



Toolbox Talk

March 2023



Resilience

What is Resilience?

Resilience is the ability to bounce back and recover from challenging situations. It is the capacity to adapt to change, handle stress, and manage things that go wrong in a way that allows you to thrive despite difficulties. Resilience is not about avoiding or eliminating obstacles but rather about developing the ability to overcome them.

Why Resilience is essential

Resilience is essential because life contains challenges, setbacks, and disappointments. Whether it is a personal loss, a difficult work situation, or a global crisis, everyone experiences adversity at some point. Resilience enables individuals to navigate these challenges and become more assertive on the other side. Resilient individuals can better handle stress and manage their emotions, improving mental and physical health outcomes. Resilience can also help individuals maintain healthy relationships and achieve their goals, even in the face of obstacles.



The **impact** of Resilience

Resilience can be significant in many areas of life. For example, resilient individuals tend to have higher levels of well-being, greater job satisfaction, and better relationships with others. They are also more likely to experience personal growth and achieve their goals.

Resilience can also play a role in mental health. Research has shown that more resilient individuals are less likely to develop mental health disorders, such as depression or anxiety, and are more likely to recover from these conditions if they do develop them.



Tips to **Build** Resilience

Several strategies can help individuals build Resilience:



1. **Build a support network**

A network of supportive friends and family members can help individuals cope with stress and adversity.



4. **Set realistic goals**

Setting achievable and realistic goals can help build confidence and a sense of accomplishment.



2. **Practice self-care**

Taking care of yourself physically and mentally can help you better manage stress and build Resilience. This may include exercise, meditation, or leisure time in nature.



5. **Practice gratitude**

Focusing on the positive aspects of your life, even in difficult times, can help you maintain a positive outlook and build Resilience.



3. **Develop a growth mindset**

Individuals with a growth mindset view challenges as opportunities for growth and learning rather than insurmountable obstacles.



6. **Develop problem-solving skills**

Developing practical problem-solving skills can help individuals approach challenges constructively and productively.

Signs of Resilience

There are several signs that an individual may be resilient:

1	OPTIMISM	Resilient individuals maintain a positive outlook, even in difficult situations.
2	ADAPTABILITY	Resilient individuals can adapt to change and solve problems creatively.
3	EMOTIONAL REGULATION	Resilient individuals can manage their emotions healthily and productively.
4	SELF-EFFICACY	Resilient individuals strongly believe in overcoming challenges and achieving their goals.
5	SOCIAL SUPPORT	Resilient individuals tend to have a strong network of supportive friends and family members.
6	A SENSE OF PURPOSE	Resilient individuals often have a strong sense of purpose and direction in their lives, which can help them navigate challenges with greater ease.

In summary, Resilience is the ability to bounce back from difficult situations and thrive despite adversity. Building Resilience can help individuals better manage stress, achieve their goals, and maintain healthy relationships. Building resilience includes developing a support network, practising self-care, and cultivating a growth mindset. Signs of Resilience include optimism, adaptability, emotional regulation, and a strong sense of purpose.

Getting help when you need it

If you are struggling, it is essential to reach out for help. There are more people there you can speak to than you may think. Talk to your family or friends. Your ATNZ account manager is always there to discuss your problems.

ATNZ provide an employer assistance programme for all our apprentices.

If you feel you need or want counselling or advice, please get in touch with our employer assistance provider OCP on **0800 377 090 or at **ocp.co.nz****





Remember **STAAR** = Good Work Practices **Stop Think Assess Act Review**

Health and safety reps

Your Health and Safety (H&S) Reps are here to represent and assist you (apprentices) in all health and safety matters. If you would like to talk to an H&S Rep or have any H&S issues, feel free to contact any one of them. They will be more than happy to help.

Waikato

Elizabeth Humberstone 027 806 8879

Wellington

Joseph Toeaso 027 419 4730

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Health and safety summary January/February

Remember to keep reporting accidents and incidents so we can all learn from them.

It's great to see near misses being reported and we encourage you to keep reporting these so we can prevent an actual injury happening.

- S** Stop
- T** Think
- A** Assess
- A** Act
- R** Review

Lost time injuries	4
First aid injuries	1
No injury	0
Medical treatment injuries	1
Near miss	0
Non work injuries	4
Restricted work injuries	0
Pain/discomfort	0
Total Incident	10

Incidents

Medical treatment injury	Cut to hand
Nature of injury	Hit by moving object
Incident	A piece of metal plate slipped through the vice as the apprentice was leaning on it and their hand went with it catching their finger on the corner of the workpiece causing a cut open the knuckle.
Immediate actions taken	Went to doctor and required 2 stitches.
Corrective actions	Communicated to apprentice to be aware of surroundings when completing tasks and think about body position in relation to the task. Apply STAAR to their work practice.
Lost time injury	Cut to finger
Nature of injury	Powered hand tools/equipment
Incident	Apprentice was tidying up some old scaffolding stillages to be put back into service. They were using a grinder fitted with a flapper disc. The grinder slipped off the work piece and cut the apprentices finger. The apprentice was holding the grinder with both hands (yet to confirm orientation of grinder) when the grinder slipped their hand came off the side handle and the disc made contact with their hand. Apprentice was wearing leather rigger gloves at the time and had been taken through the grinder SOP. The grinder being used had a current test tag and the guard and handle was in place.
Immediate actions taken	First aid applied and sent to hospital for further assessment where they received a surgical clean out and some stitches.
Corrective actions	Host to take apprentice take through the Grinder SOP and reassessed. Senior staff to closely supervise the apprentice and correct techniques as required until they have more experience. Evaluate alternative grinders that may be ergonomically more suitable for the apprentice to use, with auto shut off switch. Host to discuss incident with the team and ask them to keep and eye out for anyone using unsafe practices and stop and correct them.
First aid injury	Cut to head
Nature of injury	Hitting object with part of body
Incident	Apprentice was using a ring spanner which slipped off of the bolt and slipped causing the apprentice to fall forward hitting their head on the guard of the husker causing a small cut and some bruising to forehead.
Immediate actions taken	First aid applied
Corrective actions	Poor posture and technique creating the hazard. STAAR process discussed and a refresh on good body position when working to direct force away from areas of potential harm. To take more care when using tools. Check body position.

Incidents

Lost time injury	Burn to knee
Nature of injury	Welding
Incident	Apprentice was welding and knelt down on weld splatter on the ground and it burnt through their overalls. At the time they didn't realise this had happened and the burn was minor at time. At time they didn't apply first aid as they thought it was minor. Over the weekend the small wound got infected and they went to Doctor a few days later to get treatment and antibiotics for infection.
Immediate actions taken	No immediate actions taken.
Corrective actions	Communicated to apprentice to be aware of surroundings when completing tasks and think about body position in relation to the task. Apply STAAR to their work practice.
Lost time injury	Carpal tunnel syndrome
Nature of injury	Welding
Incident	Initially reported as pain with a diagnosis of carpal tunnel syndrome attributed to welding requiring surgery. Upgraded to LTI due to surgery 14/12/2022
Immediate actions taken	No immediate actions taken
Corrective actions	Required surgery to right hand, scheduled to have left hand done in 2023
Lost time injury	Carpal tunnel syndrome
Nature of injury	Welding
Incident	Initially reported as pain with a diagnosis of carpal tunnel syndrome attributed to welding requiring surgery. Upgraded to LTI due to surgery 14/12/2022
Immediate actions taken	No immediate actions taken
Corrective actions	Required surgery to left hand
Lost time injury	Amputation of finger
Nature of injury	Machinery
Incident	Apprentice was using the Notcher to cut up little bits of stainless steel. The apprentice couldn't see if the blade was going to cut on the mark that they had made. They lent over to look down the line of the blade moving their hand and not realising that when they stood back up and went to do the cut, the top of their pinky finger was underneath the cutting blade. As the cutting blade came down it cut the end of their pinky finger straight off.
Immediate actions taken	First aid applied and sent to the hospital for further assessment requiring surgical tidy up and stitches
Corrective actions	Host has completed a toolbox talk with staff about the incident. Guarding has been attached to the machine. Retraining on SOP to be completed. Communicated to apprentice to be aware of surroundings when completing tasks and think about body position in relation to the task. Apply STAAR to their work practice.