



# Supporting Industry -A New Zealand Context

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DARREN GUARD – 196<sup>TH</sup> YEAR

SHALAINE JACKSON

FATIMA JUNAID



# Who we are

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**Darren Guard**

Tech IOSH  
Distinction/NZOM  
NZISM

**Managing  
Director**



**Shalaine Jackson**

MA (Psychology), BSocSc  
(Hons Psychology), BA  
(Psychology, Criminology)

**Business Manager**



**Karyn Byrom**

Grad NZISM (HASANZ)

**H&S Advisor**



**Courtney Smith**

Business Administration  
Cert

**Operations  
Coordinator**



**Amba  
Blommaart-Klay**

BSc Geography

**Electronic  
Monitoring**



**Wayne**

**Frecklington**

BSc (Psychology,  
Physiology), Grad Dip  
Psychotherapy, PG Dip HSc  
(Psychotherapy), PBANZ,  
MNZAP

**Psychotherapist**



**Sean T Ryan**

DipOHS

**H&S Consultant**



**Milene**

**Haakman**

**H&S**

**Consultant/  
Adult Learning  
Specialist**



**Paul Hudson**

NEBOSH, IOSH, IET

**Marine and HS  
Consultant**



**Gary Levy**

**Maritime  
Specialist &  
Surveyor**



# What we do

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We go beyond Health and Safety and provide our clients with pragmatic and tailored solutions.

We have successfully developed and delivered solutions / services in the following areas:

- NZ's only Maritime specific Health, Safety and Wellbeing provider.
- Online Learning Management Systems and course development
- Vessel Electronic Monitoring Programmes
- Setup, formalisation and management of industry stakeholder groups
- Operational management and delivery for entities, policies and standards
- Industry ambassadors for sustainable change
- We are an independent conduit between the Regulator and the Regulated.

# Some of our work

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**Spark**<sup>nz</sup>



NZ Fishing Health  
and Safety Forum





# Current New Zealand Landscape

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- NZ seafood industry worth \$5b to the economy
- It employs 16,000 people on land and sea
- Approx 800 deepwater, Inshore and Aquaculture vessels
- Our EEZ is 4,083,744 square kilometres and 11% is fished
- Māori own at least 40% of the industry with corporate and some smaller family-based companies owning the balance
- Our fishers are under pressure from many sources – but not our fish!



# Changes Occurring

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Ongoing regulatory change:

- On-board camera rollout
- Vessel Electronic Reporting
- Changes to landing and discards requirements
- Increased spacial conflict – closures
- Increasing regulatory health and safety and environmental requirements
- Social license requirements increasing



# Impacts

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- The industries with the highest incidence rate of claims in 2021 was agriculture, forestry, and fishing, with 172 claims per 1,000 FTEs
- 1/3 of our fishers are unsure of their futures due to personal and business stressors
- Support is available as the NZ industry takes control of our own destiny



# NZ Fishing Health and Safety Forum

**WF WESTFLEET SEAFOODS**

**Talley's**



**AURORA**  
FISHERIES LIMITED



**SANFORD**



**SEALORD**

**MARUHA NICHIRO**  
For the ocean, for life



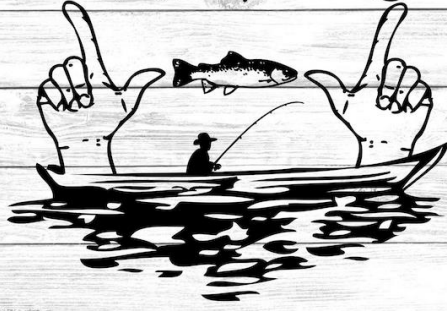
**MOANA**  
NEW ZEALAND



**I GOT ONE  
THIS BIG**



**MINE IS BIGGER  
THAN YOURS**



**MINES SO  
BIG**



**I Have to use  
TWO HANDS**



# NZ Fishing Health and Safety Forum

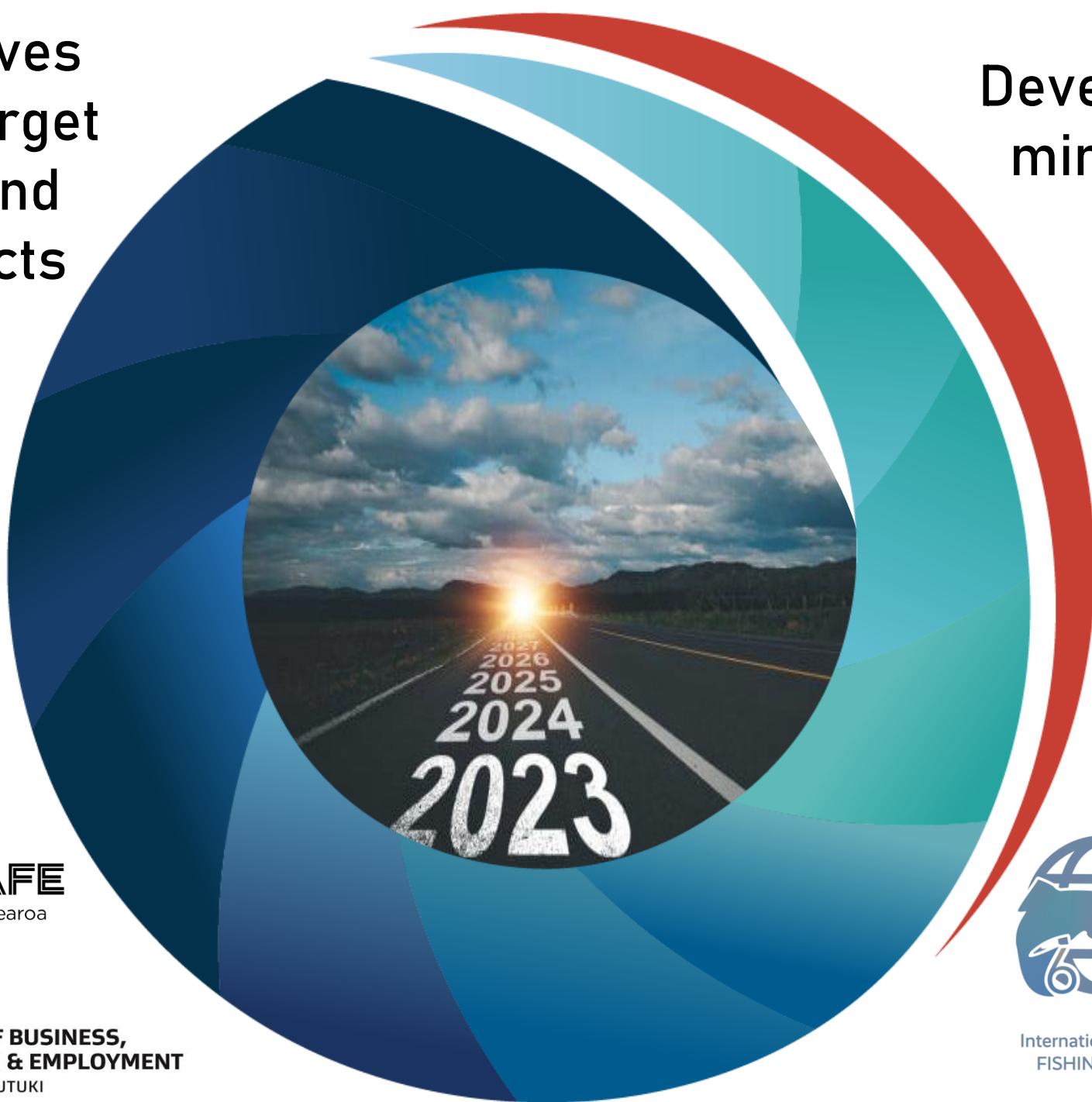


**Fisheries New Zealand**

Tini a Tangaroa

Training initiatives  
across wider target  
audiences / fund  
relevant projects

Developing & setting  
minimum industry  
standards



**WORKSAFE**  
Mahi Haumaru Aotearoa



**Fisheries New Zealand**

Tini a Tangaroa



**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI



International Fishing Industry Safety and Health Conference  
FISHING 🐟 AQUACULTURE 🐟 SEAFOOD PROCESSING

The Fishing Safety Forum of New Zealand believes the hazards / risks / controls identified in these guidelines are key to safety when working with / around vessel Baader machines.

These guidelines should be considered when creating training materials for the fishing industry to ensure all reasonably practicable steps are taken for the safety of those operating Baaders.

Guidance Notes

Freon

The Fishing Safety Forum of New Zealand believes the hazards / risks / controls identified in these guidelines are key to safety when working with around vessel refrigeration plants.

These guidelines should be considered when creating training materials for the fishing industry to ensure all reasonably practicable steps are taken to reduce harm through exposure to Freon.

Freon

Freon is a refrigerant that some vessels use for refrigeration of the main hold and factory equipment. It is an odourless, colourless substance and is asphyxiant. Symptoms of exposure are directly related to displacement of oxygen. As the amount of oxygen inhaled is reduced from 21-14% volume, the pressure may accelerate and the rate and volume of breathing may increase. The ability to maintain attention and think clearly is diminished, muscular co-ordination somewhat disturbed.

As oxygen decreases from 14-10% volume, breathing becomes faulty, severe injuries may result. Muscular effort may lead to rapid fatigue. Reduction to 6% may result in nausea and vomiting. Ability to move may be lost. Permanent brain damage may result even after resuscitation from this low level of oxygen. Below 6% breathing and convulsions may occur.

Inhalation of a mixture containing no oxygen will result in unconsciousness from the first breath. Death may follow in minutes.

Skin contact can result in burn injury, especially vulnerable with potential for frostbite.

Freon while stored correctly and in a well-maintained equipment will be safe. Freon leaks result from plate freezers and other equipment.

Should a leak occur there is potential for harm. This must be managed. A robust system must be in place and functional to alert those working in the area(s) that a leak has occurred.

A minor leak may result from compressor mechanical seals, valve gland leaks, flange O-ring / gaskets.

Baader Machines

Baader machines are used on factory trawlers to head, skin and fillet fish of various species. There are a number of different types including (but not limited to): the 601, 424, 212, 182, 192, 190 etc. They are efficient and effective machines, BUT they have risks associated with them.

It is important for the safety of all who operate or work on the machines that they are familiar with these risks and how to mitigate them.

Key Hazards / Risks

Physical	Sharp Blades
	<ul style="list-style-type: none"> <li>Cuts / lacerations / amputation</li> <li>Pinch points</li> <li>Entrapment / crush / amputation</li> </ul>
Suggested Controls: Guarding, Interlocks, E-stops, Signage, Safe Operating Procedures, PPE, Training	

Operational	Inexperienced Worker
	<ul style="list-style-type: none"> <li>Unfamiliar with safety requirements – incident / accident</li> <li>Does not know location or purpose of E-stops and lock outs</li> </ul>
Operational	High Risk Events
	<ul style="list-style-type: none"> <li>Build-up of fish – blockages – lack of focus clearing blockages</li> <li>Accessing live machine / blades – lack of guarding, lock outs</li> </ul>
Suggested Controls: Induction, Supervision, Guarding, Lock-out Procedures, Signage, PPE, Safe Operating Procedures – Clearing Blockages etc, Training	

Wellness
<ul style="list-style-type: none"> <li>Fatigue Management</li> <li>Using equipment</li> </ul>
Personal Protection
<ul style="list-style-type: none"> <li>Check Safety</li> </ul>

Guidance sheet agreed and endorsed by the Fishing Safety Forum of New Zealand V01:19 / September 2019

Biological

Fish - ... / teeth

○ P ... infection

Fish

○

Su

Pr

Guidance Notes

Medivac

The Fishing Safety Forum of New Zealand believes the hazards / risks / controls identified in these guidelines are key to safety when dealing with medical evacuation events (Medivac) involving the use of helicopters on board a vessel.

These guidelines should be considered when creating training materials for the fishing industry to ensure all reasonably practicable steps are taken to reduce harm during these operations.

Medical Evacuation

In the event of a major medical incident or injury on board a vessel it may be necessary to seek assistance from helicopter services. These operations involve risks to both crew on board and the helicopter crew. At these times there is a perceived element of urgency. The extraction process however needs to be carefully assessed and thought through to mitigate risk and keep everyone safe during high risk operations. Crew should be briefed on what is happening and their roles.

Preparing for Operations

Master to assess weather and sea condition. If windy ensure vessel heads into wind at a constant speed. Senior crew and deck crew to discuss the situation, perform a risk assessment due to conditions and what needs to be in done in preparation for the extraction. Select and agree with the helicopter pilot the position on board where the person will be winched from. Take into consideration the proximity of high obstructions (ie: masts, gantries, derricks etc).

Clear the deck of any loose bit of debris or equipment. Only competent / trained crew necessary for the operation to be on deck - wearing appropriate PPE for the task. Ensure rescue boat ready in the event of a man overboard incident.

Deck crew should stay out of the way until the helicopter is in position. Bridge always to maintain clear communications with helicopter and deck party. Crew never to grab the helicopter line when it is lowered. Never attach the helicopter lifting wire to vessel. Always wait until the pilot gives his approval to attach a person to the line.

Follow instructions of the pilot at all times. Remember the pilot may not be able to see the load, so he may need some guidance. If the rescue is to be done at night the pilot will be accustomed to the darkness. Avoid turning on very bright lighting. If lighting required advise the pilot first.

Guidance sheet agreed and endorsed by the Fishing Safety Forum of New Zealand V01:19 / February 2019

Key Hazards

- When requiring a transfer to helicopter from a vessel consider the following hazards (as a minimum):
- Poor planning
  - Static discharge due to contact between helicopter and vessel
  - Lack of communication with helicopter
  - Entanglement of helicopter line to vessel
  - Loose items on deck
  - Falling objects
  - Falling overboard
  - Adverse weather / sea conditions
  - Extractions at night, poor visibility
  - Inexperienced crew

Suggested Controls

- Communication
- Discuss an extraction plan with the rescue service, communicate to key crew to be involved before the helicopter arrives
  - Maintain strong communication lines between the Master / helicopter pilot and Bridge and deck helicopter from the deck
- Housekeeping (critical)
- Deck to be clear of any loose debris or equipment
- Emergency Preparedness
- Have a Medivac Procedure in place – educate crew in the process
  - Have emergency equipment serviced and accessible eg: rescue boat for man overboard etc
  - Smoke flares (as required) to set off for helicopter to identify vessel location and wind direction
- Training
- Only crew competent and aware of helicopter operations should be taking part in the
- Personal Protective Equipment (PPE)
- Crew on deck to wear appropriate PPE, including (but not limited to): hard hat, safety boots, life jacket, high visibility vest, deck knife

Mitigation

The risks associated with medivac operations are recognised by the Fishing Safety Forum members and will be eliminated and / or mitigated in each workplace through identification in company emergency procedures, monitoring and communication to those who may be involved in these operations.



## Project Sponsors





NZ Fishing Health  
and Safety Forum



**SAFEGUARD**

The New Zealand Workplace  
Health & Safety Awards 2023



 THOMSON REUTERS®

# We now talk and do health and safety

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- 79% of workers surveyed said “Things that put health and safety at risk are discussed in an open and helpful way always or most of the time.”
- 78% of workers surveyed agree “They always have a say in decisions that affect their health and safety”



# NZ Health, Safety & Wellbeing projects

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- We have sustainable fish, we now need sustainable fishers
- Health, Safety and Wellbeing is the sectors focus at present
- Covid changed the focus to people and maintaining a healthy, well and happy workforce
- We still have plenty of work to do, but we have started



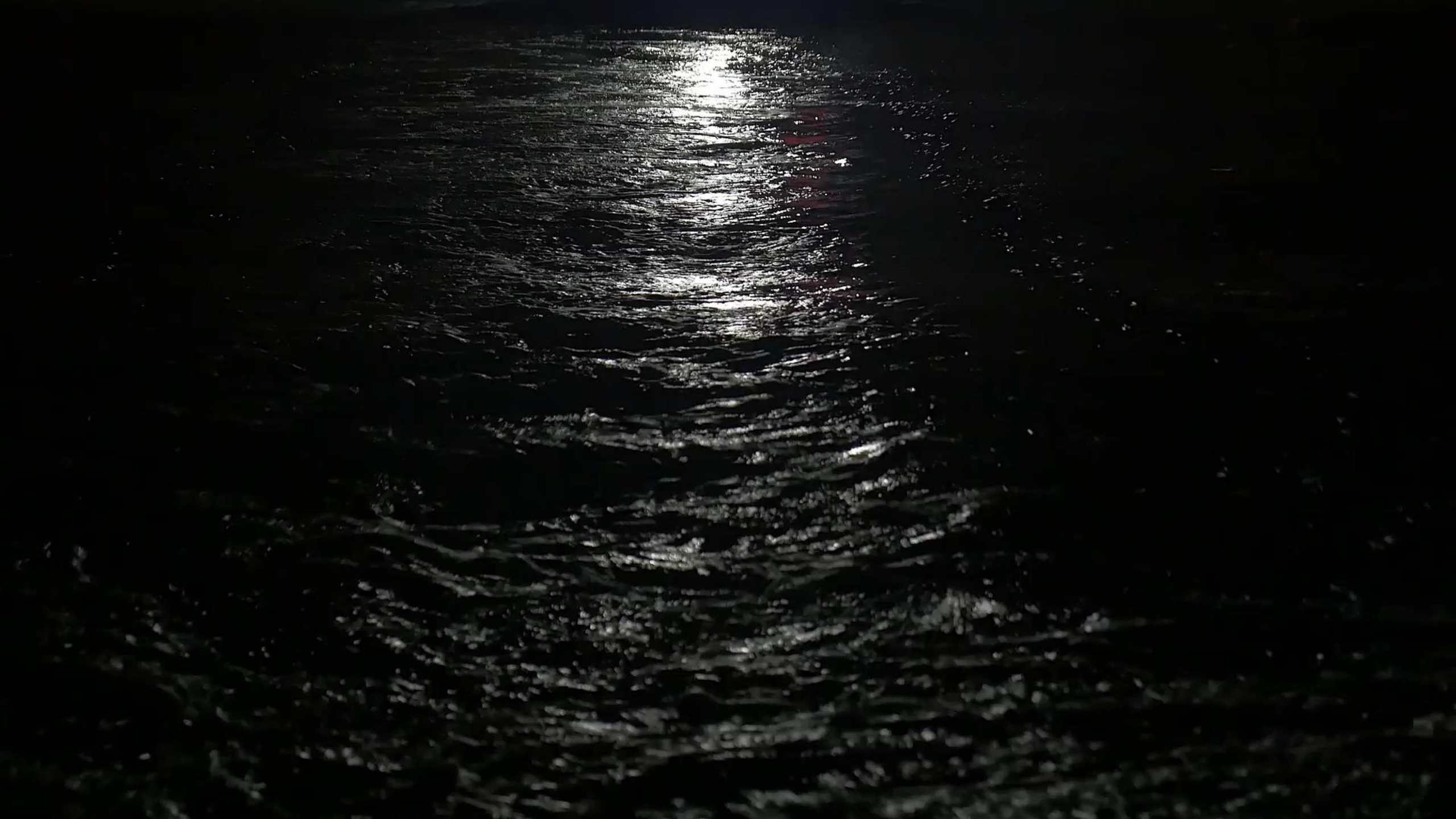
**NZ Fishing Health  
and Safety Forum**



# The Journey...



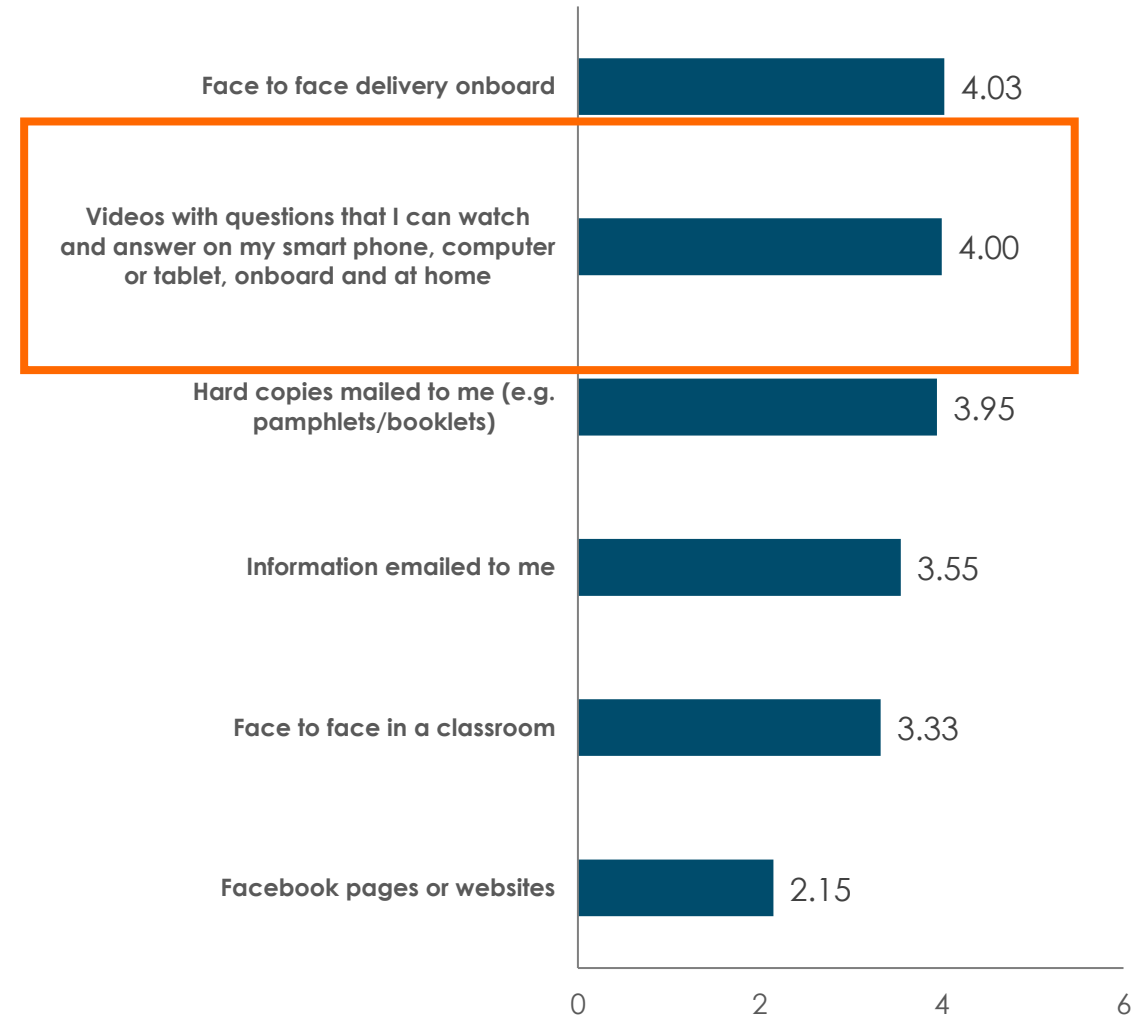
- Aug 2019 - ACC Workplace Injury Prevention Grants Application lodged
- NZ Federation of Commercial Fishermen was the Governance Group for the project
- Guard Safety provided the management of the project and development of the resources
- Evaluation indicated that video-based resources was an effective communication & training tool within the maritime industry
- Uptake and promotion (knowledge transfer) by other maritime sectors including government agencies was a positive unexpected consequence of the project



# Why- MarineSAFE



## Most preferred learning method - Ranked 1 to 6



# MNZ came onboard...



## Free online safety training for fishing crew



To all fishing operators and skippers, Maritime NZ is encouraging you to have your crew sign up and do the free, online training with [MarineSAFE](#). Please share this information with them.



# MOU with...

**Ministry for Primary Industries**  
Manatū Ahu Matua



# ...Partnership

# What we've developed....



- Vessel Induction
- Risk Management
- Knife Safety
- LSA & PPE
- Fishing Operations
- Wharf Safety
- Manual Handling
- Machine Safety

- Helicopter Rescue
- Watchkeeping
- Drug & Alcohol Awareness
- Staying Ship Shape



- Leadership at sea
- Conflict and anger management
- Being a marine farmer
- Whanau matters
- Diving into the fishing industry
- Being a fisher
- What is success
- Seafood sector support pack with 11 printable resources for FirstMate



Collaborated with:



**Te Puna Whakaiti Pāmamae Kai Whakapiri  
New Zealand Drug Foundation**

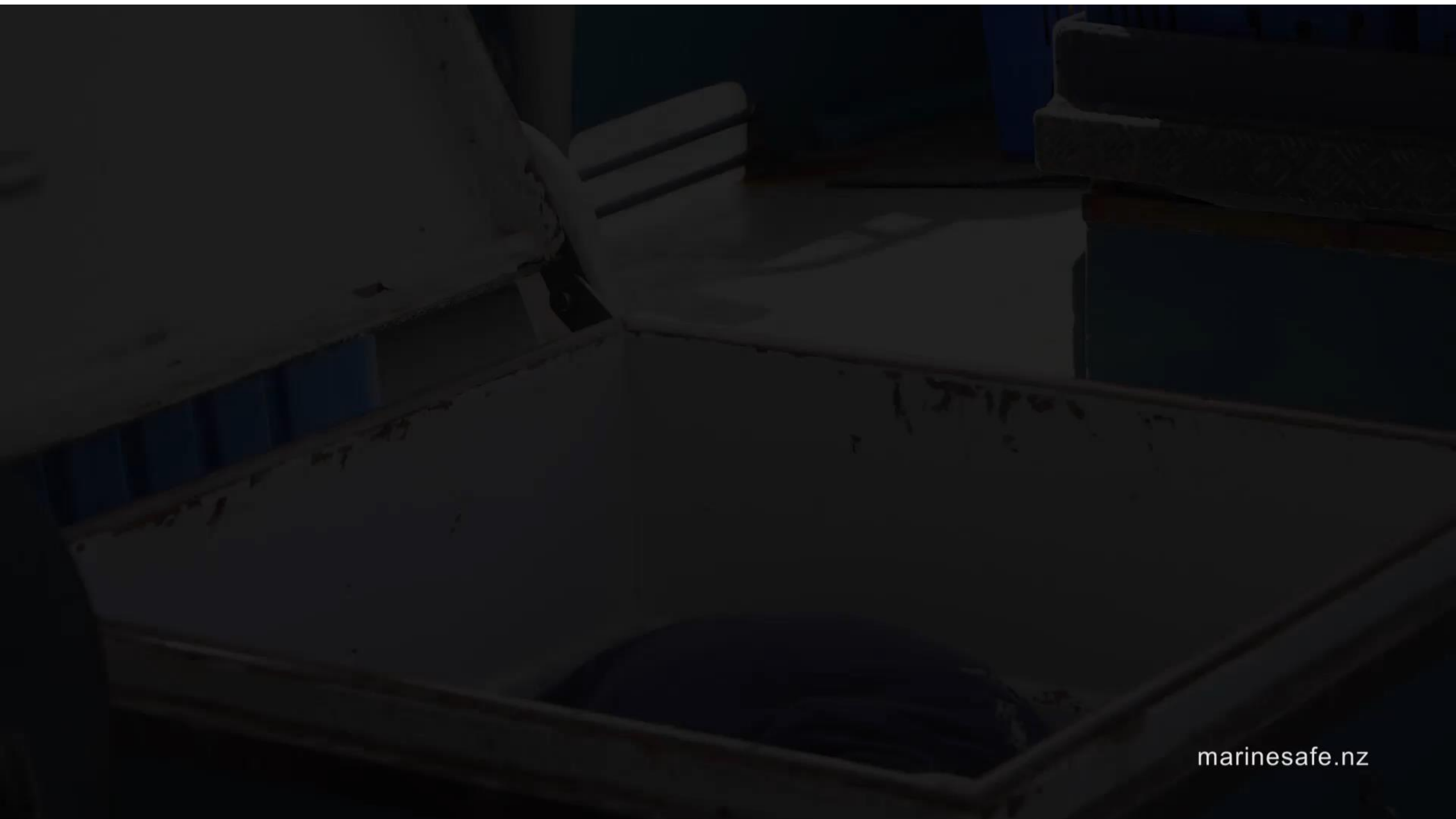


Responsible Fisher Passport which includes 5 modules on

- Introduction to being a Responsible Fisher
- Fisheries Legislation & Compliance
- Protecting our Marine life
- Protecting our Reputation
- Providing a Safe Workplace



# Trawling hazards



## Manual Handling Quiz



There are 12 questions to complete

Start Quiz

1

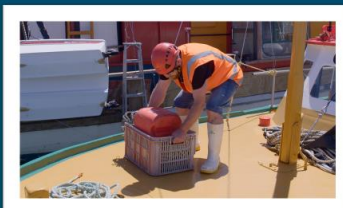
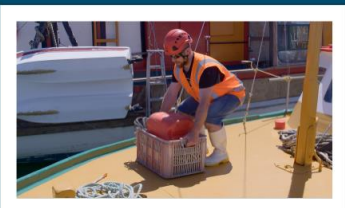
What is the cause of 51% of injuries for NZ Fisherman.

- Sprains and Strains
- Cuts
- Skin cancer
- Fractured bones

Submit

4

Select the image which best illustrates how to lift a heavy object.



Submit

7

Could the task shown in the photo cause a Manual Handling injury?  
Drag and Drop the photo on either the YES or NO response cards.



YES

NO

Submit

8

Joe is one of four crew getting ready to unload a catch. There is no gangway so the bins will need to be lifted up to the wharf. **Select 2 things Joe should think about first (ME).**

Im feeling a bit tired and my back is a bit sore. I think I will be okay but had better be careful

We might get a bonus if we do it quickly



Can't wait to get the catch off the boat and get home

Its a pain there is no gangway but have done it plenty of times so know what I am doing.

Submit

10

Joe has finished thinking about the job and how he could do it safely. Identify 5 controls he could use to reduce the risk of manual handling injury.

Use lifting equipment or team lifts

Load bins to reduce number of lifts

Do some warm up stretches before starting

Slide bins where possible

Remove some of the catch to reduce the weight

Have a cuppa first to warm up his insides

Twist and swing the loads up to the wharf

Remove any trip hazards off the deck

Submit

# Manual Handling Quiz



# CERTIFICATE OF ACHIEVEMENT

This is awarded to

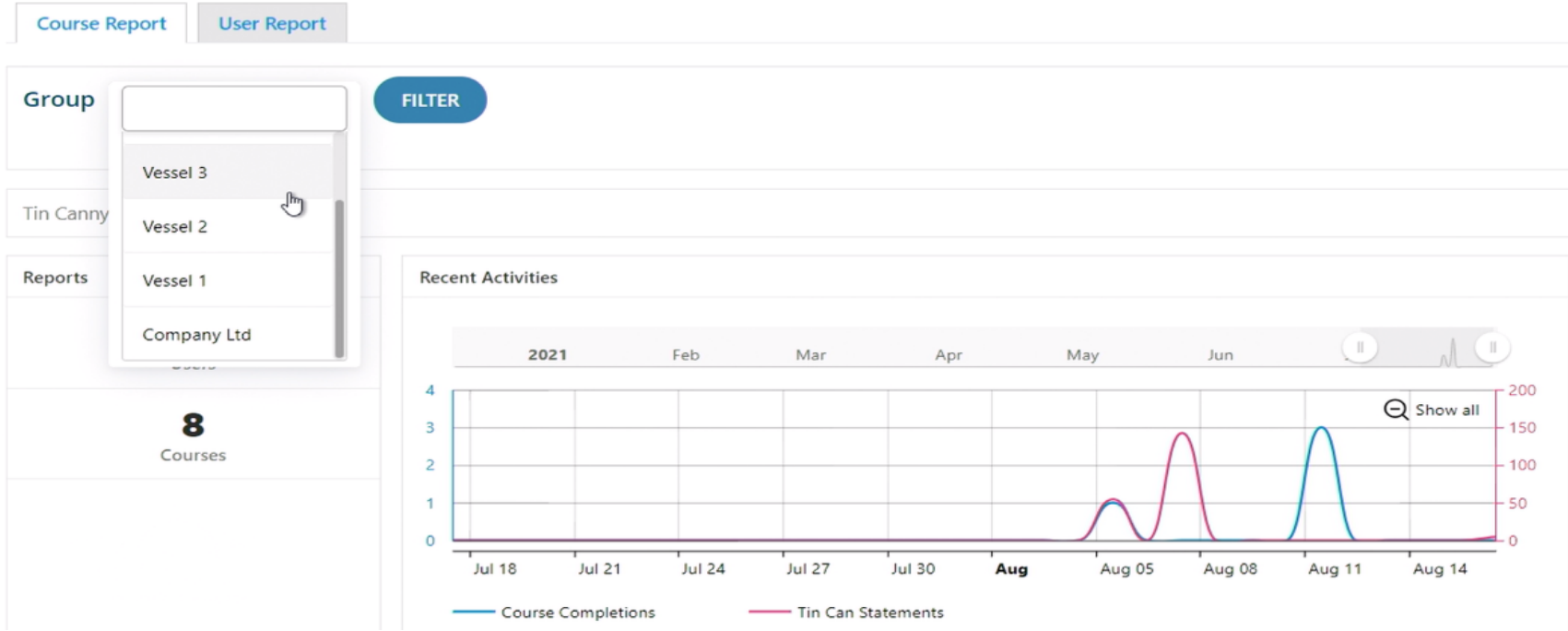
**Joe Bloggs**

for completing

**MarineSAFE Vessel Induction**



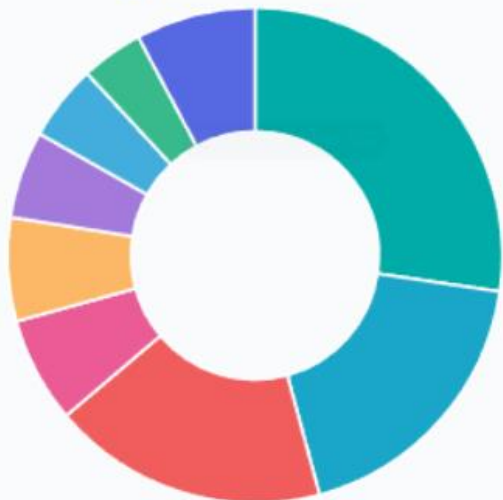
# Comprehensive Training Reports





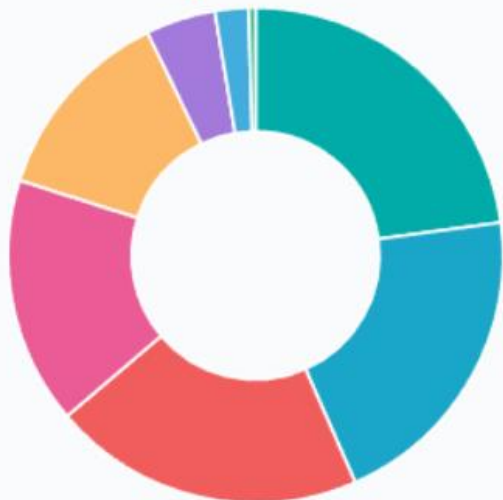
Industry Sector

■ Inshore fishing 
 ■ Other 
 ■ Deep sea fishing 
 ■ Aquaculture  
■ Passenger or work vessel



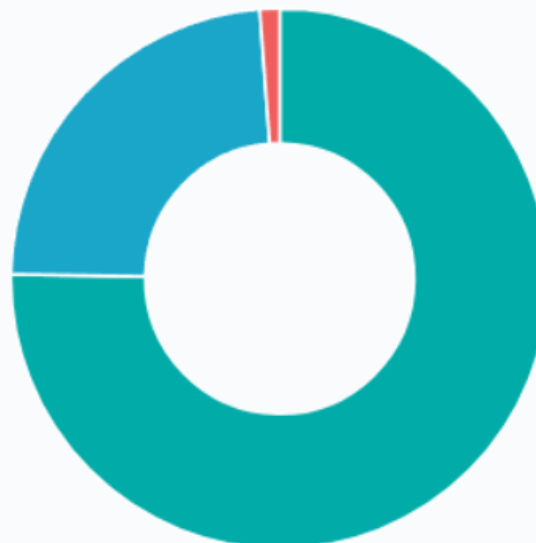
Age

■ 45-54 years 
 ■ 55-64 years 
 ■ 25-34 years 
 ■ 35-44 years  
■ 18-24 years



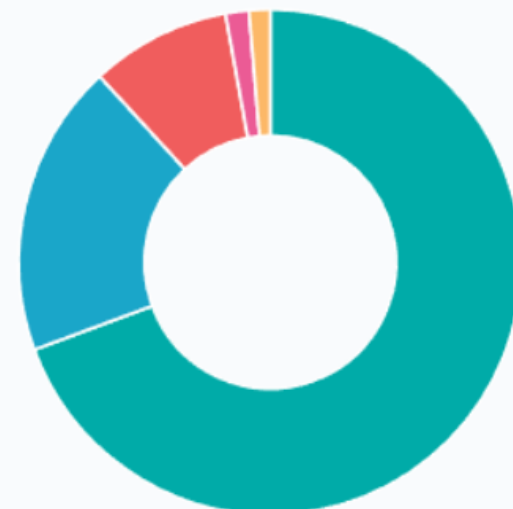
Gender

■ Male 
 ■ Female 
 ■ Prefer not to comment

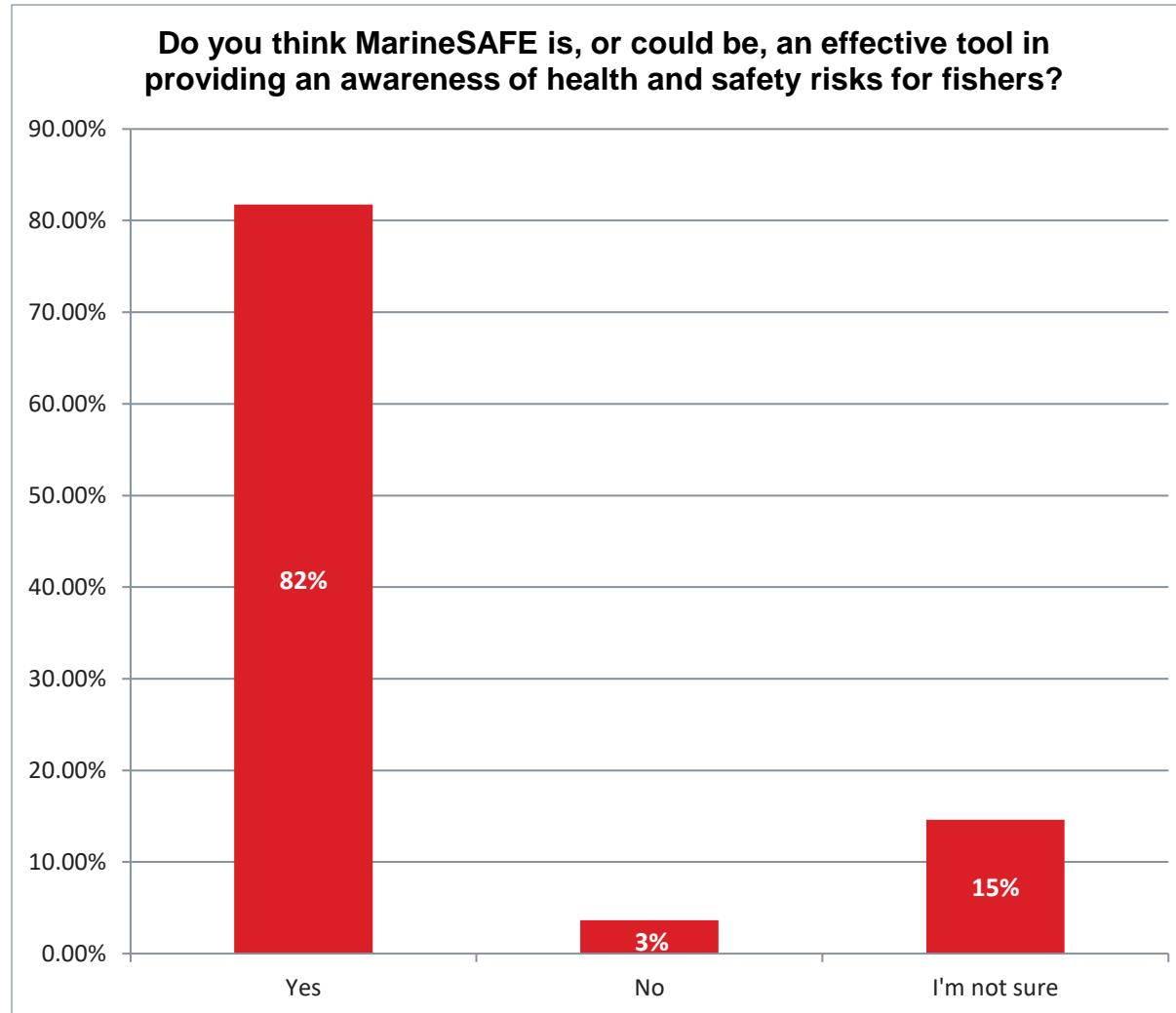


Ethnicity

■ NZ / European 
 ■ Māori 
 ■ Other 
 ■ Pacific Islander  
■ Asian



*“This is the only useful training tool available to show me and my crew are training as required by MOSS. These are great and the process was easy for me and the crew to follow”*



Post Project Evaluation Impact survey data

# Future Plans



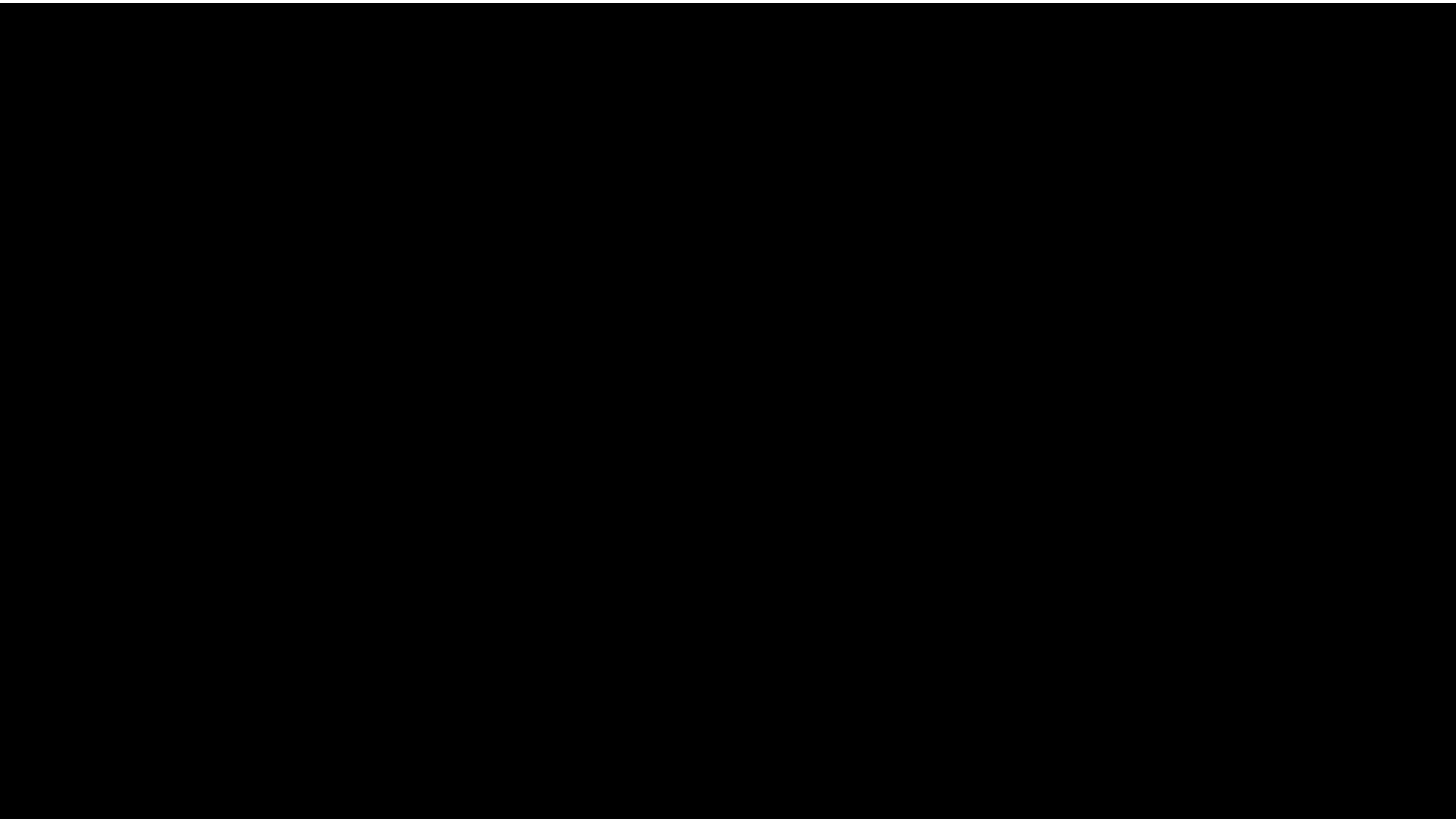
- Increasing MarineSAFE reach into the wider Maritime and other sectors
- Continue to develop and deliver a range of free and commercial resources
- Continue implementing technology such as VR and AI to continue to improve the learning experience





**first  
mate**

SUPPORTING OUR  
SEAFOOD WHĀNAU



# Introduction

- Funding was provided by Fisheries New Zealand in 2020 as a result of Covid impacts to support the establishment of a national 'Seafood Sector Support Network Trust'
- We now have 18 regional Navigators across the country in local ports



# The problem – Litmus Research

- ❖ Less than half of respondents (42%) were satisfied with life, and about half (48%) reported things had worsened since covid



- ❖ One in three people surveyed reported they did not see themselves staying in the industry long-term



# The main stressors...

**Economic stressors**  
added financial pressure (pricing, increased business costs, inflation, attracting and retaining skilled staff)

**Regulatory changes** affected livelihoods (area closures, camera, consents for aquaculture farmers)

**Fisher and farmer identity and belonging**  
impacted by societal stigma, hostility, and dwindling seafood communities

**Social and family disconnectedness**  
from unpredictable shifts and extended periods of time at sea

**Poor mental and physical wellbeing**  
related to alcohol and drug use, long shifts, physical exhaustion, and poor sleep



# Events



## join us for a free **SEAFOOD BBQ**

Local seafood caught by local people, get down  
show your support and join us for a whānau  
seafood BBQ



# Resources



## MANAGING STRESS FOR MARINE FARMERS

FROM DECKHANDS TO SKIPPERS TO THE OFFICE



Working at sea may be a calling but we all know making a livelihood this way isn't always easy. It's a tough working environment – mentally, physically, legally and financially. And as things continue to change, it's vital that those in the industry have the support they need to adjust and thrive.

❖ **Call 0800 ADRIFT (0800 237 438) today if you need support or advice**

A strong, resilient, viable seafood sector is in all our interests. It provides you with a living. It feeds New Zealanders. And it ensures that

# Resources

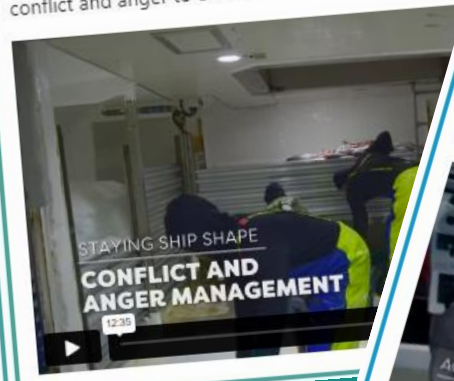
## FirstMate New Zealand: Leadership at Sea

A strong crew and good leadership are essential because working at sea remains one of the most challenging jobs in the world. This video covers the collaborative approach needed to ensure the wellbeing of your team.



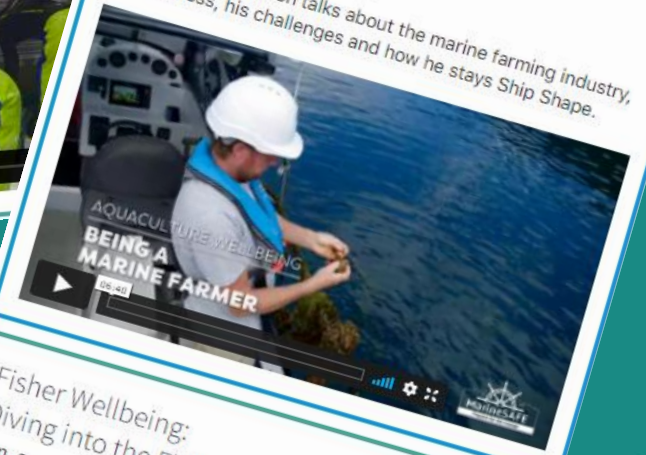
## FirstMate New Zealand: Conflict & Anger Management

At sea tensions and frustrations can escalate quickly due to the harsh environment and cramped working conditions. This video will provide skippers and crew with guidance on how best to manage conflict and anger to ensure the wellbeing of their team.



## Aquaculture Wellbeing: Being a Marine Farmer

Marine farmer, Simon talks about the marine farming industry, his business, his challenges and how he stays Ship Shape.



## Staying 'Ship Shape': Wellbeing Training



This training module will help you to understand what mental health and wellbeing is, how to recognise signs and symptoms and how to manage them onboard and at home. This module consists of a video, short quiz and certification on completion.

[CLICK HERE TO COMPLETE THE TRAINING](#)

## Staying 'Ship Shape': Drug & Alcohol Awareness Training

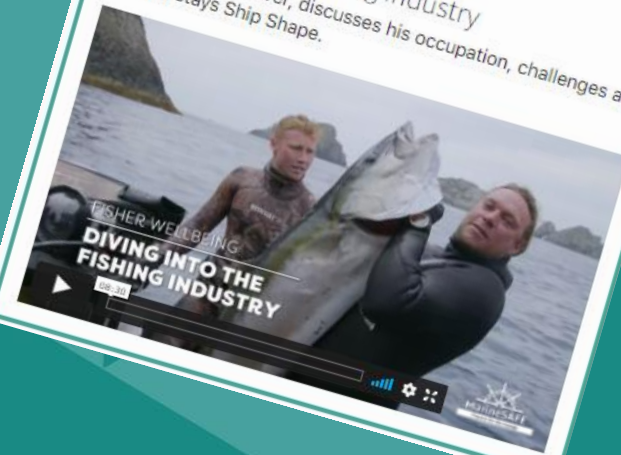


This training module will help you to understand the risks associated with excessive drug and alcohol consumption, signs and symptoms of use, and where to get help for yourself or others. This module consists of a video, short quiz and certificate on completion.

[CLICK HERE TO COMPLETE THE TRAINING](#)

## Fisher Wellbeing: Diving into the Fishing Industry

Tim, a contract diver, discusses his occupation, challenges and how he stays Ship Shape.



# FirstMate

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graph TD; FM[FirstMate] --- I[Industry connections]; FM --- IRD[IRD connections]; FM --- MNZ[MNZ connections]; FM --- MA[Agency and authority connections]; FM --- MH[Mental Health / Wellbeing connections]; FM --- MPI[MPI connections]; FM --- ACC[ACC connections]; FM --- F[Financial connections]; FM --- L[Legal connections];
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## Industry connections

LFR, quota holders, SRE's, operational support, fishers supporting fishers

## IRD connections

Tax relief, tax debt, covid wage subsidy

## MNZ connections

MOSS, quals, HSWA, compliance action support

## Agency and authority connections

Adverse events support and funding, welfare support, seafood sector impact recognition

## Mental Health / Wellbeing connections

Counsellors, Lifeline, Clinical professionals, DHB crisis team, Mental Health and Drug and Alcohol foundation, Wellbeing researchers, Health services

## Legal connections

Legal advice for all aspects of personal and business life, Community law

## MPI connections

Permits, new policy support, deem value relief, compliance action support

## Financial connections

BDO, debt services, financial advice, financial crisis support, budget advice

## ACC connections

Injury claim support, injury management advice, MarineSAFE free training

# We've been independently evaluated...

An independent evaluation by Scarlatti on FirstMate was completed from October 2021 to October 2022



*“If there is one thing that is clear, it is that FirstMate is a necessary and long-awaited service for the seafood sector, and it is saving fishers and marine farmers lives”*



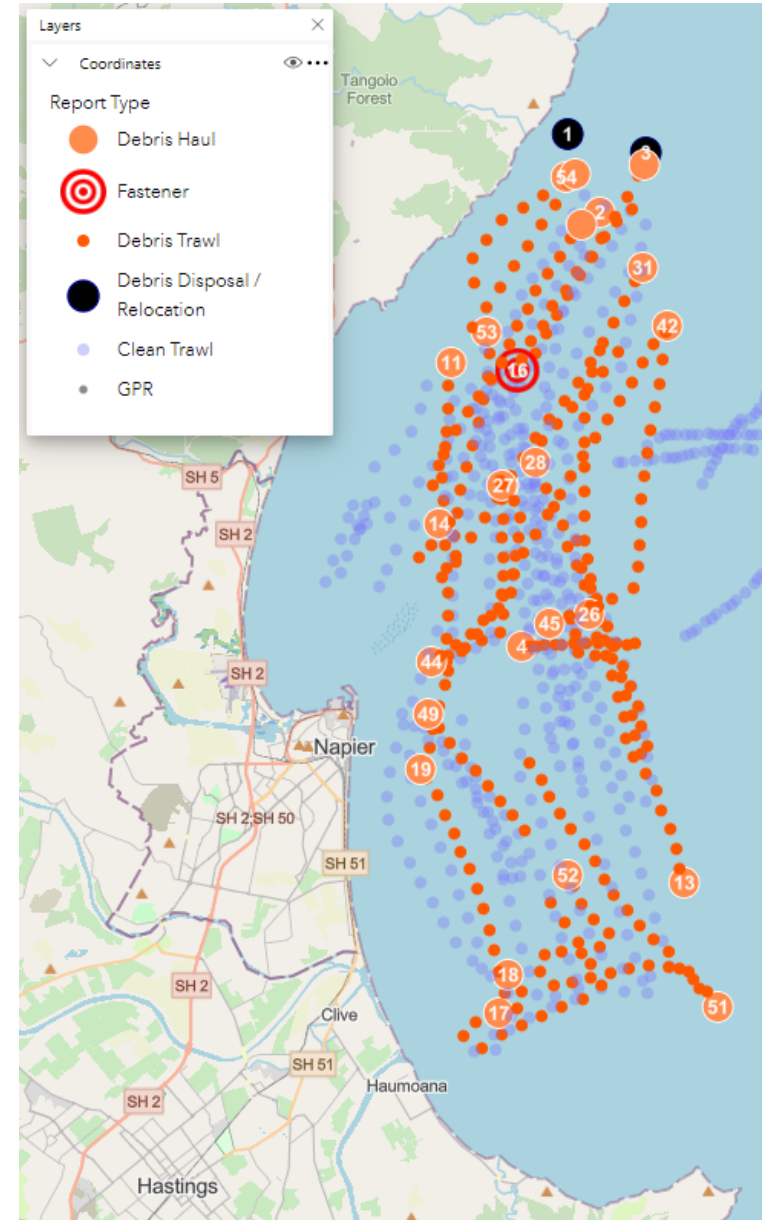
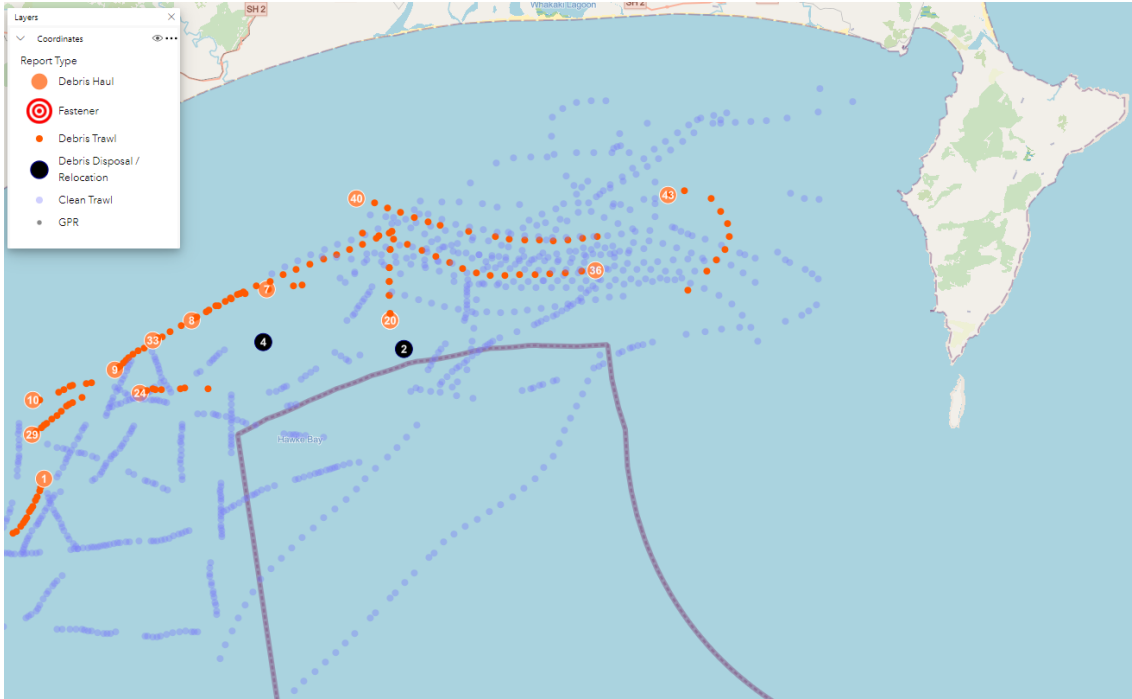
*“Once Fishers have worked with FirstMate, there is a strong inclination to give back and help others by becoming a navigator”*





# Adverse Weather Project

- Gabrielle worst storm in NZ in decades
- \$15b hit to economy
- Seafood sector needed support for unseen impacts
- FirstMate stepped up and facilitated local support Navigators and run numerous events and created resources
- Local fishers contracted by the government to trawl for debris providing them a lifeline and a hazard map of their local fishing grounds





# Collaboration

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- Projects need collaboration to improve the health, safety and wellbeing of our seafood people
- Introducing other skill sets and viewpoints is a must for long term benefits and improvements
- We are lucky to be collaborating Professor Fatima Junaid at Massey University who will now take you through another important project within the NZ seafood industry