

Speak up in the moment

Silence makes it normal.

The risk

When no one speaks up, unsafe situations can start to feel like 'just the way we do things'. Over time, they can blend into everyday work and go unnoticed. Before you know it unsafe behaviour has become the default way of working.

How staying silent leads to injury

- Broken or unsuitable equipment keeps getting used instead of being fixed or replaced.
- Shortcuts turn into habits if no one calls them out.
- Dangerous situations or behaviours aren't interrupted before they cause injury.
- People assume 'someone else will say something'.

How to prevent injury: speak up in the moment

When one person speaks up, everyone benefits. You do not need to explain everything or have the perfect words. One clear, respectful phrase can pause the moment and reset safety.

You can use the four parts of a safety kōrero (conversation) to help with what you want to say.

1. Observation: what you've seen or heard. Keep to the facts without blaming.
2. Impact: why it matters. It could be safety, hauora (holistic wellbeing), timing, equipment, or workload.
3. Suggestion: your ideas for how to make things safer or easier.
4. Check: ask for their opinion and together agree on next steps.

For example: 'I notice we're lifting without the aid. I'm concerned about injury. Should we grab the hoist? What do you think?'

If it still isn't safe...

If speaking up in the moment doesn't lead to a less-risky situation, **stop the task and escalate straight away.**

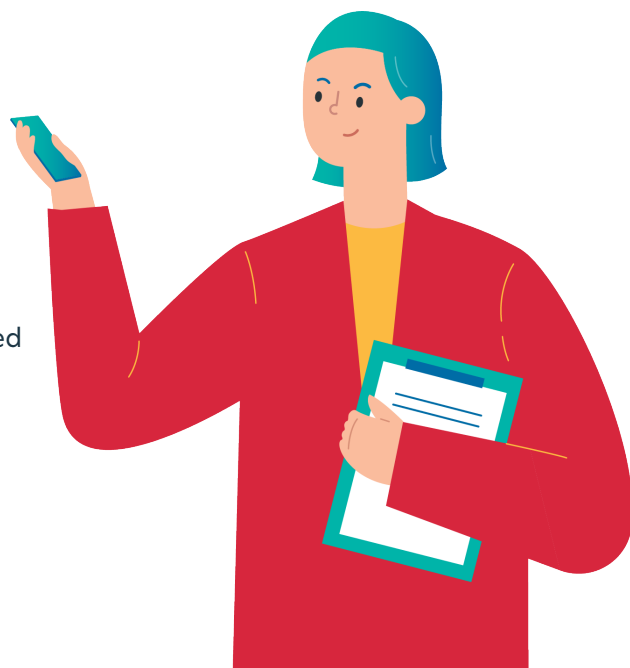
You'll be supported by your leader to rethink the approach or delay until the right help is available.

Reflection

Think of a time in your mahi (work) when you noticed something unsafe.

What made it hard or easy to speak up?

Which part of the kōrero (conversation) about safety felt most comfortable?



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Resources

Move Well: Skills for kaimahi
elearning

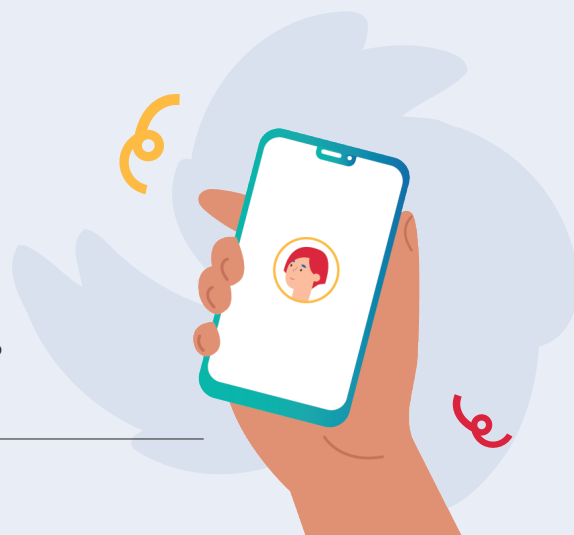
- Conversations that matter
- Communicating my safety

Helplines

Emergency: 111

Healthline (NZ): 0800 611 116

**Employee Assistance
Programme (EAP):** _____



Where can I find the equipment I need?

Who should I contact for help or escalation?

This could be your leader, health and safety rep, facilities contact, or a colleague.

Name:

Role:

Contact:

Name:

Role:

Contact: