

# 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

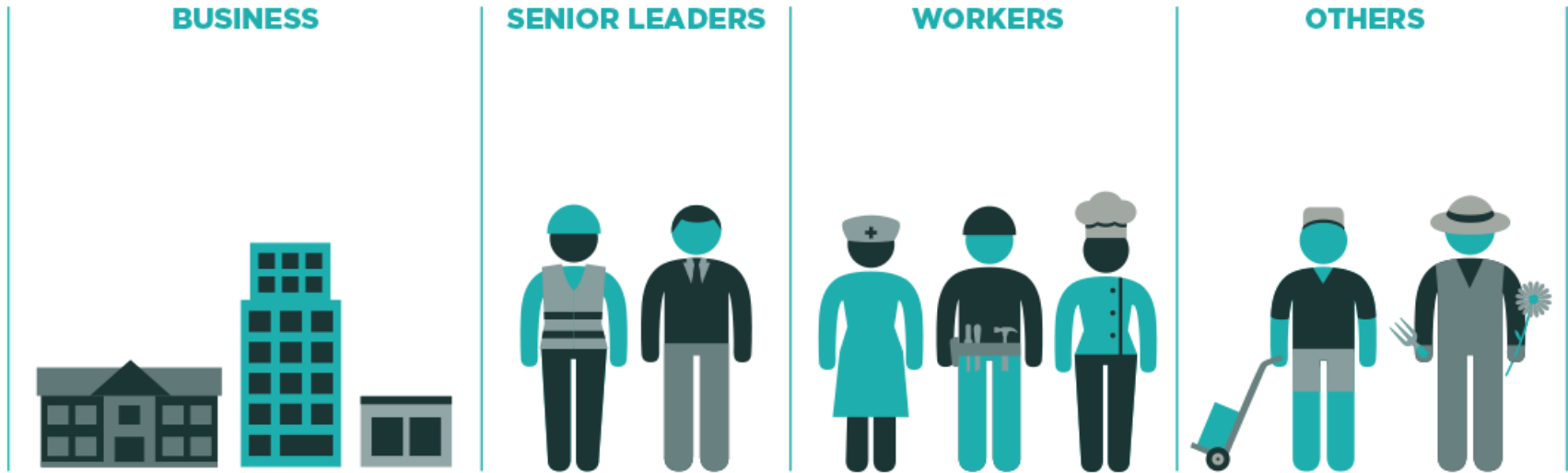


# HOW HSWA HELPS

## Five Key Concepts



# EVERYONE HAS A ROLE TO PLAY



# 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

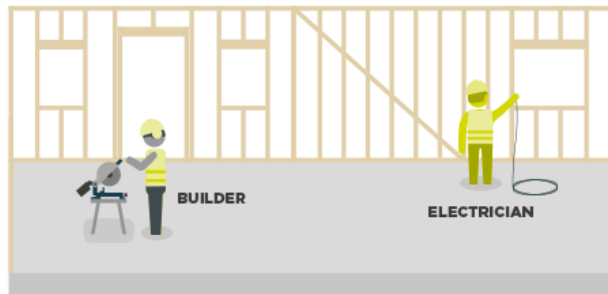
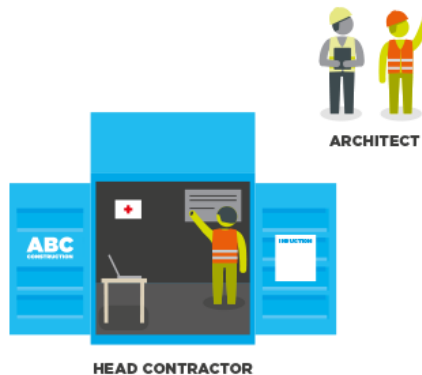


- > Officers must do **due diligence** to make sure the business understands and manages its key risks
- > They must:
  - keep **up-to-date knowledge** of health and safety
  - **understand the operations** of their business
  - **ensure** and **check** that their business has **appropriate resources**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



# 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.





# 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

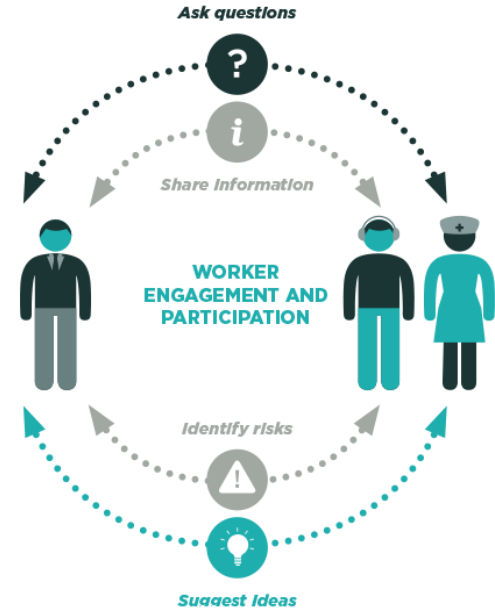
# 5. WORKER ENGAGEMENT & PARTICIPATION

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Worker  
Engagement  
and  
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)



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## 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?



Visit [www.worksafe.govt.nz/hswa](http://www.worksafe.govt.nz/hswa)



# KEY MESSAGES

- › Risks must be Controlled
  - › Reasonably Practicable and Proportionate
- › 4Cs (Consult, Co-operate, Co-ordinate, and Communication) with other PCBUs
- › Worker Engagement and Participation
- › You can't contract out of your duties
- › Everyone has a role to play

**“We need a new way of thinking”**



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