

Entered by Board Secretary

# Safety Integration

For decision:

For noting:

## Te tūtohunga / Recommendation

That the Auckland Transport Board (board):

- a) Notes the safety team is progressing an integrated portfolio of work to lead safety change and enable delivery of the Vision Zero transport safety strategy and health and safety outcomes across Auckland Transport (AT).
- b) Agrees to attend a board safety workshop as part of the safety integration portfolio of work with the board providing feedback on the priorities for focus for their workshop.

## Te whakarāpopototanga matua / Executive summary

1. The safety team would like to invite the board to attend a safety workshop in October-December 2020. The workshop will enable the board to experience some of the material from the Vision Zero Principles workshop, build their own safety knowledge and show resolute leadership through leading by example.
2. The workshop will also strengthen visibility of the board's commitment to their own safety leadership actions and responsibilities. It provides the board an opportunity to revisit and refresh their safety actions to support the achievement of AT's safety commitments.
3. The safety team is progressing an integrated delivery of safety actions with teams across AT. Each AT function is expected to have safety outputs embedded in their business plan and programmes. Through committing to specific board safety actions, it shows leadership in delivering on the Vision Zero Strategy.
4. Phase 1 of Safety Integration includes both health and safety and Vision Zero Strategy actions. Following development and approval of Health and Safety Strategy. Phase 2 will include further development of health and safety actions and transport safety actions.

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## Ngā tuhinga ō mua / Previous deliberations

Date	Report Title	Key Outcomes
February 2020	Safety Plan and Operating Model Optimisation Update	SHRC noted the Safety Plan and operating model update.
November 2019	Safety Implementation and Communications Update	SHRC provided feedback on Safety Enterprise Change and the draft Vision Zero Communications Strategy.
September 2019	Vision Zero Strategy & Action Plan	Board approved the Vision Zero for Tāmaki Makaurau Transport Safety Strategy and Action Plan to 2030.
April 2019	Vision Zero Board workshop	Draft roles document including proposed commitments and actions to be refreshed as part of Vision Zero implementation phase.

## Te horopaki me te tīaroaro rautaki / Context and strategic alignment

5. The safety team was formed under Project Enable in March 2019 to deliver transformational change and deliver the recommendations of both the Road Safety Business Improvement Review and the Health & Safety Business Improvement Review including greater safety governance, leadership and influence to ensure safety is seen as an operational responsibility and not just the role of a safety team.
6. The safety integration work builds on the safety change work started at the beginning of 2020 which requires change across the organisation with a strong focus on people, processes and systems. In partnership with Culture & Transformation, work streams including safety learning, communications (safety narrative), leadership and engagement are aimed to build capability across AT to deliver AT's safety commitments.
7. Improvements in processes and system are aimed to provide better visibility of safety outputs through quality reporting. We know there is already a number of good safety projects and pieces of work happening within the organisation and the proposed safety integration portfolio enables tracking and monitoring of safety outputs, capturing safety projects as well as enabling new safety projects. It is important for this to align and link with AT's Enterprise Business Plan (EBP) and other performance measures.
8. As part of AT's management oversight, a Safety Enterprise Portfolio Steering Group (EPSG) will be set up. This group will facilitate cross functional capability and commitment to safety. The steering group will be a forum for strategic objective monitoring through delivery and integration of safety actions across the organisation.

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## Ngā matapakinga me ngā tātaritanga / Discussion and analysis

9. In April – May 2019 Vision Zero workshops were held with the board, ELT and senior management across the organisation – see attachment 1 Draft Roles Document Vision Zero Workshops ELT Board. At these workshops draft commitments and actions were produced and these are a resource to start conversations with each team to integrate their safety actions into their programme of work. This has been integrated in the Vision Zero Principles workshop to start the conversation with AT staff.
10. Several types of roles were also described or identified during the Vision Zero workshop with the board in April 2019. These were “governance and leadership”, “board initiated and led”, “a supportive role”, “lead and champion”, “partner” and “hold AT accountable”. These need to be revisited, refreshed and to include new safety actions.
11. It is important for the board to continue their safety leadership journey to build their own safety knowledge and capability. The proposed board safety workshop will be an innovative learning experience, enabling development and growth. It also portrays resolute leadership through leading by example in creating the board’s own safety actions and commitments.
12. In order to develop a targeted workshop for the board, we would like the board to discuss the following questions:
  - a. What is your feedback from your experience attending the Vision Zero workshop in April 2019 or general advice would you like to provide?
  - b. Are there any specific areas that you would like us to cover in the proposed board safety workshop?

## Ngā tūraru matua / Key risks and mitigations

Key risk	Mitigation
Insufficient resourcing in the safety team impacts key deliverables.	Development of the safety operating model to ensure efficient ways of working.
Competing priorities and change experienced by AT’s people leaders and staff impact focus on safety outcomes.	Partner with Culture & Transformation to gain visibility of organisation commitments and time roll out tactically.

## Ngā ritenga-ā-pūtea me ngā rauemi / Financial and resource impacts

13. The Safety Integration work will be delivered with existing AT staff and funding.

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14. The safety learning solutions are delivered by existing AT staff and learning content resources mutually shared with Waka Kotahi NZ Transport Agency.

## **Ngā whaiwhakaaro ō te taiao me te panonitanga o te āhuarangi / Environment and climate change considerations**

15. Achieving our Vision Zero goal and health and safety outcomes delivers on AT's sustainability and wellbeing goals and supports a high performing culture. An action in the Vision Zero Strategy is to partner with Culture and Transformation to ensure safety is part of the organisation's culture and DNA. The safety integration work enables the delivery and implementation of the Vision Zero strategy action plan through building capability in people, processes and systems to deliver safe outputs.

## **Ngā reo o mana whenua rātou ko ngā mema pooti, ko ngā roopu kei raro i te maru o te Kaunihera, ko ngā hāpori katoa / Voice of mana whenua, elected members, Council Controlled Organisations, customer and community**

16. The safety integration portfolio will provide oversight of safety actions and outputs across AT, including the roll out of safety learning solutions. Building safety capability at AT is aligned to our Vision Zero Strategy and future learning can be delivered to our external network.

## **Ngā whaiwhakaaro haumaruru me ngā whaiwhakaaro hauora / Health, safety and wellbeing considerations**

17. Health, safety and wellbeing is central to this paper. This delivers our safety objective to embed safety across the organisation and make safety part of everyone's role and responsibility.

## **Ā muri ake nei / Next steps**


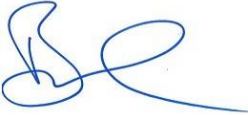
18. Development of the safety integration portfolio of work.
19. The safety team to receive feedback to enable the development of a targeted safety workshop for the Board (August – September 2020).
20. The safety team to schedule workshop for board (October – December 2020).

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## Te whakapiringa / Attachment

Attachment number	Description
1	Draft Roles Document Vision Zero Workshops ELT Board 2019

## Te pou whenua tuhinga / Document ownership

Submitted by	Ping Sim Safe System Lead	
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Approved for submission	Shane Ellison Chief Executive	