

**IN THE DISTRICT COURT
AUCKLAND REGISTRY**

CRI-2018-004-010070

IN THE MATTER OF An application for a Project Order under s 155(1)
of the Health and Safety at Work Act 2015

BETWEEN **MARITIME NEW ZEALAND LIMITED**

PROSECUTOR

AND **FULLERS GROUP LIMITED**

DEFENDANT

PROJECT ORDER

Presented for filing by: Person acting: Kim Burkhart / Geoff Beresford
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KMB-001033-49-2084-V1

Fullers Group Limited (**Fullers**) has applied for an order under section 155(1) of the Health and Safety at Work Act 2015 that it undertakes a specified project for the general improvement of health and safety, and having heard from counsel for Fullers and for Maritime New Zealand, and upon being satisfied that such an order is appropriate, this Court makes a project order on terms that Fullers is to:

1. Develop a Learning Teams Competency Framework as an analytical tool for the maritime industry and in particular:
 - (1) Invite a diverse range of Maritime Industry Stakeholders to participate in the development of the Learning Teams Competency Framework.
 - (2) Engage with at least six of those Maritime Industry Stakeholders (“Participants”) to develop the Learning Teams Competency Framework for the Maritime Sector;
 - (3) Develop Learning Teams Training Resources and a Learning Teams Facilitator Assessment Tool for the Maritime Sector;
 - (4) Trial the Learning Teams Competency Framework, Learning Teams Training Resources and Learning Teams Facilitator Assessment Tool with the Participants by training between one hundred and fifty to two hundred maritime workers in at least fifteen in person or online facilitated training sessions across the sector to be competent as Learning Team Facilitators;
 - (5) Assess the results of the trial to determine the competency of the facilitators and those that need further support;

- (6) Develop a coaching facilitation guide, a facilitation reflection journal and an self assessment tool for those who are competent to coach and mentor other workers to then become Learning Team facilitators.
 - (7) Deliver a Mastery of Skill coaching and facilitation skills workshop to between sixty to eighty maritime workers who are assessed as competent in Learning Teams in at least six in person or facilitated online training sessions;
 - (8) Analyse the data collected from the assessment tool used during the Mastery of Skill training to identify a pathway and means for those that need further support to maintain the application of mastery of the Learning Teams Facilitation skills;
 - (9) Write a case study on the learnings at steps (1) to (8) above and provide the case study to Maritime New Zealand for it to make advance comment prior to publication, along with the Learning Teams Competency Framework, and the training and assessment material and resources developed at steps (1) to (8) above;
 - (10) Make the Learning Teams Competency Framework, training and assessment material and resources publicly and freely available (in electronic format) for the Industry and training organisations to use.
2. The timing for completion of each step in paragraph 1 is as set out in Schedule 1 to this order. The project is to be completed within 24 months of the order being made. Fullers is to provide staged reports to Maritime New Zealand noting progress towards a completed project every 6 months.

3. Following completion of the project order, by 5 August 2022, file confirmation in an affidavit form that the project order has been complied with.
4. Leave to apply to amend the terms of this order is granted to Fullers if it is unable to perform the steps in Schedule 1 in accordance with the timings set out in Schedule 1 due to the impact of the COVID-19 pandemic.

DATED at Auckland this 5th day of June 2020

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SCHEDULE 1

Step	Action	Timeframe for step to be completed
1	Invite a diverse range of Maritime Industry Stakeholders to participate in the development of the Learning Teams Competency Framework.	3 months
2	Engage with at least six of those Maritime Industry Stakeholders (“Participants”) to develop the Learning Teams Competency Framework for the Maritime Sector;	6-12 months
3	Develop Learning Teams Training Resources and a Learning Teams Facilitator Assessment Tool for the Maritime Sector;	6-12 months
4	Trial the Learning Teams Competency Framework, Learning Teams Training Resources and Learning Teams Facilitator Assessment Tool with the Participants by training between one hundred and fifty to two hundred maritime workers in at least fifteen in person or facilitated online training sessions across the sector to be competent as Learning Team Facilitators;	6-12 months
5	Assess the results of the trial to determine the competency of the facilitators and those that need further support;	6-12 months
6	Develop a coaching facilitation guide, a facilitation reflection journal and an self assessment tool for those who are competent to coach and mentor other workers to then become Learning Team facilitators.	12-18 months

7	Deliver a Mastery of Skill coaching and facilitation skills workshop to between sixty to eighty maritime workers who are assessed as competent in Learning Teams in at least six in person or online facilitated training sessions;	12-18 months
8	Analyse the data collected from the assessment tool used during the Mastery of Skill training to identify a pathway and means for those that need further support to maintain the application of mastery of the Learning Teams Facilitation skills;	12-18 months
9	Write a case study on the learnings at steps (1) to (8) above and provide the case study to Maritime New Zealand for it to make advance comment prior to publication, along with the Learning Teams Competency Framework, and the training and assessment material and resources developed at steps (1) to (8) above;	21 months
10	Make the learning teams competency framework, training and assessment material and resources publicly and freely available (in electronic format) for the Industry and training organisations to use	24 months