

THERE ARE A LOT OF RISKY BEHAVIOURS IN THE WORKPLACE

The survey results also show that a range of risky behaviours occur in the workplace. Workers were more likely than employers to say most of these risky behaviours occurred “from time to time” or “a lot”.

Overall, employers tended to have a more positive view about workplace health and safety than workers did.

% SAYING FROM “TIME TO TIME OR A LOT”	WORKERS	EMPLOYERS	PERCENTAGE POINT DIFFERENCE BETWEEN WORKERS’ AND EMPLOYERS’ RESPONSES
Work when they are overtired	57	23	34
Work when they are sick or injured	56	31	25
Make a mistake by being careless/not having their mind on the job	50	41	9
Take a risk or shortcut on purpose (eg to save time)	47	27	20
Make a mistake from being under pressure by the boss to get the job done	44	25	19
Make a mistake because they have been working too long or too hard without a break	34	9	25
Get put at risk by working in conditions when work should have been stopped(eg bad weather, not enough people on the job)	27	5	22
Get put at risk from not having proper supervision	25	7	18
Do a risky job that they don’t have the right skills for	24	5	19
Get put at risk because our processes or ways we are told to do things are not safe	22	5	17
Get put at risk by a machinery or equipment fault or breakdown	22	5	17
Work when hungover or stoned	20	6	14
Get put at risk by something outside of their control (eg a freak accident)	18	10	8

Table 5: Risky behaviour workers and employers say workers are involved in at work
Source: 2014 Health and Safety Attitudes and Behaviours Survey – manufacturing sector.

MORE TO COME

This factsheet provides some key information about the manufacturing sector. More information will be presented at the workshop.

References

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Castalia. (2014). *New Zealand manufacturing sector: its dynamics and competitiveness*. (A report for ManufacturingNZ). Wellington, New Zealand: Author.

Ministry of Business, Innovation and Employment. (2014). *New Zealand sectors report 2014*. Wellington, New Zealand: Author (note: some information on the sector and workforce is also sourced from an unpublished MBIE report on the manufacturing sector).

Nielsen. (2015). *Health and safety attitudes and behaviours in the New Zealand workforce: A survey of workers and employers. 2014 baseline survey. Manufacturing report*. (A report to WorkSafe New Zealand). Wellington, New Zealand: Author.

Data sources

SWIFT database – includes ACC work-related claims data and fatalities/serious injuries reported to WorkSafe. Note: figures shown here may differ from those on WorkSafe’s website which only include fatalities/serious injuries reported to WorkSafe under the Health and Safety in Employment Act 1992.

Airborne exposure related fatalities are estimated using 2010 data. Accident related fatalities are an average of combined WorkSafe and ACC reported fatalities in the manufacturing sector from 2008 to 2014 (excludes bystanders and volunteers).

Statistics New Zealand – figures on employment are sourced from various data sources on Statistics New Zealand’s website.

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MANUFACTURING IN NEW ZEALAND



Manufacturing is vital to New Zealand’s economy. It is the largest single sector of the economy, accounting for 13% of GDP in 2012, with sales over \$40 billion. Manufacturing is the fourth largest employer, with around 240,000 people (238,499, as at June 2014) employed in manufacturing. This is around 10% of New Zealand’s workforce.

Manufacturing is a diverse sector with a large number of industries and sub-industries. It includes workers and businesses in four broad groups:

- > food and beverage manufacturing and processing
- > metal products and equipment manufacturing
- > wood and paper product manufacturing
- > petroleum, chemical, plastic and rubber products manufacturing.

There are over 20,000 businesses in the sector. Nine out of 10 of these are SMEs (Small and Medium Enterprises, 0-19 employees) and almost a half of these have no employees. Five out of 10 employees work in large businesses (100 or more employees: note this proportion is for all employees, ie it includes self-employed people).

The manufacturing workforce is predominantly male (8 out of 10 workers are male). Māori and Pacific workers make up almost a quarter of the workforce.

The sector employs a mix of high- and low-skilled workers but there has been a general shift to higher skilled employment.

The sector is expanding and, as at June 2015, the sector has been in expansion for 32 consecutive months, although the latest figures suggest that the rate of expansion may be slowing. Despite the challenges facing exporters, many remain competitive on the world stage.

WORKING IN MANUFACTURING – VIEWS ABOUT RISK

WorkSafe New Zealand classes manufacturing as a high-risk sector. Workers and employers, however, are less likely to share this view. In a recent survey only 4 out of 10 workers and 3 out of 10 employers thought that their industry was riskier than other industries. This was much lower than the figures for workers and employers in other sectors considered high risk.

Further, only around 3 out of 10 workers (26%) thought there was at least a moderate risk that they or a workmate could get seriously injured in their workplace in the following 12 months and only 4% of employers perceived some risk of serious injury in their business in the following 12 months.

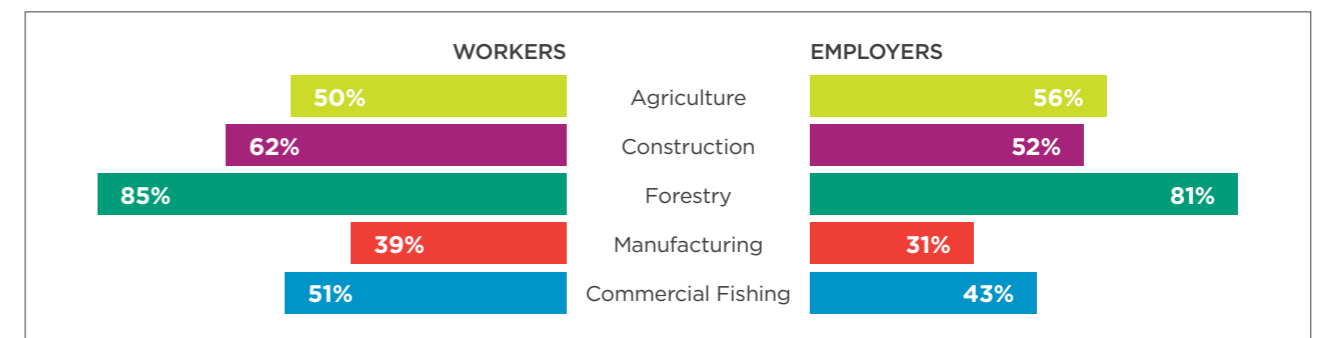


Figure 1: Perceived risk of getting hurt in their industry compared with other industries

The figures show the proportion considering the risk of getting seriously hurt in their industry is higher/much higher than in other industries.

Source: 2014 Health and Safety Attitudes and Behaviours Survey – manufacturing sector.

WORKING IN MANUFACTURING – FATALITIES

Working in manufacturing is not without risk.

Exposure to dusts (26%), welding fumes (28%) and other airborne substances, including asbestos, caused an estimated 137 deaths and 850 hospitalisations in 2010.

There were 38 fatal accidents between 2008 and 2014 in the manufacturing sector – an average of five a year.

Machinery and tool use was a major factor in severe (26%) and fatal (24%) accidents in manufacturing from 2008 to 2014. Unsafe use of machinery was the main factor in fatal accidents.

Vehicles (28%) and falling objects (28%) were the other two main causes of fatal accidents in manufacturing. Forklifts and trucks were the two vehicles most commonly involved in fatal accidents.

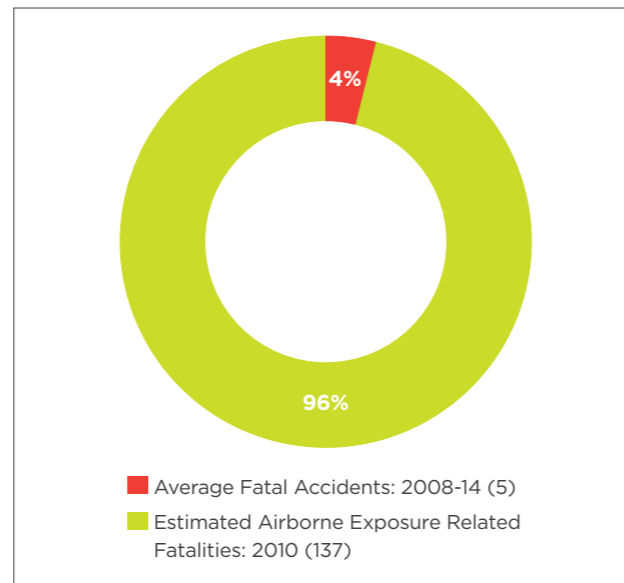


Figure 2: Causes of Death in Manufacturing: Accident vs Occupational Disease

Source: SWIFT and Navigatus Consulting

WORKING IN MANUFACTURING – SEVERE INJURIES

There were three main causes of severe injuries (injuries leading to more than a week away from work) in the manufacturing sector between 2008 and 2014 (table 1). These types of injuries result in workers having between 13 and 23 weeks off work.

Injuries as a result of lifting, carrying and straining are high cost (table 2).

Lower back and shoulder injuries together accounted for 30% of costs in 2014. Shoulder injuries had the highest average cost.

Ear injuries (mainly noise-related hearing loss) were the most common type of injury, with over 11,000 claims in 2014.

INJURY MECHANISM	PERCENTAGE/NUMBER OF SEVERE INJURIES	AVERAGE DAYS OFF WORK	KEY FACTORS
Body Stressing	43% (10,290)	129	Often lifting (53%) – shoulder and back injuries common
Tools and Machinery	26% (6,076)	92	Mix of tools and machinery. Caused an additional 6,866 'non-severe' eye injuries
Falls, Trips, and Slips	13% (3,170)	164	Stairs, ladders, stacking, and exiting vehicles were common factors

Table 1: Severe injuries in the manufacturing sector – 2008 to 2014

Source: SWIFT (Adjusted injury ACC data – not official ACC statistics).

MAJOR INJURY SITES	ACTIVE COST	ACTIVE CLAIMS	AVERAGE COST PER ACTIVE CLAIM
Lower Back/spine	\$16 M	5,878	\$2,666
Shoulder (incl clavicle/blade)	\$14 M	3,311	\$4,118
Ear	\$9 M	11,048	\$783
Hand/wrist	\$9 M	3,622	\$2,369
Finger/thumb	\$8 M	5,632	\$1,354
Others	\$46 M	18,845	\$2,446
Total	\$100 M	48,336	\$2,074

Table 2: Major injury sites by active cost, active claims and average cost (2014)

Active claims are those with a payment in the year (accident could have occurred before this time).

WHO IS GETTING INJURED?

A small number of the larger employers contribute a large proportion of severe injury claims (table 3). Over 2009-2014, 80% of claims were from 1,476 employers (50% were from 125 employers).

Food product manufacturing is even more concentrated, with 52 employers making up 80% of severe injury claims (40% of all claims in manufacturing).

Sub-industries with high injury volumes also show high claim rates per employee (table 4). The highest rates are in food product manufacturing (2.9 claims per 100 employees), fabricated metal (2.4) and wood product manufacturing (2.2). At a lower level, meat and meat product manufacturing has a rate of 4.7. Additionally, provincial regions such as Manawatu-Wanganui, Hawkes Bay, Southland and Bay of Plenty have high rates and moderately high volumes.

SWIFT SECTOR	SEVERE INJURIES	EMPLOYERS WITH 80% OF INJURIES	TOTAL INJURIES	EMPLOYERS WITH 80% OF INJURIES
Food and beverage	2,436	52	12,293	125
Metal products	1,172	1,112	11,553	1,726
Wood and paper	363	316	3,369	446
Minerals and chemicals	381	284	3,246	348
Other sector	533	691	4,154	2,179
Total Manufacturing	4,885	1,476	34,615	2,893

Table 3: Number of employers accounting for 80% of claims¹ (Levy Year 2009-2014)

¹ ACC employer entities for levy payment; number of claims is average over levy years 2009-2014.

MAJOR SUBDIVISIONS	SEVERE INJURIES	%	RATE PER 100 EMPLOYEES
C11 Food Product Manufacturing	1,994	48%	2.9
C22 Fabricated Metal Product Manufacturing	528	13%	2.4
C14 Wood Product Manufacturing	344	8%	2.2
C24 Machinery and Equipment Manufacturing	246	6%	0.9
C23 Transport Equipment Manufacturing	242	6%	2.1
Others	833	20%	1.2
Grand Total	4,187	100%	2.0

Table 4: Industry rate of severe injury claims a year per 100 employees (average 2012-2014)

¹ Employment count estimates from business demography (Statistics NZ, excludes self-employed).

RECENT TRENDS IN CLAIMS

The claims composition of Asian and Pacific workers in food product manufacturing has increased over 2007-2014 (Asian workers from 2% to 6%; Pacific workers from 9% to 12%). Other sub-industries show even greater change (eg Bakery Product, from 7% to 20% for Asian workers). A large proportion of claimants appearing for the first time in ACC data have Asian and Pacific ethnicity.

DO THE STATISTICS PAINT THE FULL PICTURE?

The recent survey of workers and employers suggests that there is a serious level of under-reporting of harms and accidents. When asked how often hazards, near misses and accidents were reported to bosses/supervisors only:

> 2 out of 10 workers (23%) and 3 out of 10 employers (34%) in the manufacturing sector said they believed this happened “all the time”.

Further, only 27% of employers said that serious harm incidents in their businesses had been reported to WorkSafe (or previously MBIE – this figure is based on the incidents over the past 12 months that employers could recall and only includes those employers who indicated they had experienced one or more serious harm incidents in their business over the past 12 months).