A SAFER LANDCORP NZIF Conference, 3 – 6 September 2017 Novotel Lakeside Rotorua

PĀMU

FARMS OF NEW ZEALAND

BROUGHT TO YOU BY LANDCORP

TO CONVEY TODAY ...

1. TELL THE LANDCORP (PĀMU) STORY

2. OUTLINE WHAT WE HAVE DONE SO FAR

3. SHARE FIVE TACTICS THAT ARE SHIFTING OUR CULTURE



LET'S START THE STORY IN 2010 ...



WE THOUGHT WE WERE DOING OK ON SAFETY ...





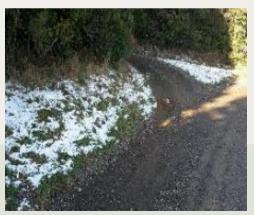
YET WE SUFFERED THREE TRAGEDIES OVER THE SPACE OF JUST 7 MONTHS





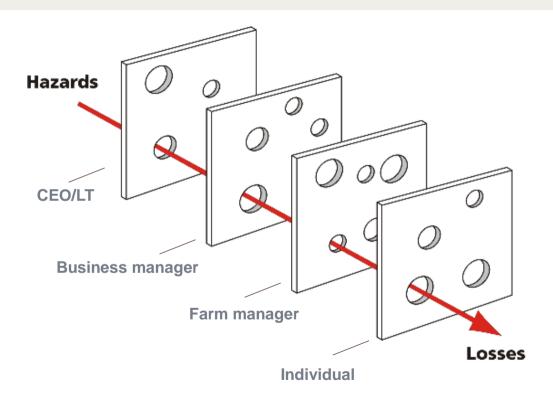








OUR SAFETY SYSTEM FAILED CATASTROPICALLY AND WE WERE ALL RESPONSIBLE











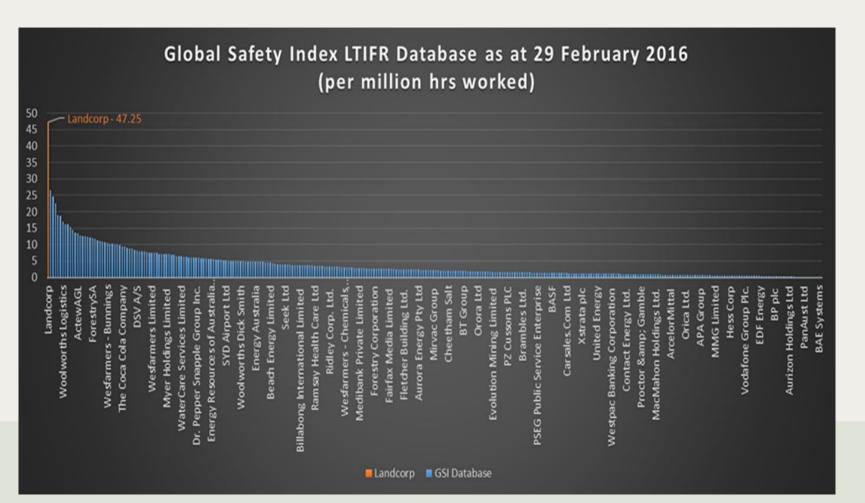
... THIS IS NOT A SAFETY CULTURE ... YOU JUST GET A TICK FOR BEING COMPLIANT



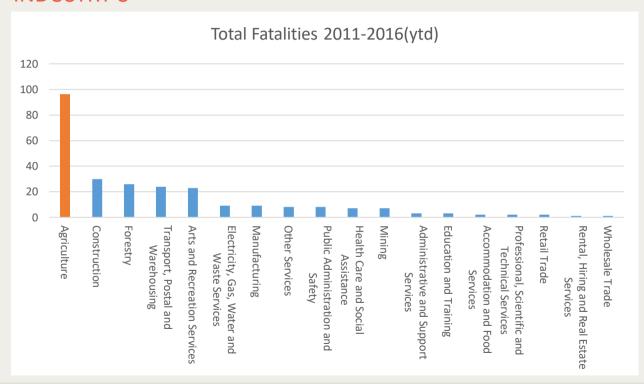




... FIRST LOOK AT HOW YOU ARE PERFORMING



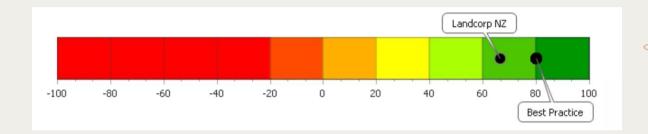
LANDCORP'S EXPERIENCE IN HEALTH AND SAFETY IS NO DIFFERENT FROM THE INDUSTRY'S





YET OUR PEOPLE THOUGHT WE WERE VERY GOOD, ALMOST BEST PRACTICE IN SAFETY

...



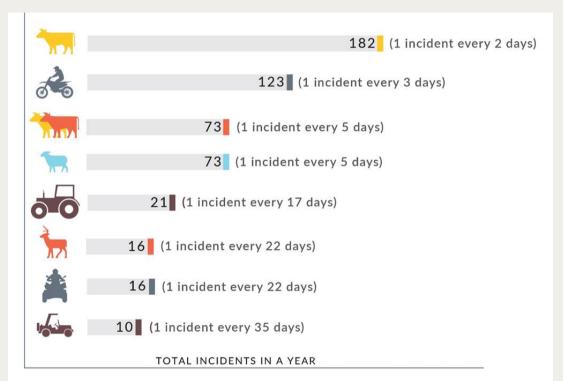
	80 to 100	Description High Performing
	60 to 80	Sustainable
	40 to 60	Maturing
	20 to 40	Developing
	0 to 20	Foundational
	-20 to 0	Volatile
	-100 to -20	Unsustainable





TAKING A DATA DRIVEN APPROACH

AND WE KNOW HOW OFTEN THEY ARE OCCURRING...

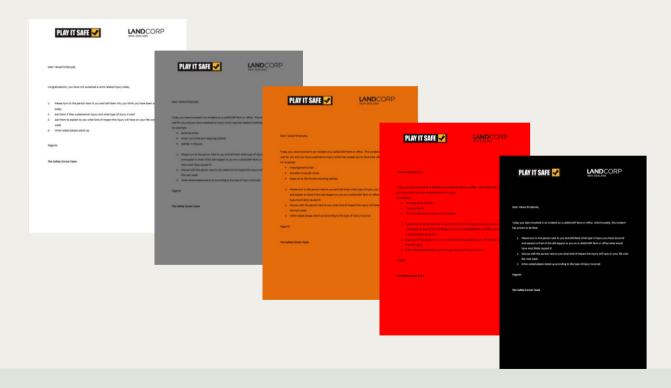






LEADERSHIP CONFERENCE

MAKING SAFETY PERSONAL







BROUGHT TO YOU BY LANDCORP

SAFETY, BY THE PEOPLE, FOR THE PEOPLE





WE NEEDED SAFETY TO BECOME A PART OF EVERYTHING



SAFETY LEADERSHIP

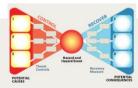
Learning from our mistakes

Developing Safety
Ambassadors
Applying a risk mind-

- set
- Proactively managing dynamic risk
- Living safety at work and at home

Requiring a core set of Safety Leadership skills:

- **Risk Assessment**
- **Incident investigation**
- **Safety observation**
- **Leading safety**leadership conversations



Supported by:

Landcorp Safety System



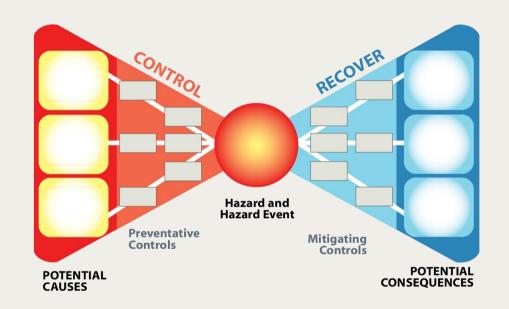
WHAT IS A BOW TIE RISK MANAGEMENT ANALYSIS

A Bowtie is a visual tool which helps us:

- understand risk
- Identifies and assesses key safety controls (either in place or missing) that can either:
 - Stop an incident happening or
 - Can reduce the harmful outcome of an incident once it happens

Bowties can be used to:

- Plan an activity
- Analyse causes and consequences
- Investigate an incident
- Audit safety performance









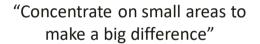
SAFETY AMBASSADORS ON EVERY FARM



Feedback Farm Managers and Staff

"The Importance of verifying controls and having effective controls"

"Culture is Key"



"This was a big wake up call for me"

"Moving safety from the back of the mind to the front"









PUTTING THE MODELS INTO PRACTICE

PROACTIVE ADOPTION ON FARM





GUIDANCE FROM THE PADDOCK

THE SAFETY FORUM IS ONE OF THE SINGLE BIGGEST FACTORS IN OUR MORE RECENT INTRODUCTIONS OF CHANGE







GUIDANCE FROM THE PADDOCK

THE SAFETY FORUM IS ONE OF THE SINGLE BIGGEST FACTORS IN OUR MORE RECENT INTRODUCTIONS OF CHANGE







OUR LESSONS TO SHARE....

YOUR ACTIONS MATTER MOST

DON'T ASSUME LESSONS HAVE BEEN LEARNT

PERSONALISE, EXPLAIN, REMIND

DON'T DECLARE VICTORY TOO EARLY



THANK YOU deminimum minimum series MULLIGANG@LANDCORP.CO.NZ PAMU FARMS OF NEW ZEALAND BROUGHT TO YOU BY LANDCORP