

4 July 2018

Rich Aitken
fyi-request-7851-a76a3430@requests.fyi.org.nz

Dear Rich

Thank you for your follow up questions of 19 June 2018.

We have considered your request under Official Information Act 1982 and I can confirm we are releasing the information to you in full. Please see below.

1. Where on your website does the employment relations problems policy sit as it does not currently appear to be there?

The policy that we referred to in our earlier response is an internal WorkSafe New Zealand document. Please find an attached copy of three policies, Psychological Harm and Trauma Policy and Procedure, Managing Workplace Violence and Threatening Behaviour Policy and Procedure and Workplace Bullying Prevention and Response Policy.

We have also provided a copy of our Employment Relationship Problem resolution process which sits within our Employment Agreement. A copy of the above process is provided to all our employees.

2. What percentage of those complainants left WorkSafe following their complaints?

Since Worksafe New Zealand was established in December 2013, we have received nine complaints, and of those 77% (seven people) have left WorkSafe.

3. What support do you as an employer provide complainants following the incidents?

WorkSafe makes support available to those employees through an Employee Assistance Programme. Support is also provided by a liaison person within the People and Culture team or a WorkSafe manager.

4. How do you record these incidents for reporting?

These incidents are recorded in a confidential register managed within the People and Culture team.

5. How many complaints containing reference or an element of physical violence have you received in HR and how many have been resolved?

One compliant was received in 2016. It has been resolved.

If you require any further information please contact oa@worksafe.govt.nz.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'C McNaught', written in a cursive style.

Carol McNaught
General Manager –People and Culture