



PROGRAMME: **ADULT AND TERTIARY TEACHING (LEVEL 4)**
 EMPLOYER: **WORKSAFE**
 FACILITATOR: **KEITH**

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Afele is a Health and Safety (H&S) Inspector with WorkSafe. He and his colleague Hans Key were aware of the statistics of Pasifika workers being harmed in the workplace. So, on top of their regular inspectorate jobs they have been delivering a programme specifically for Pasifika, Māori and migrant workers, called Puataunofo, Come Home Safely, to raise awareness of health and safety matters.

Afele recognised that the literacy level of the H&S legislation was technical and complicated. Terms, such as ‘hierarchy of control, elimination, and minimisation’ were not being understood by a vulnerable demographic and therefore weren’t being applied.

He and Hans were able to design an effective programme that would bridge the gap between knowledge and practice. Their approach was holistic. It needed to provide workers’ rights in terms of the law and employer responsibilities, but also reflect the values of Pasifika culture (9 different island cultures) and be responsive to the way Pasifika people learn. ‘By ensuring the delivery acknowledged the cultural needs of the workers,’ Afele says, ‘it brings them all into the circle. We’re telling them this is not your standard H&S programme.’



Afele acknowledges, ‘since doing the ATT4 course I’ve been able to identify strategies and implement practices like kinaesthetic learning and use signs and hand signals. Pacific people are visual learners, so this kind of learning is huge for them. I tell them raise two fingers as a cue. There are two laws to protect you. If you feel unsafe, chuck up your two fingers. That’s how the message is burnt into their brains. The same goes for 5 fingers. It’s a \$500 fine for failing to wear your protective equipment (PPE). If you see a workmate not wearing his high-vis, chuck up your 5 fingers. The message is clearly given and easily understood. I learnt this kind of delivery from this course.’

Afele’s final words,

“I absolutely value the learnings that I’ve got out of this course. It’s been really positive. I’m going to be a lifelong learner. Trying to learn more and more until my cup is full.”
