

Everyday movements

Making the safe choice the easy choice

Before you move it, check the load.

The risk

Kaimahi (workers) are often required to move bags, or lift equipment and supplies in and out of vehicles during the course of their workday. When loads are heavy, awkward or poorly packed, and support or equipment isn't readily available, the risk of strain and injury increases.

Why this matters

Kaimahi (workers) make many small decisions while out and about in the course of their work, whether it's carrying a load as it is, adjusting it or stopping to change the approach. Their choices can make a big difference to injury prevention. Kaimahi (workers) are more likely to make safe choices like splitting, wheeling or re-packing when those choices are easy to access.

Your role as a leader

As a leader, you help shape the conditions that make safe choices possible. When leaders actively remove barriers like missing equipment or time pressure, injury risk is reduced and safe behaviours are reinforced as 'how we do things'.

What this looks like in practice:

- Make sure the right equipment, like a trolley, is available and easy to access.
- Encourage kaimahi (workers) to pause and adjust loads without feeling rushed.
- Respond quickly when equipment or support is missing.
- Normalise asking for help as part of working safely.

Barrier-busting

Here are some common barriers that stop kaimahi (workers) from making safe choices and what you as a leader can remove:

- **'It's quicker to just carry it':** provide and promote wheeled options and storage that make safe loading quick and easy.
- **Equipment isn't where it's needed:** check placement, availability and condition of trolleys and bags. Encourage kaimahi (workers) to confirm the availability before heading off to a job.
- **Working by yourself means no back-up:** clarify who to contact and what to do when a load isn't manageable. Check in with kaimahi (workers) regularly.
- **Pressure to keep moving:** reinforce that pausing or stopping a task to stay safe is always supported.

Ask the team

Use these questions to open up a **kōrero** (conversation) about what your team is really experiencing:

1. When you're working, what makes it hard to split, wheel or re-pack a load?
2. Where do you notice yourself carrying more than you should?

Commitment

Complete this commitment with your team or with individuals eg, **'This week I/we will make sure safe equipment is available before heading to the job'**.

This week I/we will...

Continue the kōrero (conversation):

Follow up regularly to focus on making safe choices by asking curious questions such as **'Since we made this commitment, what's been easier and what's still getting in the way?'**



Other resources

- **Everyday movements** quick reference guide
- **Everyday movements** micro card
- **Move Well: Skills for kaimahi** elearning
 - Moving techniques
 - Using equipment
 - Communicating my safety
- **Move Well: Focus on leaders** elearning
 - Conversations that matter
 - Prevention and response
 - Applying the learning - coaching guide