

A photograph of a meeting in progress. Several people are seated around a table, looking towards the left. The room has large windows in the background.

## CASE STUDY

### Absolutely Positively Wellington City Council

Me Heke Ki Pōneke

## Local Government Case Study Wellington City Council Improving team engagement in health, safety and wellbeing

### THE PROBLEM

Wellington City Council were concerned their managers and team leaders didn't have the right skills and knowledge to engage with their teams to identify and lead improvements in relation to health, safety and wellbeing (HSW) risks, and general HSW issues.

### OUR SOLUTION

Throughout 2022, Working Wise facilitated one day Engaging Leaders workshops that were attended by 140 managers and team leaders. The workshops were interactive with group exploration and discussion, practical activities to identify and practice activities, and engagement tools for team meetings. Participants were also upskilled on their HSW responsibilities and the legal duties of parties in the workplace.

### THE OUTCOME

After participating in the workshops, managers were more confident to engage with their staff about health, safety, and wellbeing. They increased their skills to work as a team to improve their workplace health, safety, and wellbeing risk management. They understood their responsibilities and duties under the HSWA.

### ENGAGING LEADERS IN HSW

#### Challenges

- We work safely because we don't have accidents.
- No one talks about health & safety in team meetings.
- I'm not sure what I should do about health and safety as a manager.

#### Successes

- I can lead HSW conversations.
- I understand my HSW responsibilities.
- I know more about HSW risk management and how to engage my team.



The best part was highlighting the need to engage everyone – top to bottom for H&S to be effective

**Engaging Leaders  
Workshop Participant**  
Wellington City Council