

Health and Safety Attitudes and Behaviours Survey 2017

COMMERCIAL FISHING REPORT
AUGUST 2018

ACKNOWLEDGEMENTS

Nielsen would like to thank the large number of workers and employers who took the time to respond to this survey.

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FOREWARD

Maritime NZ is pleased to present the results of this survey. The results will inform Maritime NZ's decisions about how to improve health and safety outcomes for an industry traditionally regarded as high risk. Safe workplaces and healthy workers are crucial to the success of maritime operations. As the health and safety regulator for the maritime sector, we work with operators, seafarers and others to make sure that New Zealand's maritime transport system supports a strong focus on safety, security and environmentally responsible standards and behaviours.

Research results provide insights into how the maritime sector is performing and what to focus on to improve safety outcomes. We use the results to develop campaigns that promote safer behaviour. This research is powerful as it documents the perspectives of both workers and employers, and covers attitudes and behaviours. As this is the second survey we have commissioned, we can also compare what has changed since 2014. A strong evidence-base helps us identify where we should focus to get the biggest possible lift in safety.

A fleet of 1,500 commercial fishing vessels generates over \$1 billion in annual export earnings for New Zealand. Workers, operators, industry bodies and Maritime NZ all have an interest in making sure those who earn their living fishing get home safely. We seek to reduce the risk of incidents and accidents that harm workers and may have economic impacts for operators and society at large. As we say to fishing operators "Safe crews fish more".

I would like to thank everyone who took part in this research. The input from workers and operators has created a body of knowledge of great value to everyone interested in improving safety outcomes for the fishing sector.

Keith Manch

Director, Maritime NZ

1.

KEY FINDINGS

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Overall, there has been very little change in the attitudes and behaviours of workers and employers in the Commercial fishing sector between 2014 and 2017. Where there is change, this appears to be among employers who have improved health and safety systems, policies and processes.

Commercial fishing employers are invested health and safety leaders

Employers are placing more importance on health and safety now than they did in 2014 indicating that health and safety is increasing as a priority in the Commercial Fishing sector.

In line with this, **employers in the Commercial Fishing sector tend to have more health and safety policies and practices in place** when compared with many of the other high-risk sectors and as such, have a higher average IWH-OPM score (35.3) than all sectors except for the Forestry.

Since 2014, there have been increases in the proportion of employers saying that formal audits at regular intervals are part of their normal business and that everyone in the business values ongoing improvements.

Employers ownership of health and safety in the workplace is clear with most saying that the Boat owner/ Operator/ Master/ Skipper has a very big responsibility for health and safety.

Still room for improvement when it comes to health and safety culture and communication

While there is relatively strong leadership from employers within the Commercial Fishing sector, **there is a large disconnect between the views, perceptions and experiences of workers and employers** regarding a number of different aspects of health and safety.

Results indicate that there is **opportunity for improvement when it comes to workplace environment and culture aspects of health and safety**. For example, only half of workers agree that their boss praises or rewards workers who act safely and relatively low proportions of workers agree that their boss would support workers who suggested that work should stop because of a possible risk or hazard.

Supporting this, we find that when workers and employers were asked to consider how much of an impact each of a number of initiatives would have on improving workplace health and safety, **encouraging and helping workers and employers to improve the health and safety culture** are seen as the two top things that need to happen.

Two-way communication is another key element that has room for improvement, particularly when it comes to ensuring that workers are told how their views are considered.

KEY FINDINGS

Training is essential to ensure health and safety success

There is a relationship between workers who have received health and safety training in the previous 12 months, improved knowledge, engagement and participation and reduced incidents of serious harm and near misses.

Unfortunately, **only half of workers report having undertaken health and safety training in the last 12 months** and a relatively large proportion of workers still say they have **never** undertaken any health and safety training (22%) with no improvement since 2014.

When workers and employers were asked to write down in their own words, **what they thought would make the most difference to improving health and safety** in their sector, 'Proper training for the job' and 'Education' were two common themes.

Action still needs to be taken to reduce risk in the workplace

There is a **disconnect between people's perceptions of risk in the Commercial Fishing sector**. For example, while 41% of workers consider the risk of getting seriously hurt in their industry higher or much higher than other industries, only 20% of workers rate the risk of a serious injury occurring in their own workplace as moderate to very high. This may mean that some people have a false sense of security when it comes to health and safety in their workplace.

This is important given that there are **relatively high proportions of workers who say that they behave in risky ways**, particularly when it comes to working when overtired or when sick or injured.

Having said this, since 2014 there have been a number of **decreases in the proportions of workers and employers saying that various risky behaviours occur** indicating that improvements are being made in this area.

When it comes to positive actions, the most room for improvement needs to come from ensuring that workers always use personal protective equipment (when it should be used) and machinery and other equipment is fully checked before it is used.

KEY FINDINGS

There is a disconnect between workers and employers when it comes to occurrences of and actions taken around, serious harm incidents and near misses

There is a **notable disconnect between workers and employers when it comes to whether or not there have been serious harms or near misses** occurring in the workplace. For example, while 21% of workers say that there has been an incident of serious harm in the last 12 months, only 8% of employers say this was the case.

The proportion of employers saying that when incidents of serious harm have occurred, these have been recorded, action has been taken and/or the incidents have been investigated have all increased since 2014.

However, again, there is a notable disconnect between what workers and employers are saying. For example, **while only 43% of workers say that the last time there was a serious harm incident it was recorded, 93% of employers say these incidents were recorded**. This indicates that there is likely to be both issues around under-reporting of incidents and also communication between workers and employers around what actions have been taken as a result of something happening.

Awareness of Maritime NZ good but could be higher

Almost six in ten workers are aware of Maritime NZ. Of those aware, six in ten think Maritime NZ deserves their support and half say Maritime NZ is doing a good job. Where there had been a visit from a Maritime NZ Officer, three quarters of workers said they were satisfied with this visit.

86% of workers knew that Maritime NZ could be contacted for information or advice on health and safety while eight in ten knew they could make a complaint about health and safety.

From verbatim feedback, general perceptions are that Maritime NZ is perceived relatively well by those in the sector, but there is still room for improvement, with less than half of workers saying that Maritime NZ is an organisation they can trust and that they think Maritime NZ understands the issues and pressures of the industry.

2.

INTRODUCTION



INTRODUCTION

New Zealand has unacceptably high rates of workplace fatalities and serious harm injuries. The five sectors where most harm is occurring are Agriculture, Construction, Forestry, Manufacturing and Commercial Fishing.

WorkSafe New Zealand (WorkSafe NZ) is the regulator responsible for the Agriculture, Construction, Forestry and Manufacturing sectors while Maritime New Zealand (Maritime NZ) is the regulator for the maritime industry which includes the Commercial Fishing sector.

Maritime New Zealand (Maritime NZ), as the national maritime regulatory agency, is responsible for helping establish the Health and Safety standards by which the maritime sector operates and to promote the sector's compliance with those standards.

In 2014 WorkSafe commissioned Nielsen to implement a survey programme, with the 2014 survey providing baseline research. The overall purpose of the research was to:

- Provide baseline measures of workers' and employers' attitudes and behaviours around health and safety that can be tracked over time
- Inform the design and development of interventions to improve workplace health and safety, both at an overall level and within each of the high-risk sectors.

Maritime NZ requested that the Commercial Fishing sector was included as part of the 2014 and 2017 surveys. This report provides an overview of how the attitudes and behaviours of workers and employers in the Commercial Fishing sector have changed and/or stayed the same between these two points in time.

ABOUT THE SURVEY

The 2017 Health and Safety Attitudes and Behaviours Survey was a self-completion survey where participants could respond either online or using a paper survey. This survey was completed by 365 workers and 164 employers in the Commercial Fishing sector between 30 October 2017 and 10 January 2018.

SURVEY PERIOD

	2014	2017
WORKERS	9 July to 16 September 2014	31 October 2017 to 10 January 2018
EMPLOYERS	14 July to 19 September 2014	30 October 2017 to 10 January 2018

SAMPLE SOURCE

- **WORKERS:** The New Zealand Electoral Roll
- **EMPLOYERS:** ACC Levy payers database and Maritime New Zealand's Commercial Fishing database

RESPONSE RATES

2014: Workers 28%, Employers 27% (ACC database only)

2017: Workers 18%, Employers 20%

There are a number of reasons why responses rates could have fallen between 2014 and 2017. The one that is most likely in the context of this survey is due to the time of year when the survey was conducted.

SAMPLE AND MARGIN OF ERROR

All sample surveys are subject to sampling error.

MAXIMUM MARGIN OF ERROR ON 50% RESULTS	WORKERS (SAMPLE ACHIEVED)	MARGIN OF ERROR (95% LEVEL OF CONFIDENCE)	EMPLOYERS (SAMPLE ACHIEVED)	MARGIN OF ERROR (95% LEVEL OF CONFIDENCE)
COMMERCIAL FISHING	365	± 5.2%	164	± 7.7%

This means that there is a 95% chance that the true population value of a result of 50% in 2017 actually lies between 44.8% and 55.2% for Commercial Fishing workers or 42.3% and 57.7% for employers.

INCENTIVES AND KOHA

A prize draw was provided as an incentive to help encourage participation in the survey. There was a \$500 prize for workers in the Commercial Fishing sector and another \$500 prize for employers in the sector. Winners could redeem the prize as either a Prezzy card or as a donation to a registered charity of their choice.

Koha was provided in the form of a branded pen to those sent a hard-copy survey.



WANT MORE INFORMATION ABOUT HOW THE SURVEY WAS CONDUCTED?

More information about the research approach and sample profile can be found in Appendix I of this report and in the 2017 Technical report for this survey.

NOTES TO THE REPORT

KEY DEFINITIONS

WORKERS: Includes self-employed people who do not employ others and employers who do the day-to-day work they also employ others to do.

EMPLOYERS: Includes people who employ others but do not do the day-to-day work themselves.

THE 'OTHER' SECTOR: This sector is used as a general comparison group at time and includes all workers and employers that are not in the Commercial fishing sector or one of the other four high-risk sectors (Agriculture, Construction, Forestry, Manufacturing).

The 'Other' sector includes a range of sectors/industries such as retail, hospitality, professional services etc. The different industries that made up this 'sector' are generally considered lower risk however, there are some industries included in this sector that may have higher levels of risk such as transport and mining.

STATISTICAL SIGNIFICANCE

All sub-group differences and changes over time mentioned in this report are statistically significant at the 95% confidence level. This means that the difference is a true difference statistically and not due to random variation.

Effective bases were used for significance testing to safeguard against making conclusions from a sample that has been drastically adjusted up or down (using weights) to match the population. Effective base = (sum of weight factors) squared/sum of squared weight factors).

COMPARISONS MADE

SUB-GROUPS: Differences in sub-groups (e.g. differences between sectors) mentioned are statistically significant at the 95% confidence level.

SECTORS: When comparing sector differences and making comparisons with the 'total' or 'overall' this refers to the total population excluding those in the Commercial fishing sector.

WORKERS / EMPLOYERS: Obvious differences between workers and employers are described in the report but, with a few exceptions, these differences have not been subject to statistical testing. Direct comparisons between workers and employers aren't always possible because the groups come from different sources and question wording differs slightly.

OVER TIME: Arrows have been used to show significant increases or decreases between years.

DATA PRESENTED

To help manage the amount of detailed data in this report, results are often presented in summary form (e.g. the % who agreed with a statement) rather than showing every possible data point. Therefore when interpreting the data, it is important to remember that the remaining respondents did not necessarily disagree with a statement but consist of those who disagreed, were non-committal (either agreed nor disagreed) or were uncertain.

EXCLUSIONS

All bases exclude those who did not answer the question. A question may not have answered because:

- the survey was self-completion and some respondents may not have answered all questions in the hard-copy questionnaire.
- some sensitive questions were optional.

Some bases may also exclude 'not applicable' responses (e.g. it wasn't relevant to ask a self-employed person about their boss).

NOTATION IN THE REPORT

Where there were no responses to a question or response category, this has been shown as a dash '-'.

Low proportions (i.e. those up to 0.49%) have been shown as <0.5%.

3.

WORKPLACE HEALTH AND SAFETY IN CONTEXT



INTRODUCTION

This section presents information to help put attitudes and behaviours to health and safety in context.

First, we consider:

- Where health and safety sits in the priorities of workers and employers, relative to other workplace and business considerations
- The extent to which workers and employers see themselves as having a very big responsibility for workplace health and safety, relative to other groups of people and organisations with influence in the workplace.

The qualitative research conducted in 2013 highlighted the huge impact that workplace culture has on health and safety practices in the WorkSafe NZ high-risk sectors. Therefore, in this section we also look at factors known to influence a positive health and safety culture. This draws on the work carried out by Valerie Braithwaite for Safe Work Australia and reported in *Motivation, Attitudes, Perceptions and Skills: Pathways to Safe Work* (2011).

Three of the factors identified in Braithwaite's work as influencing a safer workplace are:

1. **Leadership:** that is, where leaders are seen to value safety for its own sake and prioritise safety above all else
2. **Responsive dialogue:** that is, where management, supervisors and workers are able to openly discuss safety issues and there is shared determination to ensure the workplace is safe
3. **Participatory structures:** that is, where formal avenues are in place to ensure safety issues are not overlooked and workers' voices are heard (e.g. having a health and safety representative).

Finally in this section, we look at how much influence each of a number of business levers has in determining what New Zealand businesses do in relation to health and safety.

3.1 RELATIVE IMPORTANCE

To provide context around where health and safety sits relative to other work and business considerations, we asked workers and employers to choose the three aspects (from a list of 14) that were most important to them in their work / business.

Staying healthy and safe at work was identified by 40% of Commercial Fishing workers as one of their top three considerations, while 77% of Commercial Fishing employers identify keeping workers healthy and safe at work as one of their top three business considerations.

While the proportion of Commercial Fishing **workers** identifying staying healthy and safe at work has remained relatively stable since 2014, there has been a significant increase in the proportion of **employers** prioritising health and safety, up from 65% in 2014 to 77% in 2017.

In general, the order of what workers and employers see as important has remained relatively stable between 2014 and 2017 with only minor shifts in ordering.

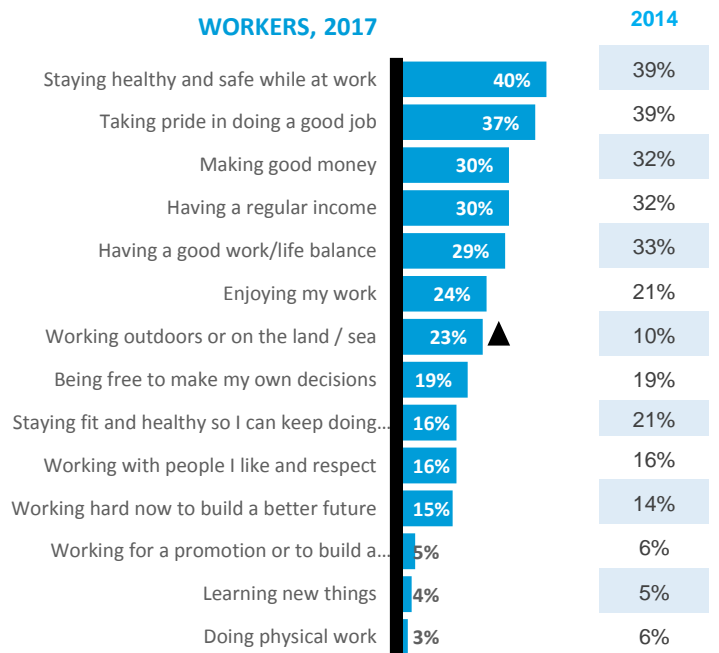
WHO WAS MORE LIKELY TO PLACE IMPORTANCE ON HEALTH AND SAFETY?

Older workers (45-54 years) are more likely to see health and safety as important (49% cf. 40% overall), while younger workers (25-34 years) are less likely (20% cf. 40% overall).

Workers in engineering roles are also more likely (62% cf. 40%) with no other differences regarding the type of work that people do.

Workers who said they had seen or heard something about the 'Safe Crews Fish More' campaign are also more likely to view health and safety as one of the most important aspects of work (See section 9.4 for more information about this campaign).

There are no specific types of employers who are more or less likely to see health and safety as important in 2017.



Base: Workers in Commercial Fishing 2014 (n=506); 2017 (n=363)
Q30W: What 3 things are most important to you in your work right now?



Base: Employers in Commercial Fishing 2014 (n=135); 2017 (n=164)
Q24E: What 3 aspects are most important considerations for your business right now?

IMPORTANCE BY SECTOR

To help understand where perception of importance sits in relation to the other high-risk sectors (Agriculture, Construction, Forestry and Manufacturing), we looked at highest ranked considerations for each sector.

WORKERS AND EMPLOYERS

Compared with the other high-risk sectors, **workers** in the Commercial Fishing sector place similar emphasis on health and safety as those in the Manufacturing and Construction sectors. In contrast, Commercial Fishing **employers** rate the importance of health and safety second highest, after employers in the Forestry sector.

TOP THREE CONSIDERATIONS BY SECTOR

As in 2014, health and safety was ranked in the top three work considerations for **workers** in the Construction, Forestry and Manufacturing sectors but not in the Agriculture and 'Other' sectors.

In 2017 **employers** in all sectors rank health and safety as their most important business consideration.

CHANGES OVER TIME

Between 2014 and 2017 there have been increases in the proportion of employers ranking health and safety this way in all sectors except for Forestry:



AGRICULTURE: Up from 44% in 2014 to 59% in 2017



CONSTRUCTION: Up from 57% in 2014 to 68% in 2017



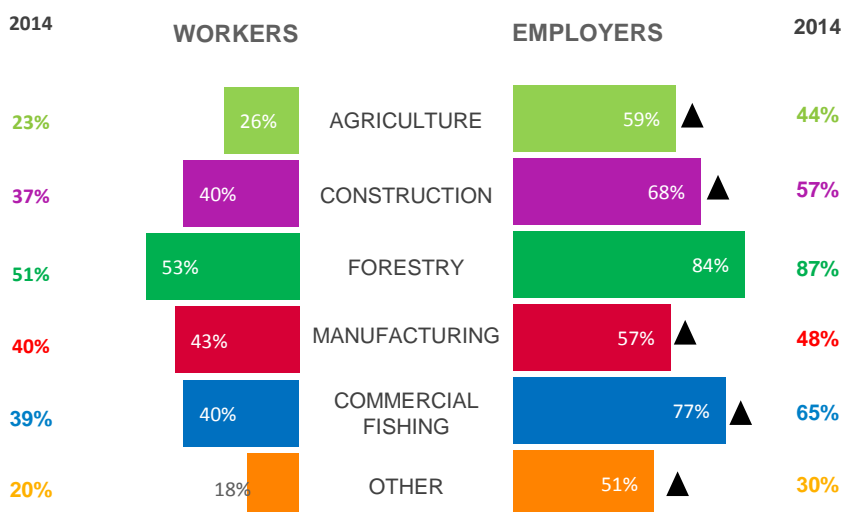
MANUFACTURING: Up from 48% in 2014 to 57% in 2017



COMMERCIAL FISHING: Up from 65% in 2014 to 77% in 2017



'OTHER': Up from 30% in 2014 to 51% in 2017



Base: Workers
(Agriculture, n=511; Construction, n=447; Forestry, n=366; Manufacturing, n=557; Commercial Fishing, n=363; Other sector, n=1031)

Q30W: What 3 things are most important to you in your work right now?

Base: Employers
(Agriculture, n=379; Construction, n=338; Forestry, n=226; Manufacturing, n=364; Commercial Fishing, n=164; Other sector, n=429)

Q24E: What 3 aspects are the most important considerations for your business right now?

3.2 RESPONSIBILITY

The extent to which workers and employers think that various different people and groups should take responsibility for their own health and safety has a huge influence on creating safer workplaces.

Survey respondents were asked to indicate how much responsibility they felt each of a number of groups in the workplace should take for making sure workers stayed healthy and safety while at work. They responded using a five point scale , where 1 represented no responsibility at all and 5 represented a very big responsibility.

There have been no statistically significant changes over time when it comes to which types of people or groups **workers** think should take responsibility for making sure they stay healthy and safe at work. As in 2014, ‘The workers themselves’ and ‘The boat owner/ operator/ master/ skipper’ are the two groups they think have the largest responsibility.

These two groups of people are also the ones **employers** think have the biggest responsibility.

Among employers however, we find that greater responsibility is put on a range of other groups such as ‘the government’ and ‘workers unions’ compared with 2014. This may indicate a shift in perceptions or understanding among employers towards shared responsibility for health and safety.



“An employer should not be held responsible for (like fines) the stupidity of a worker.”
 (Rock lobster and crab potting, Master/Skipper, small operation, 1-2 vessels)

	WORKERS		EMPLOYERS	
	2014	2017	2014	2017
The workers themselves	76%	77%	80%	86%
The boat owner / operator / master / skipper	79%	73%	85%	90%
The immediate boss or supervisor of the workers	69%	67%	73%	83% ▲
Companies in the industry (e.g. Sanfords, Talleys, Sealord)	58%	61%	39%	56% ▲
Top management (e.g. Chief Executive, Board)	52%	54%	50%	64% ▲
Machinery and vehicle manufacturers that supply the industry	34%	36%	30%	36%
The Government	28%	32%	16%	28% ▲
Workers' unions	22%	27%	14%	26% ▲
Industry bodies (e.g. Federation of Commercial Fishermen, Rock Lobster Industry Council)	28%	26%	17%	35% ▲

Base: Workers in Commercial Fishing 2014 (n=481-496); 2017 (n=337-357)
 Base: Employers in Commercial Fishing 2014 (125-133); 2017 (n=155-163)
 Q47W & Q44E: How much responsibility should each of the following groups take for making sure workers stay healthy and safe at work (5 point scale where 1= no responsibility and 5 = very big responsibility)?

RESPONSIBILITY BY SECTOR

Comparing the extent to which workers and employers think different people and groups should take responsibility for health and safety across the different sectors, we find views are largely consistent.

Nine in ten (90%) Commercial Fishing **employers** say that the boat owner/ operator/ master/ skipper has a **very big responsibility** for making sure workers stay healthy and safe at work. This differs from the other sectors in that it is ranked above ‘the workers themselves’ which is the group given the most responsibility by all of the other sectors.

The ranking order of groups according to workers in 2017 is very similar across the sectors.

EMPLOYERS



	AGRICULTURE (n=374-376)	CONSTRUCTION (n=335-337)	FORESTRY (n=224-226)	MANUFACTURING (n=362-364)	COMMERCIAL FISHING (n=161-163)	OTHER (n=424-427)
1	86% The workers themselves	88% The workers themselves	94% The workers themselves	89% The workers themselves	90% Boat owner/ operator/ master/ skipper	83% The workers themselves
2	76% Immediate managers or supervisors	78% Immediate managers or supervisors	86% Immediate managers or supervisors	85% Business owner	86% The workers themselves	80% Business owner
3	70% Farm or property owner	76% Site manager	67% Companies in Industry	78% Immediate managers or supervisors	83% Immediate managers or supervisors	75% Immediate managers or supervisors

Base: Employers

Q44E: How much responsibility should each of the following groups take for making sure workers stay healthy and safe at work (5 point scale where 1= no responsibility and 5 = very big responsibility)?

WORKERS



	AGRICULTURE (n=486-505)	CONSTRUCTION (n=425-444)	FORESTRY (n=351-360)	MANUFACTURING (n=541-553)	COMMERCIAL FISHING (n=352-357)	OTHER (n=993-1021)*
1	81% Workers themselves	86% Workers themselves	89% Workers themselves	78% Workers themselves	77% Workers themselves	77% Workers themselves
2	62% Immediate boss or supervisor	73% Immediate boss or supervisor	78% Immediate boss or supervisor	76% Business owner	73% Boat owner/ operator/ master/skipper	72% Business Owner
3	56% Farm or property owners	70% Site manager	65% Companies in the industry	73% Immediate boss or supervisor	67% Immediate boss or supervisor	71% Immediate boss or supervisor

Base: Workers

Q47W: How much responsibility should each of the following groups take for making sure workers stay healthy and safe at work (5 point scale where 1= no responsibility and 5 = very big responsibility)?

*Note: Range varies due to question about “Business owner” only being asked of online respondents

3.3 LEADERSHIP



The qualitative research in 2013 concluded that a worker’s immediate boss sets the tone in terms of how health and safety is regarded. If the boss is seen to prioritise health and safety above other considerations then this flows through to the workers.

This section focuses on three indicators of leadership within a business:

- Whether or not a boss shows genuine concern for the health and safety of their workers
- Whether a boss seems more interested in getting the job done or profit than safety
- Whether a boss praises and rewards workers who act safely.

Overall, these three indicators have remained relatively stable in the Commercial fishing sector indicating that there has not been any major changes in leadership between 2014 and 2017.

Disconnect between the perceptions of workers and employers

As in 2014, there is a notable disconnect between the perceptions of workers and employers when it comes to thinking that safety is a priority (compared with production) and whether or not those who act safely are praised / rewarded. Employers consistently think they are performing better on these elements of leadership while workers tend to have lower levels of agreement.



	WORKERS	2014	2017	EMPLOYERS	2014	2017
	GENUINE CONCERN			GENUINE CONCERN		
	Boss genuinely concerned about health and safety of workers	78% agree	84% agree	Business practices strongly influenced by very strong concern for welfare of workers	93% agree	91% agree
	SAFETY AS PRIORITY			SAFETY AS PRIORITY		
	Boss sometimes seems more interested in getting job done or profit than safety	58% disagree	61% disagree	Business considers safety at least as important as production and quality in the way work is done	88% agree	88% agree
	SAFE BEHAVIOUR REWARDED			SAFE BEHAVIOUR REWARDED		
	Boss praises or rewards workers who act safely	49% agree	53% agree	Those who act safely receive positive recognition	73% agree	78% agree

Base: Workers from Commercial Fishing excluding self-employed and not applicable 2014 (n=219-223); 2017 (n=135-136)

Base: Employers from Commercial Fishing 2014 (n=127-133); 2017 (n=162-164)

WHO HAS POSITIVE PERCEPTIONS?



Workers who had not experienced an event (near miss or a harm event) were more likely to think their boss is genuinely concerned about the health and safety of workers, their boss is not more interested in profit than safety and they praise or reward workers who act safely.

While no particular group of employers is more or less likely to agree with the leadership indicator statements, we do find some differences among workers.

Genuine concern

Workers who had undertaken formal health and safety training in the last 12 months and deckhands are more likely to agree their boss is genuinely concerned about the health and safety of workers (compared with Commercial Fishing workers overall).

On the other hand, workers who had experienced a near miss in the last 12 months are less likely to agree with this statement (72% cf. 84% overall).

Safety as priority

Workers who had not had a serious harm event (66%) or a near miss (73%) in the last 12 months are more likely to disagree that their boss sometimes seems more interested in getting the job done or profit than safety (cf. 61% disagree overall). On the other hand, those who had experienced these things tend to agree with this statement.

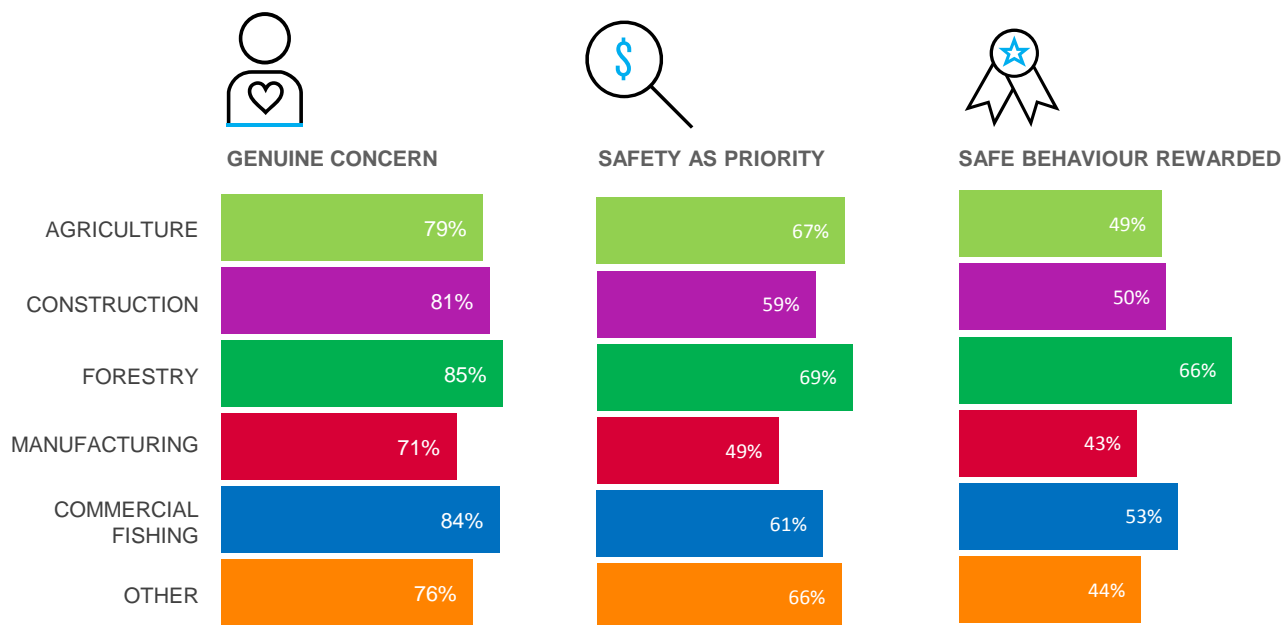
Workers who are part of smaller workplaces (1-19 workers) are also more likely to disagree with this statement (76% cf. 61% overall).

Safe behaviour rewarded

Again, workers who had not experienced a near miss are more likely to agree that their boss praises or rewards workers who act safely (60% cf. 53% overall) while those who had experienced a near miss in the last 12 months are less likely to agree (37%).

LEADERSHIP BY SECTOR

When compared with the other sectors, Commercial Fishing appears to be performing similarly to the Construction sector and better than Manufacturing on each of the leadership indicators.



Base: Workers excluding self-employed and doesn't apply
 Q49W: Level of agreement using 5-point scale where 1 = strongly disagree and 5 = strongly agree

Overall in the Commercial fishing sector...

There does appear to be a genuine concern for health and safety and willingness to work together...



"There is a genuine willingness from the staff and management in this company to improve this."

(Offshore caged aquaculture, Master/Skipper, medium operation, 3-10 vessels)

However, there are also some attitudes and processes which reward production and profit and can work in opposition to ensuring a safe workplace...



"...bonuses for production is the biggest risk."

(Seafood processing factory, no size available)

3.4 DRIVERS OF CHANGE

What a business does in terms of health and safety is influenced by a number of different drivers. While many businesses will be influenced by a very strong and genuine concern for the welfare of workers, other drivers will also come into play to a greater or lesser extent. For example, some businesses may be worried about the damage to their reputation of a poor health and safety record, others might be motivated by a desire to attract and retain good staff.

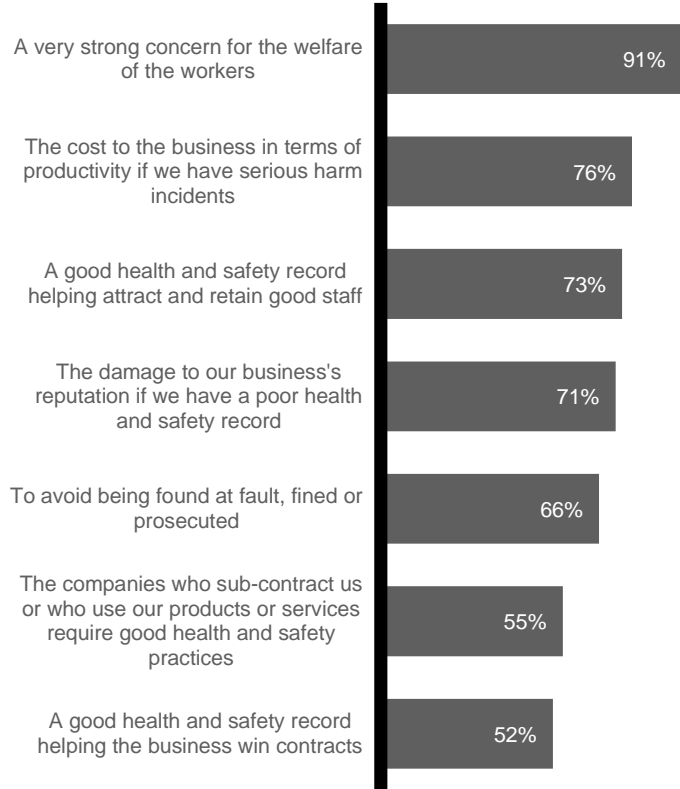
In the survey, employers were asked to identify the extent to which each of the following aspects influenced what their business did in terms of health and safety. A 5-point scale was provided (no influence, slight influence, moderate influence, strong influence, very strong influence).

The proportion of employers who say their business is strongly or very strongly influenced by each of the drivers has remained stable since 2014. Concern for the welfare of workers remains the most influential driver, followed by the cost of an incident should one happen.

Client requirements that good health and safety practices are in place also seems to be increasingly influential in the Commercial Fishing sector. While the changes are not statistically significant, there have been noteworthy increases in the proportion of employers who say that the following things have a strong or very strong influence:

- The companies who sub-contract us / use our products / services require good health and safety practices, up from 43% in 2014 to 55% in 2017.
- A good health and safety record helping the business win contracts, up from 42% in 2014 to 52% in 2017.

PROPORTION OF EMPLOYERS INFLUENCED BY EACH DRIVER, 2017



Base: Employers from Commercial Fishing (n=159-164)
 Q45E: How strongly does each of the following aspects influence what your business does in terms of health and safety (5-point scale of no influence, slight, moderate, strong, very strong influence)

DRIVERS BY SECTOR

When compared with the other four high-risk sectors, the top three drivers in the Commercial fishing industry are relatively consistent. Interestingly, ‘Good record helps to attract and retain staff’ is only a top three driver for the Commercial Fishing and Forestry sectors.

	AGRICULTURE (n=368-373)	CONSTRUCTION (n=335-337)	FORESTRY (n=224-225)	MANUFACTURING (n=360-363)	COMMERCIAL FISHING (n=159-164)	OTHER (n=422-426)
1	90% Concern for welfare of workers	89% Concern for welfare of workers	98% Concern for welfare of workers	90% Concern for welfare of workers	91% Concern for welfare of workers	85% Concern for welfare of workers
2	75% Cost to business in productivity	76% Cost to business in productivity	84% Damage to reputation	73% Cost to business in productivity	76% Cost to business in productivity	75% Damage to reputation
3	66% Damage to reputation	75% Damage to reputation	81% Good record helps attract and retain staff	67% Avoiding being at fault, fined or prosecuted	73% Good record helps attract and retain staff	66% Cost to business in productivity

Base: Employers

Q45E: How strongly does each of the following aspects influence what your business does in terms of health and safety (5-point scale of no influence, slight, moderate, strong, very strong influence)

4.

WORKER ENGAGEMENT AND PARTICIPATION



INTRODUCTION

Workers play an essential role in reducing work-related injuries and ill-health. Good levels of worker engagement and participation are critical to improving health and safety in the workplace.

This chapter of the report covers aspects of worker engagement and participation in health and safety matters in the workplace, as well as workplace health and safety training.

Worker engagement refers to how a business involves its workers in work health and safety matters and decisions.

Worker participation means ongoing ways for workers to contribute to improving health and safety at work, including raising health and safety concerns, being involved in making decisions that affect worker health and safety and offering suggestions for improving health and safety.

Representation means that workers choose one or more people to speak or act on their behalf.

All involve two-way communication – a conversation about health and safety.

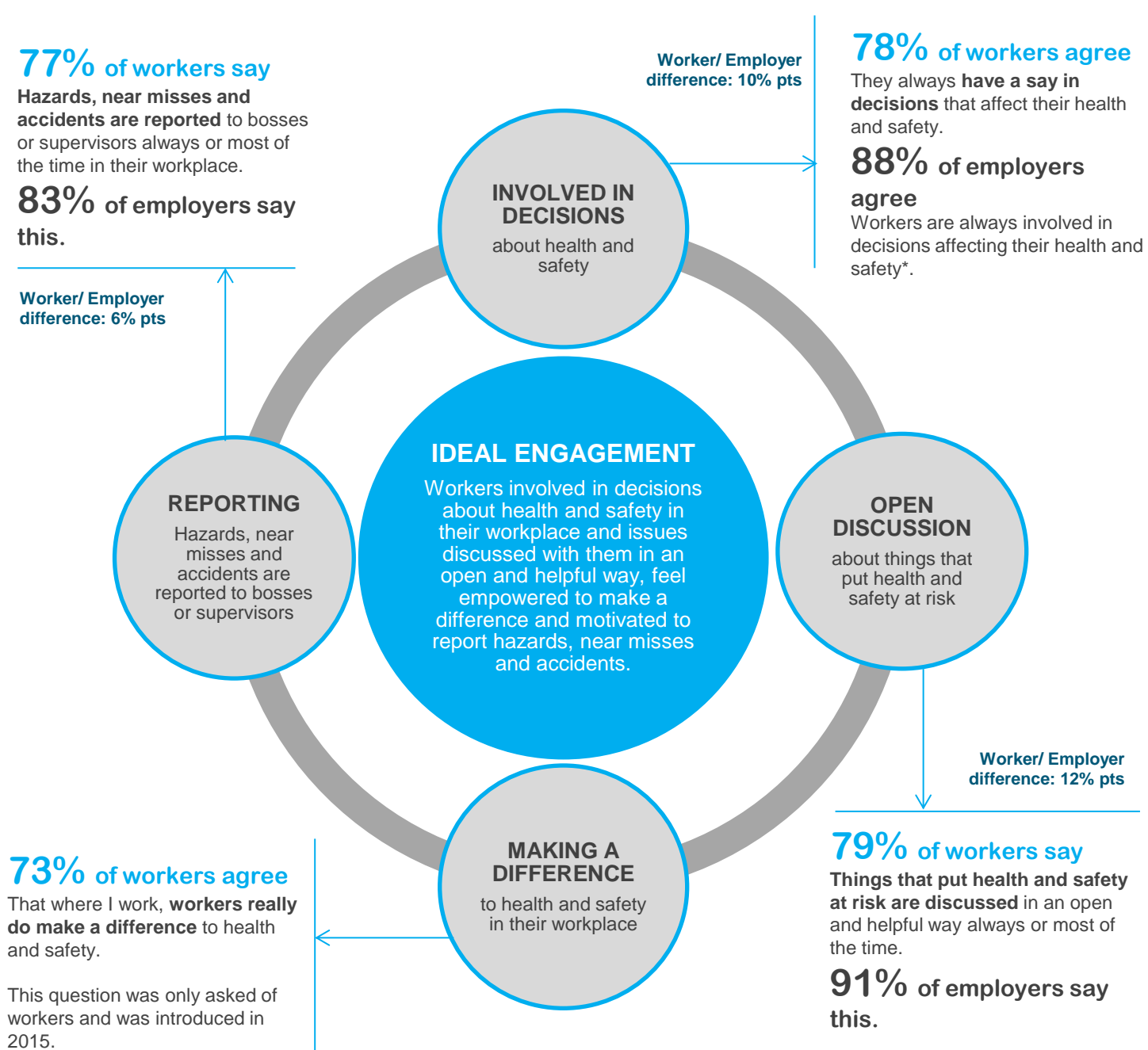
Workers and employers were asked questions about:

- Worker involvement in decision making involving health and safety
- Effectiveness of worker engagement in health and safety matters
- Communication about health and safety issues
- Worker participation practices (e.g. health and safety committees, mentors, representatives)
- Provision of health and safety information to workers
- Workers and employers working together to create a safer workplace
- Speaking up about health and safety matters
- Health and safety training.

4.1 WORKER ENGAGEMENT

There are four interconnected measures that help us to understand levels of worker engagement.

In the Commercial Fishing sector, all of these measures have remained stable since 2014 and employers consistently have a more positive view compared with the workers themselves. The most notable difference between workers and employers is in relation to whether health and safety is discussed in an open and helpful way. Results are all relatively high despite this disconnect.



WHO IS MORE / LESS ENGAGED?



There are opportunities for improving engagement particularly among younger workers and those who are relatively new to the Commercial Fishing sector. There are also opportunities for larger Commercial Fishing businesses around involving workers in health and safety decisions.

Overall, while results vary from measure to measure, workers who had been working in the industry for longer (20 years or more) and older workers tend to be more strongly engaged with health and safety.

In contrast, those who had worked in the industry for less time (0-5 years) and had personally had a serious harm event or near miss at their work in the last 12 months tend to be less engaged.



78% of workers agree

They always **have a say in decisions** that affect their health and safety.

Involved in decisions

Workers in larger workplaces (20 people or more) and on larger vessels (24 metres +) are **less** likely to agree they always have a say in decisions that affect their health and safety (64% and 67% respectively c.f. 78% overall).

Workers who had experienced a serious harm event (67%) or near miss (60%) in the last 12 months are also **less** likely to agree with this statement, as are those who were newer to the industry (been working in it for 0-5 years) and working as factory hands (49% and 55% respectively).

Workers who are **more** likely to agree that they have a say in health and safety decisions tend to be working as masters/skippers (90%), be older (aged 55 years and over) and have been working in the industry for 20 years or more (84% and 88% respectively c.f. 78% overall).



79% of workers say

Things that put health and safety at risk are **discussed** in an open and helpful way always or most of the time.

Open discussion

Similar to the decision making process, workers who had experienced a near miss in the last 12 months (70%) and were newer to the Commercial Fishing industry (0-5 years, 60%) are **less** likely to agree that things that put health and safety at risk are discussed in an open and helpful way, while those who have been working in the industry for 20 years or more are **more** likely to agree (87%).

Again, people working as factory hands are **less** likely to agree (66%) while masters/skippers (87%) are **more** likely to agree.

Other groups who are **more** likely to agree that health and safety issues are discussed in an open and helpful way are: workers living in Canterbury (90% cf. 79% workers overall), those aged 45-54 years (88%) and men (81%).

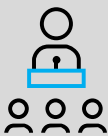
Maori workers were also less likely to agree that health and safety was discussed in an open and helpful way (67% agree cf. 79% overall).

Reporting and Making a difference

When it comes to reporting hazards, near misses and accidents, we find similar differences i.e. workers who have experienced a serious harm event (66%) or near miss (63%) in the last 12 months are **less** likely to agree that reporting to bosses or supervisors happens all or most of the time (cf. 77% overall) and those who have been working in the industry longer (20 years or more) are **more** likely to agree with this statement (81% cf. 77%)

Older workers (55 years and over) are **more** likely to say that workers really do make a difference to health and safety (88% cf. 73%).

IMPROVING ENGAGEMENT



There is a relationship between more recent health and safety training and worker engagement. Ensuring workers undertake formal health and safety training will help to improve engagement levels.

There is a relationship between how recently workers have undertaken formal health and safety training and three of the four key measures, namely open discussion of health and safety risks, reporting of issues and perceptions that workers really do make a difference.

Of the workers who had undertaken training in the last six months, 82% say that health and safety was discussed in an open and helpful way as opposed to 64% who had never undertaken training.

Likewise, of the workers who had had training in the last six months, 84% say that hazards, near misses and accidents are reported to bosses/supervisors always or most of the time, compared with 69% of workers who had never had training.

While the relationship between health and safety training and workers saying they really do make a difference is not statistically significant, there does appear to be a correlation between the two elements.

ENGAGEMENT MEASURES BY LAST TIME HAD HEALTH AND SAFETY TRAINING: WORKERS IN THE COMMERCIAL FISHING SECTORS

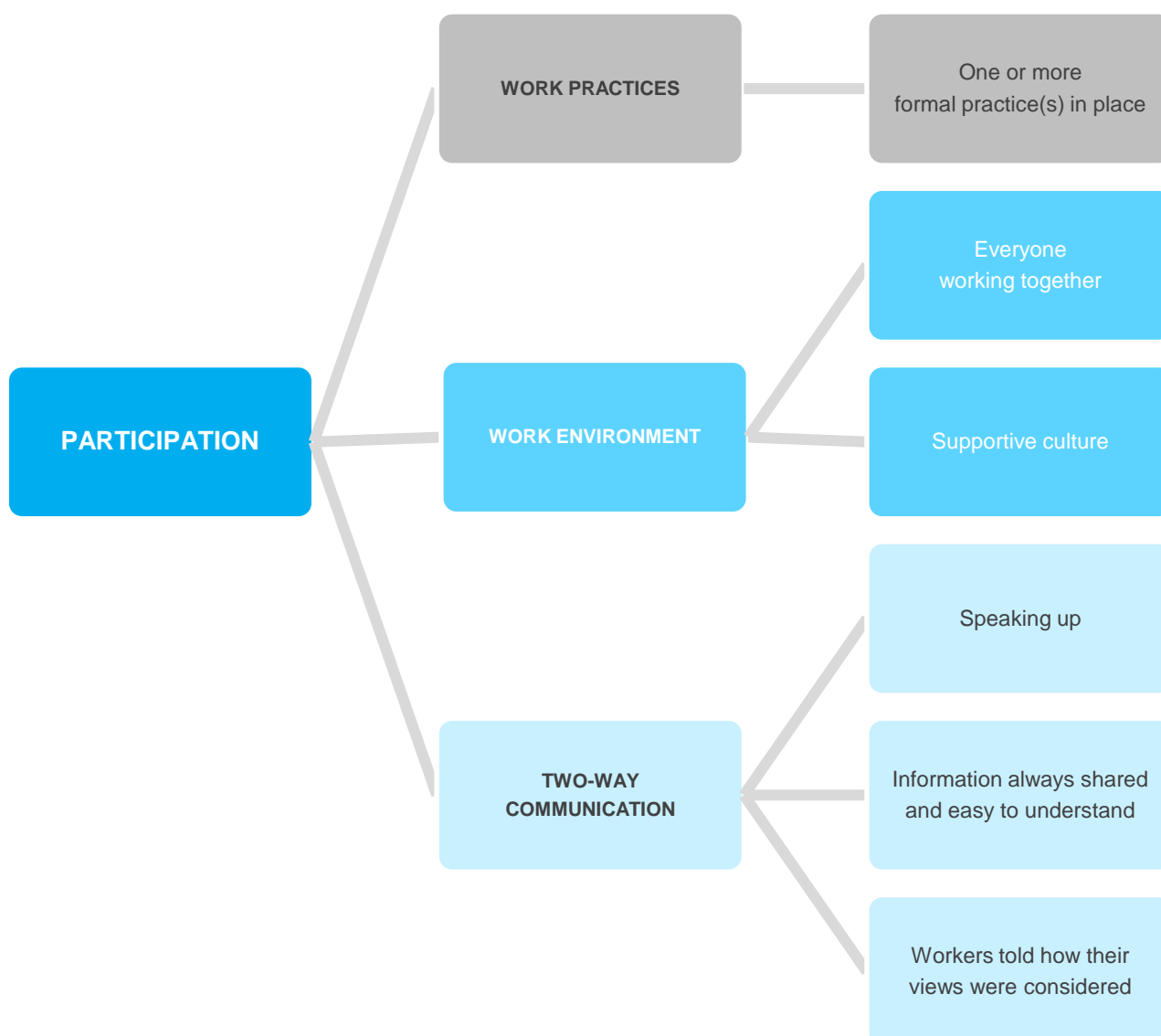
	Never (n=221-374)	More than a year ago (n=296-497)	6 to 12 months ago (n=279-364)	In the last 6 months (n=449-562)
Health and safety risks are discussed openly always or mostly	64%	82%	86%	82%^
Health and safety issues are always or mostly reported by workers	69%	72%	79%	84%^
Workers really do make a difference to health and safety (% agree)	56%	66%	66%	88%

4.2 PARTICIPATION

Ideally all workplaces and businesses will have:

- Worker participation practices in place so workers can effectively participate in improving work health and safety on an ongoing basis.
- An environment and culture where workers can raise health and safety concerns at any time – they don't need to wait until a formal opportunity to participate comes up.
- Two-way communication – where workers have reasonable opportunities to raise health and safety concerns and contribute to decisions that affect work health and safety matters.

HOW THE SURVEY MEASURES PARTICIPATION



PARTICIPATORY STRUCTURES

WORK PRACTICES

ONE OR MORE FORMAL PRACTICES

82% of workers AND 81% of employers

Report having one or more practices that encourage worker participation in the workplace / business. (These results exclude 'none' and 'don't know' results).

Along with good health and safety leadership and engagement among workers and employers, having formal, participatory structures in place to help ensure safety issues are not overlooked and that workers' voices are heard, is a very important component of a safer workplace.

14% OF COMMERCIAL FISHING WORKERS REPORT NO FORMAL WORK PRACTICES IN THEIR WORKPLACE

Overall in the four-high risk sectors (Agriculture, Construction, Forestry and Manufacturing combined) 79% of workers and 86% of employers report that one or more practices that encourage worker participation in the workplace or business were in place in 2017. This compares with 82% of workers and 81% of employers in the Commercial Fishing sector.

CHANGES OVER TIME

Between 2014 and 2017 there has been only one significant change while the incidence of most practices has remained relatively stable.

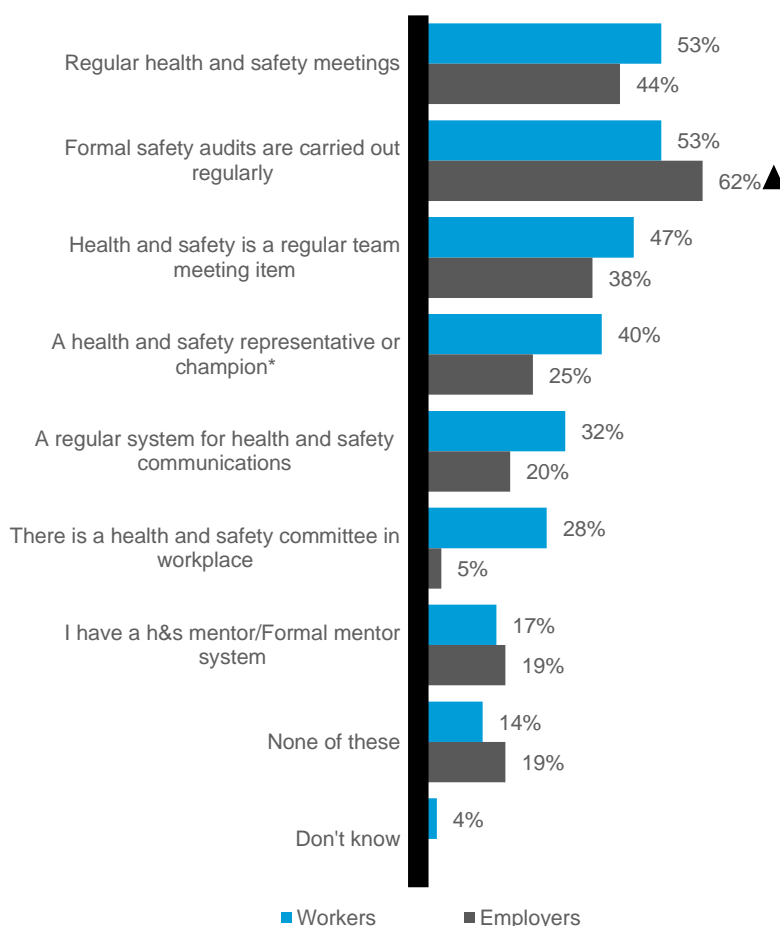
In 2017 the proportion of employers who reported that a formal health and safety audit had been carried out has increased to 62% compared with 47% in 2014.

REPRESENTATION

Four in ten workers and 25% of employers say that they have a health and safety representative and / or champion in their workplace or business.

*Note: This question has changed since 2014 and cannot be compared over time.

MAIN PARTICIPATORY STRUCTURES IN PLACE, 2017



Base: Workers from Commercial Fishing excluding self-employed 2014 (n=349); 2017 (n=363)

Base: Employers from Commercial Fishing 2014 (n=349), 2017 (n=363)
 Q54W & Q51E: Which, if any, of these, happen at your workplace/does your business have?

Note: Employers' responses on "Formal Safety Audits are carried out regularly" come from a separate question. Level of agreement (5-point agreement scale) with statement: "Formal safety audits at regular intervals are a normal part of our business" (% Agree or Strongly Agree)

WORK ENVIRONMENT

WORKING TOGETHER

WORKERS / EMPLOYERS%
POINT DIFFERENCE

EVERYONE TRYING

69% of workers

Say everyone from the boss down is always trying to improve safety.

N/A

WORKING TOGETHER

80% of workers AND 96% of employers

Agree the boss / management and workers work together / in partnership to make sure everyone is safe at work.

16
pts

Having both workers and employers / businesses work together to improve health and safety is an important aspect of improving the working environment and is measured through the two key indicators above.

EVERYONE TRYING

Overall, across the four high-risk sectors, 64% of workers say everyone from the boss down is always trying to improve safety. In the Commercial Fishing sector a similar proportion (69%) of workers agree with this statement and this has remained stable since 2014.

WORKING TOGETHER

Across the four high-risk sectors, 76% of workers and 92% of employers agree the boss/management and workers work together / in partnership to make sure everyone is safe at work. In the Commercial Fishing sector however, slightly more workers (80%) and employers (96%) agree, again there have not been any significant improvements over time (79% of workers and 92% of employers agreed in 2014).

EMPLOYERS



WORKERS



When it comes to working together, there's a disconnect between the perceptions of workers and employers. Fewer workers (80%) than employers (96%) agree that the boss / management and workers work together / in partnership to make sure everyone is safe at work.

WORK ENVIRONMENT MEASURES BY SECTOR 2017: WORKERS

	AGRICULTURE (n=182-187)	CONSTRUCTION (n=274-420)	FORESTRY (n=286-345)	MANUFACTURING (n=493-532)	COMMERCIAL FISHING (n=134-136)	OTHER SECTOR (n=775-799)
Everyone from the boss down is always trying to improve safety (% agree)	67%	65%	80%	60%	69%	60%
My boss and the workers work together to make sure everyone is safe at work (% agree)	79%	77%	87%	71%	80%	75%

WORK ENVIRONMENT

SUPPORTIVE CULTURE

WORKERS / EMPLOYERS%
POINT DIFFERENCE

ENCOURAGED TO COME UP WITH IDEAS

72% of workers AND 92% of employers

Agree that workers are encouraged to come up with ideas to make our work safer.

20
pts

WOULD NOT GET INTO TROUBLE

75% of workers

Disagree they would get into trouble if I told my boss I had a near miss

N/A

SUPPORT FOR STOPPING WORK

66% of workers AND 87% of employers

Agree the boss / business would totally support workers who suggested work should stop because of a possible hazard / risk.

21
pts

Ensuring that a workplace has a culture which supports and encourages reporting of risks and incidents as well as creative solutions to issues is critical.

This environment is developed through employers encouraging workers to come up with ideas themselves, ensuring workers feel they can come to their boss or supervisor if they had a near miss without fear of getting into trouble and ensuring that management is supportive of workers should a recommendation be made that something is too hazardous and work needs to stop until the safety issue is resolved.



WORKERS AND EMPLOYERS DON'T SEE THINGS THE SAME WAY...

When it comes to elements of supportive culture, there is an even more distinct disparity between the perceptions of workers and employers with around a 20 percentage point difference.

ENCOURAGED TO COME UP WITH IDEAS

Overall, across the four high-risk sectors, 68% of workers agree that they are encouraged to come up with ideas to make their work safer. The result for the Commercial Fishing sector is similar at 72% and has not changed significantly since 2014 (76%).

WOULD NOT GET INTO TROUBLE

Positively, three-quarters of workers say they would not get into trouble if they told their boss they had a near miss with this result remaining relatively stable since 2014 (76%). Commercial Fishing is not significantly higher or lower than the four high-risk total (75%) when it comes to this measure and its result is similar to that of the Construction sector (76%).

SUPPORT FOR STOPPING WORK

Overall, 68% of workers and 92% of employers in the four high-risk sectors agree that the boss/business would totally support workers who suggested work should stop because of a possible risk or hazard. Similar proportions of workers (66%) and employers (87%) in the Commercial Fishing sector agree with this statement with no changes over time.



"I have witnessed attitudes by particular captains and managers who treat injured crew at sea badly, and act illegally forcing them to work while injured and being outwardly angry towards injured crew."

(Vessel-based seafood processing, Factory supervisor, medium vessel, 3-10 vessels)

TWO-WAY COMMUNICATION

SPEAKING UP

WORKERS / EMPLOYERS%
POINT DIFFERENCE

ENCOURAGED TO SPEAK UP

83% of workers AND 97% of employers

Agree that the boss / business encourages workers to speak up if they feel something is unsafe.

14
pts

BOSS SPEAKS UP IF THERE IS A RISK

71% of workers

Disagree that their boss sometimes says nothing when he/she sees a worker taking a short-cut or risk

N/A

CONFIDENT TO RAISE WITH CO-WORKERS

84% of workers AND 78% of employers

Agree that workers always tell co-workers if they aren't working safely.

6
pts

Speaking up when there is a risk or hazard is important for preventing workplace incidents.

Speaking up about risks and hazards can only come about when everyone is encouraged to speak up, the behaviour is modelled by bosses and supervisors, and workers feel confident in approaching each other if they see a colleague who is not working safely.

ENCOURAGED TO SPEAK UP

Overall, across the four high-risk sectors, 75% of workers and 96% of employers agree that they are encouraged to speak up if they feel something is unsafe.

Around eight in ten (83%) workers in the Commercial fishing sector agreed with this statement, significantly more when compared with the Agriculture and Manufacturing sectors (both 73%).

As with a number of other indicators of participation, a larger proportion of employers (97%) in the Commercial Fishing sector agree that their business encourages people to speak up compared with the perceptions of workers.

BOSS SPEAKS UP IF THERE IS A RISK

Around seven in ten (71%) workers in the Commercial Fishing sector say that their boss says something when he/she sees a worker taking a short-cut or risk. This result has remained relatively stable since 2014 (68%) and is slightly higher than the total for the four high-risk sectors (65%).

CONFIDENT TO RAISE WITH CO-WORKERS

Overall, across the four high-risk sectors, 78% of workers and 69% of employers agree that they are confident workers always tell each other if they aren't working safely (for example, not wearing the right protective equipment).

In the Commercial Fishing sector, 84% of workers and 78% of employers agree with this. Interestingly, this is one of the few measures where employers have lower levels of agreement than workers, indicating that they don't have as much confidence in worker behaviour.

14%

Of workers report that their boss sometimes says nothing when he/she sees a worker taking a short-cut or risk, while 71% of workers report that their boss says something.

TWO-WAY COMMUNICATION

INFORMATION AND FEEDBACK

WORKERS / EMPLOYERS%
POINT DIFFERENCE

INFORMATION SHARED

73% of workers AND 88% of employers
Agree that relevant health and safety information and updates are always shared.

15
pts

EASY TO UNDERSTAND

74% of workers AND 93% of employers
Agree that workers are always given health and safety information that is easy to understand.

19
pts

TOLD HOW VIEWS WERE CONSIDERED

60% of workers AND 89% of employers
Agree that workers are always told how their views have been considered.

29
pts

Ensuring that information is shared consistently and is easy to understand is critical for improving health and safety as well as increasing worker engagement and participation overall.

Not only does information need to be shared, employers also need to ensure that workers' views are considered and workers know how those views have been considered.



WORKERS AND EMPLOYERS DON'T SEE THINGS THE SAME WAY...

There is an extremely large gap between the perceptions of workers and employers (29 percentage points) when it comes to whether or not workers are always told how their views have been considered.

Note: These questions were not asked in 2014 so no changes over time can be measured for the Commercial Fishing sector.

INFORMATION SHARED

Overall in the four high-risk sectors, seven in ten workers (70%) and around eight in ten employers (82%) agree that relevant health and safety information and updates are always shared. Results in the Commercial Fishing sector are similar for workers (72%) but slightly higher than the four high-risk sectors for employers (88%).

EASY TO UNDERSTAND

In the four high-risk sectors, 68% of workers and 86% of employers agree that workers are always given health and safety information that is easy to understand. In contrast, 74% of workers and 93% of employers in the Commercial Fishing sector agree with this statement.



"We have safety operational procedure forms and cadets do not fully understand them after signing. Refreshers should be available for new staff."

(Fish trawling, seining and netting, Factory hand, small operation, 1-2 vessels)

TOLD HOW VIEWS WERE CONSIDERED

Overall, 53% of workers and 81% of employers in the four high-risk sectors agree that workers are always told how their views have been considered. Higher proportions of employers (89%) in the Commercial Fishing sector agree with this statement.

4.3 TRAINING

An important avenue for ingraining and formalising health and safety is through training. Whether or not workers and employers are undertaking training is another indicator of participation and is critical for improving engagement on health and safety issues.

The proportion of Commercial Fishing workers who had undertaken formal health and safety training in the last 12 months has remained statistically stable since 2014, as has the proportion who say that they have never undertaken formal training.

Having said this, there has been a decrease in the proportion of workers who have undertaken training more than three years ago. This has been accompanied by slight (not statistically significant) increases in workers having training either in the last six months or the last 12 months. These minor changes seem to indicate that there has been some improvement, however, there is still notable room for improvement within the Commercial Fishing sector when it comes to ensuring workers get health and safety training.

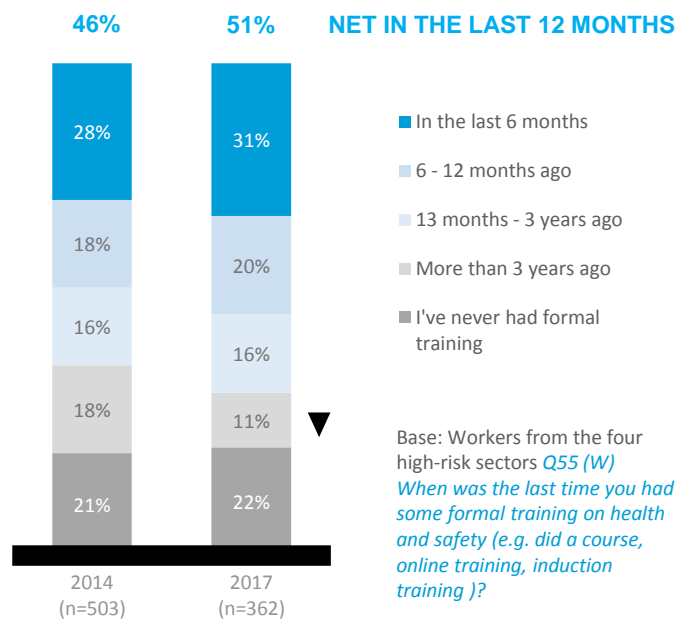
Compared with the other sectors, Commercial Fishing does appear to be behind in this area, particularly compared with the Construction sector. While Commercial Fishing is ahead of the Agriculture and 'Other' sectors when it comes to ensuring their workers have undertaken formal health and safety training, both of these sectors have shown significant increases since 2014.



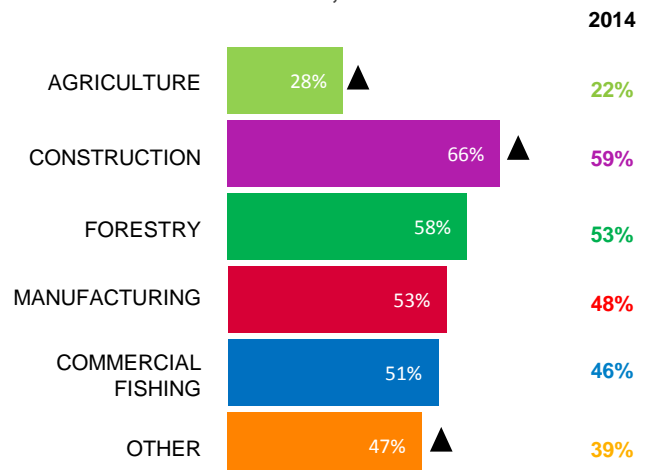
"Companies have seemed to have passed the buck. Crew are seen as to take all the blame if anything happens out at sea where there's really been no training and when there are courses to attend, there's no incentive to attend."

(Fish trawling, seining and netting, Factory hand, medium operation, 3-10 vessels)

LAST TIME WORKERS HAD FORMAL HEALTH AND SAFETY TRAINING



% OF WORKERS WHO HAD TRAINING IN THE LAST 12 MONTHS, 2017



Base: Workers (Agriculture, n=511; Construction, n=445; Forestry, n=357; Manufacturing, n=553; Other sector, n=1029)



WHO HAS DONE TRAINING?

Not only are Masters / Skippers less likely to have undertaken formal health and safety training in the last 12 months, but they are also more likely to say they have never had this type of training.

WORKERS LESS LIKELY TO HAVE UNDERTAKEN TRAINING IN THE LAST 12 MONTH WERE...

- Working as a Master / Skipper, 44% cf. 51% of Commercial Fishing workers overall
- In the north of the North Island (excluding Auckland), 37%
- Older (55 years+), 37%.

WORKERS MORE LIKELY TO HAVE UNDERTAKEN TRAINING IN THE LAST 12 MONTH WERE...

- Working as a Mate / Bossun / Deck Officer, 80% cf. 51% of Commercial Fishing workers overall
- Working for larger businesses (with 20 staff or more), 62%, or on larger vessels (24 metres or more), 66%
- In the South Island (excluding Canterbury), 57%.

TRAINING

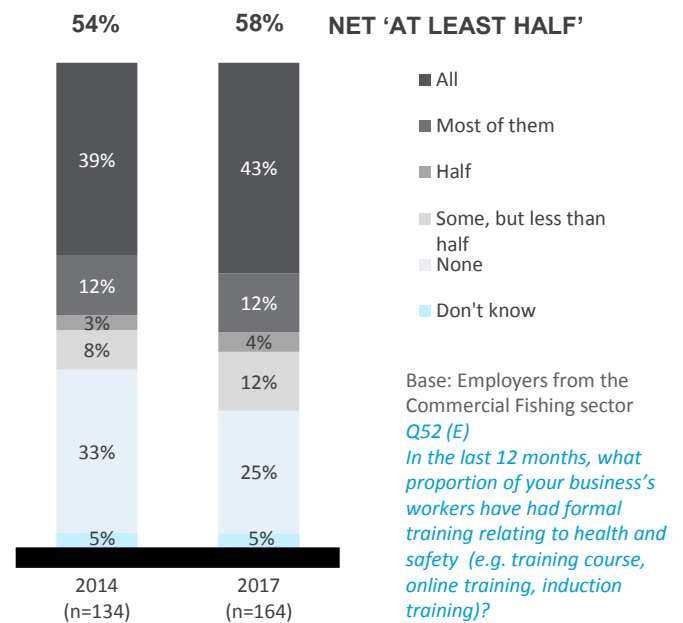
Employers were asked what proportion of workers in their business had undertaken formal training relating to health and safety (e.g. a training course, online training, induction training).

Around six in ten (58%) employers say that at least half of the workers in their business had undertaken formal health and safety training in the last 12 months, while a quarter (25%) say that none of their workers had done this type of training.

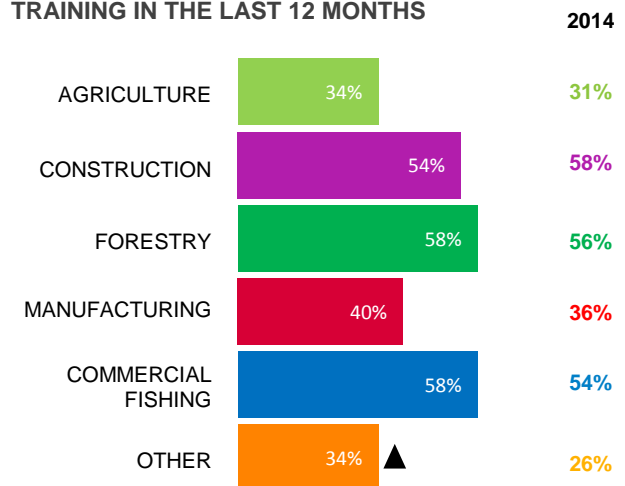
While these results haven't changed significantly since 2014, we do find that there are some indications that more workers are getting trained with a slight increase in the proportion of employers saying that at least half their workers have received training (up from 54% in 2014) and slightly fewer employers saying that none of their workers have done training (down from 33% in 2014).

Compared with the other sectors, we find that Commercial Fishing results are similar to those in the Construction (54%) and Forestry (58%) sectors when it comes to the proportion of workers who had done training.

% OF WORKERS THAT HAD FORMAL HEALTH AND SAFETY TRAINING IN THE LAST 12 MONTHS: EMPLOYERS



AT LEAST HALF OF WORKERS HAD TRAINING IN THE LAST 12 MONTHS



Base: Employers (Agriculture, n=374; Construction, n=338; Forestry, n=225; Manufacturing, n=363; Other sector, n=426)

PARTICIPATION IN TRAINING COULD BE IMPROVED THROUGH ENSURING THAT PEOPLE WHO KNOW THE WORK ARE USED AS TRAINERS...

"...Best be [done] by those that have undertaken the occupation as a livelihood at some stage. Office types teaching does not work. Need fisher folk to do the teaching."

(Mussel farming, Master/Skipper, small operation, 1-2 vessels)

5.

KNOWLEDGE AND UNDERSTANDING



INTRODUCTION

Another aspect that contributes to workplace health and safety is the level and depth of knowledge and understanding that both workers and employers have around health and safety risks and issues.

This chapter of the report explores different aspects of knowledge and understanding including:

- Workers' and employers' views about the perceived level of risk in their industry compared with other industries
- The perceived risk of serious harm occurring in their own workplace / business
- Workers' feelings of safety in the workplace
- Whether workers have the resources and information (tools, equipment, advice) to deal with risk
- Workers' level of confidence that they have the knowledge and skills to keep healthy at work, safe at work and know how to report a hazard, near miss or accident
- Risky behaviours occurring in the workplace
- Positive actions taken to minimise risk.

5.1 PERCEPTIONS OF RISK

COMPARED WITH OTHER INDUSTRIES

Respondents were asked to compare the risk of people getting seriously hurt in their industry with that of other industries, using a 5-point scale ranging from 'much lower risk' (rated 1) through to 'much higher risk' (rated 5).

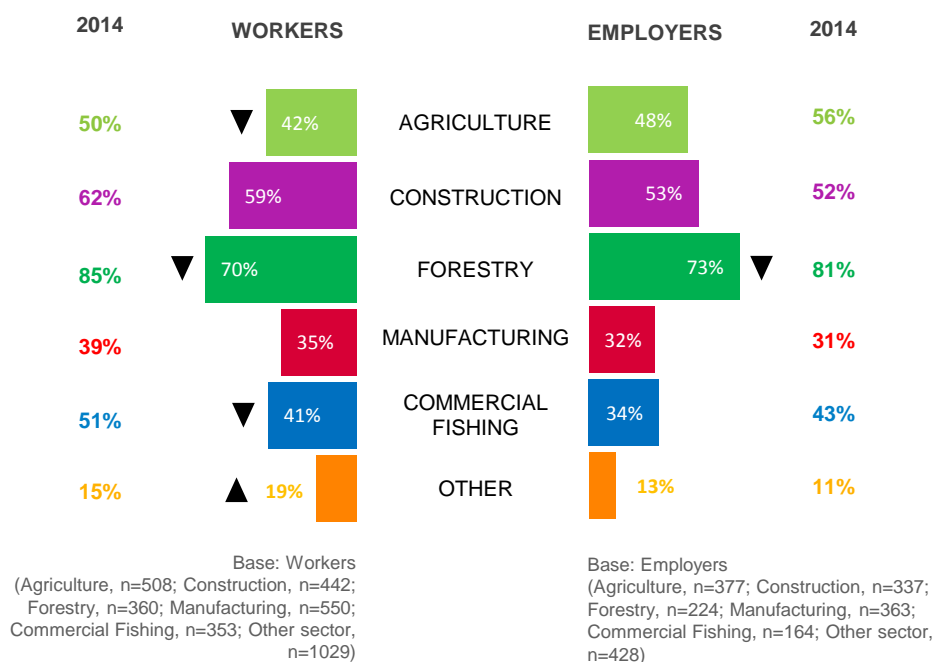
PERCEIVED RISK COMPARED WITH OTHER INDUSTRIES

The proportion of workers who think that the risk of getting seriously hurt in their industry is higher/ much higher than in other industries has decreased in 2017, down from 51% in 2014 to 41%.

This level of perceived risk is similar to workers in the Agricultural sector.

While there hasn't been a statistically significant change over time regarding employer perceptions, we do find that only three in ten employers think the risk of people getting seriously hurt in the Commercial Fishing industry is higher or much higher than other industries, compared with four in ten workers who think it is.

PROPORTION WHO CONSIDER THE RISK OF GETTING SERIOUSLY HURT IN THEIR INDUSTRY IS HIGHER/MUCH HIGHER THAN OTHER INDUSTRIES



Q33&Q27: How does the risk of someone getting seriously hurt in your industry compare with other industries (5-point scale from much lower to much higher)

PERCEPTIONS OF RISK

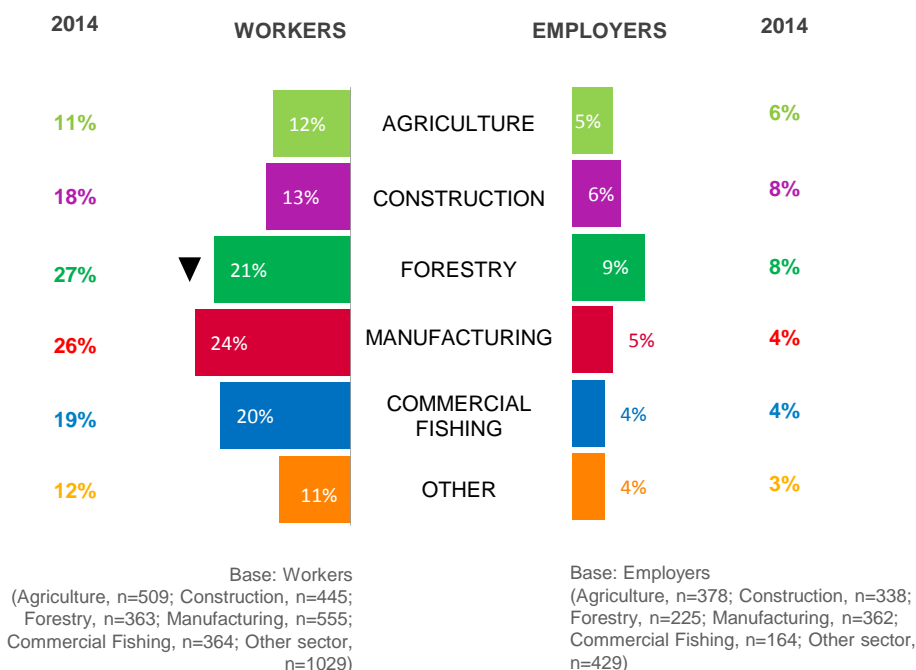
PERCEIVED RISK OF SERIOUS INJURY IN OWN WORKPLACE

Workers were asked how they rated the risk of themselves or someone they worked with getting seriously hurt at work in the upcoming 12 months, while employers were asked the question in relation to someone in their business getting seriously hurt. They responded on a 5-point scale ranging from 'very low risk' to 'very high risk'.

PERCEIVED RISK IN OWN WORKPLACE

As in 2014, only 20% of workers and 4% of employers in the Commercial Fishing sector rate the risk that they or someone they work with will get seriously hurt at work in the next 12 months.

PROPORTION PERCEIVING A MODERATE TO VERY HIGH RISK OF SERIOUS INJURY OCCURRING IN OWN WORKPLACE/BUSINESS IN NEXT 12 MONTHS



Q46W&Q40E: How would you rate the risk that you or someone you work with /someone in your business will get seriously hurt at work in the next 12 months (5-point scale from very low risk to very high risk)

Workers who are more likely to think there is a moderate to very high risk of serious injury occurring in their workplace are those who:

- Had experienced a serious harm event (35%) or had a near miss (43%) compared with 20% of workers overall in the Commercial Fishing sector
- Work in vessel-based seafood processing (36%)
- Work on larger vessels (31%).
- Are working as a Mate/Bosun/deck officer (40%) or a Factory hand (33%).
- Had undertaken health and safety training in the last 12 months (25%).

On the other hand, workers in the Commercial Fishing sector who are less likely to think there is a moderate to high risk tend to be:

- NZ European (18% cf. 20% of workers overall) and;
- Older 55+ (12%).

PERCEPTIONS OF RISK

FEELINGS OF SAFETY AT WORK

Workers were asked how safe they felt at work overall and provided their responses on a 4-point scale of very safe, safe, unsafe and very unsafe. This question was based on a question in the New Zealand General Social Survey (NZGSS) conducted by Statistics New Zealand.

OVERALL IN THE COMMERCIAL FISHING SECTOR

Fifty-four percent of workers in the Commercial Fishing sector say that they feel **very safe** at work, up from 46% in 2014.

Another 43% of workers (in the Commercial Fishing sector) say that they feel **safe** at work and only 3% say they feel **unsafe or very unsafe**.

Feelings of unsafety at work are lowest among workers in both the Commercial Fishing and Construction industries.

WHO FEELS LESS SAFE?

Workers who are less likely to feel safe at work were:

- Those who had experienced a near miss at work (92% cf. 96% of Commercial Fishing workers who say they feel safe or very safe overall)
- Working as Factory hands (91% cf. 96% overall).



“All workers should understand .. Do not do anything they feel to be unsafe!! Be strong enough to say so!!! Take responsibility for our own safety at all times.”

(Rock lobster and crab potting, longline fishing, Master/Skipper, Deckhand, Chief Engineer, Engineer, small operation, 1-2 vessels)

FEELINGS OF SAFETY AT WORK: WORKERS

	AGRICULTURE (n=509)	CONSTRUCTION (n=446)	FORESTRY (n=364)	MANUFACTURING (n=556)	COMMERCIAL FISHING (n=363)	OTHER SECTOR (n=1028)
% VERY SAFE	57%	53%	57% ▲	43% ▲	54% ▲	61%
% SAFE	37%	44%	37% ▼	50%	43%	31%
% UNSAFE & VERY UNSAFE	6%	3%	5%	7%	3%	8% ▲

Base: Workers
Q45W: Overall, how safe do you feel at work?

5.2 RESOURCES AND INFORMATION

To do their job safely, workers need the right tools and equipment for the job and they need appropriate information. Workers and employers were asked to what extent they agree that this is the case.

TOOLS AND EQUIPMENT

Overall in the Commercial Fishing sector, a high proportion of workers (85%) and employers (94%) agree that they (or everyone in their business) have the tools and equipment they need to do their job safely.

Both of these results have remained relatively stable since 2014.

When it comes to having the tools and equipment needed to do the work safely, employers tend to have higher levels of agreement than workers, indicating that there is a disconnect in perceptions of those doing the work compared with employers.

While the rates of disagreement in the Commercial Fishing sector are very low (5% for workers), it's important to note that those more likely to disagree with this statement are those who work in medium sized operations (14% cf. 5% overall) and those who had experienced a serious harm event (11%).

INFORMATION

Seventy-four percent of workers in 2017 agree that they were told everything they needed to know to do their job safely. This result has remained stable since 2014.

While levels of agreement are lower than when asked about tools and equipment, we do find that there is a relatively large proportion of workers who say that they neither agree nor disagree with this statement (15%) and a relatively small proportion disagreeing outright (11%).

The workers who are more likely to disagree with this statement are those who had never undertaken health and safety training (21% cf. 11% overall) and those who had experienced a near miss (18%).

Employers in the Commercial Fishing sector have high levels of agreement (94%) that workers and supervisors have the information they need to work safely, indicating a large (20 percentage point) disconnect in perceptions of workers and employers.

WORKERS	2014	2017	EMPLOYERS	2014	2017
TOOLS & EQUIPMENT			TOOLS & EQUIPMENT		
I have the tools and equipment I need to do my job safely	87% agree	85% agree	Everyone has the tools and/or equipment they need to complete their work safely	95% agree	94% agree
INFORMATION			INFORMATION		
I am told everything I need to know to do my job safely	71% agree	74% agree	Workers and supervisors have the information they need to work safely	87% agree	94% agree

Base: Workers excluding doesn't apply (2014 n=459-492; 2017 n=327-353) [Q48 \(W\)](#)

Base: Employers excluding not answered (2014 n=129-130; 2017 n=164) [Q43 \(E\)](#)

How strongly do you agree or disagree with the following statements?

5.3 KNOWLEDGE AND SKILLS DEALING WITH RISK

Workers require knowledge and skills to help them deal with risks they may encounter in the workplace, as well as having the information and resources to deal with risk. Workers were asked about the extent to which they felt confident that they have the knowledge and skills to keep healthy and safe at work. They responded on a 5-point scale ranging from ‘not at all confident’ (1 on the scale) to ‘very confident’ (5 on the scale).

REPORTING INCIDENTS

As in 2014, over nine in ten workers feel confident that they know how to report a hazard, near miss or accident to their boss or workmates.

93%

Of workers say they feel confident they know how to report a hazard, near miss or accident.

This result has remained relatively stable since 2014 (91%).

Looking at results across the other sectors, we find that workers in the Commercial Fishing sector are one of the most confident groups when it comes to knowing how to report hazards, near misses and accidents, second only to those in the Forestry sector (96%).

WHO IS NOT CONFIDENT REPORTING INCIDENTS?

As in 2014, only a small minority of workers (2%) in the Commercial Fishing sector lack confidence. These are more likely to be those who had experienced a near miss (6% cf. 2% overall).

REPORTING INCIDENTS: WORKERS

	AGRICULTURE (n=413)	CONSTRUCTION (n=432)	FORESTRY (n=351)	MANUFACTURING (n=544)	COMMERCIAL FISHING (n=332)	OTHER SECTOR (n=970)
Know how to report a hazard, near miss or accident to bosses/workmates	87%	87%	96%	88%	93%	87%

Base: Workers (Statement 1 excludes Not Applicable)

Q51W: How confident are you that... (5-point scale where 1= not at all confident and 5= very confident)

5.3 KNOWLEDGE AND SKILLS DEALING WITH RISK

Overall, there is a notable difference in workers' confidence levels when it comes to feeling they have the knowledge and skills to keep safe at work, compared with not getting long-term health problems at work. This indicates there is room for improvement when it comes to providing information and training for workers to do with long-term health problems related to the Commercial Fishing industry.

KEEPING SAFE

Similarly, over nine in ten workers say they were confident that they have the knowledge and skills to keep safe at work.

94% Of workers say they feel confident they have the knowledge and skills to keep safe at work.

Again, this result has remained relatively stable since 2014 (97%).

Compared with the other sectors, workers in the Commercial Fishing sector have relatively similar levels of confidence when it comes to having the knowledge and skills to keep safe, only significantly behind the Forestry sector (98%).

STAYING HEALTHY

Fewer workers are confident that they have the knowledge and skills to not get long-term health problems at work.

84% Of workers say they feel confident they have the knowledge and skills to not get long-term health problems at work.

While this result has remained stable since 2014 (82%), it does indicate that there is opportunity for improvement within the Commercial Fishing sector when it comes to providing information and training to do with long-term health problems.

It should also be noted that while levels of confidence among workers in the Commercial Fishing sector are no higher or lower than the other four high-risk sectors, since 2014 there have been significant improvements gained in both the Agriculture and Manufacturing sectors.

CONFIDENCE ABOUT KNOWLEDGE AND SKILLS: WORKERS

	AGRICULTURE (n=503-505)	CONSTRUCTION (n=444-446)	FORESTRY (n=358-360)	MANUFACTURING (n=547-548)	COMMERCIAL FISHING (n=356-359)	OTHER SECTOR (n=1028-1029)
Have knowledge and skills to keep safe at work	93%	95%	98%	90%	94%	89%
Have knowledge and skills to not get long-term health problems at work	87% ▲	86%	88%	81% ▲	84%	79%

Base: Workers (Statement 1 excludes Not Applicable)

Q51W: How confident are you that... (5-point scale where 1= not at all confident and 5= very confident)

5.4 BEHAVIOUR AROUND RISK

FREQUENCY WITH WHICH RISKY SITUATIONS OCCUR

The previous section confirms that workers in the Commercial Fishing sector believe they personally have the knowledge and skills to keep themselves safe at work. However, too many serious harm incidents continue to occur in New Zealand workplaces. Therefore, if workers' assessment of their level of knowledge and skill is accurate, workers must be behaving in ways, or being put in situations at work, that result in serious harm issues or incidents despite knowing the risk involved.

In the survey, workers are reminded of their anonymity before being asked the frequency with which they or their workmates worked in each of a number of potentially risky ways. They answer using a scale of never, hardly ever, from time to time, a lot.

There are a number of positive reductions when it comes to workers and employers reporting that risky behaviours such as working when overtired and when they are sick/ injured happen 'from time to time' or 'a lot'. Likewise, making a mistake because of carelessness or not having their mind on the job and because the person has been working too long or too hard without a break also show good reductions between 2014 and 2017.

% FROM TIME TO TIME OR A LOT	WORKERS		EMPLOYERS	
	2014	2017	2014	2017
Work when they are overtired	61%	53% ▼	40%	24% ▼
Work when sick or injured	56%	48% ▼	36%	21% ▼
Get put at risk by working in conditions when work should have been stopped	37%	34%	18%	14%
Make a mistake by being careless or not having their mind on the job	43%	33% ▼	34%	19% ▼
Take a risk or short-cut on purpose	31%	29%	23%	10% ▼
Make a mistake because they have been working too long or too hard without a break	35%	29% ▼	18%	8% ▼
Get put at risk by something outside of their control	26%	28%	17%	15%
Make a mistake from being under pressure by the boss to get the job done	27%	25%	12%	12%
Get put at risk by a machinery or equipment fault or breakdown	19%	18%	5%	7%
Do a risky job that they don't have the right skills for	18%	16%	6%	2%
Get put at risk because our processes or ways we are told to do things are not safe	12%	13%	2%	5%
Get put at risk by not using the right personal protective equipment	-	12%	-	4%
Get put at risk from not having proper supervision	11%	11%	3%	2%
Work when hung-over or stoned	14%	10%	8%	2%

Base: Workers from Commercial Fishing 2014 (n=487-498), 2017 (n=355-360)
 Base: Employers from Commercial Fishing 2014 (n=128-132), 2017 (n=160-164)
 Q36W & Q30E: Frequency Of Risky Behaviours In Workplace

5.4 BEHAVIOUR AROUND RISK

FREQUENCY WITH WHICH RISKY SITUATIONS OCCUR

While the Commercial Fishing sector has shown positive reductions in some types of risky behaviours, we still find that over half of workers report that they or their workmates work when overtired and almost half report working when sick or injured.

There is also a notable disconnect between how frequently workers and employers think that various risky behaviours happen.

LARGEST DISCONNECTS

The largest disconnect between workers and employers is in relation to them reporting that they or others in their workplace:

- Work when overtired (29 percentage points)
- Work when sick or injured (27 percentage points)
- Make mistakes when they have been working too long or too hard without a break (21 percentage points)
- Get put at risk by working in conditions when work should have stopped (20 percentage points).

% FROM TIME TO TIME OR A LOT, 2017	WORKERS	EMPLOYERS	Percentage point difference
Work when they are overtired	53%	24%	29
Work when sick or injured	48%	21%	27
Get put at risk by working in conditions when work should have been stopped	34%	14%	20
Make a mistake by being careless or not having their mind on the job	33%	19%	14
Take a risk or short-cut on purpose	29%	10%	19
Make a mistake because they have been working too long or too hard without a break	29%	8%	21
Get put at risk by something outside of their control	28%	15%	13
Make a mistake from being under pressure by the boss to get the job done	25%	12%	13
Get put at risk by a machinery or equipment fault or breakdown	18%	7%	11
Do a risky job that they don't have the right skills for	16%	2%	14
Get put at risk because our processes or ways we are told to do things are not safe	13%	5%	8
Get put at risk by not using the right personal protective equipment	12%	4%	8
Get put at risk from not having proper supervision	11%	2%	9
Work when hung-over or stoned	10%	2%	8

Base: Workers from Commercial Fishing 2017 (n=355-360)
 Base: Employers from Commercial Fishing 2017 (n=160-164)
 Q36W & Q30E: *Frequency Of Risky Behaviours In Workplace*

5.4 BEHAVIOUR AROUND RISK

FREQUENCY WITH WHICH RISKY SITUATIONS OCCUR

Looking at the types of risky behaviours that have the largest disconnects in perceptions between workers and employers (regarding whether the behaviour happens from time to time or a lot) we find that there are some common themes when it comes to who is more likely to do these behaviours.

People working in vessel-based seafood processing and on larger vessels are more likely to say that a range of risky behaviours occur from time to time or a lot in their workplaces. As might be expected, those who have experienced a near miss or serious harm event are also more likely to say that risky behaviours occur.

WORKING WHEN OVERTIRED

Workers more likely to work when overtired are:

- Working in vessel-based seafood processing (74% cf. 53% overall)
- Working in fish trawling, seining and netting (63%)
- Working on larger vessels, 24 metres or more (76%)
- Those who had experienced a serious harm event (78%) or near miss (79%).

WORKING WHEN SICK OR INJURED

Workers more likely to work when sick or injured are:

- Working in vessel-based seafood processing (71% cf. 48% overall)
- Those who had experienced a serious harm event (68%) or near miss (72%)
- Working as a mate/bosun/deck officer (67%)
- Working on larger vessels, 24 metres or more (66%).

MAKING MISTAKES BECAUSE WORKING TOO LONG

Workers more likely to make mistakes when they have been working too long or too hard are:

- Those who had experienced a serious harm event (55%) or near miss (54%)
- Working in vessel-based seafood processing (53% cf. 29% overall)
- Working as a factory hand (51%)
- Working on larger vessels, 24 metres or more (43%).

WORKING IN CONDITIONS WHEN SHOULD HAVE STOPPED

Workers more likely to say that they get put at risk by working in conditions when work should have been stopped were:

- Had had experienced a serious harm event (58%) or near miss (57%) compared with 34% overall
- Newer to the industry, 0-5 years (49%)
- Working on larger vessels, 24 metres or more (49%)
- Working longer hours, more than 51 hours (41%).



"I have witnessed attitudes by particular captains and managers who treat injured crew at sea badly, and act illegally forcing them to work while injured and being outwardly angry towards injured crew."

(Vessel-based seafood processing, Factory supervisor, medium vessel, 3-10 vessels)

BEHAVIOUR AROUND RISK

POSITIVE ACTIONS

Workers and employers were asked how often each of a series of actions happen in their workplace. As in 2014, the large majority of workers and employers in the Commercial Fishing sector believe that all of the preventative actions tested are taken in their workplaces 'most' or 'all of the time'.

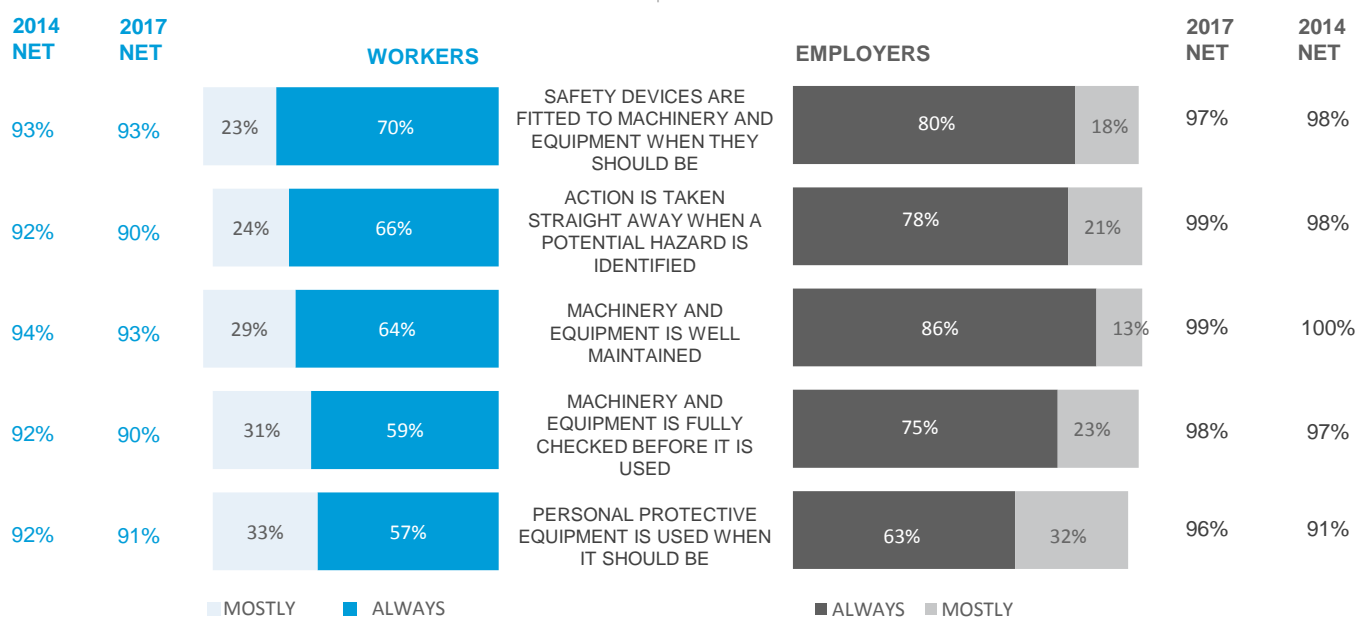
As with a number of other measures discussed, there is a large disconnect between the perceptions of workers and employers. For example, while 86% of employers say that machinery and equipment is always well maintained, a relatively low 64% of workers agree this is always done.

There have been no changes over time for workers or employers when it comes to these actions being taken (always or most of the time).

OPPORTUNITIES FOR IMPROVEMENT

While almost all workers and employers believe that preventative actions are taken in their workplaces at least most of the time, the ideal is to ensure these actions are *always* taken.

The greatest opportunities for improvement are in ensuring that workers always use personal protective equipment (when it should be used) and that machinery and equipment is always checked before using it.



Base: Workers from Commercial Fishing excluding doesn't apply 2014 (n=468-500), 2017 (n=337-355)

Base: Employers from Commercial Fishing excluding doesn't apply 2014 (n=120-133), 2017 (n=153-164)

Q53 (W) & Q50 (E): How often does each of the following happen in your workplace (never, less than half the time, about half the time, most of the time, always, don't know)

6.

EXPERIENCE OF WORKPLACE INCIDENTS AND RESPONSES



INTRODUCTION

While there is information around the number of notified serious harm issues/injuries and fatalities, in this survey we obtained an indication of the extent to which serious injuries, health issues and near misses occurred from the perspective of the workers and employers themselves.

This chapter includes information about workers' and employers' experiences of workplace incidents, including serious harm, near misses and hazards. It also describes what types of harm occurred over the last 12 months and the responses to those incidents.

In 2014, respondents were shown one list of injuries and types of harm based on the definition of serious harm from the Health and Safety in Employment Act 1992. Other types of harm, such as sprains and strains, were also included in the list.

In 2017¹, the types of harm were separated into two lists – one focusing on permanent and serious types of harm, and one listing other injuries, that included types of harm such as short-term breathing problems and sprains and strains.

Workers were asked which types of harm they had personally experienced **from their work** in the last 12 months. Employers were asked about all types of harm that happened to **anyone working in their business while they were at work** in the last 12 months. This included both employees and **contractors**.

In 2017², workers and employers who had experienced a serious harm event in the last 12 months were also asked which event was their most recent incident.

1. This change was made to the survey in 2015 but is only applicable for Commercial Fishing sector results in 2017.

2. This change was made to the survey in 2016 but is only applicable for Commercial Fishing sector results in 2017.

6.1 SERIOUS HARM

OCCURRENCE OF SERIOUS HARM: Workers

The following analysis needs to be interpreted on the basis that it is workers' and employers' perceptions of whether they experienced each of the types of harms specified: The actual degree of harm in some cases may not necessarily have qualified as serious harm for the purpose of the Act. Nevertheless, it provides some strong indications of the extent of harms occurring and the level of under-reporting that might exist.

SERIOUS HARM

The proportion of workers in the Commercial Fishing sector who report experiencing a serious harm incident in the last 12 months has fallen slightly (but not significantly) since 2014.

Sector Differences

In 2017, workers in the Commercial Fishing sector are more likely to say that they had experienced a serious harm incident in the last 12 months (21%) than those in the Agriculture (12%), Construction (15%) and Forestry (14%) sectors.

NEAR MISSES

The proportion of workers reporting that they had not experienced a near miss in the last 12 months, has remained stable since 2014 with around seven in ten workers saying they had not experienced a near miss.

Sector Differences

Workers in the Commercial Fishing sector were no more likely to experience a near miss in the last 12 months compared with the other four high-risk sectors.

WORKERS

	2014	2017
SERIOUS HARM	-	n=354
% SERIOUS HARM INCIDENT	-	21%
NEAR MISSES	n=491	n=343
% NONE	68%	71%
% ONE	14%	11%
% MORE THAN ONE	12%	14%

Base: Workers

Q38W: In the last 12 months, which of the following have you had from your work?

Q41W: In the last 12 months, how many times have you personally had a near miss at work where you could have been seriously hurt?

Workers more likely to have experienced a serious harm incident or near miss in the last 12 months are more likely to be working in very large operations (20 or more vessels) and on larger vessels (over 24 metres).

SERIOUS HARM

OCCURRENCE OF SERIOUS HARM: Employers

Positively in 2017, Commercial Fishing employers are indicating fewer serious harm incidents have occurred over the last 12 months compared with 2014. This does however appear to be in conflict with what workers are reporting (as discussed previously, 21% of workers reported that they had experienced a serious harm incident in the last 12 months).

SERIOUS HARM

Overall, the proportion of employers in the Commercial Fishing sector who report that at least one incident of serious harm had happened in their business over the last 12 months has fallen significantly since 2014, down to 8%.

While positive that Commercial Fishing employers are indicating fewer serious harm incidents have occurred over the last 12 months, this does appear to be in conflict with what workers are reporting (as discussed previously, 21% of workers reported that they had experienced a serious harm incident in the last 12 months).

Sector Differences

It is also worth noting that according to employers, the Commercial Fishing sector has a lower incidence of serious harm (8%) compared with the Construction (17%), Forestry (24%) and Manufacturing (24%) sectors.

NEAR MISSES

The proportion of employers reporting that they had not had any near misses in their businesses (over the last 12 months) has however remained stable since 2014 with around seven in ten employers saying that there had not been any near misses.

Sector Differences

As with serious harms, according to employers, there were relatively low levels of 'near misses' in 2017. Compared with Construction (19%), Forestry (40%) and Manufacturing (16%) sectors, only 6% of Commercial fishing employers said that workers in their business had experienced more than one near miss (significantly lower).

EMPLOYERS	2014	2017
SERIOUS HARM	n=127	n=162
% HAD AT LEAST ONE INCIDENT	19%	8% ▼
NEAR MISSES	n=123	n=156
% NONE	74%	70%
% ONE	8%	13%
% MORE THAN ONE	10%	6%

Base: Employers

Q31E: In the last 12 months, which of the following has happened to anyone who works in your business while they were at work (including employees and contractors)?

Q36E: In the last 12 months, as far as you know, how many times has someone working in your business had a near miss where they could have been seriously hurt at work?

There is a notable disconnect between workers and employers in the Commercial Fishing sector when it comes to whether or not there have been serious harms or near misses occurring in the workplace. For example, while 21% of workers say that there has been an incident of serious harm in the last 12 months, only 8% of employers say this has happened. Likewise, 14% of workers report that there has been more than one near miss in the last 12 months, but only 6% of employers say that there has been a near miss in their business.

SERIOUS HARM

TYPES OF SERIOUS HARM: Workers

As in 2014, the most common types of serious harm experienced by workers in the Commercial Fishing sector were: deep cuts or wounds that require stitches and injuries from crushing. The only significant reduction over time, was in the proportion of workers who say that they had experienced some other type of permanent health problem from their work, down from 8% in 2014 to 4% in 2017.

When asked what the most recent incident was, in 2017 workers said that the most recent incident of harm was 'A deep cut or wound that requires stitches' (4%).

LOSS OF HEARING

In 2017, options for temporary and permanent loss of hearing from exposure to noise were also asked about. The proportions of workers experiencing these types of harm are relatively high compared with the other types of serious harm asked about. The introduction of these options could also be the reason why the proportion of workers citing 'other permanent health problems' has decreased.

WORKERS	IN LAST 12 MONTHS (2014 ^a)	IN LAST 12 MONTHS (2017)	MOST RECENT INCIDENT
A deep cut or wound that required stitches	7%	5%	4%
An injury from crushing	5%	4%	2%
Temporary, but serious loss of hearing from exposure to noise	N/A	4%	2%
Permanent loss of hearing from exposure to noise	N/A	4%	2%
Broken bone/fracture	5%	3%	2%
An eye injury	3%	2%	1%
Long-term breathing problems	N/A	2%	1%
Been hurt or became sick and was hospitalised for more than 48 hours	2%	2%	<0.5%
Burns requiring medical attention	1%	1%	1%
Serious head or brain injury	N/A	<0.5%	-
A body part amputated	1%	<0.5%	<0.5%
Became unconscious because of physical injury/lack of oxygen	1%	-	-
Other serious temporary damage	7%	4%	3%
Other permanent health problem	8%	<0.5%	1%
Would rather not say	2%	2%	2%
None of these	72%	77%	79%

Base: Workers from the Commercial Fishing sector (2017 n=354) *Q38 (W)*
 Most recent (2017 n=347) *Q38b (W)*
In the last 12 months, which of the following have you had from your work?
Which of the following has most recently happened to you while at work?

^a **Please note:** Results between 2014 and 2017 are not directly comparable given changes to this question. Differences in results should be viewed with caution.

SERIOUS HARM

TYPES OF SERIOUS HARM: Employers

In 2017, fewer Commercial Fishing employers reported occurrences of ‘deep cuts or wounds that require stitches’ and instances where someone had ‘been hurt, or became sick and was put in hospital for more than 48 hours’ than in 2014.

When employers were asked ‘which of the following has most recently happened to anyone who works in your business while at work’ we find the most commonly cited types of incidents were ‘injuries from crushing’ (3%).

LOSS OF HEARING

As in the workers questionnaire, ‘temporary, but serious loss of hearing from exposure to noise’ was a new type of harm asked about in 2017. While only a very small proportion of employers (1%) say that workers in their business had suffered from this in the last 12 months, it’s interesting to note that this is lower than the incidence of this type of harm cited by workers (4%).

EMPLOYERS	IN LAST 12 MONTHS (2014a)	IN LAST 12 MONTHS (2017)	MOST RECENT INCIDENT
An injury from crushing	3%	4%	3%
A deep cut or wound that required stitches	8%	2%	2%
A broken bone/fracture	3%	2%	<0.5%
Been hurt, or became sick and was put in hospital for more than 48 hours	6%	1%	-
An eye injury	2%	1%	<0.5%
Serious head or brain injury, including concussion	N/A	1%	1%
Temporary, but serious loss of hearing from exposure to noise	5%	1%	1%
Became unconscious as a result of physical injury or lack of oxygen	2%	<0.5%	-
Burns requiring medical attention	1%	-	-
Permanent loss of hearing from exposure to noise	2%	-	-
Other serious temporary damage	-	1%	1%
Would rather not say	-	1%	1%
None of these	81%	88%	89%
Don't know	1%	3%	3%

Base: Employers from the Commercial Fishing sector (2014 n=127; 2017 n=162) [Q31 \(E\)](#) Most recent (2017 n=161) [Q31b \(E\)](#)
In the last 12 months which of the following has happened to anyone who works in your business while they were at work? Which of the following has most recently happened to anyone who works in your business while they were at work?

a. **Please note:** Results between 2014 and 2017 are not directly comparable given changes to this question. Differences in results should be viewed with caution.

6.2 OTHER TYPES OF HARM

As described in the introduction to this chapter, the way ‘other types of harm’ such as sprains, strains and dislocations were asked about changed between 2014 and 2017. As such, we can only compare some results over time and these need to be viewed with caution as they may not be exactly comparable.

Overall, 41% of workers say they had had one or more of the health problems asked about from their work in the last 12 months, while a similar proportion of employers (37%) say that one or more of these things had happened to someone who works for their business.

The two types of harm asked about in both 2014 and 2017 were in relation to whether someone had experienced a ‘sprain, strain or dislocation’ or a ‘stress-related or mental illness’.

Twenty-eight percent of workers in 2017 reported that they had suffered a strain, sprain or dislocation, while 9% say they had experienced a stress-related or mental illness from their work.

Workers in the Commercial Fishing sector are more likely than those in the Agriculture, Construction and Forestry sectors to report experiencing a skin condition (16% cf. 9%, 7% and 8% respectively). The workers more likely to suffer from a skin condition are Factory hands (34% cf. 16%) and working in vessel based seafood processing (35%).

	WORKERS		EMPLOYERS	
	2014	2017	2014	2017
Sprain, strain or dislocation	24%	28%	N/A	30%
Skin conditions (e.g. rashes, eczema, dermatitis)	N/A	16%	N/A	8%
A stress-related or mental illness	6%	9%	4%	3%
Short-term breathing problems	N/A	7%	N/A	3%
Suffered from heat strain or heat stroke	N/A	5%	N/A	1%
Would rather not say	N/A	2%	N/A	-
Don't know	N/A	-	N/A	6%
None of these	N/A	57%	N/A	58%

Base: Workers from the Commercial Fishing sector (2017 n=361) *Q115 (W)*
 Base: Employers from the Commercial Fishing sector (2014 n=127; 2017 n=163;) *Q106 (E)*
In the last 12 months, which of the following have happened to you because of your work?
In the last 12 months which of the following has been experienced at work by anyone who works in your business?

a. **Please note:** Results between 2014 and 2017 are not directly comparable given changes to this question. Differences in results should be viewed with caution.

6.3 ACTIONS TAKEN

Workers and employers were also asked what happened (what actions were taken) the last time there was a serious harm incident or near miss.

WORKERS

Around half of workers say that the last time there was an incident or near miss it was reported, while six in ten say that action was taken to stop it happening again.

While there have been minor variations between 2014 and 2017 when it comes to the actions taken as a result of serious harm incidents and near misses, none of these changes were statistically significant.

Reporting

As discussed previously, there is a notable disconnect between workers and employers saying that serious harms incidents and near misses occurred over the last 12 months. One reason for this disconnect could be due to the levels of reporting. Over one in ten (11%) workers say that when a near miss occurred, they did nothing and/or didn't tell anyone, and 4% said that when a serious harm incident happened nothing happened and/or they didn't tell anyone.

No action

Even when an incident of harm (or a near miss) is reported, around one in ten workers say that no action was taken as a result.

There is notable opportunity for improvement in this area as it is important that all incidents and near misses are reported and that some kind of action is taken.

	2014	2017	
SERIOUS HARM INCIDENTS (n=116 / n=62)			
NOTHING, I DIDN'T TELL ANYONE	6%	4%	
REPORTED BUT NO ACTION	8%	10%	
WORKERS BLAMED	4%	4%	
ACTION TAKEN	RECORDED	30%	43%
	REPORTED	46%	55%
	ACTION TAKEN (e.g. discussed to stop happening again, changed the way we did something)	60%	62%
NEAR MISSES (n=121 / n=79)			
NOTHING, I DIDN'T TELL	11%	11%	
REPORTED BUT NO ACTION	9%	9%	
WORKERS BLAMED	2%	-	
ACTION TAKEN	RECORDED	29%	28%
	REPORTED	46%	48%
	ACTION TAKEN (e.g. discussed to stop happening again, changed the way we did something)	68%	59%

Base: Workers who have experienced serious harm incident or health problems/near miss at work in the last 12 months

ACTIONS TAKEN

There have been a number of increases in the proportion of employers saying that different actions have happened as a result of an incident or near miss, but curiously no change in the proportions of workers saying that different actions have happened. This seems to indicate yet another disconnect between the perceptions of workers and employers regarding what happens in the workplace.

EMPLOYERS

While the proportion of workers saying that incidents were recorded and action was taken, has not changed since 2014, we find that the perceptions of employers in the Commercial Fishing sector is quite different, with almost all employers saying that the last time there was an incident it was recorded (93%) and that action was taken (93%). Both of these results have increased since 2014, as has the proportion of employers saying that the incident was investigated.

Note: While the changes noted above are statistically significant at the 95% confidence level, it's important to note that the base size for these results is very low.

	2014	2017
SERIOUS HARM INCIDENTS	n=24	n=23*
NOTHING	4%	-
NET RECORDED	49%	93% ▲
NET ACTION	62%	93% ▲
NET INVESTIGATED	24%	58% ▲
DISCIPLINE AGAINST WORKER	12%	7%
NEAR MISSES	n=22	n=31
NOTHING	5%	-
NET RECORDED	54%	51%
NET ACTION	95%	96%
DISCIPLINE AGAINST WORKER	27%	-

Base: Employers whose employees have experienced serious harm incident or health problems/near miss in the last 12 months

6.5 HAZARDS AND ACTIONS

While it is important that actions are taken when there is an incident or near miss, it is equally important to take action when a hazard is noticed. The awareness of hazards in the workplace and taking action before there is an incident, is critical for improving safety in the workplace.

Workers and employers were asked what happened on the last occasion they noticed a new hazard in their workplace or business.

Overall, 38% of workers and 27% of employers say that something was done immediately after noticing a hazard, for example, stopping work till the hazard is removed.

Thirty-five percent of workers and 42% of employers say that changes were made to the way things were done as a result of noticing a hazard. While there have been slight increases in workers and employers saying this, these changes are not statistically significant.

There has however been an increase in the proportion of workers saying that hazards have been written into a hazard board or register, up from 28% in 2014 to 36% in 2017.



“People being made to work when they’re injured is a hazard they can cause harm to others also working in rough conditions.”

(Vessel-based seafood processing, Supervisor, very large operation, 20 or more vessels)



“Lack of sleep in fishing industry - biggest problems. Long hour work. Poor food - V drinks energy drinks.”

(Fish trawling, seining and netting, other fishing, Master/Skipper, large operation, 11-19 vessels)

WORKERS

	2014	2017
HAZARDS	n=506	n=358
HAVEN'T NOTICED ANY	37%	31%
DID SOMETHING IMMEDIATELY (e.g. stopped work till hazard removed)	37%	38%
CHANGED WAY WE DID SOMETHING (e.g. changed our process to eliminate hazard)	30%	35%
WRITTEN INTO HAZARD BOARD/REGISTER	28%	36%▲
REPORTED BUT NO ACTION	3%	3%
NOTHING	<0.5%	1%

EMPLOYERS

	2014	2017
HAZARDS	n=134	n=164
HAVEN'T NOTICED ANY	49%	43%
DID SOMETHING IMMEDIATELY (e.g. stopped work till hazard removed)	31%	27%
CHANGED WAY WE DID SOMETHING (e.g. changed our process to eliminate hazard)	35%	42%
WRITTEN INTO HAZARD BOARD/REGISTER	33%	40%
NOTHING	-	1%

7.

APPROACHES TO HEALTH AND SAFETY IN THE WORKPLACE



INTRODUCTION

The government uses legislation to regulate health and safety in workplaces. Workers have legal responsibilities in relation to workplace health and safety and their rights are protected in law. Employers have legal obligations for health and safety and must know both what these obligations are and how to comply with them.

The 2014 survey was undertaken before the Health and Safety at Work Act 2015 came into effect (4 April 2016). The 2017 survey was undertaken after the Act came into effect.

This chapter of the report discusses workers' awareness of their legal obligations and their understanding of how to comply with these obligations.

7.1 UNDERSTANDING

Workers and employers were asked how confident they were about their responsibilities, rights and obligations, using a 5-point scale ranging from ‘not at all confident’ (1) through to ‘very confident’ (5).

The results assess perceived knowledge not actual knowledge, as claimed level of knowledge was not tested in any way. (Note however, that the 2014 qualitative research suggested that, if asked to list their legal responsibilities, right and obligations, few respondents would have been able to do so.)

WORKERS

As in 2014, around seven in ten (69%) of workers in the Commercial Fishing sector are confident they are fully aware of their legal responsibilities as a worker. A slightly lower proportion (66%) say they are confident they are fully aware of their rights as a worker.

Workers who are older (55 years +), have a trade or polytechnic qualification (Level 4, 5 or 6) and those who had not experienced a near miss are more likely to be confident regarding both of these statements, while those working on smaller vessels (under 6 metres) are less likely to be confident.

EMPLOYERS

Around three-quarters (76%) of employers say they are confident that they are fully aware of their health and safety obligations as an employer, with no significant change since 2014. A similar proportion (77%) of employers are confident they understand how to comply with these obligations.

Employers from a rock lobster and crab potting business are more likely to be confident they are aware of (87% cf. 76%) and understand how to comply with their health and safety obligations (85% cf. 77%).

WORKERS	2014	2017	EMPLOYERS	2014	2017
LEGAL RESPONSIBILITIES			LEGAL OBLIGATIONS		
You are fully aware of your legal responsibilities as a worker, in terms of workplace health and safety	71% confident	69% confident	You are fully aware of your health and safety obligations as an employer	72% confident	76% confident
LEGAL RIGHTS			HOW TO COMPLY		
You are fully aware of your rights as a workers, in terms of workplace health and safety	64% confident	66% confident	You understand how to comply with these health and safety obligations	72% confident	77% confident

Base: Commercial Fishing Workers 2014 (n=500-501); 2017 (n=356) [Q51 \(W\)](#)

Base: Commercial Fishing Employers 2014 (n=133-135); 2017 (n=162-164) [Q48 \(E\)](#)

Q51W & Q48E: Level of confidence felt (5-point scale where 1= not at all confident and 5= very confident)

UNDERSTANDING

Workers and employers in the Forestry sector are significantly more likely than those in the Commercial fishing sector to be confident they are aware of their responsibilities / obligations and that they are aware of their rights / know how to comply with their obligations.

WORKERS

Looking at the levels of confidence workers in the Commercial Fishing sector have compared with the other four high-risk sectors, we find that only workers in the Forestry sector have significantly higher levels of confidence around both of these statements.

EMPLOYERS

As with workers, when we compare the level of confidence that employers in the Commercial Fishing sector have, compared with those in the other four high-risk sectors, we find that only those in the Forestry sector are significantly more confident.

	AGRICULTURE	CONSTRUCTION	FORESTRY	MANUFACTURING	COMMERCIAL FISHING	OTHER SECTOR
WORKERS	n=502	n=444	n=358-359	n=549-551	n=356	n=1026-1028
% CONFIDENT ABOUT RESPONSIBILITIES	58%	66%	81%	69%	69%	66%
% CONFIDENT ABOUT RIGHTS	55%	65%	81%	70%	66%	67%
EMPLOYERS	n=375	n=335	n=223-224	n=362-363	n=162-164	n=427-428
% CONFIDENT ABOUT RESPONSIBILITIES	67%	72%	89%	73%	76%	74%
% CONFIDENT KNOW HOW TO COMPLY	64%	70%	86%	67%	77%	73%

Base: All Workers and all Employers
 Q51W & Q48E: Level of confidence felt (5-point scale where 1= not at all confident and 5= very confident)

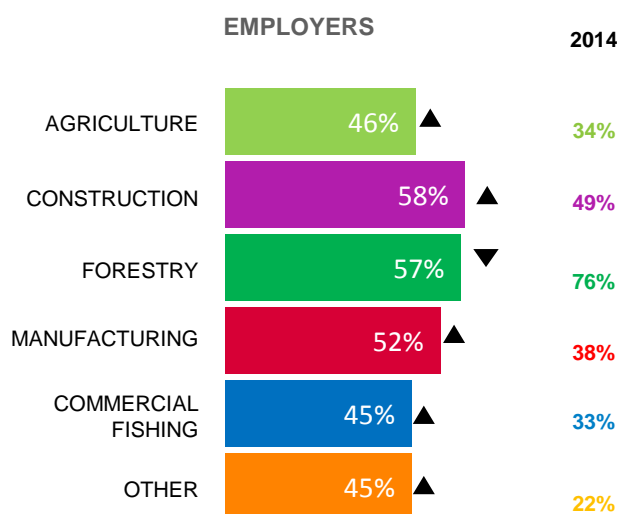
7.2 CHANGES TO PRACTICES

Employers were asked whether they had made any significant changes to their health and safety systems and practices in the last twelve months and their reasons for making these changes.

In 2017, 45% of employers in the Commercial Fishing sector said their business has made significant changes to health and safety systems or practices in the last 12 months, up from 33% in 2014.

While more Commercial Fishing employers say they have made changes around health and safety compared with 2014, we find that they still have lower rates of change compared with some of the other high-risk sectors. Specifically, employers in the Construction (58%) and Forestry (57%) sectors were more likely to say they have made changes compared with those in Commercial Fishing (45%).

Commercial Fishing businesses that have been in operation for longer (20 years or more) are more likely to say that they have made changes (55% cf. 45% overall) however, there are no significant differences in relation to the type of business or other key factors.



Base: Employers
 2014 (Agriculture, n=369; Construction, n=342; Forestry, n=265; Manufacturing, n=354; Commercial Fishing, n=130; Other sector, n=314)
 2017 (Agriculture, n= 375; Construction, n=333; Forestry, n=225; Manufacturing, n=359; Commercial Fishing, n=161; Other sector, n=422)
 Q41E: In the last 12 months, has your business made any significant changes to its health and safety systems or practices?

REASONS FOR CHANGES

The most common reasons for making significant changes to health and safety systems or practices are:

- On-going improvements to your workplace health and safety (78%)
- Improvements in industry practice (39%)
- Learning more about best practice through information or education (32%)
- A workplace inspection by a health and safety inspector or maritime officer (26%).

The proportion of employers saying that changes were made as a result of an accident (4%) or near miss (5%) are relatively low.

From chapter 4, which discussed worker engagement and participation, we know that 72% of workers and 92% of employers agree that workers are encouraged to come up with ideas to make the work they do safer. Despite this we find that a relatively small proportion of employers say that the changes made to systems and practices were the result of:

- A health and safety issue/problem raised by one of my workers (10%)
- A change one of my workers suggested to improve workplace health and safety (7%).

7.3 IMPACT OF TRAINING

There is a relationship between how recently a worker has undertaken health and safety training and their awareness of both their legal responsibilities and their rights. Likewise, there is a relationship between employers' confidence that they are fully aware of their health and safety obligations and how many of the workers in their business have undertaken health and safety training in the last 12 months.

PROPORTION OF WORKERS WHO HAVE UNDERTAKEN HEALTH AND SAFETY BY AWARENESS OF RIGHTS AND RESPONSIBILITIES

WORKERS	In last 12 months	More than 12 months ago	Never Trained
LEGAL RESPONSIBILITIES			
You are fully aware of your legal responsibilities as a worker, in terms of workplace health and safety	76% Confident	68% Confident	51% Confident
LEGAL RIGHTS			
You are fully aware of your rights as a workers, in terms of workplace health and safety	71% Confident	66% Confident	51% Confident

Base: Commercial Fishing Workers 2017 (n=356)
Q51 (W)

PROPORTION OF EMPLOYERS WHO SAY WORKERS HAVE UNDERTAKEN TRAINING BY AWARENESS AND UNDERSTANDING OF OBLIGATIONS

EMPLOYERS	All	At least half	None
LEGAL OBLIGATIONS			
You are fully aware of your health and safety obligations as an employer	80% Confident	78% Confident	71% Confident
HOW TO COMPLY			
You understand how to comply with these health and safety obligations	74% Confident	76% Confident	74% Confident

Base: Commercial Fishing Employers 2017 (n=162-164) Q48 (E)

Q51W & Q48E: Level of confidence felt (5-point scale where 1= not at all confident and 5= very confident)

8.

ORGANISATIONAL PERFORMANCE METRIC



INTRODUCTION

In the 2014 and 2017 surveys, a tool developed by the Institute for Work & Health (IWH) in Ontario, Canada was used to assess the degree to which employers had optimal health and safety policies and practices in their businesses. This chapter describes the 2017 results and then compares them with results from the 2014 survey.

The measurement tool, known as the Institute for Work & Health Organisational Performance Metric (IWH-OPM), consists of the following eight statements:

- Formal audits at regular intervals are a normal part of our business
- Everyone at this organisation values ongoing safety improvements in this organisation
- This organisation considers safety at least as important as production and quality in the way work is done
- Workers and supervisors have the information they need to work safely
- Employees are always involved in decisions affecting their health and safety
- Those in charge of safety have the authority to make the changes they have identified as necessary
- Those who act safely receive positive recognition
- Everyone has the tools and/or equipment they need to complete their work safely.

The statement wording was slightly modified for the WorkSafe surveys. Statement 1 was changed from 'formal audits' to 'formal safety audits' and in statements 2 and 3, 'business' was substituted for 'organisation'.

In the Canadian work, respondents rated each of the statements on a scale from one to five based on the percent of time the practices occurred in an organisation. The WorkSafe survey used a 5-point Likert scale (from **strongly disagree** to **strongly agree**) that was first applied to the IWH-OPM by Australian health and safety researchers.

A summative measure is used to report the data, adding the answers to all eight statements together to result in a low score of eight (all ones) to a high score of 40 (all fives). The results are grouped into four tiers: Tier 1 being a score of 40, Tier 2 being a score between 36-39, Tier 3 a score of 32-35 and Tier 4 a score of 8-31. Tier 1 is therefore the 'ideal' tier and Tier 4 the least desirable tier.

This work was undertaken by Monash University as part of the occupational health and safety leading indicators project, which is a research project that has been conducted by a team at Monash University in partnership with WorkSafe Victoria, the Institute for Safety, Compensation and Recovery Research (ISCRR), the safesearch Executive GM Safety forum (GM Forum) and Safe Work Australia.

OPM RESULTS

As discussed in the introduction, the following OPM scores are a summative measure used to assess the degree to which employers had optimal health and safety policies and practices in their businesses.

The results are grouped into four tiers with Tier 1 being the 'ideal' tier and Tier 4 the least desirable tier.

Overall, 18% of Commercial Fishing employers are grouped into the Tier 1 category indicating that they strongly agree with all of the eight questions asked. This indicates that almost two in ten employers reporting having optimal health and safety policies and practices in place in their businesses.

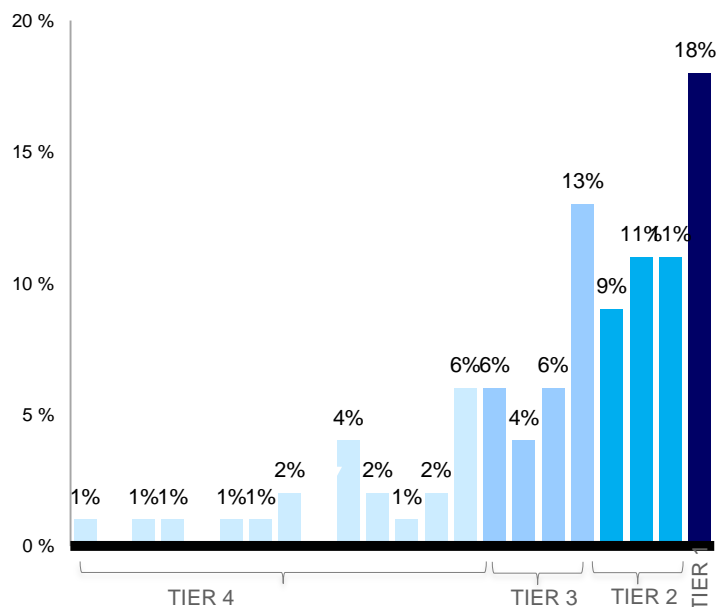
On the other hand, 16% of Commercial Fishing employers fall into the Tier 4 grouping indicating that they do not have sufficient health and safety policies and practices in place.

		2014	2017
TIER 1 – OPM SCORE OF 40	To achieve this score the employer must strongly agree with all 8 questions	12%	18%
TIER 2 – OPM SCORE OF 36 TO 39	Employer strongly agrees with 7 of the questions at most	36%	44%
TIER 3 – OPM SCORE OF 32 TO 35	Employer strongly agrees with 6 of the questions at most	24%	22%
TIER 4 – OPM SCORE OF 8 TO 31	Employer strongly agrees with 5 of the questions at most	28%	16% ▼

Only 2% of Tier 1 employers in the Commercial Fishing sector report that one or more instances of serious harm had occurred in their business (in the last 12 months) compared with 22% of Tier 4 employers. A similar pattern can be seen in relation to near misses with only 4% of Tier 1 employers reporting one or more near misses compared with 28% of Tier 4 employers.

DISTRIBUTION OF IWH-OPM

The following chart shows the distribution of scores in the 2017 survey of employers in the Commercial fishing sector. The results are also grouped into the four tiers.



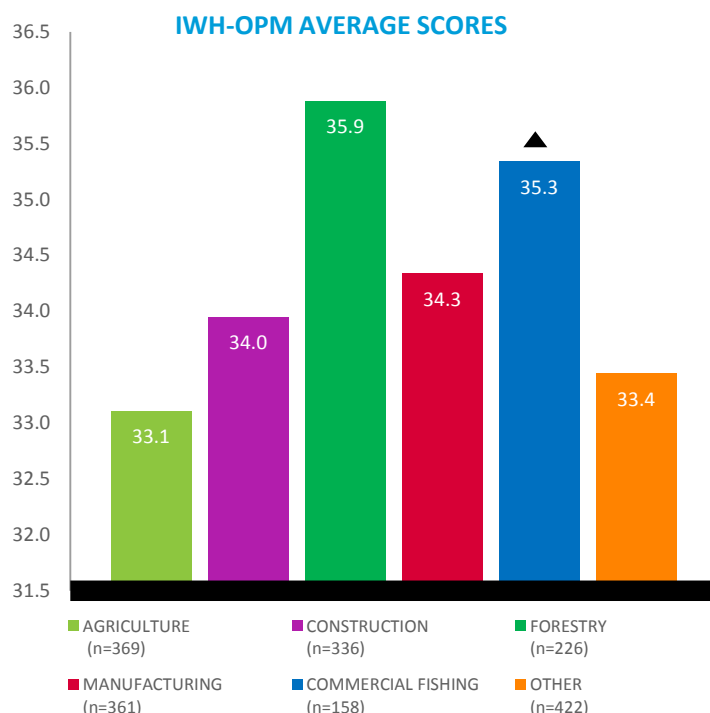
BY SECTOR

As in 2014, when we look at the average scores of each sector we find that employers in the Commercial Fishing sector have a higher average IWH-OPM score (35.3) than all the other high-risk sectors except for Forestry. This indicates that Commercial Fishing employers tend to have more health and safety policies and practices in place than many other sectors.

In addition to having a higher average score than many sectors, Commercial Fishing's score has increased over time, up to 35.3 in 2017 from 34.1 in 2014.

When we look at the levels of agreement to each of the statements which make up the OPM measure we find that this increase appears to have been driven by improvements in the proportion of employers who agree that:

- Formal audits at regular intervals are a normal part of their business
- Everyone at the business values ongoing safety improvements.



PROPORTION WHO AGREE / STRONGLY AGREE

EMPLOYERS	2014	2017
Formal audits at regular intervals are a normal part of our business	47%	62% ▲
Everyone at this business values ongoing safety improvements in this business	75%	86% ▲
This business considers safety at least as important as production and quality in the way work is done	88%	88%
Workers and supervisors have the information they need to work safely	87%	94%
Workers are always involved in decisions affecting their health and safety	83%	88%
Those in charge of safety have the authority to make the changes they have identified as necessary	92%	92%
Those who act safely receive positive recognition	73%	78%
Everyone has the tools and/or equipment they need to complete their work safely	95%	94%

Base: Commercial Fishing Employers 2014 (n=127-130); 2017 (n=162-164) Q43 (E)

9.

COMMUNICATION



INTRODUCTION

Communication is a key component of improving health and safety and covers a wide variety of things such as the provision of advice and information as well as campaigns.

This chapter discusses:

- The sources of advice workers and employers use for information about health and safety
- Use of information and guidance (employers)
- Preferred formats for information and guidance
- Information relating to key Maritime NZ products such as 'The Health and Safety Work Act at a Glance' and 'Health and Safety a Guide for Mariners'
- The 'Safe Crews Fish More' campaign.

9.1 SOURCES OF ADVICE

Workers were asked who they would go to if they needed advice in the next few weeks about something to do with health and safety. Response options were updated between 2014 and 2017 and tailored as needed.

WORKERS

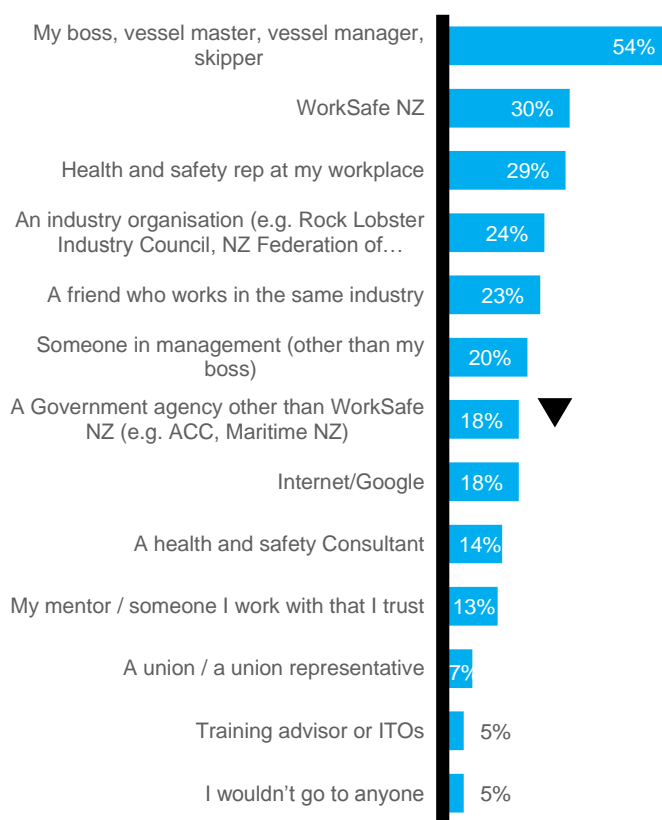
As in 2014, when asked where they would go for advice regarding health and safety, over half of workers (54%) in the Commercial Fishing sector say that they would go to their boss, the vessel master, the vessel manager and/or skipper.

Around 30% of workers also say that they would go to WorkSafe and/or to a health and safety representative at their workplace (29%).

Since 2014, there has been a significant decrease in the proportion of workers saying that they would go to another government agency other than WorkSafe (e.g. ACC or Maritime NZ) for advice, down from 30% in 2014 to 18% in 2017.

Looking at the top three sources of advice for workers in the Commercial Fishing sector, we also see that these sources are consistent with most of the other sectors.

SOURCES OF ADVICE, WORKERS 2017



Base: Workers from Commercial Fishing 2017 (n=362)
Q56W : Where advice would be sought/best sources of advice

	AGRICULTURE (n=511)	CONSTRUCTION (n=447)	FORESTRY (n=364)	MANUFACTURING (n=553)	COMMERCIAL FISHING (n=362)	OTHER (n=1029)
1	40% WorkSafe NZ	45% My boss	70% My boss	59% The Health and Safety rep at my workplace	54% My boss	51% My boss
2	32% My boss	40% WorkSafe NZ	49% WorkSafe NZ	57% My boss	30% WorkSafe NZ	47% The Health and Safety rep at my workplace
3	26% Internet /Google	38% The Health and Safety rep at my workplace	43% The Health and Safety rep at my workplace	29% Someone in management (other than my boss)	29% The Health and Safety rep at my workplace	28% WorkSafe NZ

SOURCES OF ADVICE

Employers were asked who they would go to if they needed advice in the next few weeks about something to do with health and safety. Response options were updated between 2014 and 2017 and tailored as needed.

EMPLOYERS

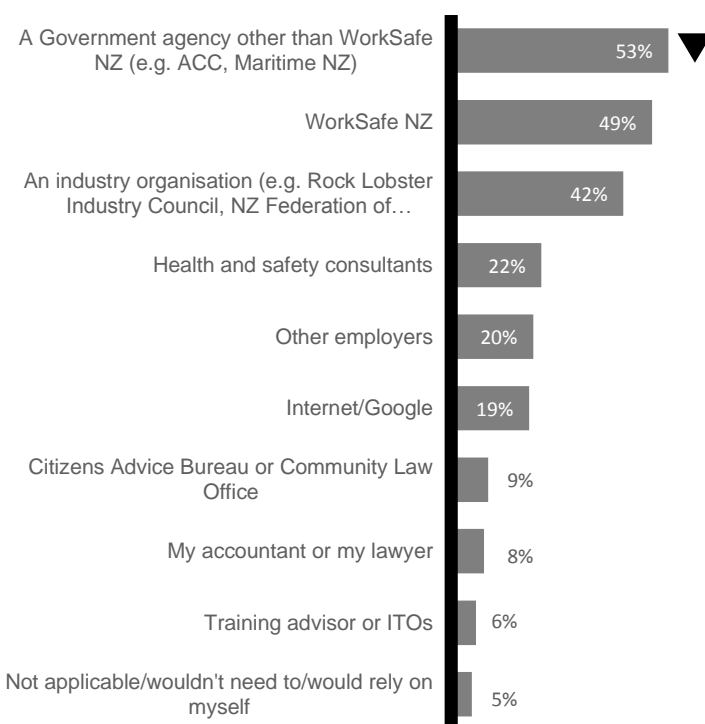
Over half of employers in the Commercial Fishing sector (53%) said that they would go to a Government agency other than WorkSafe (e.g. ACC or Maritime NZ) for advice if they needed it.

The proportion of employers saying they would go to a Government agency other than WorkSafe has decreased over time, down from 70% in 2014, but this still remains the most common source of advice.

The other most commonly cited sources of advice for employers in the Commercial Fishing sector were WorkSafe (49%) and an industry organisation such as the Rock Lobster Industry Council or the NZ Federation of Commercial Fishermen (42%).

The Commercial Fishing sector is unique in that it has an organisation like Maritime NZ which has a role in ensuring health and safety within the sector (along with WorkSafe). Given this, it is perhaps not surprising that Commercial Fishing is the only sector that does not have WorkSafe as the top source of advice for employers.

SOURCES OF ADVICE, EMPLOYERS 2017



Base: Employers from Commercial Fishing 2017 (n=164)
Q53E: Where advice would be sought/best sources of advice

	AGRICULTURE (n=375)	CONSTRUCTION (n=336)	FORESTRY (n=226)	MANUFACTURING (n=363)	COMMERCIAL FISHING (n=164)	OTHER (n=426)
1	58% WorkSafe NZ	66% WorkSafe NZ	82% WorkSafe NZ	70% WorkSafe NZ	53% A Government agency other than WorkSafe NZ (e.g. MNZ)	64% WorkSafe NZ
2	47% An industry organisation	43% SiteSafe	54% Safetree	43% Health and Safety consultants	49% WorkSafe NZ	43% Internet/Google
3	34% Health and Safety consultants	34% Health and Safety consultants	47% An industry organisation	42% Internet/Google	42% An industry organisation	37% Health and Safety consultants

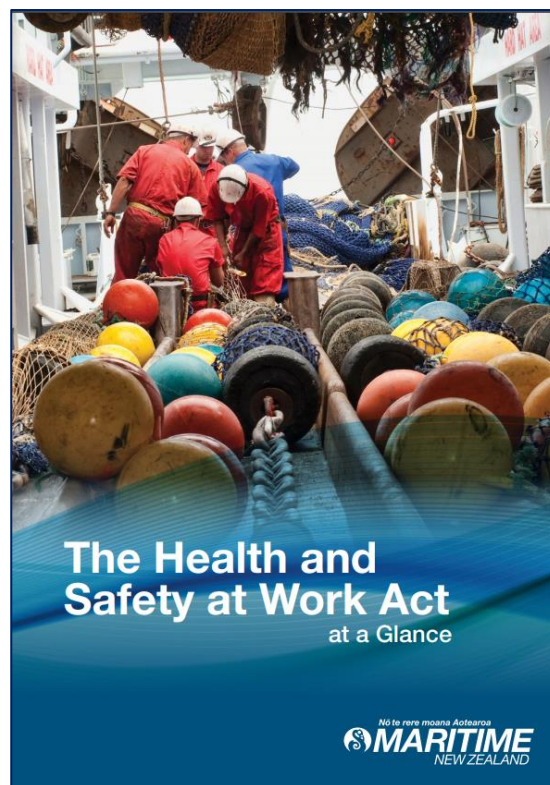
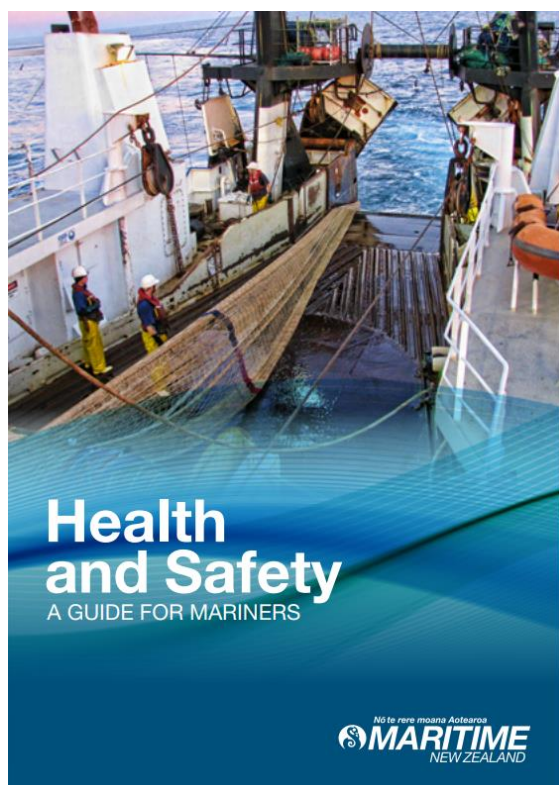
9.2 AWARENESS AND USE OF GUIDES

Maritime NZ have produced different guides aimed at providing information and improving safety in the Commercial Fishing sector. In 2017, questions were asked to assess how aware workers and employers were of the different guides and whether people have access to these guides.

Two questions were asked in this section about a variety of different guides produced by Maritime NZ.

The first two guides asked about were: 'Health and Safety: A guide for Mariners' and 'Health and Safety at Work Act at a Glance'. These guides were both described in the question and the front covers of each guide was shown as a prompt.

The next guide asked about was the 'FishSafe Safety Guidelines' which has three versions depending on your type of business or what size vessel you are working on / operating: Large Commercial Vessels, Small Commercial Vessels, or Aquaculture Farms and Vessels. Respondents were asked if they had seen **any** of these guidelines.

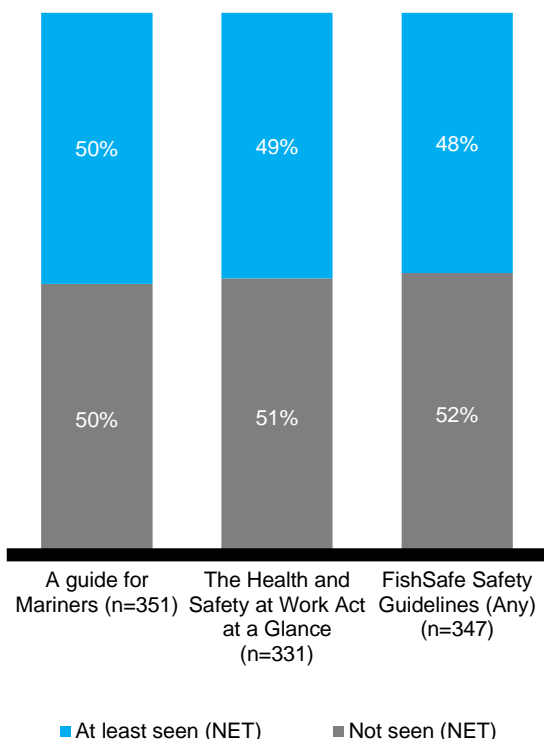


SEEN THE GUIDES

When comparing results for each of the guides, we find that consistently around half of workers had seen the different guides while a slightly higher proportion of employers had seen the different guides.

WORKERS

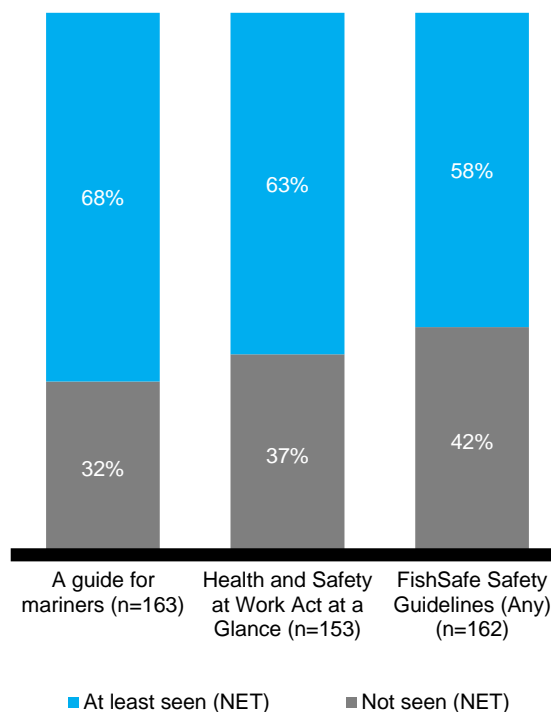
The workers who are more likely to say that they have not seen the different guides tended to be those with lower levels of education, NCEA only and working as a factory hand.



Base: Workers in Commercial Fishing
 Q132W: Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.
 Q133W: Have you ever seen a copy of any of the FishSafe safety guidelines?

EMPLOYERS

The 'Guide for Mariners' was the product most frequently seen by employers with almost seven in ten (68%) saying that they had seen the guide in some way. Conversely, employers are slightly less likely to have seen one or more of the FishSafe Safety guidelines with around six in ten saying that they had seen one or more of these guides (58%).



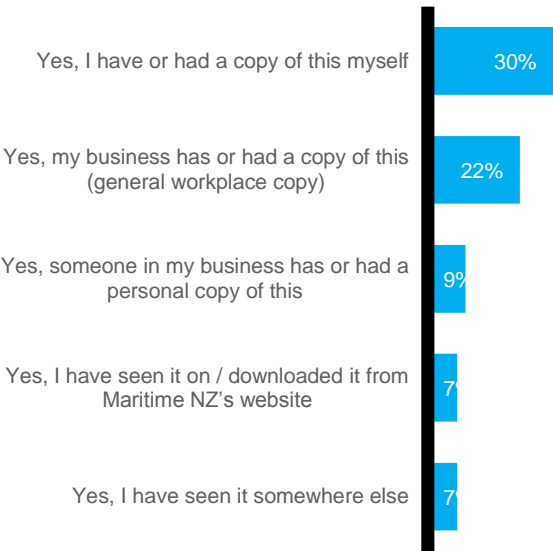
Base: Employers in Commercial Fishing
 Q130E: Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.
 Q131E: Have you ever seen a copy of any of the FishSafe safety guidelines? [SA]

A GUIDE FOR MARINERS

While 30% of employers said that their business had a workplace copy of the ‘Guide for Mariners’ only 22% of workers said this was the case. This indicates that there is an opportunity for improvement in some workplaces when it comes to sharing information with workers and letting them know what information and resources are available to those working in the business.

WORKERS

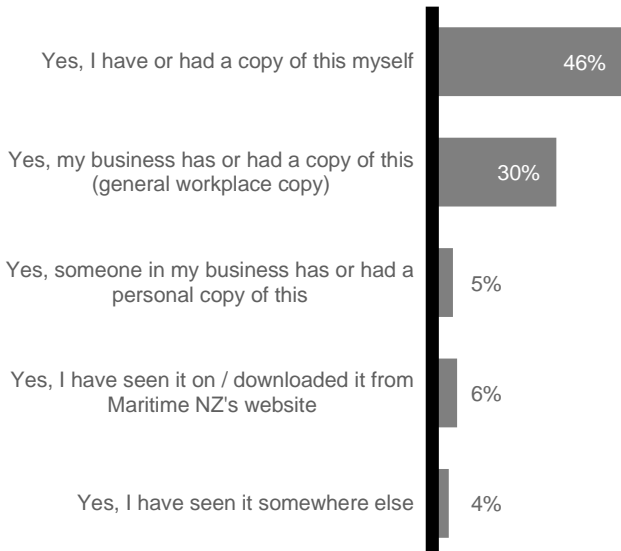
Of the 50% of workers who said that they had at least seen the ‘Guide for Mariners’, 30% said that they had a personal copy and 22% said that their business had a general workplace copy available.



Base: Workers in Commercial Fishing
 Q132W: Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.

EMPLOYERS

Of the 68% of employers who said that they had at least seen the ‘Guide for Mariners’, 46% say they had a personal copy and 30% say their business had a general workplace copy available.



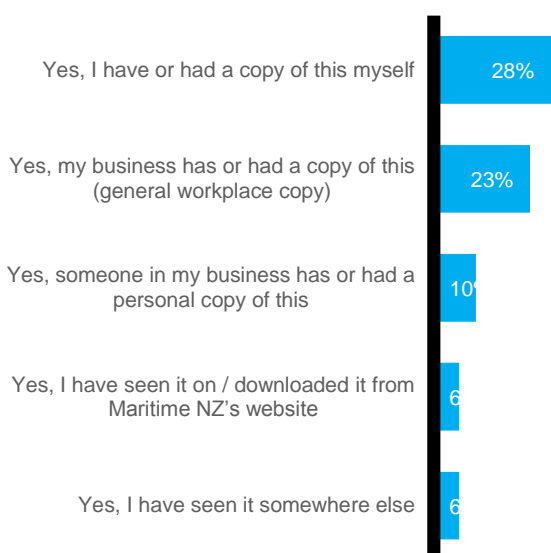
Base: Employers in Commercial Fishing
 Q130E: Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.

THE H&S ACT AT A GLANCE

As might be expected, more employers than workers say that they had a personal copy of the 'Health and Safety at Work Act at a Glance'.

WORKERS

Similar to results for the 'Guide to Mariners', of the 49% of workers who said that they had at least seen the 'Health and Safety at Work Act at a Glance', 28% say that they had a personal copy and 23% say that their business had a general workplace copy available.

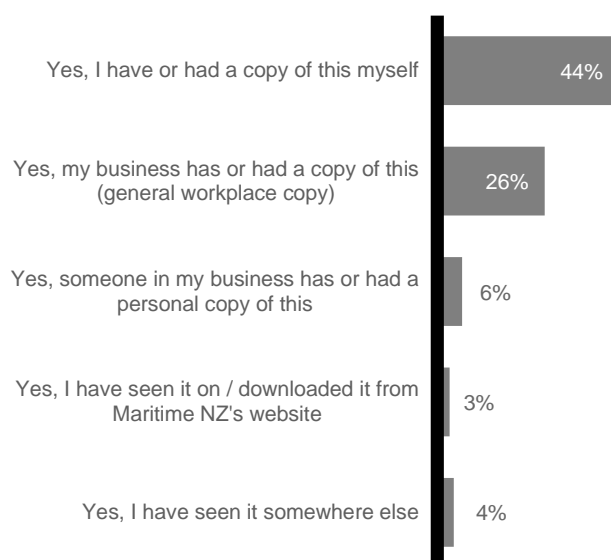


Base: Workers in Commercial Fishing

Q132W: Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.

EMPLOYERS

Of the 63% of employers who said that they had at least seen the 'Act at a Glance', 44% say they had a personal copy and 26% say their business had a general workplace copy available.



Base: Employers in Commercial Fishing

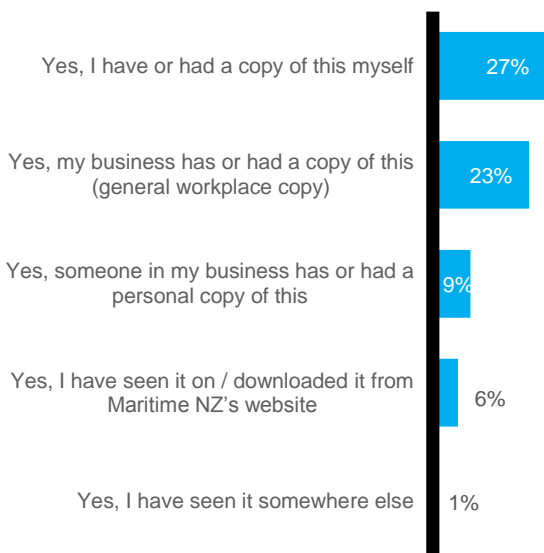
Q130E: Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.

FISHSAFE SAFETY GUIDELINES

As with the 'Health and Safety at Work Act at a Glance', more employers than workers said that they had a personal copy of the 'FishSafe Safety Guidelines'. Positively, a similar proportion of workers and employers indicate that their business has a copy indicating that workers are aware of the general copy available in their company should they need it.

WORKERS

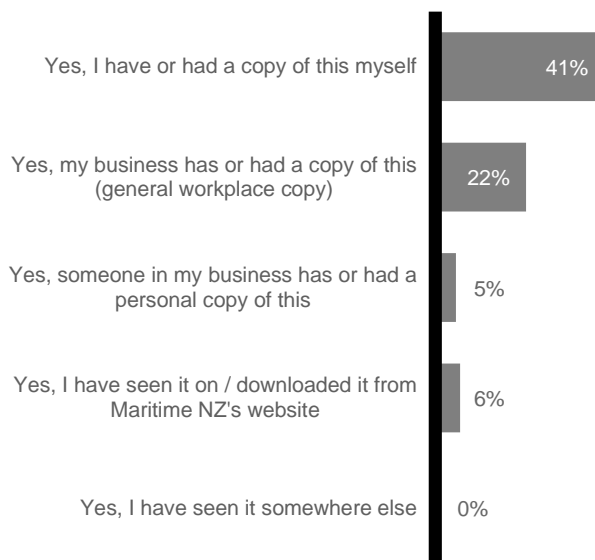
Of the 48% of workers who said that they had at least seen the 'FishSafe Safety Guidelines', 27% say that they had a personal copy and 23% say that their business had a general workplace copy available.



Base: Workers in Commercial Fishing
 Q133W: Have you ever seen a copy of any of the FishSafe safety guidelines?

EMPLOYERS

Of the 58% of employers who said that they had at least seen the 'FishSafe Safety Guidelines', 41% say they had a personal copy and 22% say their business had a general workplace copy available.



Base: Employers in Commercial Fishing
 Q131E: Have you ever seen a copy of any of the FishSafe safety guidelines? [SA]

REFERING TO THE GUIDES

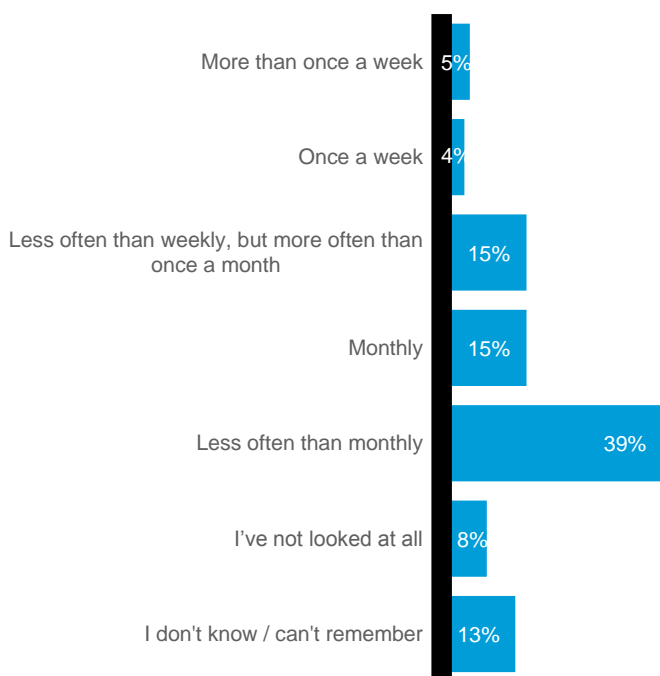
Workers and employers who said that they had seen a copy of the FishSafe Safety Guidelines were asked on average how often they referred to these.

Four in ten workers (39%) and five in ten employers (51%) refer to the guidelines but do this less often than once a month.

Interestingly, almost a quarter of workers (24%) indicate that they refer to the guidelines several times a month and another 31% say they refer to them at least monthly.

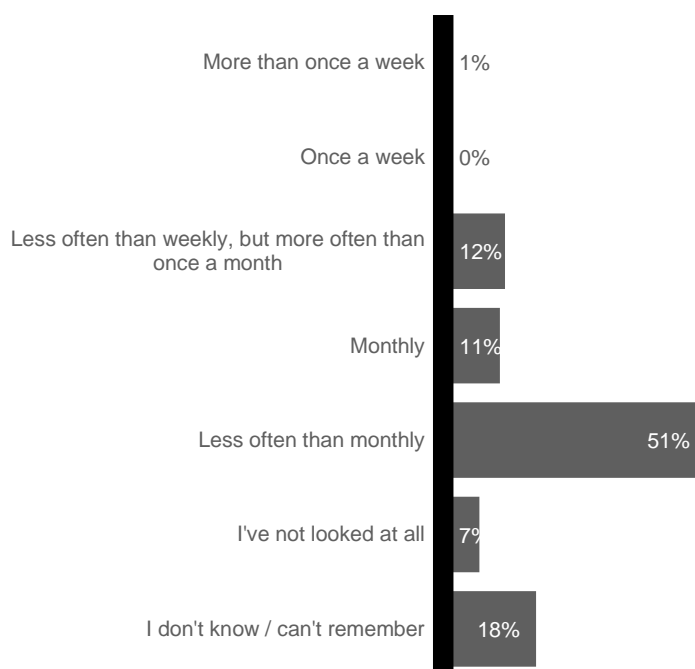
Relatively small proportions of workers and employers say they haven't looked at the guidelines at all (8% and 7% respectively) but there is also a proportion of people who say they don't know or can't remember how often they refer to the guidelines indicating that it could have been some time since they last looked at this document.

FREQUENCY REFERRED TO BY WORKERS



Base: Workers in Commercial Fishing (n=169)
Q134W: On average, how often do you refer to the guidelines?

FREQUENCY REFERRED TO BY EMPLOYERS



Base: Employers in Commercial Fishing (n=91)
Q132E: On average, how often do you refer to the guidelines?

SECTIONS USED

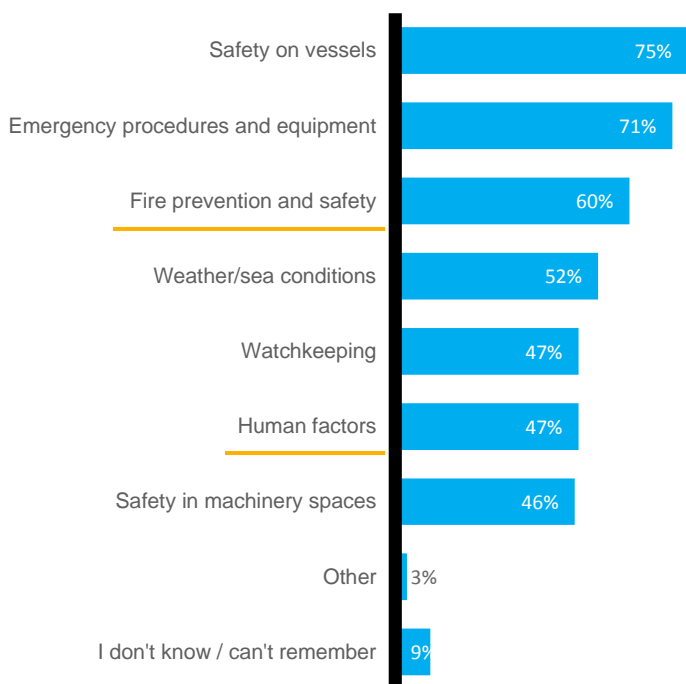
If workers and employers had looked at the guidelines, we then asked which sections they have referred to or read.

Overall, the two most commonly referred to sections of the 'FishSafe Safety Guidelines' (among both workers and employers) were 'Safety on vessels' and 'Emergency procedures and equipment'.

While the proportion of people saying they referred to the different sections is relatively similar between workers and employers in the majority of cases, we do see two interesting differences:

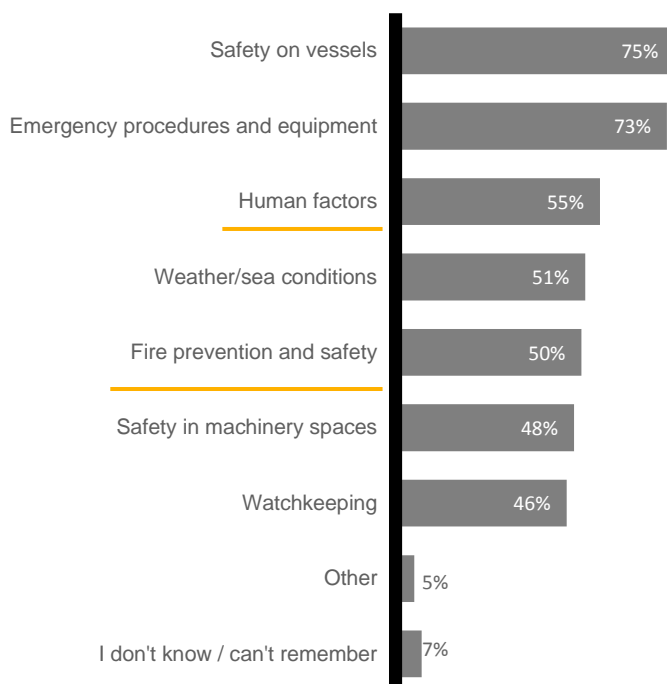
- Reference to the 'Fire prevention and safety' section is more common among workers (60%) than employers (50%),
- Employers appear to refer to the 'Human factors' section more commonly (55%) than workers (47%).

WORKERS



Base: Workers in Commercial Fishing (n=131)
Q135W: Which sections of the guidelines have you referred to or read?

EMPLOYERS

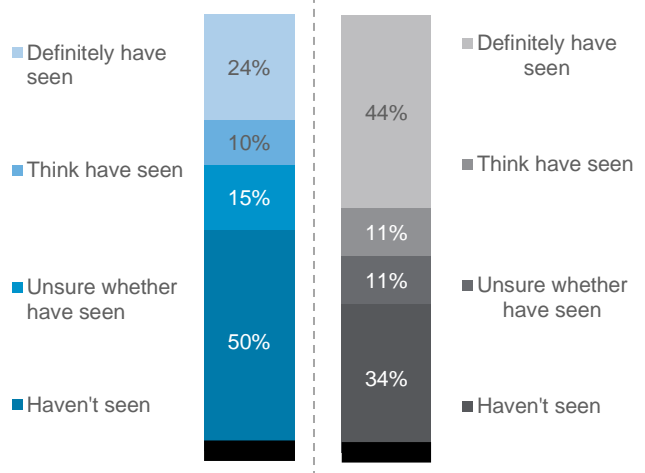


Base: Employers in Commercial Fishing (n=71)
Q128E: Which sections of the guidelines have you referred to or read? [MA]

9.4 CAMPAIGN AWARENESS

In 2017, workers and employers were asked about the Maritime NZ safety campaign 'Safe Crews Fish More' featuring two characters, Stu and Rus.

Respondents were first asked about their awareness of the campaign (whether they had seen it or not) by providing a short description and an image as follows: 'Safe Crews Fish More is a current safety programme featuring two characters, Stud and Rus. The campaign focuses on reminding the operations and crews of commercial fishing vessels to fish safely'.



Base: Workers from Commercial Fishing (n=354) Base: Employers from Commercial Fishing (n=161)

Q130W & Q125E: Have you seen or heard anything from this campaign (FishSAFE)

Overall, around a third of workers (34%) and over half of employers (55%) say they had definitively seen or thought they had seen the campaign.

WHO IS MORE OR LESS LIKELY TO HAVE SEEN THE CAMPAIGN?

Workers

Workers who were more likely to have seen the campaign were:

- Working as a master/skipper (46% cf. 34% overall) or an engineer (47%).
- Those who had been working in the industry for longer, 20 years or more (43%)
- Working on medium to large sized vessels, 13-24 metre (43%) and in a smaller workplaces, 1-19 employees (40%).

On the other hand, factory hands were less likely to have seen the campaign (14% cf. 34% overall).

Employers

Employers who were more likely to have seen the campaign were:

- Working in line fishing businesses (76% cf. 55% overall)
- Had medium to larger sized vessels (13-24 meters), (69%)
- Those in the South Island (excluding Canterbury) (66%) – while those in the north of the North Island (excluding Auckland) were less likely to have seen it (33%).

WHERE WAS IT SEEN?

If workers and employers said that they had definitely seen, or thought they had seen the campaign, they were then asked where they saw it and provided a list of sources.

Over half of workers and employers say they had seen the campaign in a magazine, while a quarter say they had seen it in a brochure, pamphlet and/or information sheet.

Key differences in reach

Workers were more likely than employers to say they had seen or heard of the campaign through online advertising and through discussions at work.

While not statistically significant differences, we find that employers tended to see or hear of the campaign more through industry bodies, Maritime NZ staff and email compared with workers.

MEDIUM	WORKERS	EMPLOYERS
Magazine	55%	55%
Brochure/pamphlet/information sheet	25%	26%
Online advertising	19%	7%
Industry body (such as New Zealand Federation of Commercial Fishermen or The Marine Transport Association New Zealand)	18%	29%
Social media (e.g. Facebook)	16%	8%
Maritime NZ staff	15%	22%
On a website	10%	12%
It was discussed at work	10%	3%
Email	9%	18%
Industry training organisation	8%	1%
Poster	8%	4%
Accident Compensation Corporation	4%	1%
Trade event / conferences	2%	8%
Postcard	1%	1%
Mail	<0.5%	2%
Other	2%	2%
Don't know	3%	2%

Base: Workers from Commercial Fishing who definitely/think saw advertising (n=126)

Base: Employers from Commercial Fishing who definitely/think saw advertising (n=82)

Q64W&Q60E: *Where did you see or hear of this campaign (FishSAFE)*

IMPACT OF CAMPAIGN

If workers and employers said that they had definitely seen, or thought they had seen the campaign, they were also asked what, if anything, happened as a result of the campaign.

Workers and employers were provided with a list of potential actions that could have happened as a result of seeing or hearing the 'Safe Crews Fish More' campaign.

Overall, four in ten workers (40%) and employers (42%) say that they had not done anything differently because they were already doing it all.

The next most common responses among workers are that they ensure they never work while affected by alcohol or drugs (31%) and that they have an increased awareness of the importance of safety issues (28%).

Among employers, the most common responses are that they are / have taken steps to help improve the safety on board such as identifying and resolving hazards (30%) and reporting of hazards has been improved / encouraged (33%).

CHANGES	WORKERS	EMPLOYERS
I have not done anything differently because I was/we were already doing it all	40%	42%
I am /we have taken steps to ensure that workers are not affected alcohol or drugs while working	31%	24%
I am /we have an increased awareness of the importance of safety issues	28%	21%
I am /we have better at identifying hazards	25%	22%
I am /we have move heavy loads carefully so I do not injure myself or others	25%	23%
If I am working with or near winch gear I never wear loose clothing and check that I am standing in a safe position	24%	23%
There has been a positive culture change towards safety at my work	23%	17%
I am /we have taken steps to help manage my fatigue and create a good sleep environment and patterns (e.g. setting watches)	23%	21%
I am /we have taken steps to help improve the safety on board (i.e. identify and resolve hazards)	22%	30%
I am /we have better at avoiding hazards and dealing with them if they occur	21%	22%
I am /we have always check that the required machine guards are in place before using machines	19%	19%
I am /we have more likely to report hazards	17%	33%
I intend to make changes to the way I/we work	1%	2%

Base: Workers from Commercial Fishing who definitely/think saw advertising (n=124)

Base: Employers from Commercial Fishing who definitely/think saw advertising (n=81)

Q131W&Q126E: Which, if any, of the following things have happened as a result of the campaign?

10.

**AWARENESS AND
PERCEPTIONS OF
MARITIME NZ**



INTRODUCTION

Ensuring that Maritime NZ is a respected and trusted work safety authority, with its presence known to workers and employers and with a reputation for being fair is an essential part of helping to make workplaces safer.

In this chapter, we consider the level of awareness and knowledge of Maritime NZ that exists among workers. Note: Respondents in the four WorkSafe priority sectors were asked about their awareness and knowledge of WorkSafe NZ.

The survey measures the extent to which respondents had heard of Maritime NZ and feel they know something about this organisation. It also measures the ways in which respondents had been in contact with Maritime NZ.

If a Maritime NZ officer had visited their workplace or vessel, they are also asked the extent to which they were satisfied with that experience.

Respondents are also asked how likely they feel it is that their workplace will be visited by a Maritime office in the following 12 months. The assumption for this question is that behaviour may change and/or compliance may increase as the perceived likelihood of inspection increases.

Finally, questioning was included that aims to get a steer on where workers and employers believe the focus should be to improve worker health and safety in the Commercial fishing sector.

10.1 AWARENESS OF MNZ

Workers in the Commercial fishing sector were asked ‘Before this survey, what, if anything, did you know about the organisation called Maritime NZ?’ while workers from the other sectors were asked what they knew about ‘WorkSafe New Zealand’.

In the 2014 survey it was found that awareness and knowledge of Maritime NZ was considerably higher among workers in the Commercial fishing sector compared with awareness and knowledge of WorkSafe NZ among workers in the other sectors. This was unsurprising given how new WorkSafe NZ was at the time.

In 2017, the picture has changed with much higher levels of awareness of WorkSafe NZ among the other sectors.

Despite this, workers in the Commercial fishing sector still have generally higher levels of awareness of Maritime NZ (58% know a lot/quite a lot) when compared with most of the other sectors *knowledge of WorkSafe NZ^a* except for Forestry workers (56%).

Awareness of WorkSafe has increased among all of the other sectors (Agriculture, Construction, Forestry, Manufacturing and the ‘Other’ sector) since 2014. In contrast to this, awareness of Maritime NZ among Commercial fishing workers has seen a slight (but not statistically significant) decrease between 2014 and 2017.

WORKERS

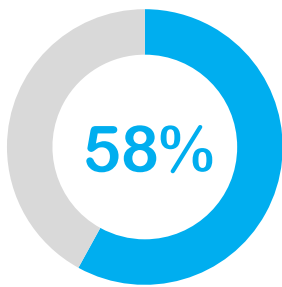
	AGRICULTURE (n=510)	CONSTRUCTION (n=440)	FORESTRY (n=360)	MANUFACTURING (n=551)	COMMERCIAL FISHING (n=358)	OTHER SECTOR (n=1017)
Never heard of them	3%	4%	3%	11%	2%	9%
Have heard of but don't know anything about them	12%	11%	6%	21%	8%	22%
I know a little bit about them	49%	48%	33%	41%	29%	45%
I know quite a lot about them	26%	27%	33%	15%	31%	15%
I know a lot about them	8%	10%	24%	10%	27%	7%
Not sure	2%	1%	2%	2%	2%	1%
2017 NET: Know a lot/quite a lot	34% ▲	37% ▲	56% ▲	25% ▲	58%	22% ▲
2014 NET: Know a lot/quite a lot	12%	17%	30%	10%	62%	10%

Base: Workers
Q70W & Q76W Before this survey, what, if anything, did you know about the organisation called Maritime NZ/WorkSafe New Zealand?

^a WorkSafe NZ was asked about for all other sectors.

AWARENESS CONTINUED

While overall, almost six in ten (58%) of workers in the Commercial fishing sector said they knew a lot or quite a lot about Maritime NZ, some types of workers have higher levels of awareness.



Of workers said they know a lot or quite a lot about Maritime NZ

WHO IS MORE OR LESS LIKELY TO BE AWARE OF MNZ?

Workers in the Commercial fishing sector who are more likely to know a lot or quite a lot about Maritime NZ are;

- Those working in Longline fishing operations (71% cf. 58% overall) or Fish trawling, seining and netting (66%)
- Those working as a Master/Skipper (75%) or an Engineer (74%)
- Those on vessels 13-24 metres (67%) and in workplaces with fewer people, 1-19 (65%).

On the other hand, workers who are less likely to know a lot or quite a lot are:

- Less educated workers with no formal qualifications (46%)
- Working in larger workplaces with 20 or more people (48%)
- Working as Factory hands (24% cf. 58% overall).

10.2 PERCEPTIONS OF MNZ


In 2017, workers were asked about their perceptions of, and trust and confidence in Maritime NZ. Workers were asked to what extent they agree Maritime NZ with a range of statements.

Overall, 58% of workers agree that Maritime NZ deserves their support and half of workers (50%) say that Maritime is doing a good job

The two statements with the lowest levels of agreement are 'Is fair and reasonable' (42%) and 'Understand the issues and pressures of our industry' (34%).


From the verbatim feedback provided, we can see that general perceptions are that Maritime NZ is perceived relatively well by those in the sector but there is still room for improvement, particularly around:

- Ensuring that staff are experienced and knowledgeable in a way that workers and employers in the Commercial fishing sector can trust and respect and;
- Ensuring that systems and processes are helpful and tailored for the Commercial fishing sectors needs.



“Workplace H&S the fishing industry & operators need to stop recruiting H&S advisors who have no fishing industry experience or knowledge (one was 39 & did not even hold a skippers docket).”

(Purse seining, Master/Skipper, medium operation, 3-10 vessels)



“Its improving and in a major way on the inshore vessels. MNZ are regarded in a positive way by a lot of the inshore operators as they have the reputation of working alongside operators to get results and simplifying the process.”

(Director, medium operation, 3-10 vessels)

WORKERS

AGREE + STRONGLY AGREE

Deserves our support	58%
Is doing a good job	50%
Is an organisation I trust	46%
Is making a real difference to health and safety in New Zealand	45%
Is fair and reasonable	42%
Understands the issues and pressures of our industry	34%

Base: Workers in Commercial Fishing (n=304-308)
 Q77W: Based on everything you know and have heard about Maritime NZ, how much do you agree or disagree that Maritime NZ...

10.3 KNOWLEDGE OF MNZ

Workers were also asked whether or not they know that they could contact Maritime NZ (or in the case of the other sectors, WorkSafe NZ) for different things.

The majority of workers in the Commercial fishing sector said they know that Maritime NZ could be contacted in order to get information or advice on health and safety (86%) or to make a complaint about health and safety (80%).

Workers in the Commercial fishing sector have lower levels of knowledge of the Maritime NZ toll-free 0800 number (68%).

While there have not been any changes over time in levels of knowledge among workers in the Commercial fishing sector, knowledge of WorkSafe NZ has improved among the other four high-risk sectors.

COMMERCIAL FISHING WORKERS	2014	2017
To make a complaint about health and safety	75%	80%
To get information or advice on health and safety	82%	86%
To ask for an inspector to visit a workplace if you thought it was unsafe	72%	77%
Through a toll-free 0800 phone number	64%	68%

% YES	AGRICULTURE (n=407-409)	CONSTRUCTION (n=367-371)	FORESTRY (n=311-316)	MANUFACTURING (n=357-359)	COMMERCIAL FISHING (n=305-308)	OTHER SECTOR (n=679-682)
To make a complaint about health and safety	81% ▲	79%	85%	79% ▲	80%	74%
To get information or advice on health and safety	92% ▲	87%	91% ▲	85% ▲	86%	85%
To ask for an inspector to visit a workplace if you thought it was unsafe	76% ▲	70%	82% ▲	64% ▲	77%	54%
Through a toll-free 0800 phone number	74% ▲	60% ▲	67% ▲	64% ▲	68%	59%

Base: Workers
 Q82W & Q74W: Did you know that you can contact Maritime NZ:
 NZ/Maritime NZ...

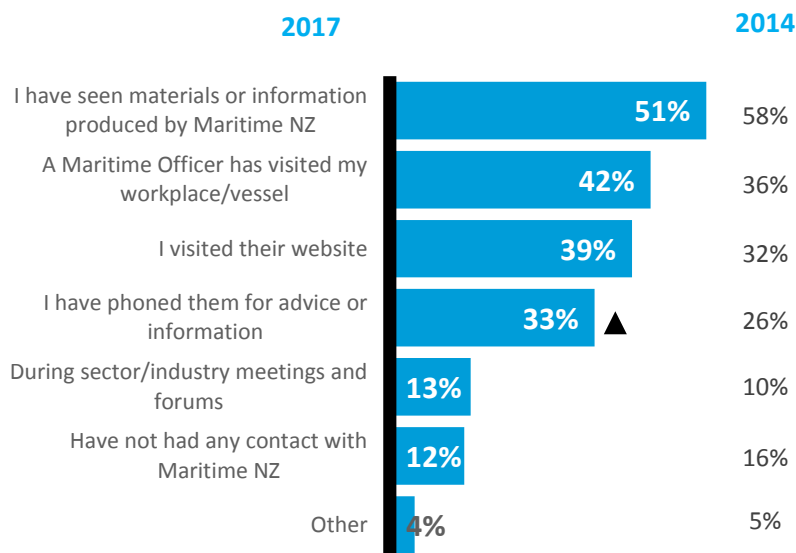
10.4 CONTACT

Workers who said they know at least a little about Maritime NZ were asked the ways in which they have had contact with Maritime NZ in the last 12 months.

The proportion of workers who said they have not had any contact with Maritime NZ is relatively low (12%) and has remained stable since 2014.

As in 2014, seeing materials or information produced by Maritime NZ is the most commonly chosen response with over half (51%) of workers saying that they have had contact with Maritime NZ in this way.

Over time there has been an increase in the proportion of workers saying that they have phoned Maritime NZ for advice or information, up from 26% in 2014 to 33% in 2017.



Base: Worker All respondents who work in Commercial Fishing and know of Maritime NZ (excluding not answered) 2014 (n=437); 2017 (n=307)
 Q78W: In the last 12 months, in which of the following ways have you had contact with WorkSafe NZ

"Think Maritime NZ is doing a good job, brochures and their accident magazines are good."

(Fish trawling, seining and netting, Master/Skipper, small operation, 1-2 vessels)

Who is more or less likely to contact Maritime NZ in different ways?

As might be expected, younger workers (aged 25-34 years) are more likely to have visited the Maritime NZ website (57% cf. 39% overall) while older workers (55 years+) are less likely to do this (31%).

The websites is also more popular among those working in Fish trawling, seining and netting (47%) and those working as Mates/Bosuns/deck officers (60%).

Masters/Skippers are more likely to call Maritime NZ for information and advice (43% cf. 33% overall) and are also more likely to have contact through a Maritime officer visit (54% cf. 42%).

Those working in Rock lobster and crab potting (63%), Long line fishing (57%), Processing (53%) are also more likely to have contact through a visit by a Maritime officer.

Those who were more educated (had a level 4, 5 or 6 trade or polytechnic qualification) are more likely to have paid attention to the materials and information produced by MNZ (66% cf. 51% overall) while those who didn't have any formal qualifications are less likely (40%).

Larger workplaces (those with 20 or more workers) are more likely to say they had not had any contact with Maritime NZ (19% cf. 12% overall).

10.5 INSPECTOR VISITS

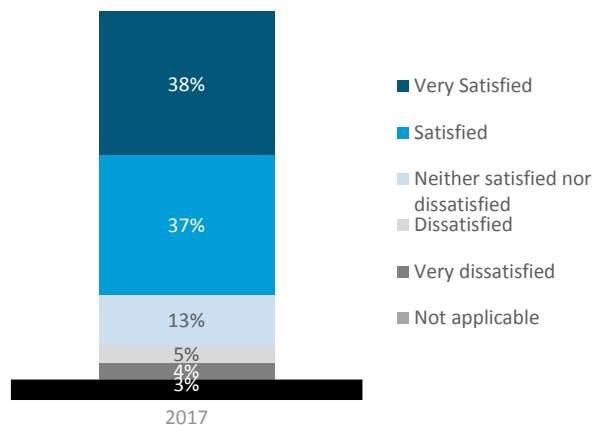
Maritime officers work to improve safety outcomes within the Maritime sector. Their role is to inspect, audit and investigate all vessels and maritime operations for safety and seaworthiness, and to liaise with and educate all vessel users to operate safely on New Zealand waters.

As discussed on the previous page, workers who said they knew at least a little about Maritime NZ were asked the ways in which they have had contact with Maritime NZ in the last 12 months. One of these types of contact was that a Maritime NZ officer has visited their workplace in the past 12 months.

Overall, around four in ten (42%) workers say that a Maritime NZ officer has visited their workplace in the last 12 months.

Where a Maritime NZ officer has visited a workplace, workers were then asked how satisfied they are with the experience on the last visit.

Overall, three quarters (75%) of workers say they are satisfied with the last Maritime NZ Officer visit. This result has remained relatively stable since 2014 (80%).



Base: Workers who had a Maritime NZ Officer visited their workplace (n=119)
 Q80W: How satisfied were you with the experience when the officer last visited your workplace?

One key point of dissatisfaction with Maritime officers is their level of knowledge and practical experience when it comes to health and safety in the Commercial fishing sector.

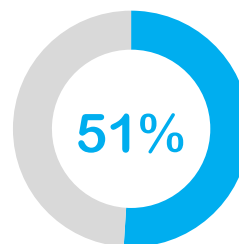


“Qualifications mean nothing @ sea & fishing. don't send MNZ people out to tell us how to do things safely when they don't have the first clue about safety on my boat..”

(Cod potting and tuna trolling, Master/Skipper, small operation, 1-2 vessels)

Workers who knew at least a little about Maritime NZ were asked how likely they think it is that a Maritime NZ office would visit their workplace or business in the next 12 months (using a 5-point scale from very unlikely to likely).

While only 42% of workers say that a Maritime NZ officer has visited their workplace in the **last** 12 months, over half (51%) say they think it is likely (4) or very likely (5) that they will be visited in the **next** 12 months.



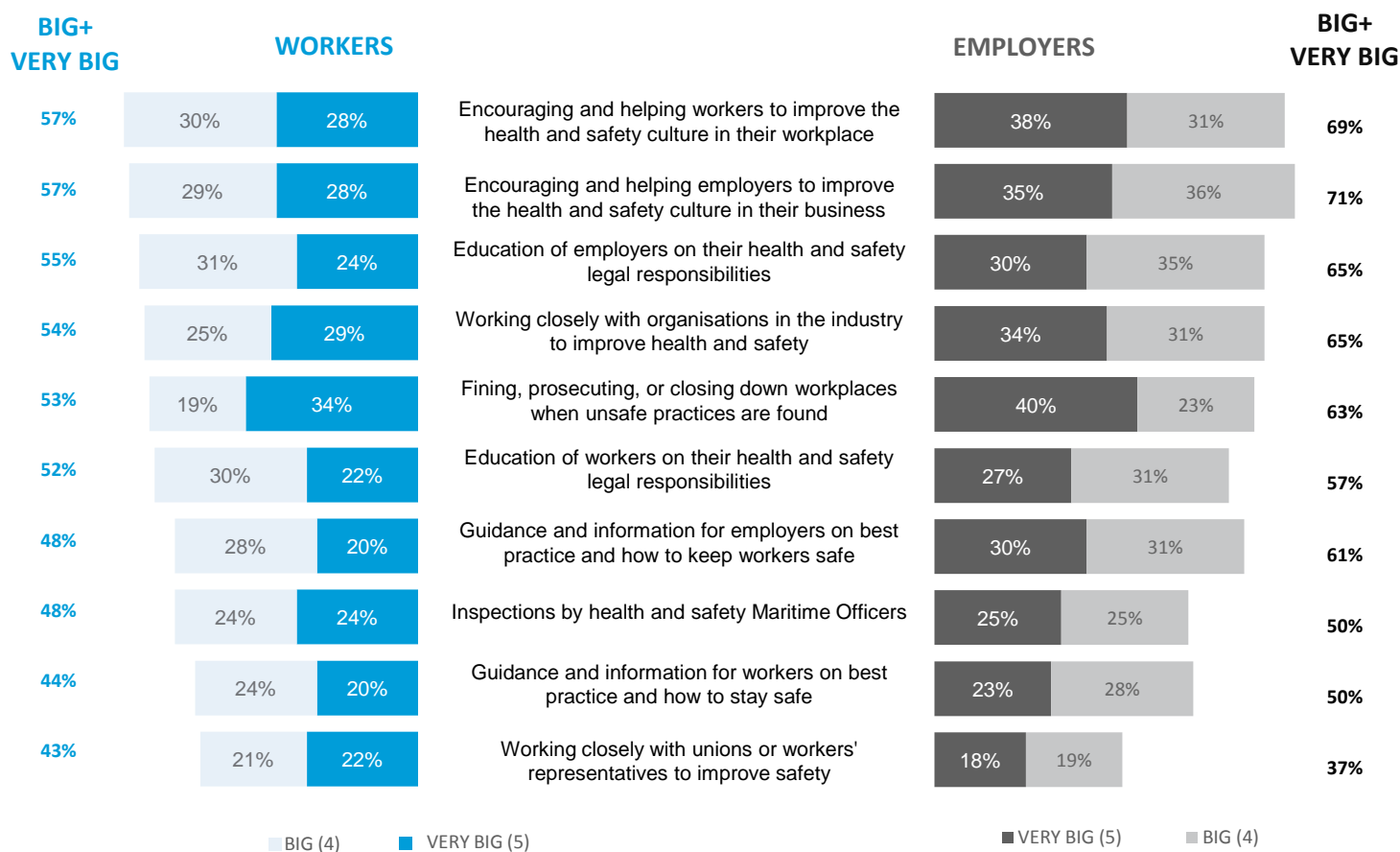
Base: Workers with at least a little knowledge of Maritime NZ (Commercial Fishing, n=314)
 Q78W: How likely do you think it is that an inspector will visit workplace next 12 months

10.6 AREAS OF FOCUS

All respondents were asked to consider how much of an impact each of a number of initiatives would have on improving workplace health and safety in Commercial fishing if Maritime NZ were to focus on that initiative. They responded using a 5-point scale ranging from 'no impact' to 'very big impact'.

The main areas that respondents say would have the most impact on health and safety if Maritime NZ were to focus on it are around encouraging and helping both workers and employers to improve the health and safety culture in their organisations.

"At our workplace we all try to be safe. We have a safety meeting every day but it's just read off a sheet. They don't really want to know if you're tired, minor injuries or [what] you think conditions."
(No operation size information)



Base: Workers from Commercial Fishing (n=352-360)

Base: Employers from Commercial Fishing (n=153-160)

Q83W / Q78E If Maritime NZ put more effort into each of the following areas, how much of an impact do you think it would have on improving workplace health and safety in commercial fishing?

10.7 BIGGEST DIFFERENCE

At the end of the survey, having been thinking about health and safety issues, respondents were asked to consider all the aspects covered in the survey and to write down, in their own words, what they thought would make the most difference to improving health and safety in their sector.

These verbatim comments have been coded into themes. The most common themes to emerge in 2017 are summarised in this section.

WHAT COULD IMPROVE SAFETY?	WORKERS
Proper training for the job/familiarisation with the equipment	7%
Drug and alcohol policy	5%
Encourage use of commonsense	5%
Encourage personal responsibility	4%
Stop going over the top on safety	4%
Awareness and management of hazards	3%
Make Health & Safety more affordable to businesses - include Health & Safety requirements in quotes/reduce ACC levies/pay business owners more for their products	3%
Provide a safe workplace for staff	3%
I am very comfortable and confident about Health and Safety in my workplace	3%
Have a viable/workable Health & Safety policy - clear/concise/relevant rules	3%
Management and workforce to liaise about safety	3%
Education - educate workers and management on safe practices and their legal rights and responsibilities	2%
Health and Safety courses/workshops (incl competitively priced/mandatory)	2%
Health & Safety awareness and paying attention to safe work practices	2%
Keeping alert (incl fatigue management)	2%
Continued communication/reminders of hazards/safe work practices/Health and Safety issues	2%
Use experienced workers with good safety record to communicate/implement realistic practices	2%
Employers/owners/managers to be more accountable/take more responsibility for the safety of their workers	2%
Review wage structures	2%
Provision of readily available information	2%
Regular updates/refresher courses on Health and Safety	2%
Change the "she'll be right" culture in the workplace	2%
Penalise/prosecute employers/employees for failure to follow safe work practices	2%
Not waving a big stick threatening consequences	2%

Base: Workers from the Commercial Fishing Sector (n=354)

Note – only 2% or more results are reported

Q84W: What would make the most difference to improve safety

BIGGEST DIFFERENCE

While the most common theme to emerge for workers was ‘Proper training for the job/familiarisation with the equipment’, the most comment theme among employers was ‘Encourage commonsense’.

In both cases, workers and employers identified ‘Drug and alcohol policy’ as one of the key things that needed to be done in order to improve safety in the Commercial fishing sector.



“I think comes down to responsibility skipper and crew, I have nothing against foreign crews. we have a big problem getting good people in the inshore fishing, drugs being the biggest problem.”

(Fish trawling, seining and netting, Master/Skipper, large operation, 11-19 vessels)

“People should be more responsible for there own actions not blame the employer that's why we have our own brain e.g. you can give 10 people a knife and the same ones will cut themselves regardless of what you tell them you cant make a perfect world for idiots !!”

(Rock lobster and crab potting, longline fishing, other fishing, Master/Skipper, small operation, 1-2 vessels)

WHAT COULD IMPROVE SAFETY?	EMPLOYERS
Encourage use of commonsense	8%
Awareness and management of hazards	6%
Drug and alcohol policy	5%
Have a viable/workable Health & Safety policy - clear/concise/relevant rules	5%
Education - educate workers and management on safe practices and their legal rights and responsibilities	4%
Proper training for the job/familiarisation with the equipment	4%
Provide a safe workplace for staff	4%
Not waving a big stick threatening consequences	3%
Visits/mentoring by Health & Safety representatives (incl. WorkSafe and OSH)	3%
Encourage personal responsibility	3%
Better calibre of employees (more experienced, skilled, trained)	3%
Employers/owners/managers to be more accountable/take more responsibility for the safety of their workers	3%
Health & Safety awareness and paying attention to safe work practices	3%
Management and workforce to liaise about safety	3%
Don't need too many layers/too expensive for smaller operators/more paper work and running costs	2%
Health and Safety courses/workshops (incl competitively priced/mandatory)	2%
Better returns/more profitability (incl raise logging rates for contractors, for fishermen)	2%
Industry bodies helping to promote Health & Safety	2%
Provision of readily available information	2%
Stop going over the top on safety	2%

Base: Employers from Commercial Fishing (n=160)

Note – only 3% or more results are reported

Q79E: What would make the most difference to improve safety

APPENDIX I: Respondent profile and sample description

RESPONDENT PROFILE

COMMERCIAL FISHING TYPE OF COMMERCIAL FISHING WORK	WORKERS				EMPLOYERS			
	UNWEIGHTED COUNTS		WEIGHTED %		UNWEIGHTED COUNTS		WEIGHTED %	
	2014	2017	2014	2017	2014	2017	2014	2017
ROCK LOBSTER AND CRAB POTTING	115	87	23%	25%	52	64	39%	40%
PRAWN FISHING	4	-	1%	-	-	1	-	1%
LOGLINE FISHING	88	70	17%	19%	35	40	26%	25%
FISH TRAWLING, SEINING AND NETTING	211	166	42%	48%	58	54	43%	33%
OTHER FISHING	85	53	17%	14%	29	27	21%	19%
RACK AQUACULTURE	3	7	1%	2%	1	4	1%	1%
OFFSHORE CAGED AQUACULTURE	2	5	<0.5%	2%	-	1	-	<0.5%
ONSHORE AQUACULTURE	28	7	6%	2%	-	4	-	1%
VESSEL BASED SEAFOOD PROCESSING	47	46	10%	15%	5	6	3%	2%
COD POTTING	13	11	3%	3%	8	6	6%	3%
FISH PROCESSING	24	15	5%	4%	-	-	-	-
LAND BASED PROCESSING	9	7	2%	2%	-	-	-	-
CHARTER FISHING	-	11	-	3%	-	4	-	3%
LOGLINE	-	-	-	-	-	6	-	3%
PAUA HARVESTING	-	-	-	-	-	6	-	4%
OTHER	21	14	4%	4%	14	7	10%	4%
TYPE OF WORKER								
MASTER/SKIPPER	271	205	52%	54%	-	-	-	-
MATE/BOSUN/DECK OFFICER	60	39	12%	12%	-	-	-	-
DECKHAND	155	104	32%	29%	-	-	-	-
CHIEF ENGINEER	27	25	5%	7%	-	-	-	-
ENGINEER	55	38	11%	10%	-	-	-	-
FACTORY HAND	89	69	18%	20%	-	-	-	-
FACTORY TECHNICIAN	3	7	1%	2%	-	-	-	-
OTHER	39	25	8%	7%	-	-	-	-

RESPONDENT PROFILE

BUSINESS DESCRIPTION

COMMERCIAL FISHING	WORKERS				EMPLOYERS			
	UNWEIGHTED COUNTS		WEIGHTED %		UNWEIGHTED COUNTS		WEIGHTED %	
	2014	2017	2014	2017	2014	2017	2014	2017
SIZE OF FISHING OPERATION								
SMALL OPERATION (1-2 VESSELS)	296	204	62%	58%	121	140	91%	91%
MEDIUM OPERATION (3-10 VESSELS)	96	77	21%	24%	9	21	7%	8%
LARGE OPERATION (11-19 VESSELS)	48	25	10%	8%	4	2	3%	1%
VERY LARGE OPERATION (20 OR MORE VESSELS)	37	35	8%	10%	-	1	-	1%
SIZE OF VESSELS								
UNDER 6 METERS	41	42	9%	12%	7	20	5%	16%
6-12 METERS	145	88	31%	25%	53	64	40%	41%
13-24 METERS	150	104	33%	31%	73	69	55%	42%
OVER 24 METERS	125	103	27%	32%	3	17	2%	5%
AVERAGE TIME SPENT ON BOARD								
FEWER THAN 8 HOURS	59	50	13%	14%	27	42	20%	27%
8-12 HOURS	86	54	18%	15%	21	34	16%	19%
13-24 HOURS	21	21	4%	6%	2	9	1%	6%
LONGER THAN 24 HOURS	166	130	35%	40%	52	47	39%	26%
I HAVEN'T WORKED ON A BOAT IN THE LAST MONTH	52	31	11%	9%	-	-	-	-
THE AVERAGE TIME VARIES CONSIDERABLY	95	55	20%	16%	32	32	24%	22%

REGION

COMMERCIAL FISHING	WORKERS				EMPLOYERS			
	UNWEIGHTED COUNTS		WEIGHTED %		UNWEIGHTED COUNTS		WEIGHTED %	
	2014	2017	2014	2017	2014	2017	2014	2017
REGION								
NORTHERN REGION	95	66	19%	19%	29	33	22%	20%
CENTRAL REGION	151	104	30%	30%	52	64	39%	43%
SOUTHERN REGION	312	231	64%	67%	74	76	55%	48%

RESPONDENT PROFILE

PROFILE OF COMMERCIAL FISHING WORKERS

	COMMERCIAL FISHING	WEIGHTED %
GENDER	MALE	90%
	FEMALE	10%
AGE	18 – 24 YEARS	7%
	25 - 34 YEARS	16%
	35 – 44 YEARS	17%
	45 – 54 YEARS	24%
	55 + YEARS	37%
ETHNICITY	NEW ZEALAND EUROPEAN	81%
	MĀORI	24%
	PACIFIC	2%
	ASIAN	1%
BUSINESS SIZE	SELF EMPLOYED	16%
	2 TO 5 EMPLOYEES	38%
	6 TO 9 EMPLOYEES	5%
	10 TO 19 EMPLOYEES	5%
	20 TO 49 EMPLOYEES	13%
	50 TO 99 EMPLOYEES	5%
	100 OR MORE EMPLOYEES	14%
YEARS IN INDUSTRY	LESS THAN ONE YEAR	2%
	1-2 YEARS	5%
	3-5 YEARS	7%
	6-9 YEARS	11%
	10-19 YEARS	21%
	20 YEARS OR MORE	55%
NUMBER OF WORK HOURS A WEEK	LESS THAN 20 HOURS	3%
	20-30 HOURS	8%
	31-40 HOURS	12%
	41-50 HOURS	15%
	51-60 HOURS	15%
	61 HOURS OR MORE	47%

RESPONDENT PROFILE

PROFILE OF COMMERCIAL FISHING EMPLOYERS

	COMMERCIAL FISHING	WEIGHTED %
SIZE OF BUSINESS	NONE	24%
	1 TO 5 EMPLOYEES	66%
	6 TO 9 EMPLOYEES	5%
	10 TO 19 EMPLOYEES	1%
	20 TO 49 EMPLOYEES	2%
	50 TO 99 EMPLOYEES	1%
	100 OR MORE EMPLOYEES	1%
# YEARS IN OPERATION	LESS THAN ONE YEAR	-
	1 TO LESS THAN 2 YEARS	1%
	2 TO LESS THAN 6 YEARS	16%
	6 TO LESS THAN 10 YEARS	7%
	10 TO LESS THAN 20 YEARS	20%
	20 YEARS OR MORE	55%
	DON'T KNOW	-

	COMMERCIAL FISHING	WEIGHTED %
8% EMPLOY MIGRANT WORKERS		
OF THIS 8% OF EMPLOYERS, MIGRANTS MOST LIKELY TO COME FROM:	AUSTRALIA	4%
	CHINA	13%
	INDIA	<0.5%
	GERMANY	4%
	INDONESIA	45%
	IRELAND	16%
	KOREA	25%
	OTHER ASIA	<0.5%
	THAILAND	13%
	UK (OTHER THAN IRELAND)	9%
	UKRAINE	4%
	USA	4%
	PACIFIC ISLAND:	
	• COOK ISLAND	<0.5%
	• FIJI	<0.5%
• SAMOA	18%	
• TONGA	4%	

APPENDIX II: Workers Questionnaire

Thank you for agreeing to take part in this important survey for Maritime New Zealand and WorkSafe New Zealand. Your answers will be confidential and results will not be reported in a way that will allow you to be identified.

This survey is for people who **work on vessels to catch, harvest or process fish / seafood for commercial purposes**. If you do not work in commercial fishing, please tick this box and go straight to Q57.

How to fill in the survey:

You will need to circle an answer like this		Or like this					
Please circle <u>one</u> answer		Please circle an answer for each statement					
Yes	1	Question...	1	2	3	4	5
No	2	Question...	1	2	3	4	5

If you change your mind after circling a number, just cross it out ~~2~~ and circle the correct number for your answer.

Some questions may also have a 'skip' like this 1 → Go to Q22. In this example, if you had circled the 1 you would skip over to question 22.

SECTION A: About the work that you do

Q1

Are you...

(If you are a share-fisher, please consider yourself self-employed)

Please circle all that apply

An employee working for wages or salary

1

Working without pay in a family business

2

Self-employed and not employing others

3

An employer of others in your own business – but you also do the day-to-day work you employ others to do

4

Note: Please complete this survey from the viewpoint of a person working in the commercial fishing industry rather than as an employer

An employer of others – but you don't do the day-to-day work you employ others to do (See note below)

5

→ Go to Q2

↓

This particular survey is for employees rather than employers. However, we would really appreciate hearing your views and opinions as an employer.
Please enter your email address in the space provided so we can send you a link to our other survey for employers.

Please note providing your contact details does not put you under any obligation to participate.

If you do not wish to provide your email address, thank you for taking the time to complete the survey this far. You still have the opportunity to enter the prize draw by filling your details in at Q57.

We would like to remind you that your responses are totally confidential. We are a trusted research agency that must follow our industry's very strict code of practice. You or your workplace will not be identified and your answers will be put together with the answers of hundreds of other workers. Therefore, please answer the questions honestly.

These first questions are mostly about the sort of work you do and what is important to you in your work.

Q2	Where do you work?	Please circle all that apply
	Rock lobster and crab potting	1
	Prawn fishing	2
	Longline Fishing (i.e. bottom longline, trot line, dropper (Dan Line), surface long line)	3
	Fish trawling, seining and netting	4
	Other fishing	5
	Rack aquaculture	6
	Offshore caged aquaculture	7
	Onshore aquaculture (i.e. a tidal facility serviced by a harvesting vessel at high tide)	8
	Vessel based seafood processing	9
	Other (please write in) _____	10

Q3	What do you mainly do?	Please circle all that apply
	Master / Skipper	1
	Mate / Bosun / deck officer	2
	Deckhand	3
	Chief Engineer	4
	Engineer	5
	Factory hand	6
	Factory technician	7
	Other (please write in) _____	8

Q4	What is the size of the fishing operation you work on?	Please circle one answer
	Small operation, 1-2 vessels	1
	Medium operation, 3-10 vessels	2
	Large operation, 11-19 vessels	3
	Very large operation, 20 or more vessels	4

Q5	What is the size of vessel you normally work on?	Please circle one answer
	Under 6 metres	1
	6-12 metres	2
	13-24 metres	3
	Over 24 metres	4

Q6	About how many people are employed at your current workplace? <i>(If you work for a contractor, please answer how many people work for that contractor)</i>	Please circle one answer
	1 (just you)	1
	2-5	2
	6-9	3
	10-19	4
	20-49	5
	50-99	6
	100 or more	7
	Don't know	8

Q7 How many workers do you manage or supervise in your day-to-day work?

Please circle **one** answer

None	1
1-2	2
3-5	3
6-9	4
10 or more	5

Q8 Do you work day-to-day with migrant workers from other countries?
(By this we mean workers who were not born in New Zealand and who have arrived in New Zealand in the last five years)

Please circle **one** answer

Yes	1
No	2
Don't know	3

Q9 How many years have you worked in the commercial fishing industry?

Please circle **one** answer

Less than one year	1
1-2 years	2
3-5 years	3
6-9 years	4
10-19 years	5
20 years or more	6

Q10 What would be the average time you spend on board a vessel in a typical trip?

Please circle **one** answer

Fewer than 8 hours	1
8-12 hours	2
13-24 hours	3
Longer than 24 hours	4
I haven't worked on a boat in the last month	5
The average time varies considerably	6

Q11 On average, not counting travel time, about how many hours do you work a week?
(Please include time at all jobs if you have more than one)

Please circle **one** answer

Less than 20 hours	1
20-30 hours	2
31-40 hours	3
41-50 hours	4
51-60 hours	5
61 hours or more	6

Remember that your responses are confidential and you or your workplace will not be identified.

Q12 What three things are most important to you in your work **right now**?

Please circle the **three** most important

Taking pride in doing a good job	1
Having a regular income	2
Working with people I like and respect	3
Staying healthy and safe while at work	4
Making good money	5
Having a good work/life balance	6
Working outdoors or on the land / sea	7
Doing physical work	8
Working hard now to build a better future	9
Learning new things	10
Being free to make my own decisions	11
Working for a promotion or to build a career	12
Enjoying my work	13
Staying fit and healthy so I can keep doing the work I do	14
Other (please write in) _____	15
Nothing	16

SECTION B: Working in Commercial Fishing

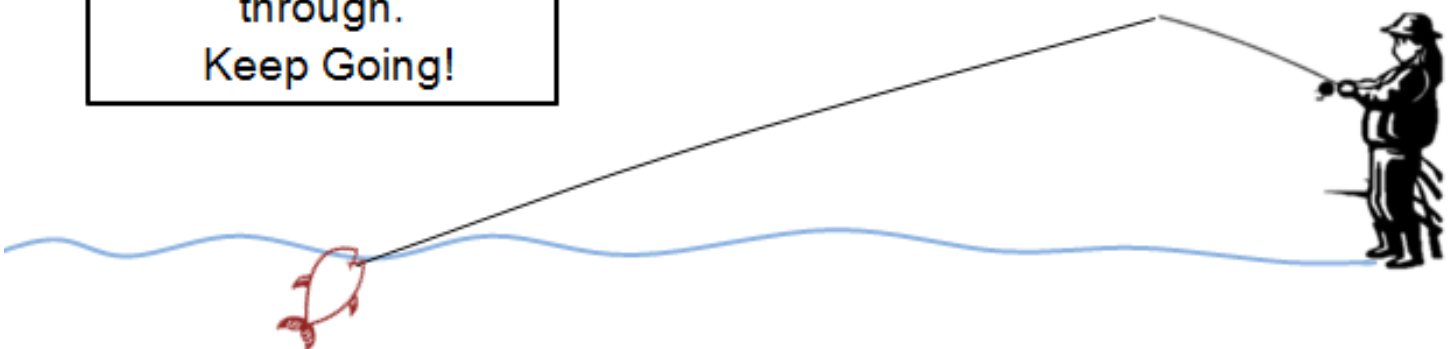
The next question is about the commercial fishing industry.

Q13 How does the **risk** of people getting seriously hurt in the commercial fishing industry compare with other industries or types of work?

Please circle **one** answer

	Much lower	Lower	About the same	Higher	Much higher	Tick if don't know
The risk in commercial fishing is	1	2	3	4	5	<input type="checkbox"/>

Quarter of the way through.
Keep Going!



SECTION C: What happens in your workplace?

The next questions are about things that might happen in your workplace. Please remember your answers are confidential and you cannot be identified. The results will help to understand what could make people safer at work.

Q14 How often does someone in **your workplace** (you or anyone you work with)

Please circle one answer for each of the 14 statements

	Never	Hardly ever	From time to time	A lot	Tick if don't know	Tick if doesn't apply
1 Take a risk or short-cut on purpose (e.g. to save time)	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
2 Work when sick or injured	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
3 Work when hung-over or stoned	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
4 Work when they are overtired	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
5 Make a mistake because they have been working too long or too hard without a break	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
6 Do a risky job that they don't have the right skills for	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
7 Make a mistake by being careless or not having their mind on the job	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
8 Make a mistake from being under pressure by the boss to get the job done	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
9 Get put at risk because our processes or ways we are told to do things are not safe	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
10 Get put at risk from not having proper supervision	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
11 Get put at risk by a machinery or equipment fault or breakdown	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
12 Get put at risk by working in conditions when work should have been stopped (e.g. bad weather, not enough people on the job)	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
13 Get put at risk by not using the right personal protective equipment	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
14 Get put at risk by something outside of their control (e.g. a freak accident)	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>

Q15 In the last 12 months, which of the following have happened to **you** because of **your work**?

Please circle all that have occurred

Short-term breathing problems or irritation of the airways from temporary exposure to particles, fumes, smoke, sprays or other harmful substances	1
Skin conditions (e.g. rashes, eczema, dermatitis)	2
A stress-related or mental illness	3
Sprain, strain or dislocation	4
Suffered from heat strain or heat stroke (i.e. overheating to the point of feeling dizzy, nauseous, faint or losing concentration)	5
None of these	6
Would rather not say	7

Q16 In the last 12 months, which of the following have you had from your work?
And which of the following was the most recent incident?

	In the last 12 months Please circle <u>all</u> that have occurred	Most recent incident Please circle the <u>most recent</u> only
Permanent loss of hearing from exposure to noise	1	1
Temporary, but serious, loss of hearing from exposure to noise	2	2
Long-term breathing problems (e.g. chronic bronchitis, emphysema, asthma) from exposure to particles, fumes, smoke, sprays or other harmful substances	3	3
An eye injury (e.g. chemical or hot-metal burn, or penetrating wound of eye)	4	4
A broken bone/fracture	5	5
An injury from crushing	6	6
A deep cut or wound that required stitches	7	7
A body part amputated	8	8
Burns requiring medical attention	9	9
Became unconscious as a result of physical injury or lack of oxygen	10	10
Serious head or brain injury, including concussion	11	11
Been hurt, or became sick and was put in hospital for more than 48 hours	12	12
Other work related injury, disease or illness that has resulted in a permanent health problem (please write in)	13	13
Other work related injury, disease or illness that resulted in serious temporary damage (please write in)	14	14
None of these	15	15
Would rather not say	16	16

Go to
Q18

Q17 And what happened the last time you were seriously hurt or unwell at work?

	Please circle all that apply
Nothing, I didn't tell anyone at work	1
It was reported to my boss / a manager but nothing happened	2
It was reported to my boss / a manager and action was taken as a result	3
It was reported to other workers	4
It was written into an accident or near miss register	5
The hazard, or cause of my injury, was written into a hazard register	6
The hazard, or cause of my injury, was written onto the hazard board	7
I got into trouble with my boss / someone in management	8
We talked about how to stop it happening again	9
I / we changed the way we did something to stop it happening again	10
I / we got more training	11
I made an ACC claim / a claim was made on my behalf	12
Other (please write in) _____	13
Don't know / can't remember	14
Would rather not say	15

Q18 In the last 12 months, how many times have you personally had a **near miss** at work where you could have been seriously hurt?

Please circle one answer

None	<input checked="" type="checkbox"/> 1	→ Go to Q20
1	2	
2-5 times	3	
More than 5 times	4	
Don't know / can't remember	<input checked="" type="checkbox"/> 5	→ Go to Q20

Q19 What happened this last time you had a **near miss** at work?

Please circle all that apply

Nothing, I didn't tell anyone at work	1
It was reported to my boss / a manager but nothing happened	2
It was reported to my boss / a manager and action was taken as a result	3
It was reported to the workers	4
It was written into an accident or near miss register	5
The hazard, or cause of my near miss, was written into a hazard register	6
The hazard, or cause of my near miss, was written onto the hazard board	7
I got into trouble with my boss / someone in management	8
We talked about how to stop it happening again	9
I / we changed the way we did something to stop it happening again	10
I / we got more training	11
Other (please write in) _____	12
Don't know / can't remember	13
Would rather not say	14

Q20 What happened the last time you noticed a **new hazard** at work?

Please circle all that apply

I haven't noticed any new hazards	1
Nothing, I didn't tell anyone at work	2
I reported it but nothing happened	3
We did something immediately (e.g. put up a hazard sign, stopped work, fixed or removed the hazard)	4
I / we changed the way we did something	5
It was written into the hazard register or hazard board	6
Other (please write in) _____	7

SECTION D: Your views on health and safety

Q21 Overall, how safe do you feel at work?

Please circle one answer

Very unsafe	Unsafe	Safe	Very safe	Tick if don't know
1	2	3	4	<input type="checkbox"/>

Q22 How would you rate the risk that you or someone you work with will be seriously hurt at work in the next 12 months?

Please circle one answer

Very low risk				Very high risk	Tick if don't know
1	2	3	4	5	<input type="checkbox"/>

Q23 How much responsibility do you think each of the following groups **should take** for making sure workers stay healthy and safe at work?

Please circle one answer for each of the 9 statements

	No responsibility		Very big responsibility			Tick if don't know
1 The workers themselves	1	2	3	4	5	<input type="checkbox"/>
2 The immediate boss or supervisor of the workers	1	2	3	4	5	<input type="checkbox"/>
3 Top management (e.g. Chief Executive, Board)	1	2	3	4	5	<input type="checkbox"/>
4 Workers' unions	1	2	3	4	5	<input type="checkbox"/>
5 The Government	1	2	3	4	5	<input type="checkbox"/>
6 Machinery and vehicle manufacturers that supply the industry	1	2	3	4	5	<input type="checkbox"/>
7 The boat owner/ operator/ master/ skipper	1	2	3	4	5	<input type="checkbox"/>
8 Industry bodies (e.g. Federation of Commercial Fishermen, Rock Lobster Industry Council)	1	2	3	4	5	<input type="checkbox"/>
9 Companies in the industry (e.g. Sanfords, Talleys, Sealord)	1	2	3	4	5	<input type="checkbox"/>

Q24 How strongly do you agree or disagree with each of the following statements?

*There are no right or wrong answers, it is just your honest opinion we are interested in.
Remember your answers are confidential and you will not be identified*

Please circle **one** answer for each of the 12 statements

		Strongly disagree					Strongly agree	Tick if doesn't apply
1	The main reason I do health and safety is so I don't get into trouble	1	2	3	4	5	<input type="checkbox"/>	
2	I am told everything I need to know to do my job safely	1	2	3	4	5	<input type="checkbox"/>	
3	I get huge satisfaction from knowing we have a safe working environment	1	2	3	4	5	<input type="checkbox"/>	
4	I really only follow the health and safety rules because I have to	1	2	3	4	5	<input type="checkbox"/>	
5	When you are really busy, it's easy to forget about health and safety	1	2	3	4	5	<input type="checkbox"/>	
6	I always keep an eye out for health and safety hazards at work	1	2	3	4	5	<input type="checkbox"/>	
7	I get annoyed that there are so many rules when how I keep myself safe is my own business	1	2	3	4	5	<input type="checkbox"/>	
8	I have the tools and equipment I need to do my job safely	1	2	3	4	5	<input type="checkbox"/>	
9	Health and safety is important but it's not always realistic to follow every rule and guideline	1	2	3	4	5	<input type="checkbox"/>	
10	Health and safety can be a waste of money because it won't stop all accidents happening	1	2	3	4	5	<input type="checkbox"/>	
11	I always have a say in decisions that affect my health and safety	1	2	3	4	5	<input type="checkbox"/>	
12	I always tell my co-workers if they aren't working safely	1	2	3	4	5	<input type="checkbox"/>	

Q25 This question is about your boss. If you do not have a boss, please tick here and go to Q26.

To what extent do you agree or disagree with each of the following statements?
There are no right or wrong answers, it is just your honest opinion we are interested in.
Remember your answers are confidential and you will not be identified

Please circle **one** answer for each of the 14 statements

		Strongly disagree					Strongly agree	Tick if don't Know
1	My boss and the workers work together to make sure everyone is safe at work	1	2	3	4	5	<input type="checkbox"/>	
2	My boss sometimes says nothing when he/she sees a worker taking a shortcut or risk	1	2	3	4	5	<input type="checkbox"/>	
3	My boss encourages us to come up with ideas for how to make our work safer	1	2	3	4	5	<input type="checkbox"/>	
4	My boss sometimes seems more interested in getting the job done or making a profit than in safety	1	2	3	4	5	<input type="checkbox"/>	
5	I would worry I would get into trouble if I told my boss I had a near miss	1	2	3	4	5	<input type="checkbox"/>	
6	My boss would totally support me if I suggested we stop work because of a possible hazard	1	2	3	4	5	<input type="checkbox"/>	
7	My boss praises or rewards workers who act safely	1	2	3	4	5	<input type="checkbox"/>	
8	My boss is genuinely concerned about the health and safety of the workers	1	2	3	4	5	<input type="checkbox"/>	
9	Everyone from the boss down is always trying to improve safety	1	2	3	4	5	<input type="checkbox"/>	
10	My boss encourages us to speak up if we feel something is unsafe	1	2	3	4	5	<input type="checkbox"/>	
11	My boss always shares relevant health and safety information and updates with workers	1	2	3	4	5	<input type="checkbox"/>	
12	My boss always gives workers health and safety information that is easy to understand	1	2	3	4	5	<input type="checkbox"/>	
13	When my boss makes decisions about workplace health and safety, workers are always told how their views have been considered	1	2	3	4	5	<input type="checkbox"/>	
14	Where I work, workers really do make a difference to health and safety	1	2	3	4	5	<input type="checkbox"/>	

Q26 How confident are you...

Please circle **one** answer for each of the 5 statements

		Not at all confident					Very confident	Tick if doesn't apply
1	That you know how to report a hazard, near miss or accident to workmates and to management	1	2	3	4	5	<input type="checkbox"/>	
2	That you have the knowledge and skills to keep safe at work	1	2	3	4	5	<input type="checkbox"/>	
3	That you have the knowledge and skills to make sure you don't get long-term health problems from your work	1	2	3	4	5	<input type="checkbox"/>	
4	That you are fully aware of what your legal responsibilities are as a worker, in terms of workplace health and safety	1	2	3	4	5	<input type="checkbox"/>	
5	That you are fully aware of what your rights are as a worker, in terms of workplace health and safety	1	2	3	4	5	<input type="checkbox"/>	

SECTION E: Actions taken at your workplace

These next questions are about things that might or might not happen at your workplace. Remember you or your workplace will not be identified.

Q27 How often would you say each of the following happens in your workplace?

Please circle one answer for each of the 2 statements

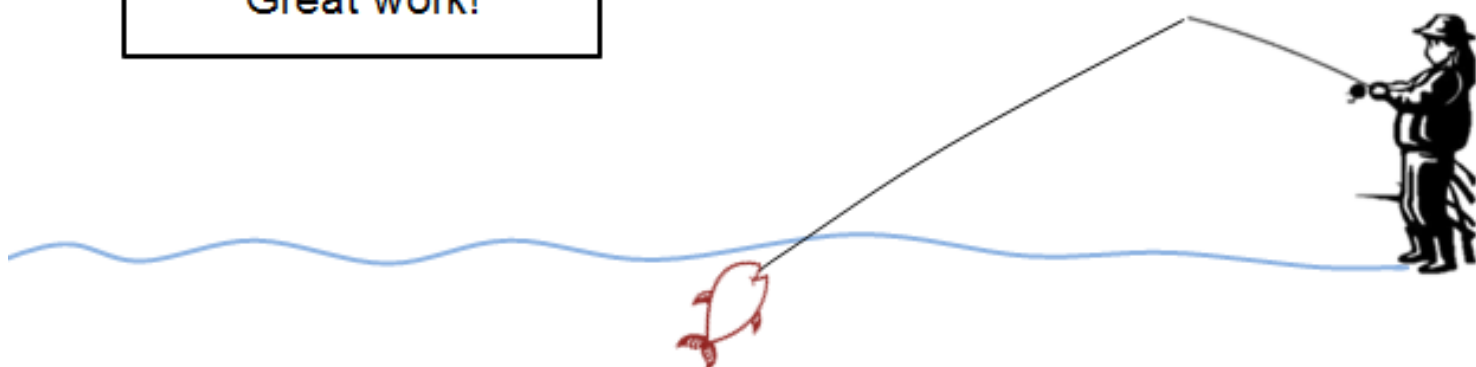
		Never	Less than half the time	About half the time	Most of the time	Always	Tick if don't know	Tick if doesn't apply
1	Workers report hazards, near misses and accidents to bosses / supervisors	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
2	Things that put health and safety at risk (such as hazards, near misses and accidents) are discussed in an open and helpful way	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>

Q28 How often does each of the following happen in your workplace?

Please circle one answer for each of the 5 statements

		Never	Less than half the time	About half the time	Most of the time	Always	Tick if don't know	Tick if doesn't apply
1	Personal protective equipment is used when it should be (e.g. ear, eye or head protection)	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
2	Machinery and equipment is well maintained	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
3	Machinery and equipment is fully checked before it is used	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
4	Action is taken straight away when a potential hazard is identified	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
5	Safety devices are fitted to machinery and equipment when they should be (e.g. safety guards on machinery)	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>

**Halfway there.
Great work!**



SECTION F: Advice and Information

These next questions are about where you might get advice or information about health and safety.

Q29 Which, if any, of the following things happen at your workplace?

Please circle all that apply

Regular health and safety meetings	1
Health and safety is included as a regular team / group meeting item	2
We have an elected health and safety representative	3
We have a health and safety champion	4
There is a health and safety committee in our workplace	5
Our workplace has a noticeboard, a website or another area where there is good up-to-date information about health and safety	6
Formal safety audits are carried out regularly	7
I have been given a health and safety mentor - a person I work with that has experience and that I trust to give me good health and safety advice	8
Other ways to discuss or give feedback on health and safety in your workplace (please write in) _____	9
None of these	10
Don't know	11

Q30 When was the last time you had some formal training on health and safety (e.g. did a course, online training, induction training)? This does not include a first aid course.

Please circle **one** answer

In the last six months	1
6 - 12 months ago	2
13 months - 3 years ago	3
More than 3 years ago	4
I've never had formal training	5

Q31 If you need advice in the next few weeks about something to do with health and safety, who would you go to?

Please circle all that apply

A union/ a union representative	1
An industry organisation (e.g. NZ Rock Lobster Industry Council, NZ Federation of Commercial Fishermen, NZ Industry Training Organisation, The Maritime Transport Association NZ, Maritime NZ)	2
WorkSafe NZ	3
A Government agency other than WorkSafe NZ (e.g. ACC, Maritime NZ)	4
A trade supplier	5
My accountant or my lawyer	6
A friend who works in the same industry	7
My boss, vessel master, vessel manager, skipper	8
Someone in management (other than my boss)	9
The health and safety rep at my workplace	10
My mentor / someone I work with that I trust	11
Citizen's Advice Bureau or Community Law Office	12
Internet / Google	13
Business.govt.nz	14
Training advisor or ITOs	15
A health and safety consultant	16
Other (please write in) _____	17
I don't really know who I would go to	18
I wouldn't go to anyone	29

Q32 **Safe Crews Fish More** is a current safety programme featuring two characters, Stu and Rus. The campaign focuses on reminding the operators and crews of commercial fishing vessels to fish safely.

Have you seen or heard anything from this campaign?



Please circle **one** answer

Yes, I definitely have	1
Yes, I think so	2
Not sure whether I have seen it or not	3
No, I haven't seen it	4

Go to Q35

Q33 Where did you see or hear of this campaign?

Please circle all that apply

Magazine	1
Online advertising	2
On a website	3
It was discussed at work	4
Brochure / pamphlet / information sheet	5
Industry training organisation (ITO)	6
Industry body (such as New Zealand Federation of Commercial Fishermen or The Rock Lobster Industry Council)	7
Accident Compensation Corporation	8
Maritime NZ staff	9
Postcard	10
Email	11
Social media (e.g. Facebook)	12
Poster	13
Trade event / conferences	14
Other (please write in) _____	15
Don't know	16

Q34 Which, if any, of the following things have happened as a result of the campaign?

Please circle all that apply

There has been a positive culture change towards safety at my work	1
I have an increased awareness of the importance of safety issues	2
I am better at identifying hazards	3
I am more likely to report hazards	4
I am better at avoiding hazards and dealing with them if they occur	5
I have taken steps to help manage my fatigue and create a good sleep environment and patterns (e.g. setting watches)	6
I have taken steps to help improve the safety on board (i.e. identify and resolve hazards)	7
I always check that the required machine guards are in place before using machines	8
I move heavy loads carefully so I do not injure myself or others	9
If I am working with or near winch gear I never wear loose clothing and check that I am standing in a safe position	10
I never work while affected by alcohol or drugs	11
I intend to make changes to the way I work	12
I have not done anything differently because it is too hard or costs too much	13
I have not done anything differently because I was already doing it all	14
Other (please write in) _____	15

Q35 Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.

These guides include the:

- Health and Safety: A guide for Mariners
- Health and Safety at Work Act at a Glance

Have you ever seen a copy of any of these?



Please circle all that apply for each guide

	Health and Safety: A guide for Mariners	The Health and Safety at Work Act at a Glance
Yes, I have or had a copy of this myself	1	1
Yes, my business has or had a copy of this (general workplace copy)	2	2
Yes, someone in my business has or had a personal copy of this	3	3
Yes, I have seen it on / downloaded it from Maritime NZ's website	4	4
Yes, I have seen it somewhere else	5	5
No, I have never seen a copy of this	6	6
I'm not sure if I have seen a copy of this	7	7

Q36 The FishSafe Programme, a partnership between the fishing industry and government agencies, produced guidelines aimed at improving safety in the commercial fishing sector.

These guidelines included:

- FishSafe Safety Guidelines for Large Commercial Fishing Vessels
- FishSafe Safety Guidelines for Small Commercial Fishing Vessels
- FishSafe Safety Guidelines for Aquaculture Farms and Vessels

Have you ever seen a copy of any of the FishSafe safety guidelines?

Please circle all that apply

Yes, I have or had a copy of these guidelines myself	1
Yes, my business has or had a copy of these guidelines (general workplace copy)	2
Yes, someone in my business has or had a personal copy of these guidelines	3
Yes, I have seen it on / downloaded it from Maritime NZ's website	4
Yes, I have seen it somewhere else (please specify where)	5
No, I have never seen a copy of these guidelines	6
I'm not sure if I have seen a copy of these guidelines	7

6 → Go to Q39
7

Q37 On average, how often do you refer to the guidelines?

Please circle **one** answer

More than once a week	1	
Once a week	2	
Less often than weekly, but more often than once a month	3	
Monthly	4	
Less often than monthly	5	
I've not looked at all	6	→ Go to Q39
I don't know / can't remember	7	

Q38 Which sections of the guidelines have you referred to or read?

Please circle all that apply

Emergency procedures and equipment	1
Fire prevention and safety	2
Safety in vessels	3
Watchkeeping	4
Safety in machinery spaces	5
Weather/sea conditions	6
Human factors	7
Other (please specify) _____	8
I don't know / can't remember	9

SECTION G: About Maritime NZ

Q39 Before this survey, what, if anything, did you know about the organisation called Maritime NZ?

Please circle **one** answer

Never heard of them before this survey	1	→ Go to Q46
Have heard of them but don't know anything about them	2	
I know a little bit about them	3	
I know quite a lot about them	4	
I know a lot about them	5	
Not sure	6	→ Go to Q46

Q40 In the last 12 months, in which of the following ways have you had any contact with Maritime NZ?

Please circle all that apply

I visited their website	1	
I have phoned them for advice or information	2	→ Go to Q43
I have seen materials or information produced by Maritime NZ	3	
During sector/industry meetings and forums	4	
A Maritime Officer has visited my workplace	5	
Other (please write in) _____	6	→ Go to Q43
Have not had any contact with Maritime NZ	7	

Q41 Taking everything into consideration, how satisfied were you with the experience when the officer last visited your workplace?

Please circle **one** answer

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Tick if doesn't apply
1	2	3	4	5	<input type="checkbox"/>

Q42 If you would like to add a comment about the officer's visit, things that you were particularly happy with and/or dissatisfied with, please write below:

Q43 As you may or may not know, Maritime NZ's role is to promote a safe, secure, and clean maritime environment for all commercial and recreational activities on water and to minimise the impact of maritime incidents and accidents on New Zealand and its people.

Based on everything you know or have heard about Maritime NZ, how much do you agree or disagree that Maritime NZ:

Please circle **one** answer for each of the 7 statements

	Strongly disagree					Strongly agree	Tick if don't know
1 Is doing a good job	1	2	3	4	5	<input type="checkbox"/>	
2 Is an organisation I trust	1	2	3	4	5	<input type="checkbox"/>	
3 Deserves our support	1	2	3	4	5	<input type="checkbox"/>	
4 Understands the issues and pressures of our industry	1	2	3	4	5	<input type="checkbox"/>	
5 Is fair and reasonable	1	2	3	4	5	<input type="checkbox"/>	
6 Is making a real difference to health and safety in New Zealand	1	2	3	4	5	<input type="checkbox"/>	
7 Applies rules in a consistent manner	1	2	3	4	5	<input type="checkbox"/>	

Q44 Thinking now about Maritime Officers...

How likely do you think it is that a Maritime Officer will visit at your workplace/ vessel in the next 12 months?

Please circle **one** answer

Very unlikely				Very likely	Tick if don't know
1	2	3	4	5	<input type="checkbox"/>

Q45 Did you know that you can contact Maritime NZ:

Please circle **one** answer for each of the 4 statements

	Yes	No
1 To make a complaint about health and safety	1	2
2 To get information or advice on health and safety	1	2
3 To ask for an officer to visit a workplace if you thought it was unsafe	1	2
4 On a free phone number	1	2

Q46 As you may or may not know, Maritime NZ is responsible for improving workplace health and safety. It has to work out the best way to use the people and resources it has in order to make the biggest difference to improving workplace health and safety.

If Maritime NZ put more effort into each of the following areas, how much of an impact do you think it would have on improving workplace health and safety in commercial fishing?

Please circle **one** answer for each of the 10 statements

	No Impact					Very big impact	Tick if don't know
	1	2	3	4	5		
1 Guidance and information for workers on best practice and how to stay safe	1	2	3	4	5		<input type="checkbox"/>
2 Guidance and information for employers on best practice and how to keep workers safe	1	2	3	4	5		<input type="checkbox"/>
3 Education of employers on their health and safety legal responsibilities	1	2	3	4	5		<input type="checkbox"/>
4 Education of workers on their health and safety legal responsibilities	1	2	3	4	5		<input type="checkbox"/>
5 Inspections by health and safety Maritime Officers	1	2	3	4	5		<input type="checkbox"/>
6 Fining, prosecuting, or closing down workplaces when unsafe practices are found	1	2	3	4	5		<input type="checkbox"/>
7 Working closely with organisations in the industry to improve health and safety (e.g. Federation of Commercial Fishermen, Rock Lobster Industry Council)	1	2	3	4	5		<input type="checkbox"/>
8 Working closely with unions or workers' representatives to improve safety	1	2	3	4	5		<input type="checkbox"/>
9 Encouraging and helping employers to improve the health and safety culture in their business	1	2	3	4	5		<input type="checkbox"/>
10 Encouraging and helping workers to improve the health and safety culture in their workplace	1	2	3	4	5		<input type="checkbox"/>

Q47

From the list below, which types of information would you find most useful for communicating health and safety messages?

Please read through all options and then select up to **five** types

Paper booklets/brochures	1
Posters	2
Mobile Apps	3
YouTube clips	4
Videos (e.g. for inductions)	5
Online training courses/learning modules	6
Scripts for one-on-one or group talks (e.g. toolbox/tailgate talks)	7
Graphic stories (e.g. comic strips, cartoons)	8
Text reminders (e.g. weekly reminders, alerts when new information comes out)	9
Information sheets in a variety of languages	10
Pocket cards	11
Case studies about how businesses manage health and safety	12
Online quizzes (e.g. about the Health and Safety at Work Act)	13
Online interactive tools	14
Other (please write in) _____	15
None of the above	16

Q48

Thinking about all the things covered in this survey, what could make the most difference to improve worker health and safety in your industry?

Please be as detailed as possible

No comment (please tick box)

SECTION H: About you

Lastly, a few questions about you. This is so we can compare the opinions of different groups of people who work in commercial fishing.

Q49 Are you...

Please circle one answer

Male	1
Female	2

Q50 What is the highest qualification that you have?

Please circle one answer

No qualification	1
NCEA level 1 or School Certificate	2
NCEA level 2 or Sixth Form Certificate	3
NCEA level 3 or University Entrance bursary or scholarship	4
Level 4, 5 or 6 - a trade or polytechnic qualification	5
A bachelor's degree	6
Postgraduate degree / diploma / certificate or higher (e.g. Masters, Doctorate)	7
Other (please write in)	8

Q51 Which ethnic group or groups do you belong to?

Please circle all that apply

New Zealand European	1
Māori	2
Samoan	3
Cook Island Māori	4
Tongan	5
Niuean	6
Chinese	7
Indian	8
Other (please write in, such as Dutch, Japanese, Tokelauan)	9
Prefer not to say	10

Q52 What region or regions do you mostly work in?

Please circle all that apply

Northland	1
Auckland	2
Waikato	3
Bay of Plenty	4
Gisborne	5
Hawkes Bay	6
Taranaki	7
Manawatu - Wanganui	8
Wellington - Wairarapa	9
Tasman	10
Nelson	11
Marlborough	12
West Coast	13
Canterbury	14
Otago	15
Southland	16

Q53 Were you born in New Zealand?

Please circle one answer

No	<input type="checkbox"/> 1 → Go to Q54
Yes	<input type="checkbox"/> 2 → Go to Q55

Q54 When did you first arrive to live in New Zealand?

Please circle one answer

In the last five years	1
More than five years ago	2

Q55 And finally, do you have any other comments about workplace health and safety that you have not had the chance to say in the survey?

Q56 It is likely that more in-depth research will be carried out on this topic in the future. Are you willing to provide your contact details so that either Maritime NZ, WorkSafe NZ or Nielsen (on behalf of Maritime NZ or WorkSafe) are able to contact you and invite you to take part in further research?

Please be assured your contact details will not be used for any other surveys or shared with any other organisations.

Please note: providing your contact details does not put you under any obligation to participate.

Please circle one answer

Yes (please enter your details on the next page)	1
No	2

Q57 Would you like to go into the prize draw to win your choice of either a \$500 Prezzy Card or a \$500 donation to a registered charity of your choice?

Please circle one answer: YES / NO

Please provide your contact details below so that we are able to contact you if you would like to participate in future research and/or you are a winner of the prize draw.

If you have selected no at Q56, we will discard your details after the prize draw.

When entering your details, please include your phone number as any contact will be by phone.

CONTACT DETAILS



Name



Contact phone number/s



Email address

Please note we may also contact you if we have any questions about your questionnaire (e.g. if we can't read your response).

**We really appreciate that you have taken time to complete this survey.
Thank you!**

PLEASE CHECK THAT YOU HAVE COMPLETED ALL PAGES OF THE QUESTIONNAIRE.

Please put the completed questionnaire in the FreePost envelope provided or any envelope (no stamp required) and post it to:

FreePost Authority Number 196397
Survey Returns Team
Nielsen
PO Box 33819
Takapuna
Auckland 0740
New Zealand

If you have any questions or any of the issues or topics raised in the course of this survey have caused you concern or distress and you would like to discuss them further, please contact Nielsen during office hours on 0800 400 402 toll free.

APPENDIX III: Employers Questionnaire

Thank you for agreeing to take part in this important survey for WorkSafe New Zealand. Your answers will be confidential and results will not be reported in a way that will allow you or your business to be identified.

How to fill in the survey:

<p><i>You will need to circle an answer like this</i></p> <p>Please circle <u>one</u> answer</p>		<p><i>Or like this</i></p> <p>Please circle an answer for each statement</p>					
Yes	1	Question...	1	2	3	4	5
No	2	Question...	1	2	3	4	5

If you change your mind after circling a number, just cross it out ~~⊗~~ and circle the correct number for your answer.

Some questions may also have a 'skip' like this 1 → Go to Q22. In this example, if you had circled the 1 you would skip over to question 22.

Q1 Are you the person, or one of the people in your business, who is responsible for:

Please circle all that apply

Hiring or managing staff	1
Health and Safety	2
Neither of the above (please pass on to the appropriate person in your business)	3

Q2 Firstly, just a few questions about workers and contractors in your business:
Please answer both Q2a and Q2b

Q2a How many employees are employed in the business?

Please include full-time and part-time employees but do not include contractors or the business owners.

Q2b How many contractors, temps or freelance staff do you currently have working in your business?

Please circle one answer

None	1*
1-5	2
6-9	3
10-19	4
20-49	5
50-99	6
100 or more	7
Don't know	8

Please circle one answer

None	1*
1-5	2
6-9	3
10-19	4
20-49	5
50-99	6
100 or more	7
Don't know	8

*If you selected "None" at both Q2a and Q2b please read note below.

Everyone else, please continue to Q3 on the next page.

NOTE:
*Thank you very much for beginning this survey. This particular survey is for employers but, if you do not employ any workers or contract staff, we would still really like to hear your views and opinions from your perspective as a worker in your industry. If you enter your email address in the space provided we can send you a link to our other survey for workers.

Please note: providing your contact details does not put you under any obligation to participate.

If you do not wish to provide your email address, thank you for taking the time to complete the survey this far. You still have the opportunity to enter the prize draw by filling your details in at Q53.

Before you complete the rest of the survey, please read these two points:

- 1) We would like to reassure you that your responses are confidential. As an independent research agency we are bound by our industry's very stringent code of practice which guarantees confidentiality. Nothing that will identify you or your business will be reported. Your results will be grouped together with other businesses' and presented in the form of statistics only. Therefore, please answer the questions honestly, knowing your responses will be completely anonymous.
- 2) When we refer to workers, please think about full-time and part-time employees and / or any contract staff working for your business.

The next few questions are about migrant workers.

Q3 How many recent migrant workers does your business currently employ (please count both workers and contractors)? By a recent migrant we mean someone who was not born in New Zealand and who has arrived in New Zealand in the last five years.

Please circle one answer

None	<input checked="" type="radio"/> 1	→ Go to Q5
1-5	<input type="radio"/> 2	
6-9	<input type="radio"/> 3	
10-19	<input type="radio"/> 4	
20 or more	<input type="radio"/> 5	

Q4 And which countries have these migrant workers come from?

Please circle all that apply

Australia	1	Samoa	11
China	2	South Africa	12
Cook Islands	3	South America	13
Fiji	4	Thailand	14
Germany	5	Tonga	15
India	6	UK (other than Ireland)	16
Indonesia	7	Ukraine	17
Ireland	8	USA	18
Korea	9	Other (please write in)	19
Philippines	10	_____	

SECTION A: About the work you do

This section is mostly about the sort of work your business does and what is important to your business.

Q5 What kind of work does your business do?

Please circle all that apply

Rock lobster and crab potting	1	Rack aquaculture	6
Prawn fishing	2	Offshore caged aquaculture	7
Longline fishing (i.e. bottom longline, trot line, dropper (Dan Line), surface long line)	3	Onshore aquaculture (i.e. a tidal facility serviced by a harvesting vessel at high tide)	8
Fish trawling, seining and netting	4	Vessel based seafood processing	9
Other fishing	5	Other (please write in)	10

Q6 Which of the following best describes the size of your fishing business?

Please circle one answer

Small operation, 1-2 vessels	1
Medium operation, 3-10 vessels	2
Large operation, 11-19 vessels	3
Very large operation, 20 or more vessels	4

Q7 Which of the following best describes the size of vessels in your fishing business?

Please circle all that apply

Under 6 metres	1
6-12 metres	2
13-24 metres	3
Over 24 metres	4

Q8 What would be the average time your workers spend on board a vessel in a typical trip?

Please circle one answer

Fewer than 8 hours	1
8-12 hours	2
13-24 hours	3
Longer than 24 hours	4
The average time varies considerably	5

Q9 From the list below, what three aspects are the most important considerations for your business **right now**?

Please circle up to **three** only

Being a respected and trusted business	1
Making sure there is enough work in the pipeline	2
Growing the business / improving the profitability of the business	3
Keeping workers healthy and safe while at work	4
Being a great place to work for all people in the business	5
Continually improving the business to maximise productivity	6
Ensuring the business complies with laws and regulations	7
Being an innovative business	8
Being an environmentally-friendly business	9
Succession planning / planning who will take over if key people leave / retire / are unable to work	10
Producing excellent products and / or services	11
Attracting and retaining good workers	12
Other (please write in) _____	13
None of the above	14

SECTION B: The industry your business is in

This next question is about the industry your business is in rather than about your own business

Q10 How does the risk of people getting seriously hurt in commercial fishing compare with other industries or types of work?

Please circle one answer

	Much lower	Lower	About the same	Higher	Much higher	Tick if don't know
The risk in commercial fishing is....	1	2	3	4	5	<input type="checkbox"/>

SECTION C: Events in your business

The next questions are about types of events that may or may not happen in your business. Please remember your answers are confidential and anonymous. The results will help to understand employers' needs and practices around workplace health and safety.

The next questions are about your particular business and not your industry in general.

Q11 How often does a worker in your business ...

Please circle one answer for each of the 14 statements

	Never	Hardly Ever	From time to time	A lot	Tick if don't know	Tick if doesn't apply
1 Take a risk or short-cut on purpose (e.g. to save time)	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
2 Work when sick or injured	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
3 Work when hung-over or stoned	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
4 Work when they are overtired	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
5 Make a mistake because they have been working too long or too hard without a break	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
6 Do a risky job that they don't have the right skills for	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
7 Make a mistake by being careless or not having their mind on the job	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
8 Make a mistake from being under pressure to get the job done	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
9 Get put at risk because our processes or ways of doing things are not that safe	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
10 Get put at risk from not having proper supervision	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
11 Get put at risk by a machinery or equipment fault or breakdown	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
12 Get put at risk by working in conditions when work should have been stopped (e.g. bad weather, not enough people on the job)	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
13 Get put at risk by not using the right personal protective equipment	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
14 Get put at risk by something outside of their control (e.g. a freak accident)	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>

Q12 In the last 12 months, which of the following has been experienced at work by anyone who works in your business (including employees and contractors)?

Please circle all that have occurred

Short-term breathing problems or irritation of the airways from temporary exposure to particles, fumes, smoke, sprays or other harmful substances	1
Skin conditions (e.g. rashes, eczema, dermatitis)	2
A stress-related or mental illness	3
Sprain, strain or dislocation	4
Suffered from heat strain or heat stroke (i.e. overheating to the point of feeling dizzy, nauseous, faint or losing concentration)	5
None of these	6
Don't know	7
Would rather not say	8

Q13

In the last 12 months, which of the following has happened to anyone who works in your business while they were at work (including employees and contractors)?

And which of the following was the most recent incident?

	In the last 12 months Please circle <u>all</u> that have occurred	Most recent incident Please circle the <u>most recent only</u>
Permanent loss of hearing from exposure to noise	1	1
Temporary, but serious, loss of hearing from exposure to noise	2	2
Long-term breathing problems (e.g. chronic bronchitis, emphysema, asthma) from exposure to particles, fumes, smoke, sprays or other harmful substances	3	3
An eye injury (e.g. chemical or hot-metal burn, or penetrating wound of eye)	4	4
A broken bone/fracture	5	5
An injury from crushing	6	6
A deep cut or wound that required stitches	7	7
A body part amputated	8	8
Burns requiring medical attention	9	9
Became unconscious as a result of physical injury or lack of oxygen	10	10
Serious head or brain injury, including concussion	11	11
Been hurt, or became sick and was put in hospital for more than 48 hours	12	12
A workplace accident resulting in death	13	13
Other work related injury, disease or illness that has resulted in a permanent health problem (please write in)	14	14
Other work related injury, disease or illness that resulted in serious temporary damage (please write in)	15	15
None of these	16	16
Don't know	17	17
Would rather not say	18	18

Go to Q15



Q14 What happened after this most recent incident when this person or people were seriously hurt at work?

Please circle all that apply

We sought medical assistance	1
We filed an ACC claim	2
It was written into an accident register	3
The hazard, or cause of injury, was written into a hazard register	4
Disciplinary action was taken, or a warning was given, to the people who contributed to the accident happening	5
We talked with workers about how to stop this type of incident happening again	6
We changed the way something was done to stop it happening again	7
Additional training was given to workers	8
We carried out an internal investigation	9
We were investigated by an external agency (e.g. WorkSafe NZ, MBIE, Maritime NZ, Police, Department of Labour)	10
Legal action was taken against us	11
We were fined and / or prosecuted	12
Other (please write in) _____	13
Nothing	14
Don't know / can't remember	15
Would rather not say	16

Q15 In the last 12 months, as far as you know, how many times has someone working in your business had a near miss where they could have been seriously hurt at work?

Please circle one answer

None	<input checked="" type="checkbox"/> 1	→ Go to Q17
1	2	
2-3	3	
4-5	4	
6-10	5	
11-20	6	
More than 20	7	
Don't know	<input checked="" type="checkbox"/> 8	→ Go to Q17
Would rather not say	9	

Q16 What happened after the most recent near miss at work?

Please circle all that apply

We sought medical assistance	1
It was written into a near miss or accident register	2
The hazard, or cause of near miss, was written into a hazard register	3
Disciplinary action was taken, or a warning was given, to the people who contributed to the accident happening	4
We talked about how to stop this type of incident happening again	5
The business changed the way something was done to stop it happening again	6
Additional training was given to workers	7
We carried out an internal investigation	8
Other (please write in) _____	9
Nothing	10
Don't know / can't remember	11
Would rather not say	12

Q17 What happened the last time you noticed a new hazard at your business?

Please circle all that apply

We haven't noticed any new hazards recently	1
Nothing was done	2
Action was taken immediately (e.g. put up a hazard sign, stopped work, fixed or removed the hazard, alerted others)	3
We changed our processes to eliminate, isolate or minimize the hazard	4
It was written into the hazard register or hazard board	5
Other (please write in) _____	6
Would rather not say	7

Q18 How would you rate the risk that one of your workers in your business will be seriously hurt at work in the next 12 months?

Please circle one answer

Very low risk		Very high risk	Tick if don't know
1	2	3	4
		5	<input type="checkbox"/>

Q19 In the last 12 months, has your business made any significant changes to its health and safety systems or practices?

Please circle one answer

Yes	1
No	2
Don't know	3
Would rather not say	4

Go to Q21

Q20 Thinking about the changes made to your health and safety systems or practices in the last 12 months, why did the business make this change? Was this in response to:

Please circle all that apply

An accident	1
A near miss	2
A workplace inspection by a health and safety inspector or maritime officer	3
A prosecution or other enforcement action	4
Improvements in industry practice	5
On-going improvements to your workplace health and safety	6
Learning more about best practice through information or education	7
A health and safety issue/problem raised by one of my workers	8
A change one of my workers suggested to improve workplace health and safety	9
Any other reason (please write in) _____	10
Don't know	11
Would rather not say	12
Didn't make any significant changes	13

SECTION D: Your views on health and safety

Please answer the following questions based on your business's health and safety practices.

Q21 To what extent do you agree or disagree with each of the following statements:

Please circle one answer for each of the 8 statements

	Strongly disagree				Strongly agree
1 Formal safety audits at regular intervals are a normal part of our business	1	2	3	4	5
2 Everyone at this business values ongoing safety improvements in this business	1	2	3	4	5
3 This business considers safety at least as important as production and quality in the way work is done	1	2	3	4	5
4 Workers and supervisors have the information they need to work safely	1	2	3	4	5
5 Workers are always involved in decisions affecting their health and safety	1	2	3	4	5
6 Those in charge of safety have the authority to make the changes they have identified as necessary	1	2	3	4	5
7 Those who act safely receive positive recognition	1	2	3	4	5
8 Everyone has the tools and/or equipment they need to complete their work safely	1	2	3	4	5

Q22 How much responsibility do you think each of the following groups should take for making sure workers stay healthy and safe at work?

Please circle one answer for each of the 9 statements

	No responsibility		Very big responsibility			Tick if don't know
	1	2	3	4	5	<input type="checkbox"/>
1 The workers themselves	1	2	3	4	5	<input type="checkbox"/>
2 The immediate managers or supervisors of the workers	1	2	3	4	5	<input type="checkbox"/>
3 Senior management (e.g. Chief Executive, Board Members)	1	2	3	4	5	<input type="checkbox"/>
4 Workers' unions	1	2	3	4	5	<input type="checkbox"/>
5 The Government	1	2	3	4	5	<input type="checkbox"/>
6 Machinery and vehicle manufacturers that supply the business	1	2	3	4	5	<input type="checkbox"/>
7 The boat owner /operator / master / skipper	1	2	3	4	5	<input type="checkbox"/>
8 Industry bodies (e.g. Federation of Commercial Fishermen, Rock Lobster Industry Council)	1	2	3	4	5	<input type="checkbox"/>
9 Companies in the industry (e.g. Sanfords, Talleys, Sealord)	1	2	3	4	5	<input type="checkbox"/>

Q23 Just a reminder your responses are confidential and anonymous.

All businesses will agree that health and safety is important and no business owner wants to see their workers harmed while at work. However, the things that drive or influence what a business does in terms of health and safety actions will be different depending on a business's unique situation.

How strongly does each of the following aspects influence what your business does in terms of health and safety?

Please circle one answer for each of the 7 statements

	No influence	Slight influence	Moderate influence	Strong influence	Very strong influence
1 The damage to our business's reputation if we have a poor health and safety record	1	2	3	4	5
2 The companies who sub-contract us or who use our products or services require good health and safety practices from their sub-contractors / suppliers	1	2	3	4	5
3 A very strong concern for the welfare of the workers	1	2	3	4	5
4 The cost to the business in terms of productivity if we have serious harm incidents	1	2	3	4	5
5 To avoid being found at fault, fined or prosecuted	1	2	3	4	5
6 A good health and safety record helping the business win contracts	1	2	3	4	5
7 A good health and safety record helping attract and retain good staff	1	2	3	4	5

Q24

To what extent do you agree or disagree with each of the following statements?

There are no right or wrong answers, it is just your honest opinion we are interested in.

Please circle one answer for each of the 9 statements

	Strongly disagree					Strongly agree
1	1	2	3	4	5	
	I always keep an eye out for health and safety hazards at work					
	Health and safety is important but it's not					
2	1	2	3	4	5	
	always realistic to follow every rule and guideline					
	We have rules around working safely but it					
3	1	2	3	4	5	
	is up to workers whether they always follow them					
4	1	2	3	4	5	
	The main reason we follow health and safety is so we don't get into trouble					
5	1	2	3	4	5	
	When you are really busy, it's easy to forget about health and safety					
6	1	2	3	4	5	
	We are highly motivated to comply with all health and safety regulations					
7	1	2	3	4	5	
	I get annoyed that there are so many health and safety regulations - this is my business and I don't need to be told how to run it					
	Health and safety can be a waste of money					
8	1	2	3	4	5	
	because it won't stop all accidents happening					
9	1	2	3	4	5	
	I would feel personally responsible if someone in the business was seriously hurt, even if our business was not at fault					

Q25

To what extent do you agree or disagree with each of the following statements?

There are no right or wrong answers, it is just your honest opinion we are interested in.

Please circle one answer for each of the 8 statements

	Strongly disagree					Strongly agree	Tick if don't know
1	1	2	3	4	5		<input type="checkbox"/>
	Management and workers work in partnership to ensure everyone is safe at work						
2	1	2	3	4	5		<input type="checkbox"/>
	Our business encourages our workers to speak up if they feel something is unsafe						
3	1	2	3	4	5		<input type="checkbox"/>
	Our business encourages the workers to come up with new or better ways to do things that will make our work safer						
4	1	2	3	4	5		<input type="checkbox"/>
	Our business would totally support a worker who suggested work should be stopped because of a possible risk						
5	1	2	3	4	5		<input type="checkbox"/>
	Our business always shares relevant health and safety information and updates with our workers						
6	1	2	3	4	5		<input type="checkbox"/>
	I am confident we always give our workers health and safety information that is easy to understand						
7	1	2	3	4	5		<input type="checkbox"/>
	Our business always lets workers know how we have considered their views when decisions are made about workplace health and safety						
8	1	2	3	4	5		<input type="checkbox"/>
	I am confident our workers always tell a co-worker if they aren't working safely (e.g. not wearing the right protective equipment)						

Q26 How confident do you feel that ...

Please circle one answer for each of the 2 statements

		Not at all confident				Very confident
1	You are fully aware of your health and safety obligations as an employer	1	2	3	4	5
2	You understand how to comply with these health and safety obligations	1	2	3	4	5

SECTION E: Actions taken in your business

These next questions are about the actions taken by your business with regards to health and safety. Again, a reminder your responses are confidential and anonymous.

Q27 How often would you say each of the following happens in your business?

Please circle one answer for each of the 2 statements

	Never	Less than half the time	About half the time	Most of the time	Always	Tick if don't know	Tick if doesn't apply	
1	Workers report hazards, near misses and accidents to bosses/supervisors	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
2	Things that put health and safety at risk (such as hazards, near misses and accidents) are discussed in an open and helpful way	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>

Q28 How often does each of the following happen in your workplace?

Please circle one answer for each of the 5 statements

	Never	Less than half the time	About half the time	Most of the time	Always	Tick if don't know	Tick if doesn't apply	
1	Personal protective equipment is used when it should be (e.g. ear, eye or head protection)	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
2	Machinery and equipment is well maintained	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
3	Machinery and equipment is fully checked before it is used	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
4	Action is taken straight away when a potential hazard is identified	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
5	Safety devices are fitted to machinery and equipment when they should be (e.g. safety guards on machinery)	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>

Q29 Which, if any, of the following does your business have?

Please circle all that apply

Regular health and safety meetings	1
Health and safety is a regular item at team/group meetings	2
An elected health and safety representative	3
A health and safety champion	4
A health and safety committee	5
A regular system for health and safety communications (e.g. noticeboard, website)	6
A formal mentor system - people with experience that other workers trust to give good health and safety advice	7
Other ways to discuss health and safety with your workers or get feedback from them (please write in)	8
None of these	9

Q30 In the last 12 months, what proportion of your business's workers have had formal training relating to health and safety (e.g. training course, online training, induction training)? This does not include a first aid course.

Please circle one answer

None	1
Some, but less than half	2
Half	3
Most of them	4
All	5
Don't know	6

Q31 When was the last time you, as an employer, had some formal training on health and safety (e.g. did a course, online training)? This does not include a first aid course.

Please circle one answer

In the last six months	1
6-12 months ago	2
13 months - 3 year ago	3
More than 3 years ago	4
I've never had formal training	5

Q32 In the last 12 months have you employed the services of and/or worked with contractors/sub-contractors from other businesses when your business had primary responsibility for the work being done?

Please circle one answer

Yes	1
No	2

SECTION F: Advice and information

The next questions are about sources of advice and information about health and safety.

Q33 If you need advice for your business in the next few weeks about something to do with health and safety, who would you go to?

Please circle all that apply

An industry organisation (e.g. Rock Lobster Industry Council, Federation of Commercial Fishermen)	1
WorkSafe NZ	2
A Government agency other than WorkSafe NZ (e.g. ACC, Maritime NZ)	3
A trade supplier	4
My accountant or my lawyer	5
Other employers	6
Citizens Advice Bureau or Community Law Office	7
Health and safety consultants	8
Internet/Google	9
Business.govt.nz	11
Training advisor or ITOs	12
I wouldn't go to anyone	14
Other (please write in)	15
<hr/>	
I don't really know who I would go to	16

Q34 **Safe Crews Fish More** is a current safety programme featuring two characters, Stu and Rus. The campaign focuses on reminding the operators and crews of commercial fishing vessels to fish safely.

Have you seen or heard anything from this campaign?



Please circle one answer

Yes, I definitely have	1
Yes, I think so	2
Not sure whether I have seen it or not	<input checked="" type="checkbox"/> 3
No, I haven't seen it	4

→ Go to Q37

Q35 Where did you see or hear of this campaign?

Please circle all that apply

Magazine	1
Online advertising	2
On a website	3
It was discussed at work	4
Brochure / pamphlet / information sheet	5
Industry training organization (ITO)	6
Industry body (such as New Zealand Federation of Commercial Fishermen or The Rock Lobster Industry Council)	7
Accident Compensation Corporation	8
Maritime NZ Staff	9
Postcard	10
Email	11
Social media (e.g. Facebook)	12
Poster	13
Trade event / conferences	14
Other (please write in) _____	15
Don't know	16

Q36 Which, if any, of the following things have happened in your business as a result of seeing this campaign?

Please circle all that apply

There has been a positive culture change towards safety in my business/on my vessel	1
My business has taken steps to increase the awareness and importance of safety issues among workers	2
My business has taken steps to better identify hazards	3
My business encourages all staff to report hazards as soon as they see them	4
My business has taken steps to avoid hazards and deal with them if they occur	5
My business has taken steps to help manage workers fatigue and create a good sleep environment and patterns (e.g. setting watches)	6
My business has taken steps to help improve the safety on board (i.e. identify and resolve hazards)	7
My business checks that the required machine guards are in place before workers use the machines	8
My business has processes in place to ensure that workers move heavy loads carefully	9
My business has taken steps to ensure that lifting gear is properly fitted and maintained	10
My business has taken steps to ensure that workers are not affected by alcohol or drugs while working	11
I intend to make changes to the way my business works	12
I have not done anything differently because it is too hard or costs too much	13
I have not done anything differently because my business is already doing it all	14
Other (please write in) _____	15

Q37 Maritime NZ have produced different guides aimed at providing information and improving safety in the commercial fishing sector.

These guides include the:

- Health and Safety: A guide for Mariners
- Health and Safety at Work Act at a Glance

Have you ever seen a copy of any these?



Please circle all that apply for each guide

	Health and Safety: A guide for Mariners	The Health and Safety at Work Act at a Glance
Yes, I have or had a copy of this myself	1	1
Yes, my business has or had a copy of this (general workplace copy)	2	2
Yes, someone in my business has or had a personal copy of this	3	3
Yes, I have seen it on / downloaded it from Maritime NZ's website	4	4
Yes, I have seen it somewhere else	5	5
No, I have never seen a copy of this	6	6
I'm not sure if I have seen a copy of this	7	7

Q38 The FishSafe Programme, a partnership between the fishing industry and government agencies, produced guidelines aimed at improving safety in the commercial fishing sector.

These guidelines included:

- FishSafe Safety Guidelines for Large Commercial Fishing Vessels
- FishSafe Safety Guidelines for Small Commercial Fishing Vessels
- FishSafe Safety Guidelines for Aquaculture Farms and Vessels

Have you ever seen a copy of any of the FishSafe Safety Guidelines?

Please circle all that apply

Yes, I have or had a copy of these guidelines myself	1
Yes, my business has or had a copy of these guidelines (general workplace copy)	2
Yes, someone in my business has or had a personal copy of these guidelines	3
Yes, I have seen it on / downloaded it from Maritime NZ's website	4
Yes, I have seen it somewhere else (please write in where you saw it)	5
No, I have never seen a copy of these guidelines	6
I'm not sure if I have seen a copy of these guidelines	7

6
7 → Go to Q41

Q39

On average, how often do you refer to the guidelines?

	Please circle <u>one</u> answer	
More than once a week	1	
Once a week	2	
Less often than weekly, but more often than once a month	3	
Monthly	4	
Less often than monthly	5	
I've not looked at all	6	→ Go to Q41
I don't know / can't remember	7	

Q40

Which sections of the guidelines have you referred to or read?

	Please circle all that apply
Emergency procedures and equipment	1
Fire prevention and safety	2
Safety in vessels	3
Watchkeeping	4
Safety in machinery spaces	5
Weather / sea conditions	6
Human factors	7
Other (please write in) _____	8
I don't know / can't remember	9

SECTION G: About Maritime NZ

Q41 Maritime NZ's role is to promote a safe, secure, and clean maritime environment for all commercial and recreational activities on water and to minimise the impact of maritime incidents and accidents on New Zealand and its people.

If Maritime NZ was to focus on the following areas, how much of an impact do you think it would make to improving workplace health and safety in commercial fishing?

Please circle one answer for each of the 10 statements

	No impact				Very big impact	Tick if don't know
1	1	2	3	4	5	<input type="checkbox"/>
2	1	2	3	4	5	<input type="checkbox"/>
3	1	2	3	4	5	<input type="checkbox"/>
4	1	2	3	4	5	<input type="checkbox"/>
5	1	2	3	4	5	<input type="checkbox"/>
6	1	2	3	4	5	<input type="checkbox"/>
7	1	2	3	4	5	<input type="checkbox"/>
8	1	2	3	4	5	<input type="checkbox"/>
9	1	2	3	4	5	<input type="checkbox"/>
10	1	2	3	4	5	<input type="checkbox"/>

Q42 Thinking about all the things covered in this survey, what could make the most difference to improve health and safety in commercial fishing?
(Please be as detailed as possible)

No comment (please tick box)

SECTION H: About you

Lastly, a few questions about you and your business. This is so we can compare the opinions of different groups in commercial fishing.

Q43 Are you...

Please circle one answer

Male	1
Female	2

Q44 How old are you?

Please circle one answer

18-24 years	1
25-29 years	2
30-39 years	3
40-49 years	4
50-59 years	5
60-69 years	6
70 years and over	7
Prefer not to say	8

Q45 What region or regions is your business in?

Please circle all that apply

Northland	1	Wellington - Wairarapa	9
Auckland	2	Tasman	10
Waikato	3	Nelson	11
Bay of Plenty	4	Marlborough	12
Gisborne	5	West Coast	13
Hawkes Bay	6	Canterbury	14
Taranaki	7	Otago	15
Manawatu - Wanganui	8	Southland	16

Q46 How many years has your business been in operation?

Please circle one answer

Less than one year	1
1 to less than 2 years	2
2 to less than 6 years	3
6 to less than 10 years	4
10 to less than 20 years	5
20 years or more	6
Don't know	7

Q47 How many different ports do you operate from in New Zealand?

Please circle one answer

None	1
1	2
2-5	3
6-9	4
10 or more	5

Q48 On how many sites (e.g. sites, farms or fishing vessels) not owned by your business do you have workers currently working?

Please circle one answer

None	1
1	2
2-5	3
6-9	4
10 or more	5

Q49 In the last 3 months, on how many different sites (e.g. sites, farms or fishing vessels) not owned by your business have your workers worked on?

Please circle one answer

None	1
1	2
2-5	3
6-9	4
10 or more	5
Don't know	6

Q50 Were safety briefings held on the different sites (e.g. sites, farms or fishing vessels)?

Please circle one answer

All of the time	1
Most of the time	2
Sometimes	3
Rarely	4
Never	5
Don't know	6

Q51 Which of the following best applies to your current role:

Please circle one answer

Owner - operator	1
CEO / Managing director	2
General Manager	3
Human Resources manager / director	4
Health and Safety manager / director	5
Other (please write in) _____	6

Q52 It is likely that more in-depth research will be carried out on this topic in the future. Are you willing to provide your contact details so that either Maritime NZ, WorkSafe NZ or Nielsen (on behalf of Maritime NZ or WorkSafe) are able to contact you and invite you to take part in further research?

Please be assured your contact details will not be used for any other surveys or shared with any other organisations.

Please note: providing your contact details does not put you under any obligation to participate.

Please circle one answer

Yes (please enter your details below)	1
No	2

Q53 Would you like to go into the prize draw to win your choice of either a \$500 Prezzy Card or a \$500 donation to a registered charity of your choice?


Please circle one answer: YES / NO


Please provide your contact details below so that we are able to contact you if you would like to participate in future research and/or you are a winner of the prize draw.


If you have selected no at Q52, we will discard your details after the prize draw.

When entering your details, please include your phone number as any contact will be by phone.

CONTACT DETAILS

 **Name** _____

 **Contact phone number/s** _____

 **Email address** _____

**We really appreciate that you have taken time to complete this survey.
Thank you!**

PLEASE CHECK THAT YOU HAVE COMPLETED ALL PAGES OF THE QUESTIONNAIRE.

Please put the completed questionnaire in the FreePost envelope provided or any envelope (no stamp required) and post it to:

FreePost Authority Number 196397
Survey Returns Team
Nielsen
PO Box 33819
Takapuna
Auckland 0740
New Zealand

If you have any questions or any of the issues or topics raised in the course of this survey have caused you concern or distress and you would like to discuss them further, please contact Nielsen during office hours on 0800 400 402 toll free.

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