She acknowledges the focus the company's board now puts on H&S. It has two-day board meetings, and all meetings include a health and safety performance review and site safety visits for all directors.

Last year, Jo addressed a meeting of the Marlborough Nelson branch of the Institute of Directors on the issues directors face nowadays with H&S.

She says directors need to know the critical risks within a business, and the importance of getting good reporting rather than general statistics, such as those from TRIFR (Total Recordable Injury Frequency Rate).

A good reporting system includes near miss 'oh s**t' moments to help avoid repeating mistakes and safety improvements being made by a company.

Victoria's new requirements on silica likely adopted here

MinEx CEO Wayne Scott says changes in Victoria late last year on the management of crystalline silica are an appropriate response to some higher risks and likely to be picked up here.

In November, WorkSafe Victoria has amended its [Occupational Health and Safety Regulations](#) to provide greater protection to employees working with respirable crystalline silica.

In 2018, the Queensland Government had issued a safety alert for engineered stone benchtop workers after a spike in silicosis claims for compensation. Following this, over 300 silicosis cases were diagnosed nationally. Victoria's response included interim regulations in 2019 which imposed controls on cutting, grinding or abrasive polishing of engineered stone, including the ban on uncontrolled dry cutting.

Engineered stone is often used in the construction of benchtops, flooring and tiles. This type of stone (also called reconstituted stone) can contain up to 95 per cent crystalline silica, which can be hazardous to health if inhaled.

The new regulations now aim to eliminate (so far as reasonably practicable) the risk of adverse health effects from work involving materials containing crystalline silica. They define high-risk crystalline silica work as any activity which is likely to generate airborne concentrations of respirable crystalline silica (RCS) that exceeds half the exposure standard for RCS, which in New Zealand would be .025mg/m³. This would include most mines and quarries.

The Victorian regulations take effect in three phases from November last year to November this year. They will:

- introduce Australia's first licensing regime for engineered stone, including increased manufacturer and supplier duties;
- make permanent, Victoria's prohibition on uncontrolled dry-cutting of engineered stone; and
- add additional regulatory oversight of high-risk crystalline silica work outside of engineered stone across all industries, including the construction and earth resources industries (mining and quarrying).

Wayne Scott says the regs mean Victorian quarries will face more scrutiny about their management of crystalline silica and any potential impact on workers. Sites meeting the high-risk silica work test will be required to risk assess and document controls for managing exposure to RCS from such activities. These sites will also be required to test the amount of silica in the source rock, and supply workers and customers of their products with safety information around the risks of working with silica.

Taranaki developers given major fine for dust



As if to under-score the message that dust needs to be better managed, a Taranaki company has been fined \$48,750 for failing to control dust from its property.

Environment Court Judge Melinda Dickey ordered Taranaki company Herd Properties Ltd to stump up the money after clouds of dust continued to blow from its undeveloped 6.5-hectare site near the Bell Block bypass on State Highway 3.

Most of the discharge wafted into The Links subdivision, one of Taranaki's most expensive residential areas, covering cars, laundry, a swimming pool and the inside and outside of homes.

Defence lawyer Susan Hughes QC, said the company had made significant efforts to address the issues at the site, spending more than \$150,000 in applying metal to try to contain the dust and using water as a suppressant which was unsuccessful.

Acting for Taranaki Regional Council (TRC), which brought the prosecution, Karenza de Silva said there was a high degree of culpability regarding the offending and a history of non-compliance. She said the company should have sought expert advice when the earthworks began.

Judge Dickey agreed and said Herd Properties had failed to prove it was remorseful and described the company as having a "chequered enforcement history" regarding dust management at the site. Ninety percent of the fine is to be paid to TRC.



***It is a good idea to record your CPD
restricted and unrestricted hours
every time CPD is done.
It only takes a few minutes!***

Q+A's on RoVE & MITO from here on

With the major changes to vocational education now starting to bed in, Train Brain asked MITO (formerly the industry training organisation for extractives) what it means for them and our sector.

1. What is the change for MITO?

The Government's Reform of Vocational Education (RoVE) announced in 2019, will bring together the 16 polytechnics and 11 industry training organisations to reimagine the way that vocational education is developed and delivered across New Zealand.

- [Te Pūkenga](#) was formed on 1 April 2020, with each of the 16 polytechnics becoming a subsidiary until full integration from 1 January 2023.
- MITO's standard-setting and qualification development functions transferred to [Hanga-Aro-Rau \(Manufacturing, Engineering and Logistics\) Workforce Development Council](#) last October. Hanga-Aro-Rau is the new entity responsible for standard-setting, qualification development and quality assurance for the extractives industry.
- On 1 January 2022, MITO's arranging training functions, people and processes, transferred to Work Based Learning Limited (WBL) a subsidiary of Te Pūkenga, joining three other industry training organisations; Competenz, BCITO and Connexis. MITO is a business division within Work Based Learning and continues the facilitation of work-based training for the same industry coverage.

It is expected that Te Pūkenga will release its operating model in mid-2022 which will outline how vocational education will be delivered from 1 January 2023.

2. How will it improve training for the extractive sector?

The objective of the RoVE is to create a strong, unified, sustainable vocational education system that is fit for the future of work and delivers the skills that learners, employers and communities need to thrive.

Through RoVE, learners will receive more support while they are training and vocational education that is more relevant to work. They will be able to move more easily between regions and between work-based and provider-based training and be able to continue training more easily if their employment situation changes.

Work-integrated learning will become an increasingly important part of the vocational education system, giving people the opportunity and flexibility to earn while they learn and gain an education that is more directly relevant to the changing needs of the workplace.

3. Is there a transition time? When can quarries and other sites expect to see outcomes from the changes?

The Reform of Vocational Education is the biggest change to vocational education in 30 years and it will continue to take many years to work through and integrate systems and processes.

4. Who is leading MITO in these changes?

From 1 January 2022, MITO is a business division of Te Pūkenga Work Based Learning. Verna Niao is the Director who reports to Toby Beaglehole, the Chief Executive of Te Pūkenga Work Based Learning, who reports to Stephen Town, Chief Executive of Te Pūkenga.

Apart from the new role of Director (replacing Chief Executive), the organisational structure of MITO remains the same.

5. Extractives has been a small sector under MITO; now it's a small sector within a much bigger organisation. How can quarries and other extractive industries make the most of the changes?

The extractives industry can now engage with Hanga-Aro-Rau (Manufacturing, Engineering and Logistics) Workforce Development on standard-setting and qualification development.

MITO continues to facilitate the delivery of work-based training for the extractives industry and the other industries it serves.

6. Will there be new qualifications emerging for extractives and when?

This will be dependent on the engagement that the extractives industry has with Hanga-Aro-Rau and the requirements of the industry for qualification development, health & safety and design.

Time to join your MATES in Construction



Television personality/reporter Matt Chisholm, (middle) who has been public about his own mental health challenges is a big supporter of MATES in Construction.

On average, 10 New Zealanders die by suicide every week. Many more are treated in hospital after a suicide attempt, having seriously harmed themselves. Sadly, we have some of the highest youth suicide rates in the OECD (Organisation for Economic Co-operation and Development) and suicide rate for Māori are over 50 percent higher than for non-Māori.

[MATES in Construction](#) has been established in Australia for some years and more recently has established a presence in Aotearoa New Zealand, including now in the South Island. It has the support of more than 100 NZ companies in the wider construction industry, including Fulton Hogan (FH) which is a foundation partner.

FH's National Health & Safety Manager Jo Prigmore says there's a significantly higher risk of suicide in the construction industry than other sectors. She's aware of two incidents in recent months where staff didn't turn up to work and the MATES in Construction training helped prevent suicides.

The programme seeks to build workplace capacity to identify and appropriately respond to signs that a co-worker may be at risk of suicide.

MATES in Construction has a number of field officers who are actively engaging with workers through on-site training and providing case management support to those who

seek help and linking them to suitable professional support.

General Awareness Training (GAT) is delivered to at least 80% of workers on site, en-masse at a time and place convenient to the contractors. This two-hour training helps to introduce workers to the nature of the problem and provides practical guidance as to how they can assist.

Training is provided to those people on site who volunteer to become a Connector and who are trained to help keep someone in crisis safe, while at the same time connecting them to professional help. The ideal number of Connectors is 1 in 20 on a site.

A third level of training ASIST equips individuals to develop safe plans for workers at critical risk. These workers can be compared to the first aid officer on site.

The MATES delivery model is not linear, it moves back and forth – each site has its own community ecosystem which exists within the greater industry environment. Therefore, what is done on one site will influence other sites.

The provision of training, case management and helpline services are elements of the model, but there is a complex interaction between all the different parts. The true value of MATES is not the sum of these elements, but how they exponentially build on each other.

- If you need help, please call the MATES in Construction 24/7 Helpline 0800 111 315.
- IN AN EMERGENCY, PLEASE DIAL 111 IF YOU THINK YOU OR SOMEONE ELSE IS AT RISK OF HARM.
- Escort the person to the nearest hospital emergency department, or phone your local DHB Mental Health Crisis team, or visit <https://mentalhealth.org.nz/help>
- Free phone or text 1737 to communicate immediately with a counsellor.



Resignation of BOE member Charlie Strivens

It is with mixed feelings that we note that Charlie Strivens will be leaving WorkSafe on 18 February. We are delighted for her and wish her every success in the future yet saddened that the Board of Examiners have lost an excellent servant. Charlie has assisted MinEx and the extractives sector in many ways and her pleasant, helpful approach will be missed. We thank her for her support over her time at WorkSafe and wish her every success and happiness.

The team at MinEx.

Health & Safety Update: Regional Workshops 2022

We have launched our Health & Safety Regional workshops for 2022 (all things going to plan!).

Each workshop gives a health & safety update to keep the extractives industry informed with health & safety issues and good practices.

These workshops are packed with useful sessions for anyone in the mining and quarrying industry.


The workshop will run from 8am to 4pm, with morning tea and lunch provided. Each workshop has 8 hours of unrestricted CPD available and covers the following topics:

- Trends in Safety Performance
- Falls Hazards
- Chronic Unease
- Worker Health
- WorkSafe Inspectorate Update
- Women in Extractives

Please be advised that under current government settings and venue requirements, vaccination passes and masks will be required for entry to the venue. Payment by credit card is required for registration.

To view the full list of dates and to register head to our Training tab on the [MinEx Website](#)

Mining
Technical
Seminar



CANCELLED

Due to the recent change in Covid alert levels to Red and the uncertainty this currently brings, regrettably we have decided to cancel the Mining Technical Seminar in March 2022.

***If you know of anyone who would like to
receive the Train Brain
email office@minex.org.nz***

and we'll help keep their training on track



IOQNZ Webinars/Courses



IOQ NZ Webinar

Topic: The 7 Leadership Qualities for Today's Quarry Manager

Date: 21 February 2022

Two sessions: 9 am and 12 noon

Duration: 1 hour

Presenter: Paul Sutton

Competency: Leadership

CPD Hours: 1-hour unrestricted

Topics:

1. Coaching and Mentoring
2. Experience and Hard Work
3. Honesty
4. Mistakes
5. Communicate
6. Mastering and Nurturing Talent
7. Patience

Cost:

- **\$25 IOQ NZ Member**
- **\$50 Non-member**

To book click here: <https://ioqnz.co.nz/shop/product-category/webinars-courses/>

For more information email loq@xtra.co.nz

Remember to keep all evidence of CPD activities to provide when you apply for your CoC



Tai Poutini Courses



Go to the [Tai Poutini website here](#) to view the available courses for 2022.
Students may be eligible for free fees, see more information [HERE](#)
Contact Nicole Scalmer on 03 769 9645 or nicoles@tpp.ac.nz

MITO Courses



Visit the [MITO website](#) for details on qualifications and courses you can do through MITO.

Contact MITO on 0800 88 21 21 to enrol.

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