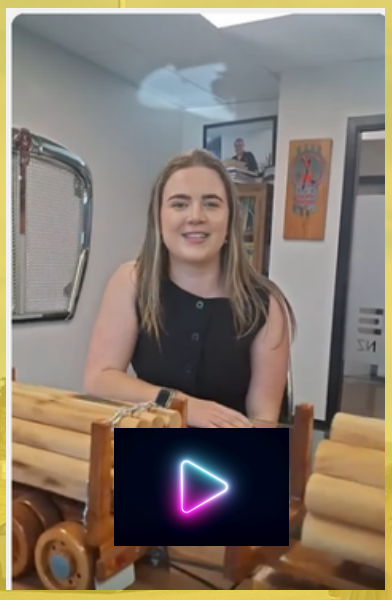
Going Home Safe

People, Well-being and Safety at QUBE Forestry LTD

Well-being is more than physical safety.

How can people, technology and workplace systems work together to keep forestry workers safe and well?



For Lily Torrie and the Operations Manager Mitchell James, well-being is about more than physical safety. It's also about mental well-being, feeling connected and creating a positive workplace culture.





Technology and driver safety

Technology is used to support driver safety. Seeing Machines' Guardian driver-monitoring system, uses an in-cab camera and computer vision/algorithms to monitor the driver's eyes, head position and facial movements in real time.

It is designed to detect:

- **Fatigue and microsleeps — including prolonged or repeated eye closure**
- **Loss of attention — such as looking away from the road for too long**
- **Driver distraction**
- **Changes in head and eye behaviour associated with declining alertness**

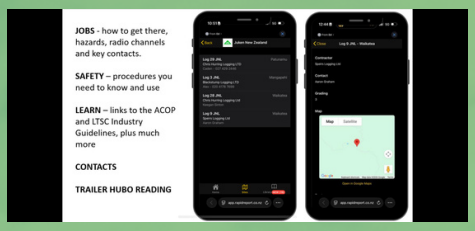
Compliance with a purpose

An observer goes out with the driver and effectively audits their work, watching to make sure they are following the correct procedures and carrying out their work safely.

The observer is not necessarily there to train the driver. Instead, the role is to observe and evaluate how the driver is performing.

This provides an opportunity to see what is actually happening in the workplace rather than relying solely on a training record to demonstrate that someone has been instructed.







At the end of the day, you want people to be able to go home to their families and be well. That's really important.



The work behind the scenes

Much of Lily's work happens behind the scenes.

- **She helps manage documentation, organise training records, process paperwork and ensure information is available and easy to find.**
- **Lily's favourite part of her job is coordinating well-being activities, bringing people together and making everyone feel valued.**
- **One of the initiatives Lily helps coordinate is a Big Healthy Day Out.**
- **Guest speakers provide practical information to support employees beyond the workplace.**
- **Budgeting: An accountant covers budgeting and KiwiSaver, especially for overseas drivers.**
- **Nutrition: A nutritionist shares tips on healthy eating.**
- **Exercise: Sport Tairāwhiti promotes staying active despite long hours driving.**



Curriculum connections: People, Technology and Workplace Well-being

DISCOVER FORESTRY NEW ZEALAND

Health & Physical Education

- Hauora and mental well-being
- Importance of relationships,
- Workplace health and safety
- Managing fatigue,
- Nutrition,
- Physical activity,
- Connection and Belonging

Technology

- Driver-monitoring technology, computer vision, sensors, safety systems
- Problem-solving and how technology is designed to address real-world problems.

Social Sciences

- Workplaces, employment & organisational culture.
- Worker rights and responsibilities
- Financial literacy & Kiwi Saver
- Communities and how organisations support people.

Mathematics & Statistics

- Training matrices.
- Safety data, fatigue events & incident data.
- Identifying patterns and using data to make workplace decisions.

English

- Interviewing
- Communicating information
- Analysing workplace communication

Science

- Human biology and fatigue how the eyes, brain and nervous system respond to tiredness.
- Nutrition and physical activity.
- The science behind computer vision and sensors.

Digital Technologies

- Algorithms
- Computer vision
- Data collection
- Digital record-keeping to monitor and manage workplace information.

Business Studies/Commerce

- Employee engagement, retention
- Productivity, and workplace culture
- Management systems
- Organisational decision-making.

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WIDE TRUST

The Wood Industry Development and Education (WIDE) Trust is a charitable trust established in 2018 with the mission to support development and education in the forestry and wood industry sectors through the provision of grants and scholarships to New Zealand students and institutions.

FOREST GROWERS LEVY TRUST (FGLT)

The Forest Growers' Levy Trust collects the commodity levy paid on harvested wood material from forest growers and acts as the custodian of those funds. The Trust ensures the levy is invested in research, development, biosecurity, promotion and other industry-good activities that benefit New Zealand's plantation forest sector.