



Keeping our people safe in a dynamic operating environment: New Zealand Police Critical Risk Programme

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NZP formally commenced a Critical Risk management programme in 2021, as a means to effectively identify, manage, monitor and mitigate risk to keep our employees safe and well including those we are responsible for while effectively delivering a policing service to our communities. The unique nature of policing is such that we cannot always just eliminate harm by stopping work so it was imperative that we had a comprehensive understanding of what the most critical risks were to our people, and what controls we had in place to reduce the likelihood of harm occurring. From early days, we engaged the experience of H&S consultancy firm Van Schaik H&S Solutions to provide advice and support on international best practice and utilising bowtie methodology, we have developed a comprehensive Critical Risk Management framework as well as Assurance and Risk framework, alongside establishing a dedicated permanent Critical Risk Team focused on Critical Control verification activities within our Districts and service centres. We have engaged every level of the organisation in the Critical Risk Programme, from Officers of the PCBU each taking on the role of an Executive Sponsor of a Critical Risk, National Managers being responsible Critical Control Owners, through to our workers who are fundamental to every part of the framework including verification of control performance. 2023/24 has been our benchmarking year, with over 800 frontline staff so far being involved in verification activities, in addition >1800 staff surveys and >1000 safety observations carried out to obtain both quantitative and qualitative reporting data on the performance of our controls in place. We have developed and enhanced our governance of critical risk by ensuring recommendations and actions resulting from performance gaps are monitored and actioned through our NZP governance framework.

Biography:



Superintendent Mel Aitken has been a Police Officer for 25+ years, spending the majority of her career in an operational capacity leading front line emergency response in a variety of roles. For 5+ years she has been the Director of Safer People, responsible for NZ Polices' health, safety, wellbeing, Injury management, physical education and health promotions workstreams.



Margaret is a Chartered Health and Safety Professional with 25 years' multi sector experience in H&S group management, advisory, regulatory and consultancy roles and Managing Director of a specialist H&S consultancy. Margaret is a Chartered Fellow with IOSH, a Certified Fellow with NZISM and a HASANZ registered Health and Safety Professional. Margaret is a member of the Institute of Directors (IoD), holds a number of governance roles and is an independent advisor across public and private sectors. Co-founder and Chair of Women in Safety Excellence New Zealand Margaret is passionate about supporting career progression for women in health and safety.