



# **FISC Work Programme Evaluation**

**Results of a survey of the  
forestry industry on the state  
of health and safety in  
forestry, and the impact of  
FISC/Safetree. Conducted with  
the assistance of WorkSafe.**

**November 2018**

## OVERVIEW

Overall, the survey results point to some improvements in health and safety in forestry over the last 2-3 years.

Most respondents said leadership had improved, and a slight majority said culture had improved. But the results suggest there is still much work to do.

Health and safety are not always factored in when work is planned and about half of respondents thought worker competency had stayed the same or decreased in recent years. Positively, there was high awareness of FISC and good support for its work.

119 people took part in the survey, which was conducted in October/November 2018.

The results will be used to inform the development of the FISC work programme.

## FISC

### Are you familiar with FISC's work?

Yes	87%
No	13%

### Rate the value of the work FISC is doing.

Excellent value	5%
Very good value	33%
Good value	33%
Some value	22%
No value	6%
Don't know	2%

### What is the best way for FISC to deliver information to you?

Safetree's fortnightly newsletter	65%
Safetree's website	63%
Face to face at events or workshops	49%

### Which FISC initiatives do you value most?

Safety alerts	70%
Safetree.nz website	67%
Guides on risk & compliance	59%
Emails from Safetree.nz	54%
Contractor certification	51%
FISC workshops and events	45%
Safety Culture Tree Tool	44%
Worker certification	40%

### When asked what else FISC should do, responses included:

- Deal with impact of time pressure to make boat schedules on safety.
- Need to have more focus on role of forestry companies, not just contractors
- More work on a sustainable supply chain.

## SAFETREE

### How important is Safetree as a source of information about H&S in the sector?

Essential	5%
Very important	48%
Somewhat important	45%
Not important	1%

### What has been the most valuable channel for communication of information across the sector?

Safetree's website	71%
Safetree's newsletter updates	57%
Safetree's Facebook page	8%

## LEADERSHIP

**Do you think there has been any change over the last two years in leadership capability within forestry organisations?**

Significant change	6%
Moderate change	35%
Some change	34%
Very little change	14%
No change	10%

**Do you think there has been any change over the last two years in leadership capability across the forestry supply chain?**

Significant change	22%
Moderate change	30%
Some change	42%
Very little change	16%
No change	10%

**In your view, do leaders in forestry understand their health and safety responsibilities?**

Yes	75%
No	18%
Don't know	3%
Other	4%

## RISK MANAGEMENT

**Is H&S included in contractual terms?**

Always	16%
Most of the time	39%
Sometimes	35%
Rarely	10%

**When planning forestry blocks, is safety factored into design?**

Always	16%
Most of the time	33%
Sometimes	38%
Rarely	11%
Never	2%

**Did you receive guidance on the planning process to ensure safe harvesting?**

Yes	53%
No	26%
Don't know	1%

### Comments

Several respondents commented that there needed to be much more crew involvement in planning sites and the work.

## HEALTH

**Are you aware of health issues in forestry?**

Very aware	26%
Usually aware	53%
Somewhat aware	21%

**How aware is the sector about the importance of mental wellbeing?**

Very aware	1%
Usually aware	36%
Somewhat aware	53%
Not aware	9%

## INVOLVING WORKERS IN H&S

**What is the main way your organisation communicates with workers on H&S?**

- Toolbox and other face-to-face meetings are by far the most common way to communicate with workers.
- Other methods: safety alerts, newsletters, notice boards, emails/texts, phone/radio, safe-start breakfasts, site visits.

**Asked how workers are being engaged in H&S, respondents mentioned the communications methods above, and also:**

- HSRs; Involving workers in planning
- Input into company objectives
- Acting on concerns immediately
- Crew/forestry company meetings
- Culture and leadership programmes.
- Director/managers visits.
- Audits, positive behaviours recognised.

## COMPETENCY

**Over the last 3 years, has there been a change in competency/capability?**

Great increase	9%
Slight increase	38%
The same	41%
Decrease	12%

**Do workers have the necessary skills needed to work safely?**

Yes	55%
No	17%
Don't know	10%
Other	17%

**Has worker certification contributed to improved competency in the sector?**

Yes	31%
Somewhat	49%
No	20%

**Issues affecting the ability to improve competency included:**

- Drive for productivity means crew owners are reluctant to release crew for training.
- Crew investment in training not always rewarded by owners/managers.
- Certification has not reached silviculture.

**Have changes been made to workers employment terms and conditions?**

Yes	35%
Somewhat	33%
No	33%

## CULTURE

**There has been a significant positive shift in the health and safety culture in forestry.**

Agree	54%
Neutral	34%
Disagree	7%
Strongly disagree	5%

### **Cultural shifts identified included:**

- Workers more willing to talk and speak up, representation improved.
- Increased focus on compliance, at the expense of personal ownership of safety.
- Some said forest companies now put safety before production. Others said they still won't pay for safety and are cost driven, forcing shortcuts.

**The FISC programme of work has contributed to H&S culture change in the sector.**

Strongly agree	3%
Agree	53%
Neutral	35%
Disagree	7%
Strongly disagree	2%

## GOOD PRACTICE

**Good practise is well understood by business leaders and contractors.**

Strongly agree	1%
Agree	47%
Neutral	43%
Disagree	5%
Strongly disagree	4%

**Have the case study examples helped to raise awareness of what 'good practise' looks like?**

Quite a bit	52%
A little	45%
Not at all	3%

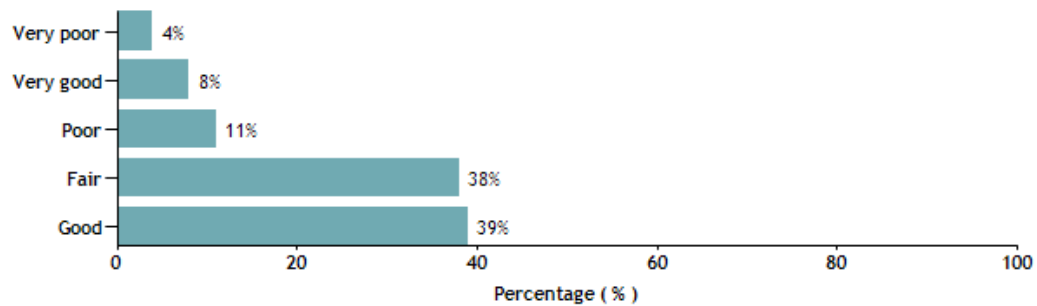
## SURVEY PARTICIPANTS

**119 responses made up of:**

Health and safety manager	30%
Forest manager	24%
Contractor	22%
Worker	17%
Health and safety rep	7%
Forest owner	7%
Crew foreman/crew manager	4%
Other	20%

## FULL RESULTS

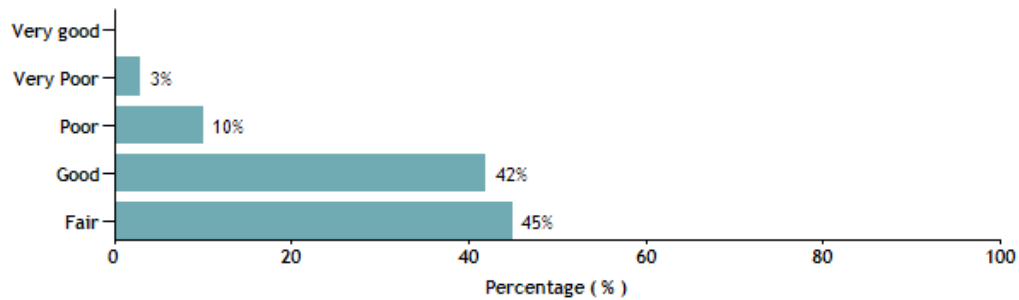
**Question 1A** How would you rate the leadership capability within forestry organisations? Drag the slider to select an answer.



Number of responses to this question		105 (88%)
Total number of responses for this survey		119
Answer	Count	%
Very good	8	8
Good	41	39
Fair	40	38
Poor	12	11
Very poor	4	4

Respondents rated leadership within forestry organisations as good (n=105 39%) and 38% fair on a scale of very poor to very good. This suggests that there is some room for improvement in leadership within forestry organisations.

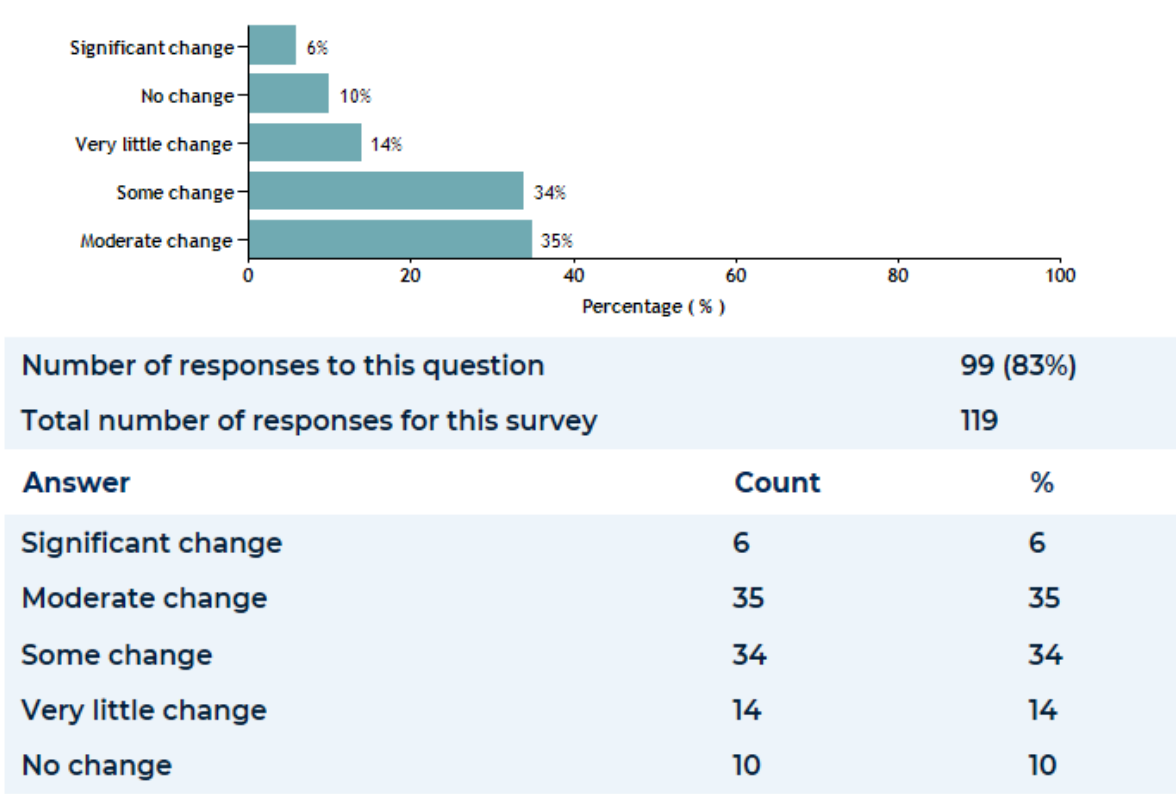
**Question 1B** How would you rate the leadership capability across the forestry supply chain? Drag the slider to select an answer.



Number of responses to this question		110 (92%)
Total number of responses for this survey		119
Answer	Count	%
Good	46	42
Fair	50	45
Poor	11	10
Very Poor	3	3

Respondents rated leadership capability across the forestry supply chain as good 42% (n= 110) and 45% fair on a scale of very poor to good. This suggests that there is room for improvement if the overall target is good leadership across the supply chain.

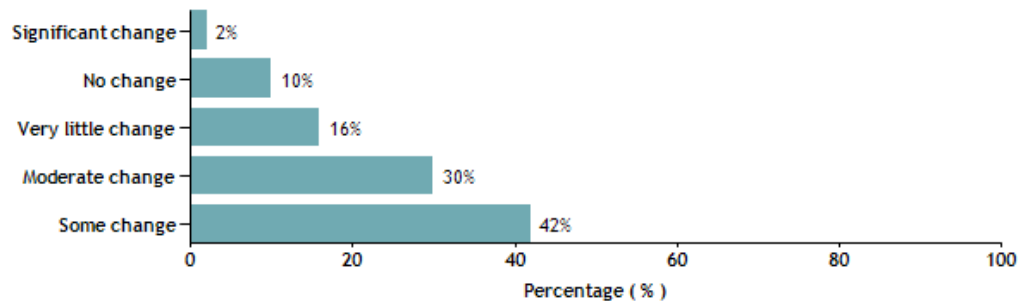
**Question 1C** Do you think there has been any change over the last two years in leadership capability within forestry organisations? Drag the slider to select an answer.



When asked about change in the last two years in leadership capability within forestry organisations 35% (n= 99) thought there had been moderate change and 34% thought some change had occurred. Of some concern is the perception of very little change and no change (14% and 10% respectively).



**Question 1D** Do you think there has been any change over the last two years in leadership capability across the forestry supply chain? Drag the slider to select an answer.



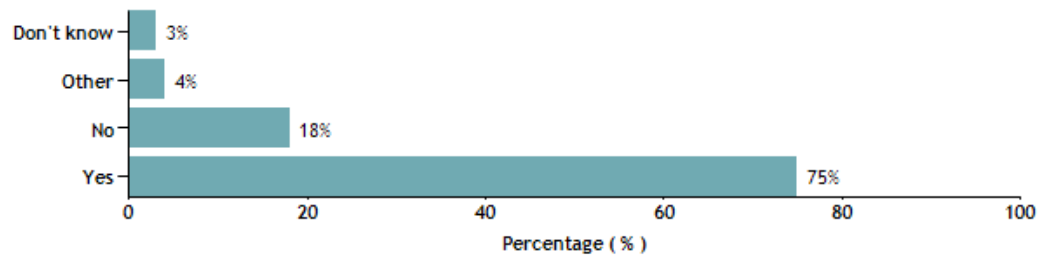
Number of responses to this question 104 (87%)

Total number of responses for this survey 119

Answer	Count	%
Significant change	2	2
Moderate change	31	30
Some change	44	42
Very little change	17	16
No change	10	10

Respondents reported change in leadership capability across the supply chain, over the last two years, as 42% “some change” (n=104) and 30% “as moderate” on a scale of no change to significant change. 16% reported “very little change”.

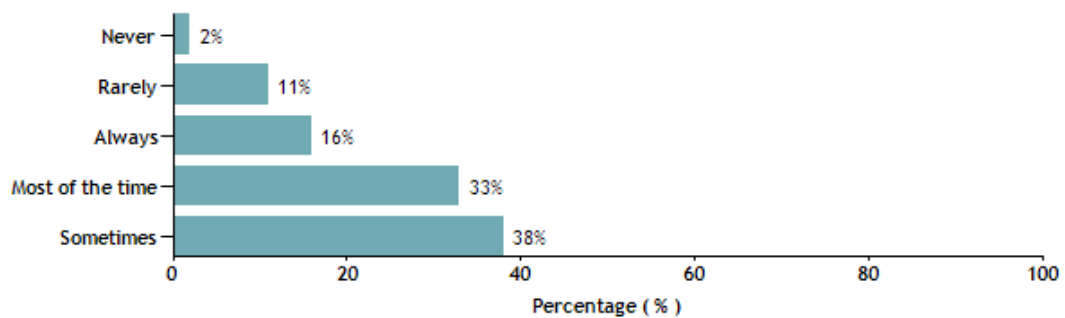
**Question 1E** In your view, do leaders in forestry understand their health and safety responsibilities?



Number of responses to this question		118 (99%)
Total number of responses for this survey		119
Answer	Count	%
Yes	89	75
No	21	18
Don't know	3	3
Other	5	4

When asked if leaders in forestry understood their health and safety responsibilities 75% (n=118) reported “Yes” and 18% reported “no”.

**Question 1G** When planning forestry blocks, is safety factored into design? Drag the slider to select an answer.

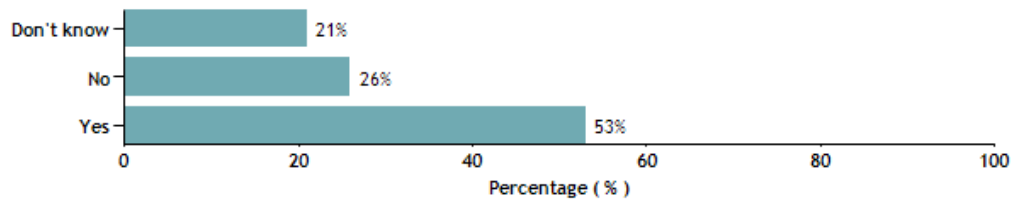


Number of responses to this question	88 (74%)
Total number of responses for this survey	119

Answer	Count	%
Always	14	16
Most of the time	29	33
Sometimes	33	38
Rarely	10	11
Never	2	2

Respondents reported that when planning forestry blocks, safety was factored into design 33% (n=88) most of the time” and of some concern 38% “sometimes” and “rarely” (11%), suggesting a need for improvement in this area.

**Question 1H** Did you receive guidance on the planning process to ensure safe harvesting?

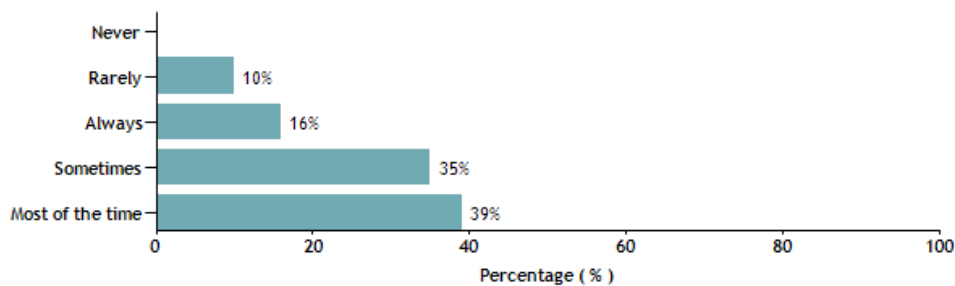


Number of responses to this question	116 (97%)
Total number of responses for this survey	119

Answer	Count	%
Yes	62	53
No	30	26
Don't know	24	21

53% (n=116) of the respondents said they received guidance on the planning process to ensure safe harvesting, 26% (n=30) said they did not receive guidance and 21% (n=24) said they didn't know.

**Question 1J** Is health and safety included in contractual arrangements? Drag the slider to select an answer.

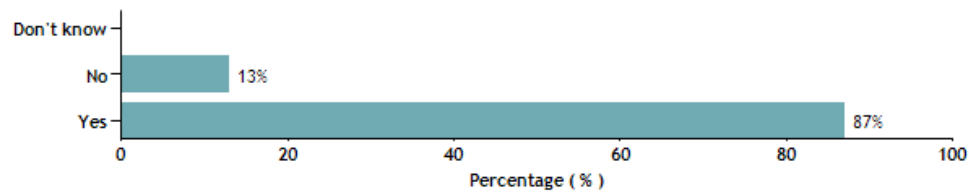


Number of responses to this question	51 (43%)
Total number of responses for this survey	119

Answer	Count	%
Always	8	16
Most of the time	20	39
Sometimes	18	35
Rarely	5	10

The inclusion of health and safety in contractual arrangements happens 39% (n=51) “most of the time” (n=20 39%) and 18% “sometimes”. This finding is consistent with forestry research conducted by the WorkSafe Research and Evaluation team in 2016.

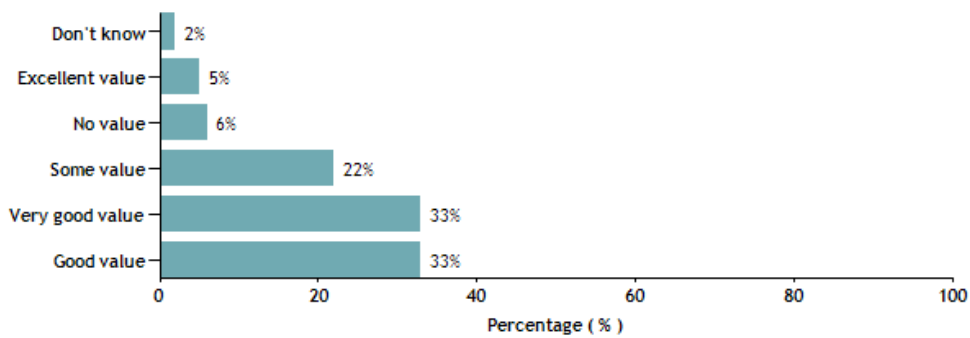
**Question 2A** Are you familiar with the work of the Forest Industry Safety Council (FISC)?



Number of responses to this question		118 (99%)
Total number of responses for this survey		119
<b>Answer</b>	<b>Count</b>	<b>%</b>
Yes	103	87
No	15	13

87% (n=118) said they were familiar with the work of the Forest Industry Safety Council (FISC) and 13% said they were not.

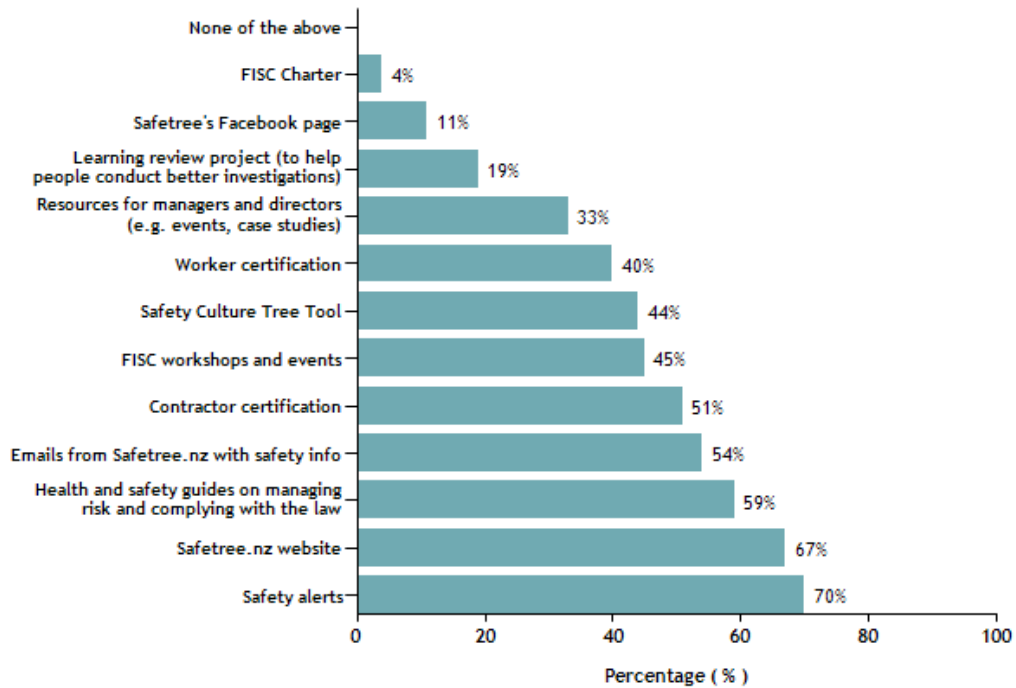
**Question 2B** Please rate the value to you of the work FISC is doing. Drag the slider to select an answer.



Number of responses to this question		88 (74%)
Total number of responses for this survey		119
Answer	Count	%
Excellent value	4	5
Very good value	29	33
Good value	29	33
Some value	19	22
No value	5	6
Don't know	2	2

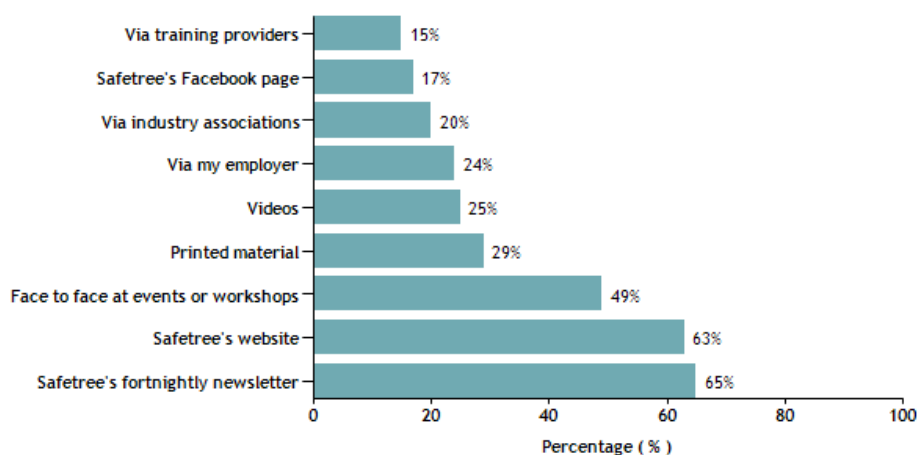
In responding to the value of the work FISC is doing the results are overall very positive with 33% (n=88) reporting “very good value”, 33% reporting “good value” and 22% responding “some value”.

**Question 2C** Below are some of FISC's initiatives. Which ones have been most value to you? (tick all that apply)



Of the initiatives offered by FISC “Safety Alerts” were of the most value to 70% of respondents, followed closely by Safetree.nz website at 67% and health and safety guides on managing risk 59% and contractor certification 51%. FISC workshops and events were of value for 45% and worker certification for 40%. Resources for managers and directors were of most value for 33% of the respondents. Of less value were the learning review project, Safetree’s Facebook page and the FISC charter.

## Question 2E What is the best way for FISC to deliver information to you?



Number of responses to this question	101 (85%)	
Total number of responses for this survey	119	
Answer	Count	%
Safetree's website	64	63
Safetree's Facebook page	17	17
Safetree's fortnightly newsletter	66	65
Face to face at events or workshops	49	49
Printed material	29	29
Videos	25	25
Via industry associations	20	20
Via my employer	24	24
Via training providers	15	15

85% (n=101) of respondents answered the question on the best way for FISC to deliver information to them. Safetree's fortnightly newsletter was the best way to deliver information for 65% (n=66) of respondents followed closely by the website for 63% (n=64) of respondents. Face to face events and printed material were also valued for 49% and 29% of respondents respectively.

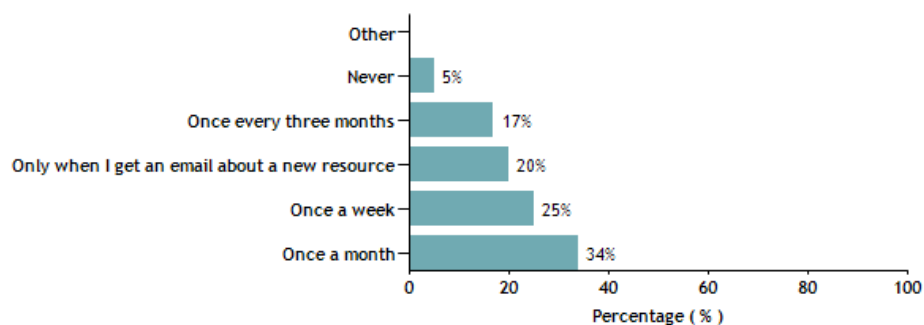
## Question 2D What else do you think FISC could be doing that would help you?

There were a wide range of responses to this question which can be briefly summarised in the following way: continue to focus on leadership and culture change, focus on the supply chain and safety; focus on the boat schedules as they are a major health and safety issue; push for forest companies to fund certifications; tap into Māori engagement and consult with those who have handed down the "old ways"; make workshops available evenly across the country; introduce a National Superannuation Scheme for all industry workers; need to receive regular reports from the NZFQA; work on a sustainable supply chain; improve training; access funding for training; focus on forest manager and owners not just contractors; address the labour shortage; promote the Health



and Safety Handbook 2018; greater focus on the “human factor”, why people do what they do; provide videos on safe work practices; audit the training providers; improve information provided by WorkSafe NZ and Industry on the outcomes of notifiable incidents; improve remuneration for trainers; provide workshops for smaller operators; improve contracts for contractors; consider how the health of workers impacts on their work and how work impacts on their health; improve certification; pressure companies to pay contractors fairly; provide tools for new employee induction.

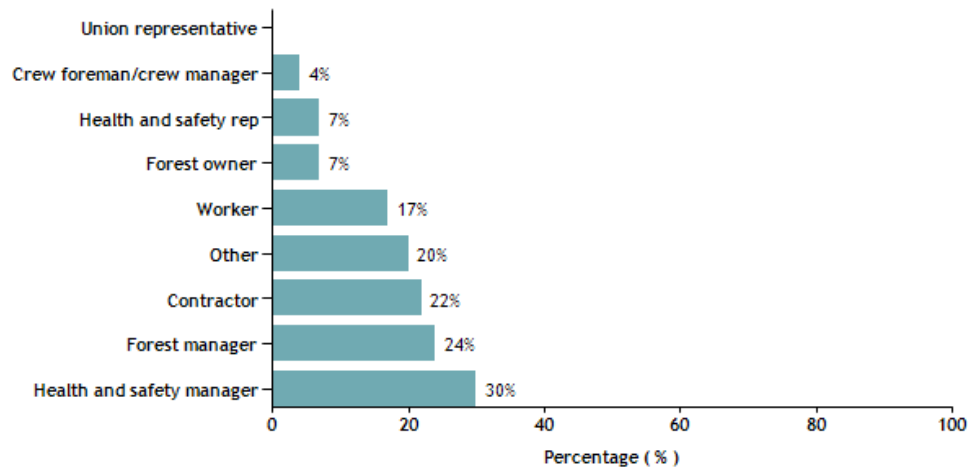
**Question 2F** How often have you visited the Safetree.nz website in the last year?



Number of responses to this question	102 (86%)	
Total number of responses for this survey	119	
<b>Answer</b>	<b>Count</b>	<b>%</b>
Once a week	25	25
Once a month	35	34
Once every three months	17	17
Only when I get an email about a new resource	20	20
Never	5	5

86% (n=102) responded to the question on how often the Safetree website was accessed over the last year. Frequency of visiting the Safetree.nz website was “once a month” for 34% of the respondents followed by “once a week” for 25% of respondents and “only when I get an email about a new resource” by 20% of the respondents.

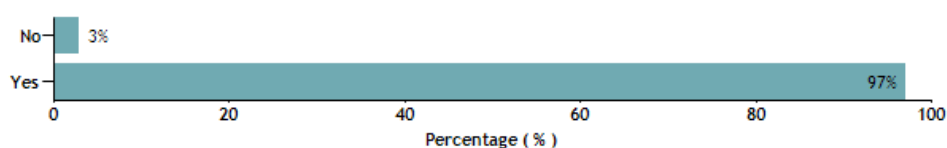
**Question 2I Tell us about you. Are you a:**



Number of responses to this question	103 (87%)	
Total number of responses for this survey	119	
Answer	Count	%
Worker	18	17
Health and safety rep	7	7
Crew foreman/crew manager	4	4
Contractor	23	22
Forest manager	25	24
Forest owner	7	7
Health and safety manager	31	30
Other	21	20

87% (n=103) provided information on their role in the forestry sector. 30% were Health and Safety Managers, 24% were Forest Managers, 22% were contractors and 17% were workers. Of those in the other category there were trainers, independent expert advisors, forest supervisors and people contracting in with services.

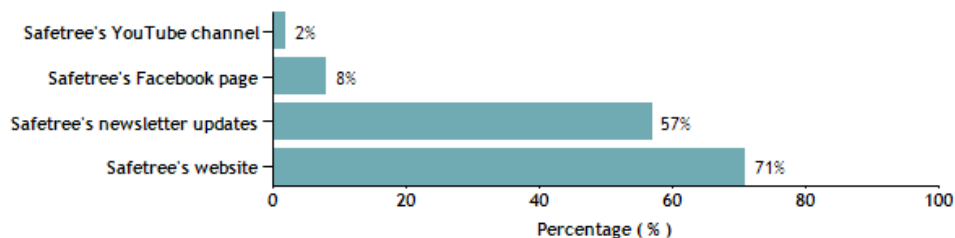
### Question 3A Are you familiar with Safetree?



Number of responses to this question		118 (99%)
Total number of responses for this survey		119
Answer	Count	%
Yes	114	97
No	4	3

99% (n=118) responded to the question on familiarity with Safetree, with 97% being familiar and only 3% not being familiar.

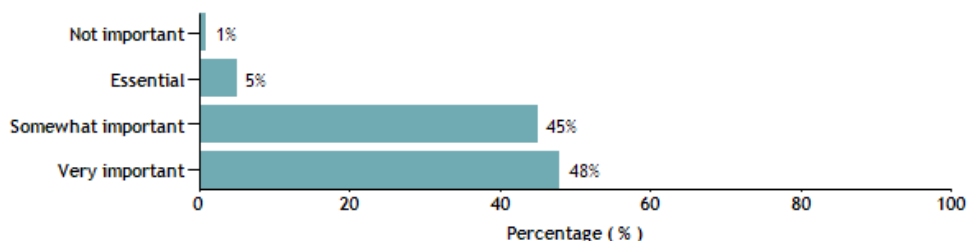
### Question 3B What has been the most valuable channel that has helped you with communication of information across the sector? Tick all that apply.



Number of responses to this question		111 (93%)
Total number of responses for this survey		119
Answer	Count	%
Safetree's website	79	71
Safetree's Facebook page	9	8
Safetree's YouTube channel	2	2
Safetree's newsletter updates	63	57

The most valuable channel which helps with communication of information across the sector was “Safetree’s website for 71% of the 111 who responded to this question. “Safetree’s newsletter followed for 57% of respondents.

**Question 3C** How important to you is Safetree as a source of information and knowledge about health and safety in the sector? Drag the slider to select an answer.



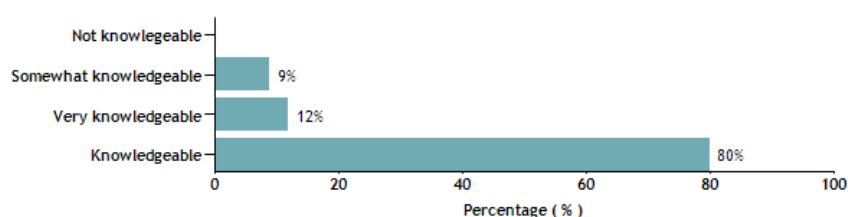
Number of responses to this question 77 (65%)

Total number of responses for this survey 119

Answer	Count	%
Essential	4	5
Very important	37	48
Somewhat important	35	45
Not important	1	1

The importance of Safetree as a source of information and knowledge about health and safety was “very important” for 48% (n=77) followed by “somewhat important” for 45%.

**Question 4A** How would you rate your understanding of 'duty of care'? Drag the slider to select an answer.



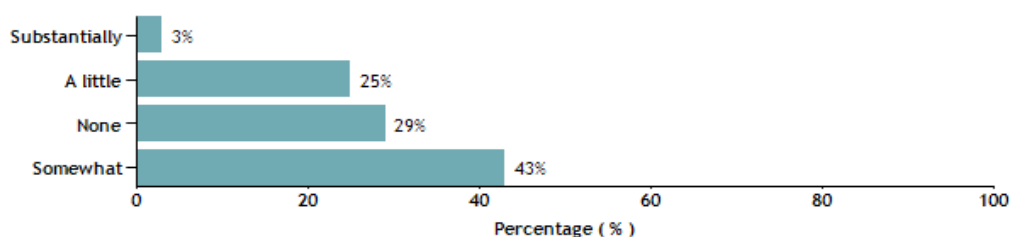
Number of responses to this question 69 (58%)

Total number of responses for this survey 119

Answer	Count	%
Very knowledgeable	8	12
Knowledgeable	55	80
Somewhat knowledgeable	6	9

In rating their understanding of 'duty of care', 80% (n=119) rated themselves as “knowledgeable”, 12% “very knowledgeable” and 9% “somewhat knowledgeable”.

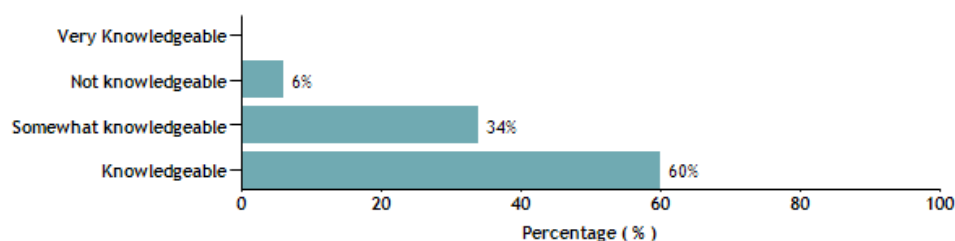
**Question 4B** Has your understanding of the 'duty of care' changed at all since the start of the FISC programme of work? Drag the slider to select an answer.



Number of responses to this question		102 (86%)
Total number of responses for this survey		119
Answer	Count	%
Substantially	3	3
Somewhat	44	43
A little	25	25
None	30	29

When asked if their understanding of the 'duty of care' had changed since the start of the FISC programme, 43% (n=102) said it had changed "somewhat", 25% "a little and 29% not at all.

**Question 4C** How would you rate the sectors overall understanding of 'duty of care'? Drag the slider to select an answer.



Number of responses to this question		108 (91%)
Total number of responses for this survey		119
Answer	Count	%
Knowledgeable	65	60
Somewhat knowledgeable	37	34
Not knowledgeable	6	6

In rating the sectors overall understanding of the 'duty of care' 60% thought the sector was "knowledgeable", followed by 34% saying the sector was "somewhat knowledgeable".

### **Question 5A What is the main means your organisation uses to communicate with workers?**

The open responses to this question can be summarised as: tool box meetings, H & S meetings, Safety Alerts and shares, ICAM reports, Safe Interactions, newsletters, emails, posting on noticeboards, messages to truck cabs, one on one meetings, email, websites, YouTube, Safety Alert Inductions, Tail gate meetings, communication through mobile phones, talk to them, contractor foremen meetings, hands on communication with crew, a small flat organisation so crews are involved with decision making and business owners.

### **Question 5B Can you describe what is done to engage with workers to encourage participation in health and safety?**

The open responses to the question can be summarised as follows: voting in health and safety representatives; there is not enough engagement in the sector and workers remain significantly ignorant and unable to make safe decisions; developing an open door culture; safety breakfasts, request reasonable risk control procedures from subcontractors, have a culture survey and safe start meetings; use of safety culture improvement programmes, affirmation of safety guidelines and requirements; tool box meetings; get to know the workers and earn their respect; open line communication with workers; walk the talk; safety meetings with management involvement; audits; one on one discussions; regular operational visits by the H & S manager; encouraging a professional attitude; training; record positive behaviours; let them have their say in felling plans; using videos in safety meetings.

### **Question 5C What does worker participation look like in the sector?**

The open responses to this question can be summarised as follows: variable as it depends on the crew and the company culture; It is getting better thanks to FISC and WorkSafe and the engagement of owners, contractors and suppliers; worker participation is high in our area; everyone has an opportunity to participate; average could be improved; average – sometimes hard to engage workers; open discussions and no fear of asking questions; mixed results, some crew and companies have great working relationships with their crews, some crews you hear the same old stuff; overall I think there has been a positive change for the good of the industry; very poor and undervalued; it varies from crew to crew; could be better; the younger and less experienced workers have adapted to the concept of participation more easily than more experienced works; workers do need to speak up more; more or less controlled by the contractors and companies – individuals out for themselves; workers are often made scapegoats – lack of accountability within management; close knit crew; there is variability across the sector; some companies do it well, others are falling behind; safe happy workers being paid fairly for their days work; senior workers will speak; fair in large companies, weak in small organisations; better than five years ago.

### **Question 5D How is work-related health communicated in the sector?**

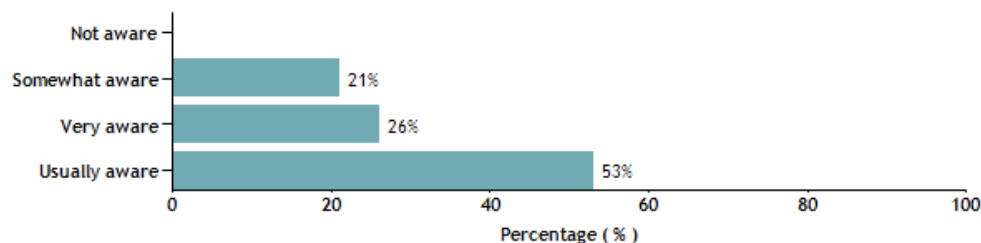
The open responses to this question can be summarised as follows: not sure; really well go Dr Tom; poorly or not at all; mainly through discussions at meetings, verbally; unknown; face to face at toolbox meetings; information is provided by forest companies; WorkSafe and Safe Tree; don't

understand; looking out for mates – mental health; publications like Tree Grower; flyers; email; poorly not enough done; probably an area that needs more attention; need to get on the hill with the guys to communicate; through Dr Tom and tool box meetings; health checks.

### Question 5H What has been your main source of information on work-related health in forestry?

The open responses to this question can be summarised as follows: Dr Tom and Shane Jones; WorkSafe Research; LTSC, Safe Tree; advice from medical professionals; presentations from forestry companies; website and Facebook; magazines; training courses; meetings; industry publications; flyers; limited; WorkSafe and ACC; WorkSafe, safe alerts, other workers, common sense; word of mouth.

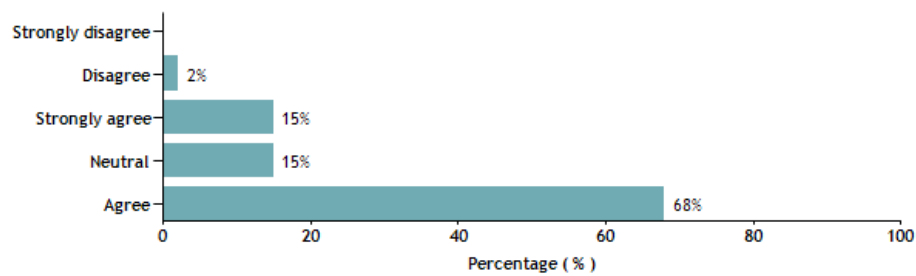
### Question 5E Are you aware of work-related health issues in the forestry sector? Drag the slider to select an answer.



Number of responses to this question		68 (57%)
Total number of responses for this survey		119
Answer	Count	%
Very aware	18	26
Usually aware	36	53
Somewhat aware	14	21

When rating awareness of work-related health issues in the forestry sector, 53% (n=68) said they were “usually aware”, 26% “very aware” and 21% “somewhat aware”. There was a poor response to this question (n=68) which might indicate a lack of awareness of work related health issues in the sector.

**Question 5F** Nutrition is an important issue in the forestry sector? Drag the slider to select an answer.

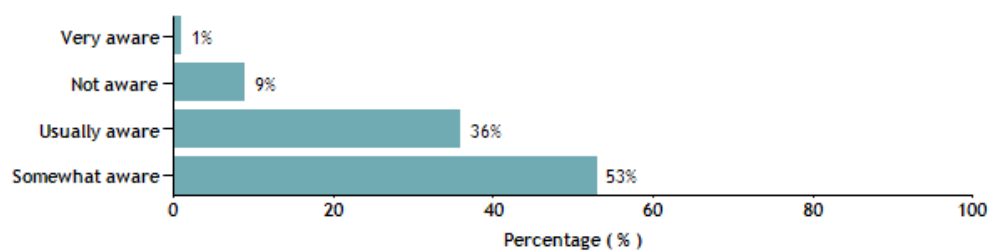


Number of responses to this question		41 (34%)
Total number of responses for this survey		119
Answer	Count	%
Strongly agree	6	15
Agree	28	68
Neutral	6	15
Disagree	1	2

68% (n=41) agreed that nutrition is an important issue in the forestry sector and 15% were neutral. Again there was a poor response to this question with (n=41) which might reflect a lack of awareness.



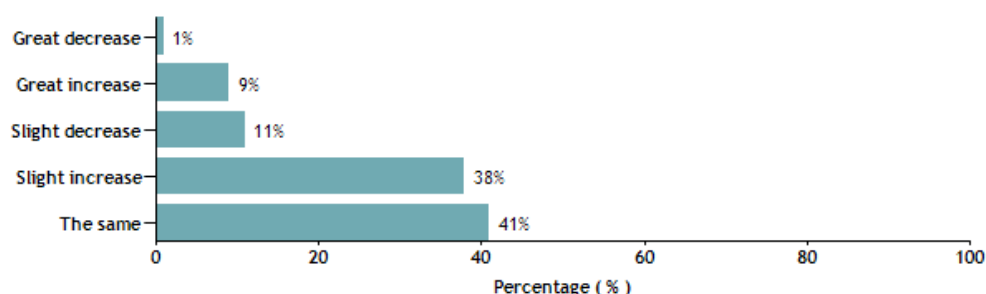
**Question 5G** How aware do you think the sector is of the importance of mental wellbeing? Drag the slider to select an answer.



Number of responses to this question		96 (81%)
Total number of responses for this survey		119
Answer	Count	%
Very aware	1	1
Usually aware	35	36
Somewhat aware	51	53
Not aware	9	9

When asked how aware the sector is about the importance of mental wellbeing, 53% (n=96) reported “somewhat aware” followed by 36% “usually aware”. This suggests that more work might be done in this area to raise awareness.

**Question 6A** In your view, has there been any change over the three years in competency and capability within the sector? Drag the slider to select an answer.



Number of responses to this question		100 (84%)
Total number of responses for this survey		119
Answer	Count	%
Great increase	9	9
Slight increase	38	38
The same	41	41
Slight decrease	11	11
Great decrease	1	1

When asked if there had been any change over the last three years in competency and capability within the sector, 41% (n=100) responded things had remained “the same”, followed by 38% who indicated a “slight increase”, and 11% a “slight decrease”.

### Question 6B Can you provide any examples of improved competency in the sector?

Responses to this question included:

- the ongoing training and certification of workers within the industry are prime examples of improved competency.
- Greater training and crew boss/foreman ownerships of Health and Safety
- Introduction of the Tree Faller and Breaking Out re assessment
- The daily check list is adhered to
- The implementation of mandatory tool box meetings
- More mechanisation
- More focus on safe behavioural observations
- Winch assist harvesting on steep slopes
- Safe Tree, great central site for information and has the necessary forms

- Safety requirements have become higher, e.g. must have breaks
- Leadership coaching
- Improved communication

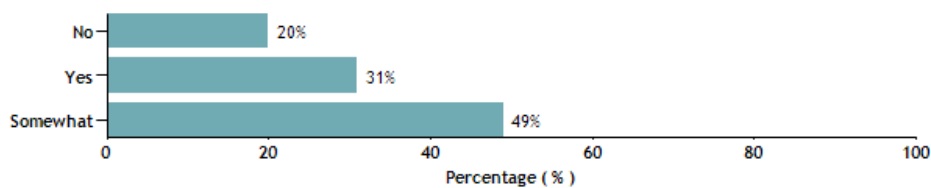
### Question 6C Can you provide any examples of decreased competency in the sector?

#### Responses included:

- High death rate in the industry
- Hiding of issues and lack of ownership
- More demand for people
- Shortage of trainers and assessors
- High turnover – and lower skills
- Aging workforce and decrease in experienced fellers
- Too much transience and not enough time to build up mental reference points
- A worker can be competent but it takes time to be capable
- Less knowledge is being shared because of dependency on doing everything by the book
- Transport operators attitudes to H and S poor
- Working further away from home in rugged conditions

### Question 6F What has worked well and what could be improved?

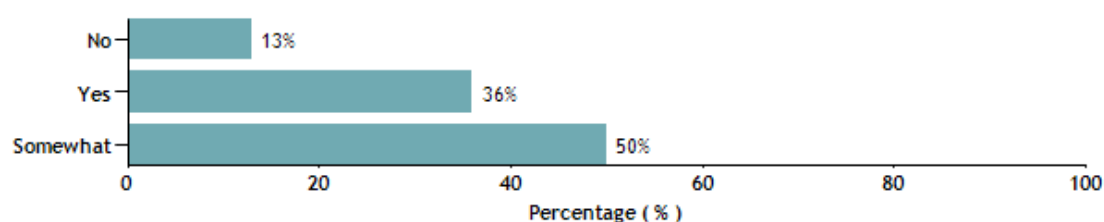
#### Question 6D Has worker certification contributed to improved competency in the sector?



Number of responses to this question		113 (95%)
Total number of responses for this survey		119
Answer	Count	%
Yes	35	31
Somewhat	55	49
No	23	20

In response to the question has worker certification contributed to improved competency in the sector 49% (n=113) reported “somewhat” and 31% “yes” with 20% reporting “no”.

**Question 6I** Has the standardised industry tool and approach helped with identifying the need for improving skills for high risk tasks?



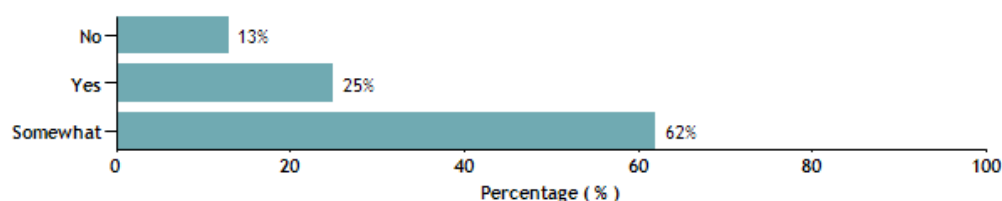
Number of responses to this question 113 (95%)

Total number of responses for this survey 119

Answer	Count	%
Yes	41	36
Somewhat	57	50
No	15	13

In response to being asked if the standardised industry tool and approach had helped with identifying the need for improving skills for high risk tasks, 50% (n=113) responded “somewhat” and 36% responded “Yes”.

**Question 6E** Have the communication workshops contributed to improved competency in the sector?



Number of responses to this question 107 (90%)

Total number of responses for this survey 119

Answer	Count	%
Yes	27	25
Somewhat	66	62
No	14	13

When asked if the communication workshops had contributed to improved competency in the sector, 62% (n=107) responded “somewhat” and 25% responded “Yes”.

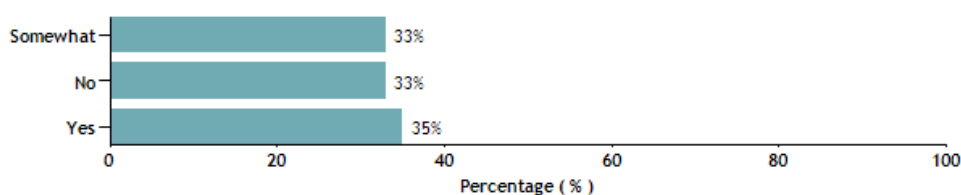
### **Question 6F What has worked well and what could be improved?**

- Greater leadership focus – for owners, suppliers/manufacturers
- The training and certification process has worked well and could be improved by increasing these classes and courses
- The provision of numeracy and literacy training for workers
- WorkSafe intensive visitations and issuing of notices
- Workshops need to be distributed evenly across the country
- More attention to silviculture and certification
- Improve work conditions and provide certainty so workers can be retained
- Not all crews have contracts that can justify massive capital spending
- Contractor certification is working well among the companies that have embraced it
- The apprenticeship scheme by Competenz will have a positive impact
- Workers are pushed to be at work and productive, but they also need time out for training and leadership development
- Training needs to be hands on
- The FISC leadership course was very valuable, looking forward to the workers adaptation of this course
- Training should be done by the government so we get one standard
- The workshops are very good, but we need to get the companies who don't go attending
- Keep doing what you are doing
- Engage with workers at the lowest level is the best way to get results – show them they are valued and contribute to a bigger picture that is good.

### **Question 6J How could the industry tool and approach be improved?**

- We are still having accidents at an alarming rate so the tool is not working, increase the skills of managers and supervisors around planning and supervision. Create a culture change that focuses on looking after each other.
- Haven't heard of it
- I don't know about this
- Training
- Less pressure on the worker and improved pay
- The tools are only as good as the person using it
- High risk takers need to be policed or re-educated.

**Question 6K Have changes been made to workers employment terms and conditions?**



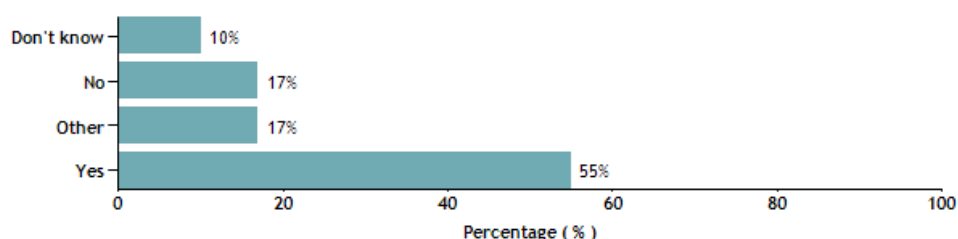
Number of responses to this question		110 (92%)
Total number of responses for this survey		119
<b>Answer</b>	<b>Count</b>	<b>%</b>
Yes	38	35
Somewhat	36	33
No	36	33

When asked if changes had been made to workers employment terms and conditions, 35% (n=110) reported “Yes” and 33% reported “somewhat” and 33% reported “no”.

**Question 6L Please describe the changes that have been made**

- Leave and public holiday arrangements
- Compliance with the HSW2015 Act
- More detail on responsibilities and expectations
- Rates of pay have been increased by around 25% in the past 18 months
- More health monitoring
- Employers care more than previously
- Some forestry workers do not have employment contracts, no one is checking.
- Workers are required to participate in health and safety.
- More mechanical harvesting where possible.
- More training.
- Most crews have smoko huts.
- Greater push for worker participation.
- Work less weekends.
- Fatigue and hours of work are monitored more closely.
- Silvi culture have picked up their game.

**Question 6G Do you think workers have the necessary skills needed to work safely?**



Number of responses to this question		115 (97%)
Total number of responses for this survey		119
Answer	Count	%
Yes	63	55
No	20	17
Don't know	12	10
Other	20	17

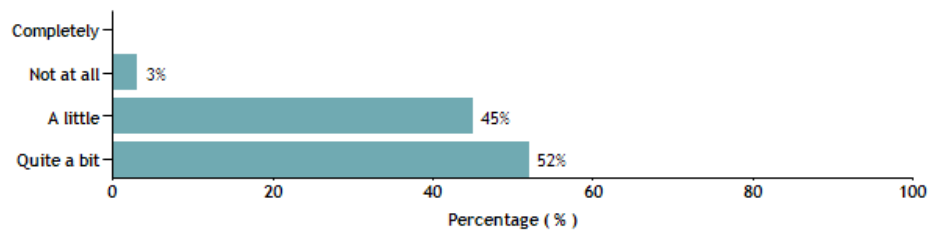
When asked if they thought workers had the necessary skills to work safely, 55% (n=115) reported “Yes”, 17% “No” and 17% “other” with a range of open responses identifying issues with the labour pool, people with insufficient experience, an aging workforce and a shortage of skilled trainers and high turnover all being noted. Pockets of a poor or a casual approach to Health and Safety remains, shortage of experienced drivers, fly by nighters still operating in the industry and increase in working on steep sites with inadequate skid sites, and poor roading. Some stressed shortage of experienced tree fellers and labour issues in silvi culture remaining an issue. All of these responses are consistent with research conducted by Research and Evaluation at WorkSafe in 2016 and indicate that there has not been any significant change with these significant challenges.

**Question 6H Do you think workers have the skills needed to work safely?**

The open responses can be summarised as follows:

- Difficult to generalise across the sector.
- More investment in people and learning and development is required, especially at the manager/leader level.
- Yes and no, mentoring or trainers helps us here.
- Some do and some don't.
- There is a shortage of qualified trainers and assessors.
- Unskilled workers should only be asked to do a task if they are able to.
- Those new to the industry need to be supervised.

**Question 6M** Have the case study examples helped to raise awareness of what 'good practise' looks like? Drag the slider to select an answer.

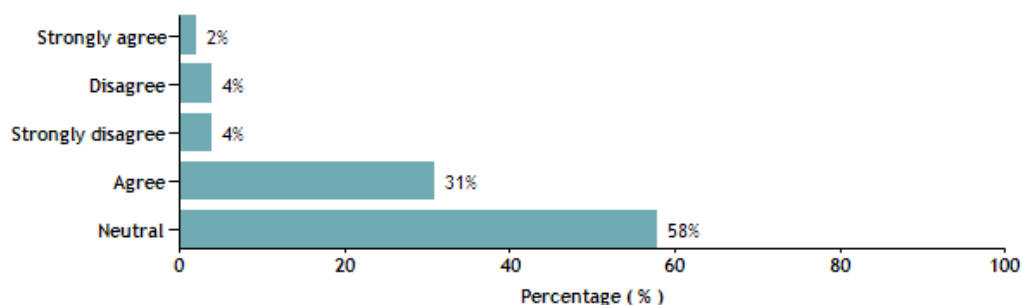


Number of responses to this question		97 (82%)
Total number of responses for this survey		119
Answer	Count	%
Quite a bit	50	52
A little	44	45
Not at all	3	3

In response to being asked if the case study examples had helped to raise awareness of what 'good practice' looks like, 52% (n=97) reported "quite a bit" and 45% "a little", indicating that for 97% (n=97) of respondents the case studies did have utility.



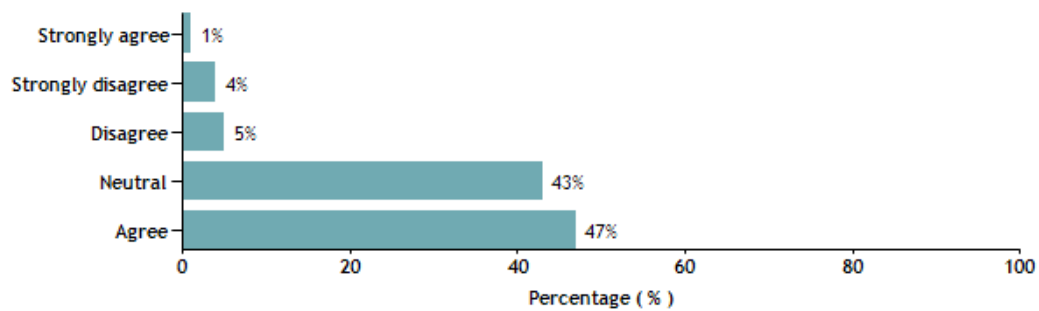
**Question 7A** Business leaders are utilising the case studies to raise awareness of what good practise looks like. Drag the slider to select an answer.



Number of responses to this question		93 (78%)
Total number of responses for this survey		119
Answer	Count	%
Strongly agree	2	2
Agree	29	31
Neutral	54	58
Disagree	4	4
Strongly disagree	4	4

There was a mixed response to the question about business leaders utilising the case studies to raise awareness of what good practice looks like, with 58% (n=93) responding “neutral”, and 31% “agreeing” they had been utilised. It is possible the “neutral” response indicates not being sure.

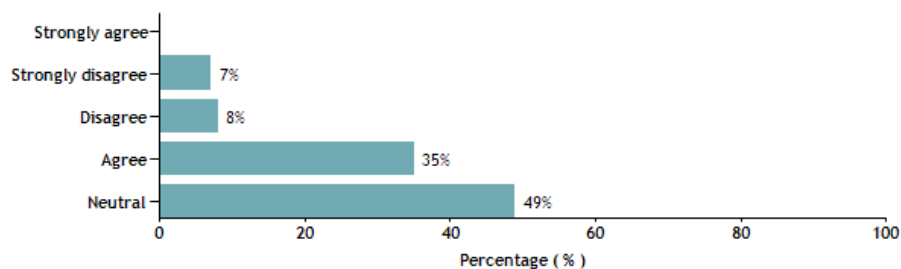
**Question 7B** Good practise is well understood by business leaders and contractors. Drag the slider to select an answer.



Number of responses to this question		83 (70%)
Total number of responses for this survey		119
Answer	Count	%
Strongly agree	1	1
Agree	39	47
Neutral	36	43
Disagree	4	5
Strongly disagree	3	4

When asked if good practice was well understood by business leaders and contractors, 47% (n=83) of respondents “Agree” and 43% responded “neutral”. It is possible that the “neutral” response maybe indicates not being sure.

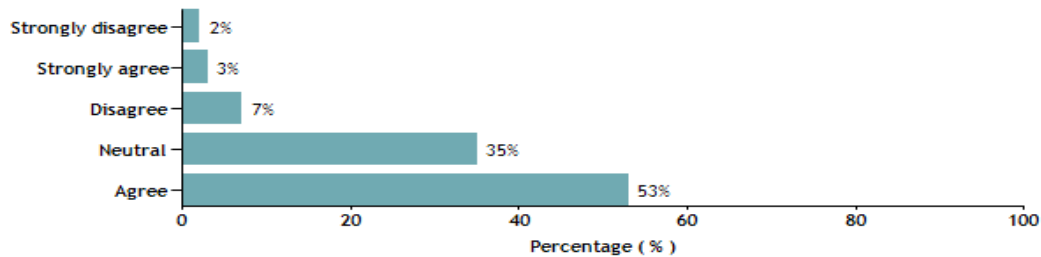
**Question 7C** Lead indicators have been developed to encourage the adoption of good practise. Drag the slider to select an answer.



Number of responses to this question		97 (82%)
Total number of responses for this survey		119
Answer	Count	%
Agree	34	35
Neutral	48	49
Disagree	8	8
Strongly disagree	7	7

When asked if lead indicators had been developed to encourage the adoption of good practice, 49% (n=97) of respondents responded “neutral” and 35% “Agree”.

**Question 7D** The FISC programme of work has contributed to health and safety culture change in the sector. Drag the slider to select an answer.

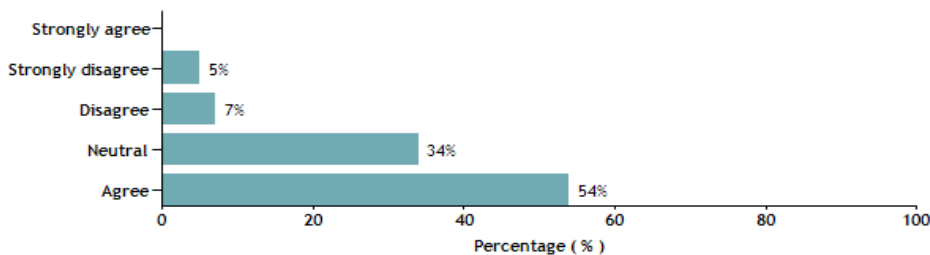


Number of responses to this question	91 (76%)
Total number of responses for this survey	119

Answer	Count	%
Strongly agree	3	3
Agree	48	53
Neutral	32	35
Disagree	6	7
Strongly disagree	2	2

Respondents were asked if the FISC programme of work had contributed to health and safety culture change in the sector, 53% (n=91) responded “Agree” and 35% responded “neutral”.

**Question 7E** There has been a significant positive shift in the health and safety culture in forestry. Drag the slider to select an answer.



Number of responses to this question	85 (71%)
Total number of responses for this survey	119

Answer	Count	%
Agree	46	54
Neutral	29	34
Disagree	6	7
Strongly disagree	4	5

When asked if there had been a significant positive shift in the health and safety culture, 54% (n=85) agreed and 34% were “neutral”. It is possible that the “neutral” response indicates “don’t know”.

### **Question 7F Can you describe what other cultural shifts have taken place, if any?**

- More industry leadership from owners, contractors and supplier/manufacturers with FISC and WorkSafe.
- Migrant workers might struggle to interface with current workforce.
- The culture needs to be driven by the workforce and contractors and companies, FISC can only provide the tools.
- Worker participation has increased significantly in the last couple of years and the confidence to stand up if individuals know something is potentially unsafe.
- Worker engagement and accountability.
- Not many shifts, there have been 5 deaths this year.
- More work needs to be done on moving the anchor and getting people to own their own safety again.
- Unfortunately not a lot.
- We are safer and more professional than we were 10 years ago.
- Most employers and employees understand what their responsibilities are
- Forestry companies are more focussed on H and S
- New entrants have been brought up on the new culture and the old school guys are happy to take on the new culture.
- People are more willing to talk.
- Working hours have been reduced.
- Significant increase in mechanisation.
- We now have a more inclusive workplace.