

Silviculture Action Group

Workplan Development Workshop
17 August 2018



**FOREST INDUSTRY
CONTRACTORS
ASSOCIATION**



Identity & Recognition

National level brand and marketing strategy & regionalised centric delivery

This Workplan was created out of grouping the ten themes that were identified as issues & challenges within the Silviculture Sector currently post the Report. The Workshop then generated groupings of the themes centred around the key common issue – Contractor Viability.

Advocacy & Funding

- ✓ Agency Engagement
- ✓ Industry Engagement

Recomendations

- ✓ Identify agencies that have invested interest in the sector. Lobby to partner with them to develop a comprehensive strategy that supports the industry (2.3.1).
- ✓ Gain clarity on how Tertiary Education Commission (TEC) funding can benefit the industry, understanding that this must go together with making the sector more attractive. Moreover, specifically investigate the opportunity of the Gateway programme and support available to enable the achievement of Māori (2.7.1).
- ✓ For the industry to have collective impact, they need to engage with their industry associations (2.4.1).

Focused Solutions

- ✓ FICA to lead the representation of the Silviculture industry through the Silviculture Action Group (SAG). Which will to be a voice of industry to engage with relevant agencies.
- ✓ FICA advocacy for silviculture sector within SWEP workforce study (Ministry of Business Innovation & Employment) and VET review of training practice for forestry industry.
- ✓ Competenz and VET outcomes.
- ✓ Sub committee from Training & Careers Committee
- ✓ FICA review fee structure for silviculture and partner with agency to increase benefits for contractors holding FISC certification e.g. access to MSD Mana & Mahi program and MPI Te Uru Rakau program and regional workshops targeted for the silviculture industry.

Training & Capability

- ✓ Recruitment
- ✓ Reward
- ✓ Professional Pathway

Recomendations

- ✓ Stagnated wages need to be addressed to attract workers and agency collaboration (2.8.1).
- ✓ Develop safe work resources and guidelines specific to the industry (2.5.2).
- ✓ Support programmes need to focus not only on employment but also rehabilitation and habilitation through employment (2.7.3).
- ✓ Establish a professional career pathway for workers. It is important that this is co-designed with industry (2.9.2).
- ✓ Review approaches used by competing industries (e.g. construction and manufacturing) to recruit and develop career pathways for workers within the domestic market (2.7.2).
- ✓ Entry into the industry needs to be graded on task skill sets so that fitness and competency can be gained over a sustained period without affecting the internal dynamics or earning capacity of the crew (2.9.1).

Focused Solutions

- ✓ FICA to engage with development of costing models to ensure the inclusion of workers earning a living wage (at minimum) and the inclusion of costs associated with compliance and non-productive time ie. FORME, Blackburne Group
- ✓ In partnership with FISC establish a TAG develop safe work resources and guidelines specific to the silviculture industry. This should involve workpressure as a risk.
- ✓ In partnership with Competenz to develop an industry lead professional pathway for silviculture workers and acceptable industry training model.
- ✓ FICA to identify regional development funds available e.g. He Poutama Rangatahi and provide a model for independent employment based pastoral care programs e.g. Tupu Ake.

Communication & Relationships

- ✓ Principal Contractor Relationship
- ✓ Plantation Planning
- ✓ Work Pressure

Recommendations

- ✓ Identify complimenting work tasks outside of the industry that will add value to business sustainability and worker skillsets (2.6.2).
- ✓ Develop a commercial reason (needs analysis) for principals and contractors to move from compliance to investing in sustainability (2.1.1).
- ✓ Explore the opportunity to collaborate procurement to provide the industry with sustainable scale of work programmes (2.2.1).
- ✓ Develop a comprehensive strategy to deal with commercial issues undermining productivity, health and safety (2.1.2).
- ✓ Principals need to recognise the actual costs of running a sustainable business and developing commercial incentives to attract and maintain professional contractors in the industry (2.8.3).
- ✓ Contractors need to be able to present actual (and current) costs of compliance and business sustainability to successfully negotiate these into the contract (2.6.1).
- ✓ Gain an understanding of the exposure and consequence that pressure can have on workers and identify guidelines that support the supply chain to mitigate the associated risk (2.10.1).
- ✓ Workers need the security of employment and a wage. Having an additional output bonus system is attractive for workers (2.8.2).

Focused Solutions

- ✓ Investigate models for creating continuity of work at a regional level.
- ✓ FICA to advocate with NZFOA for FICA membership and FISC certification to be requirement of service provision and costs recognised within contracts. Agency programs available to FISC certified contractors.

Communication & Relationships

- ✓ Identity & Recognition

Recomendations

- ✓ Create an industry brand and marketing strategy (2.5.1).

Focused Solutions

- ✓ FICA to engage with the development of an industry brand and marketing strategy for Silviculture as an industry.
- ✓ In conjunction with Training & Careers Committee.
- ✓ FICA revise a campaign internally to promote the three key sectors: Silviculture, Logging/Harvesting & Roding Engineering
- ✓ Open channels for postive profiling - stories/case studies
- ✓ Video on Silvi Induction