

WORKING TOGETHER ON HEALTH AND SAFETY



EVERYONE WHO GOES TO WORK
COMES HOME HEALTHY AND SAFE

WORKSAFE
NEW ZEALAND | MAHI HAUMARU
AOTEAROA



NEW ZEALAND HAS A PROBLEM

Every week, on average...

- > 1 person dies at work
- > 15 people die from work-related diseases

Each week...

- > **16 loved ones don't go home**

WE NEED A NEW WAY OF THINKING



'She'll be right'... But will she?

**GETTING YOU HOME HEALTHY AND SAFE,
THAT'S WHAT WE'RE WORKING FOR**

HEALTH AND SAFETY AT WORK ACT 2015

- › Changing the law is **only a start**
- › To make a real difference, we need to **change our attitudes** towards health and safety



**EVERYONE WHO GOES TO WORK
SHOULD COME HOME HEALTHY AND SAFE**

WHAT ARE WE ALL WORKING TOWARDS?

- > A significant **reduction in serious injury, illness and death** from work
- > **Through ...**
 - Targeting risk
 - Working together
 - Working smarter
 - Working safer



HSWA IS A NEW WAY OF THINKING

- › Ensures **everyone has a role to play**
- › Makes everyone's **responsibilities clear**
- › Focuses on **managing risk**
- › Requires those who create the risk to **control the risk**
- › Requires you to **engage with your workers** and **enable them to participate on an ongoing basis**
- › **Allows flexibility** in managing your health and safety risks

SO WHERE DO YOU START?

Know your health and safety **Risks** ...



... manage them **proportionately**



YOU NEED TO KNOW...

- > **What the risks are** from your work
- > The **likelihood** of those risks occurring
- > The **degree of harm** that might result from those risks
- > Options to **eliminate** the risks
- > If they can't be eliminated, options to **minimise** the risks



USE COMMON CONTROLS FOR COMMON RISKS

HOW HSWA HELPS

Five Key Concepts



EVERYONE HAS A ROLE TO PLAY

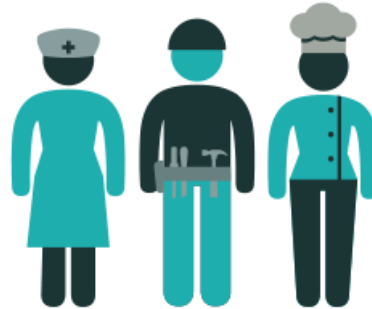
BUSINESS



SENIOR LEADERS



WORKERS



OTHERS



1. BUSINESSES

PCBUs



- > PCBU – **Person Conducting a Business or Undertaking** – is a broad concept that captures all types of modern working arrangements
- > A **business** – whether commercial or non-commercial – **is a PCBU**.
- > Note that **sole traders** and **self-employed** are PCBUs

THE BUSINESS HAS PRIMARY RESPONSIBILITY

PCBUs and Primary Duty of Care



A business must look after:

- > The health and safety of your **workers** and **any other workers** you **influence or direct**
- > The health and safety of **other people** at risk from any work you carry out
 - eg customers, visitors, public

2. SENIOR BUSINESS LEADERS

Officers and the Duty of Due Diligence



- > An **Officer** is a person who holds a very senior leadership position, and has the **ability to significantly influence the management** of a Business or Undertaking.
- > Includes:
 - Directors of a company
 - Partners in a partnership
 - Board members
 - CEO

OFFICERS MUST ENSURE THE BUSINESS IS MEETING ITS H&S RESPONSIBILITIES

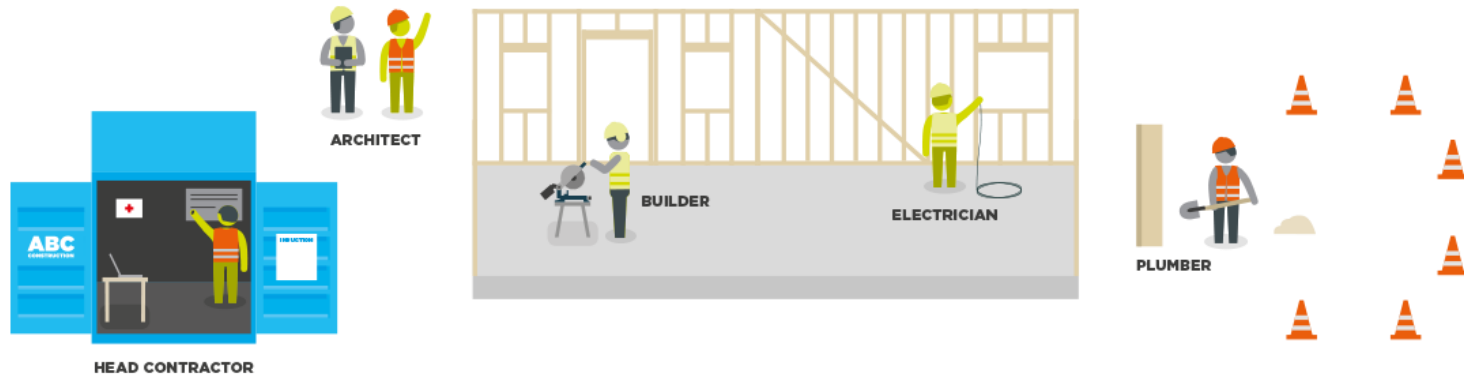


- > Officers must do **due diligence** to make sure the business understands and manages its key risks
- > They must:
 - keep **up-to-date knowledge** of health and safety
 - **understand the operations** of their business
 - **ensure** and **check** that their business has **appropriate resources** and **processes** for health and safety

3. WORKING WITH OTHER BUSINESSES

Overlapping Duties

- When the work of two or more businesses overlap, they must **consult, co-operate** and **co-ordinate activities** to meet their health and safety responsibilities to workers and others.



3. WORKING WITH OTHER BUSINESSES

Overlapping Duties

- › Plan ahead, think about the **stages** of your work and **who is affected** by it
- › Identify the risks to be managed and **together agree how to control the risks** and who is best placed to do so
- › Define **roles, responsibilities** and **actions** and explain these to workers and other businesses so they know what to expect
- › Continue to **consult, communicate, co-operate** and **co-ordinate** including carrying out reasonable and proportionate monitoring to ensure H&S is maintained

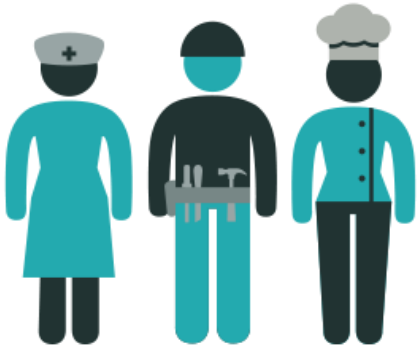
HEALTH AND SAFETY IN THE SUPPLY CHAIN

Upstream Duties

- Businesses who are 'upstream' (eg architects, manufacturers, importers) must ensure, so far as is reasonably practicable, that **the work they do or the things they provide to other workplaces** don't create health and safety risks.



4. WORKERS AND OTHERS IN A WORKPLACE



- > A worker is **an individual who carries out work in any capacity** for a business or undertaking.
 - Employees
 - Contractors/Sub-contractors
 - Employees of labour hire companies
 - Apprentices or trainees
 - People doing work experience or work trial
 - Volunteer workers

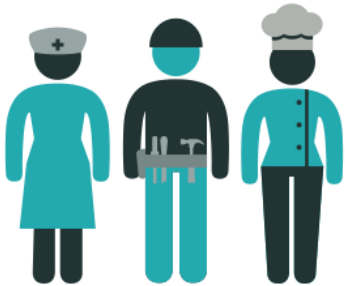
4. WORKERS AND OTHERS IN A WORKPLACE



> **Others** in a workplace include:

- Casual volunteers
- Visitors to a workplace (eg courier drivers, clients, suppliers)
- Customers
- Any public who could come into contact with a business' work activity

WORKERS' AND OTHERS' RESPONSIBILITIES



- > **Workers** and **Others** in a workplace must:
 - **Take reasonable care** for their own health and safety and that of others
 - **Follow** any reasonable health and safety **instructions** given to them by the business



- > and **Workers** must:
 - **Co-operate** with any reasonable business policy or procedure relating to health and safety in the workplace

5. WORKER ENGAGEMENT & PARTICIPATION

Businesses must:

- > Ensure your **workers' views** on health and safety matters are **asked for** and taken into account (engagement)
- > Have clear, effective and **on-going ways** for your workers to suggest improvements or raise concerns on a day-to-day basis (participation)



5. WORKER REPRESENTATION

- > **Any business** can have a Health & Safety Representative (HSR) or Committee (HSC)
- > HSRs **benefit business** and **workers** by providing:
 - A **clear, well known way** for workers to **raise issues** and **ideas**
 - **A voice for workers** who might not otherwise speak up about health and safety matters
 - **A link** between workers and management



WHAT ARE WE DOING TO HELP YOU?



WHERE SHOULD YOU START?

- > **Review** your current Health and Safety practices
- > **Identify** what your key health and safety risks are
- > **Ask questions** – involve workers and the other businesses you work with
- > **Implement** appropriate controls
- > **Embed** Health and Safety into your culture. This isn't just the law, its good business and the right thing to do
- > Visit www.worksafe.govt.nz/hswa

“We need a new way of thinking”



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