



July 2020

WORKFORCE SEGMENTATION AND INSIGHT PROGRAMME

Transport, Postal and Warehousing

What we have learned

Transport, Postal and Warehousing (TPW) is one of WorkSafe’s higher risk industries in New Zealand, as TPW workers experience multiple harms at work based on ACC claims data. Despite that, the Workforce Segmentation and Insight survey found that TPW is one of the top industries for having a mature safety culture at work, where large proportions of employers and workers proactively look out for each other’s health and safety. Some 63% of TPW employers state that health and safety at work is their top priority.

For New Zealand TPW workers, the top three most important factors for safe and healthy work are: having a good work/life balance (61%), having a good income (60%) and staying healthy and safe at work (53%). Here’s what else we now know:

Employer attitudes towards safety

60%	have a ‘mature’ attitude (care for others/ protect me or mine).	Some 80% of New Zealand TPW employers report that they have a strong safety culture where everyone is always watching out for each other’s health and safety.
84%	state that they are fully aware of their health and safety obligations.	A total of 68% of employers state that their workers who act safely receive positive recognition, and 68% of workers say they are acknowledged for it.
77%	state they make the time and effort to ensure they’re up-to-date with changes in health and safety legislation.	Half of New Zealand’s TPW employers state they have formal health and safety training for their workers, while 42% of workers say this occurs.

Worker engagement in safety

69%	always have a say in decisions that affect their health and safety (77% of employers say this).	<p>About 24% of New Zealand TPW workers actively encourage their fellow workers to act safely on the job. However, around 58% of workers may at times not let health and safety requirements get in the way of ‘getting the job done’.</p> <p>Some 82% think that their boss would support them if they suggested stopping work because of a potential hazard. And 85% of TPW workers are confident in their knowledge and ability to avoid long-term health problems from work.</p>
42%	are either ‘advocates’ or ‘attainers’ when it comes to safety engagement.	
94%	are confident they have the right knowledge and skills to keep safe at work.	
91%	have the confidence to speak up and say no, if asked to do something risky at work.	
84%	believe their boss would take them seriously, and act appropriately, on any concern they raised about health and safety at work.	

Physical harm or injury (last 12 months)

19%	of workers report experiencing 'serious physical harm or injury' on the job.	TPW workers are the least likely to report serious and non-serious injuries, compared to workers in other higher risk industries in New Zealand.
38%	of workers report experiencing 'non-serious physical harm or injury' at work.	But they are the most likely to report experiencing fatigue compared to workers in other higher risk sectors. Around 70% say they often or most of the time turn up at work when they are over-tired, sick or injured.
25%	report suffering sprains, strains or dislocations.	

Psychological harm (last 12 months)

59%	of workers report that work-related stress had been damaging to their mental wellbeing.	Mental health is a big concern among TPW workers, however there is a significant gap in perception about this health problem between workers and employers.
46%	of workers report experiencing work-related depression or anxiety, the second highest rate of any industry.	While 59% of workers say they have experienced damaging work-related stress, employers report this figure at 37%. And while 26% of workers report experiencing work-related anxiety in the last 12 months, employers say 16% have.
19%	of workers report they have been bullied or harassed at work, higher than the all-industry average of 15%.	TPW workers report a similar rate of work-related depression and anxiety to construction workers, and a slightly lower rate than healthcare and social assistance workers.

Workplace exposures

76%	of workers say they are exposed to physical hazards at work.	Physical risks commonly reported by TPW workers are loud noise (56%), extremes of hot or cold temperature (59%), and ultra violet radiation (38%).
62%	of workers say they are exposed to organisational hazards at work.	Among organisational hazards, the most prevalent are working nightshifts (53%), working outdoors for most of the day or the week (49%) and using tools that vibrate (43%).
60%	of workers say they are exposed to chemical hazards at work.	Diesel is the most common exposure mentioned by workers (40%), followed by lead and its compounds (7%) and asbestos (5%).

Safety practices

80%	of workers say they use personal protective equipment when it should be used.	TPW workers and employers share similar perceptions on health and safety practices at work almost across the board.
78%	of workers state that machinery or equipment is used as instructed in the manual.	Some 86% of TPW employers say that machinery or equipment is well maintained and 83% of workers agree this is the case. Where 80% of employers say machinery or equipment is fully checked before use, 78% of workers agree.
59%	of workers say they act to prevent harm from awkward or repetitive body movement, or long periods of standing or sitting.	However, while 93% of employers say they act straight away when a potential hazard is identified, 82% of workers agree that this happens.