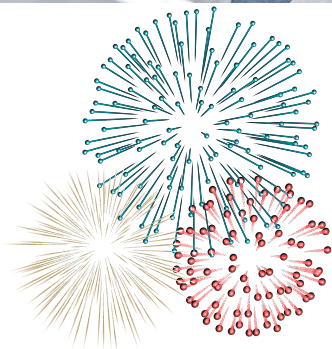


Health & Safety - *an investment*

January/February 2016 | 1st Edition

Welcome to 2016

On behalf of Besafe Training management and team we wish you all a great 2016 and may business and employment be great to you all.



First Thought for the New Year

As we progress into the New Year, thought must be given to the understanding and management of the risks within business.

The risks of an accident (incident) is undeniably expensive and disruptive to business strategies and functions.

Besafe Training is working on ways on how to put into place best practice Health and Safety without the need for convoluted paperwork.

The last thing that we want is for staff to hold Health and Safety in poor regard or even contempt.

We say, that if Health and Safety is taken "over the top" it may cause staff confusion or overwhelm them and that will make them less safe.

If companies install processes and procedures that are too demanding they may end up stifling Health and Safety initiatives.

There must be ways where companies can keep their staff and those associated with

their business safe without burdening the Health and Safety systems and processes.

We suggest that changing staff attitudes towards Health and Safety is less costly than imposing a complex Health and Safety regime within the business. There may very well have to be a substantial paradigm shift in attitude, but attitude is the best driver of behaviours.

One of the commonest weaknesses in business is inadequate Employment Agreements where Health and Safety is insufficiently detailed and personal responsibilities are not adequately highlighted.

By having staff and those associated with a business work more collaboratively in Health and Safety and accepting their personal responsibilities – fatalities, accidents and near misses will all decline in number.

It is best for employers to engage with Health and Safety experts and focus on the management of incidents and the reduction of harm.

Developing a thorough and effective Health and Safety



culture within employment is critical if the business wants to lead in Health and Safety and from there the company will lead in everything else they do.

Take a Concrete Pill and Harden Up

Health and Safety cultures and attitudes come from the top of the business structure.

Why send employees to courses if employers are not interested in Health and Safety?

Staff can legally refuse to do any work where it is their consideration it is unsafe to do so. This is detailed in the new Health and Safety at Work Act 2015

The drivers of Health and Safety in any business is the employer and senior managers.

WORKSAFE
NEW ZEALAND | THE GOVERNMENT'S

Important Changes to Health & Safety Law

Are you up-to-date?

Up Coming Courses

January

22nd First Aid
26th MEWP
27th MEWP
28th MEWP
29th Height Safety
30th First Aid

February

2nd/3rd Confined Space
4th MEWP
10th/11th Confined Space
11th MEWP
13th MEWP
15th Confined Space
16th Health & Safety
17th Height Safety
18th MEWP
22nd Height Safety
23rd MEWP
24th/25th Height Safety
25th MEWP
29th/1st Confined Space

Contact us or see our website for more courses & dates

It is too late to whine when an incident happens and the work site is closed down because of failure to comply with Health and Safety expectations.

How do you think a grandfather who was working on site must feel when he was told his grandson had been killed on a residential worksite as what happened in late 2015? His pain must be dreadful and the question "Why?" will be asked time and time again.

How do you think an employer feels when he arrived at work to be told that his best friend's stepson had been killed on his site? (as what happened in late 2015)

No, it is not about taking a concrete pill and hardening up it is all about making sure staff and those associated with the business are not exposed to harm – simple and uncompromisable.

Benjamin Franklin Said:

- ▶ Tell me and I forget
- ▶ Teach me and I remember
- ▶ Involve me and I will learn

In the November-December newsletter we detailed a case where a company was before the courts concerning an allegation that there was an interference with an accident scene

Then in December 2015 – the following was reported in the media

"A businessman was fined \$115,000 for obstructing investigations under the Health and Safety in Employment Act being carried out by Worksafe NZ."

As the song goes – "When will they ever learn, when will they ever learn?"

You can take out public liability insurance but you cannot have insurance to cover the payment of fines. This is clearly stated in Section 29 of the Health and Safety at Work Act 2015 which commences on the 4th April 2016

Brand Protection

Nothing can be more destroying than to spend effort and resources to build up a credible image and then have it destroyed overnight.

For some time Besafe has been saying "do not panic over the new legislation "and we continue to state that for nothing will be gained by panicking. But, the time has arrived when employers must now stop and take a serious look at the new Act – The Health and Safety at Work Act 2015 and as we have said it commences on the 4th April this year.

Our opinion is, the new legislation is a minefield of problems and issues and frankly it is a nightmare. While we believe that Worksafe NZ Inspectors will generally be helpful – patience and tolerance is expendable. The new legislation offers substantial penalties – and here we repeat – there can be no insurance to cover the cost of fines.

Can Besafe Training assist – sure can – just call us on 09-555-2365 to discuss your requirements

This is a brief summary of matters any employer should consider because of the new legislation

- ▶ You will be termed as a PCBU – a person conducting a business or undertaking.

- ▶ Within the legislation you will find the meanings for the terms – PCBU – Worker –Workplace – supplier – reasonably practicable and so forth
- ▶ The Act steps out the duties for a PCBU
- ▶ It also details the severest of penalties
- ▶ The Act clearly stipulates that you cannot transfer you duties – they
- ▶ belong to you and you are accountable for them
- ▶ The offences for Office holders are detailed
- ▶ There is a requirement to engage with workers to discuss Health and Safety - That is correct – Harden up and take a concrete pill is not on the cards
- ▶ How workers and Health and Safety Representatives can cease work – this is worth a read
- ▶ There is an obligation for ACC and Worksafe NZ to engage in setting up an Injury Prevention Plan – Are you aware of it?

It's Your Brand, keep an eye on it

We alert you about BRAND PROTECTION – under the new legislation the District Court has gained extensive authority to issue what the Act refers to as " Adverse Publicity Orders " and the Court can order an offender to attend a general improvement project pertaining to Health and Safety. There are grounds to appeal, which are expensive, but any such Orders placed within the News Media can cripple a company.

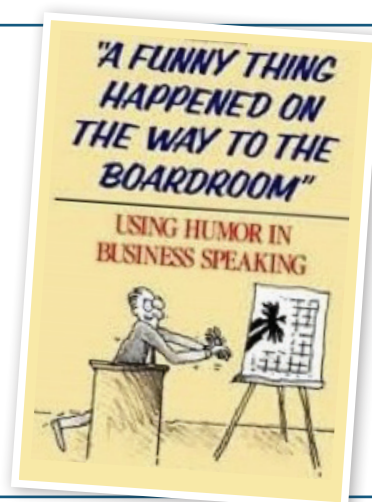
It is True – Health and Safety is no longer a topic that can be either ignored or placed off the radar, if an employer does not take this topic seriously, then the consequences could be dire.

Business Humour??

Prices subject to change according to the customer's attitude.

At the Board meeting all those in favour say "aye". All those against RESIGN.

A businessman was renowned for anonymous donations to charity. He didn't sign the cheques.



BESAFE TRAINING can walk your business journey in discussing with you

- ▶ Policies and Procedures
- ▶ Employment Agreements
- ▶ Consultancy
- ▶ Accident (Incident) Investigation
- ▶ Training



Talk to us now!

If you have any questions in regards to your Health and Safety Training or company policies and procedures be sure to contact us.

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