

CASE STUDY

workingwise

ENGAGING YOU IN HEALTH + SAFETY + WELLBEING



RANGITIKEI
DISTRICT COUNCIL

Local Government Case Study Rangitikei District Council Co-design HSW Risk Framework

THE PROBLEM

Rangitikei District Council were concerned that the current health and safety risk management processes were not as effective as they could be. Staff were not well engaged in reporting and verifying risk controls. The risk management framework did not adequately cover the psychosocial risk. It also did not drive lead indicator reporting.

OUR SOLUTION

Working Wise used a high engagement process to codesign an integrated health, safety and wellbeing risk management framework through the input of RDC staff. Employee and manager focus groups identified their team risk profiles and did deep dives into specific risks. They identified root causes of psychosocial risks and created review processes to verify controls and opportunities for improvement.

THE OUTCOME

Working Wise has assisted us to drive high engagement work methods in a way that is simple, enjoyable and easy for staff at all levels to participate in. It has helped us (Council) to truly understand how our people experience risk within their work environment, and their ideas for improvements and solutions.

ENGAGING IN HSW RISK MANAGEMENT

Challenges

- Staff not clear about the impact of risks.
- Risk processes not understood by all staff.
- Psychosocial risk not addressed by HSW risk management framework.

Successes

- Leaders and their staff understand their workplace risks and management processes.
- Executive leadership have better HSW lead indicator measurements.
- Our staff report that they feel engaged, involved and listened to.



As an executive leadership team, it has meant that we have received valuable ideas and solutions from staff which we've used to make immediate improvements.

Sharon Grant
Group Manager People &
Performance
Rangitikei District Council