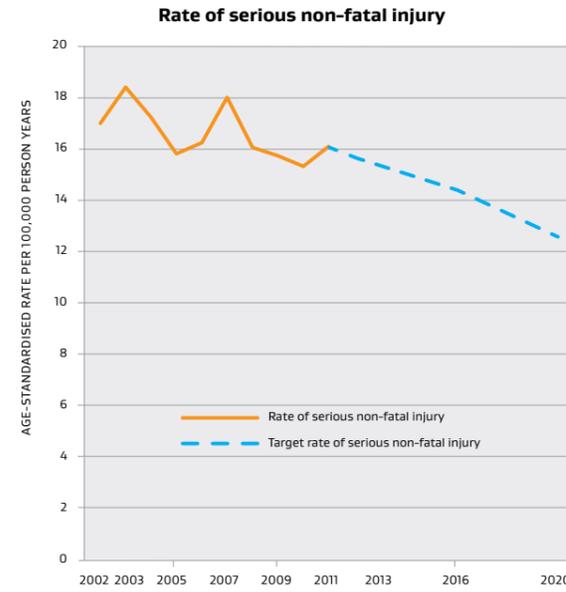
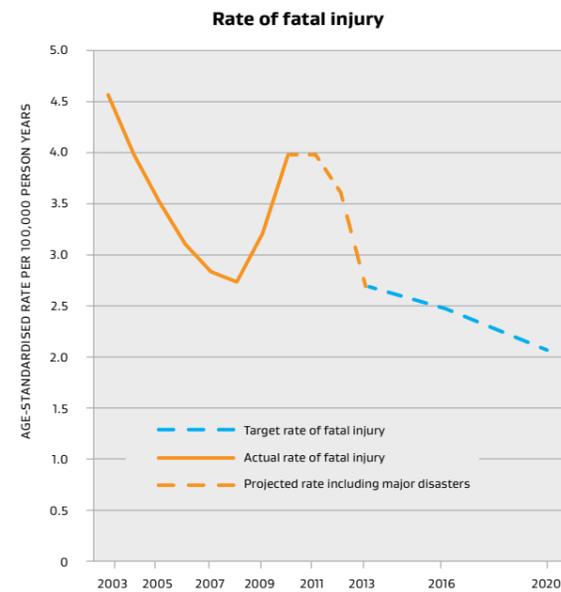




At a glance

TARGET RATES OF SERIOUS INJURY AND FATALITY



LEGISLATION

New legislation

- A new Act based on the Australian Model law
- Clarify duty holders and duties
- Cover alternative working relationships
- Positive duty on directors
- Will contain controls to manage hazardous substances in the workplace

Provide appropriate regulations and guidance without being overly prescriptive

A suite of new compliance and enforcement tools, including:

- Stronger penalties
- New compliance tools and Court powers
- Cost recovery mechanism for prosecutions

The Minister of Justice is considering corporate manslaughter and the general corporate liability framework. There will also be legislative changes to support improvements to other parts of the system.

DATA AND RESEARCH

- New research, evaluation and monitoring function in WorkSafe NZ
- More focus on occupational health data and analysis
- Will augment its own data with information from other agencies (MBIE, Statistics NZ, ACC, and other regulators)
- Ability to share data with other agencies
- Checks in place to keep personal information private

HSNO

- Better alignment of HSNO and Health and Safety at Work hazardous substances regimes and workplace controls under health and safety legislation
- Most businesses will have one set of more simplified requirements covering all workplace hazards

PRIMARY REGULATOR

- Set up WorkSafe to not only enforce, but also educate, guide and coordinate implementation across the system
- Work with MBIE to develop regulations
- Develop Approved Codes of Practice and guidance for business
- Greater role in: education; injury prevention (with ACC); research, monitoring and evaluation; high hazard facilities, occupational health, hazardous substances; and supporting the Canterbury rebuild.
- Will have available to it greater resources and use of compliance and enforcement tools
- Focus on increasing internal capability
- Cross Board membership with EPA and ACC

CAPABILITY

- WorkSafe will build its own internal capability first to carry out functions
- National Workplace Health and Safety Strategy will develop actions to address the capacity and capability gaps from the end of 2014

MAJOR HAZARDS

- Map risk landscape and expand to include all major hazard facilities (for example large chemical facilities)
- Prioritise the types of major hazard facilities for inclusion, thresholds for automatic inclusion and powers to classify lower levels
- Ensure that appropriate regulations are developed for the priority sectors
- Ensure the regulator is resourced to provide rigorous oversight and compliance with the new framework

OCCUPATIONAL HEALTH

- Increased focus on, and resourcing of, occupational health throughout WorkSafe's functions

INCENTIVES

- Stronger compliance and enforcement tools
- Implementation of a new Safety Star Rating scheme and consideration of its use in Government procurement processes
- Improved ACC incentive programmes

COORDINATED DELIVERY

- Roles and expectations further clarified in strategies, and cross-agency oversight groups
- Removing gaps, duplication and confusion
- New regulatory regime for regulating hazardous substances
- New provisions for injury prevention in the workplace and design and delivery of products to incentivise Health & Safety

LEADERSHIP

- National Workplace Health and Safety Strategy which will be owned by the Minister of Labour and developed by MBIE, WorkSafe and other relevant agencies
- MBIE and WorkSafe to provide leadership on workplace health and safety across government
- MBIE will work with industry to establish a representative body for Health & Safety professionals

WORKER PARTICIPATION

Representation

- Worker perspectives on the Board of WorkSafe
- Expert advisory groups containing worker representation

Strengthen the legal framework for worker participation

- Specific obligations on all employers to support worker participation
- Expand powers and responsibilities of H&S representatives
- Protections for workers who raise H&S issues
- Requirement that businesses of all sizes must have worker participation practices appropriate to the business

Building the capability and education of workers to participate



Timeline of reforms

