

# More emphasis on health and safety

**"The PCBU must provide... instruction to ensure every worker has the required health and safety knowledge and experience."**



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**T**he Health and Safety at Work regulations come into effect on April 4.

For general workplaces they focus on the steps every Person Conducting a Business or Undertaking (PCBU) has to take.

PCBUs must identify hazards that could give rise to a reasonably foreseeable risk to health and safety and put in place control measures.

If they cannot eliminate the risk, they must minimise it appropriately and effectively by:

1. Substituting (wholly or partly) the hazard with something of a lesser risk.
2. Isolating the hazard to prevent contact.
3. Implementing engineering controls (physical).

If the risk remains they must minimise it by administrative controls (method of work) and by providing suitable protective equipment.

Control measures must be set up and correctly used. They must also be reviewed and revised to remain effective.

The PCBU must provide information, supervision, training and instruction to ensure every worker has the required health and safety knowledge and experience.

Alternatively workers must be



emergency co-ordinator and the rest of the workplace.

There must also be testing of emergency procedures. The PCBU must also provide information, training and instruction on implementing the plan. They must also maintain the plan so it is effective and implement it in an emergency.

The PCBU must provide personal protective equipment to workers. Workers can choose to provide their own protective equipment (for comfort or convenience), but can change to PCBU-supplied equipment.

The equipment must minimise the risk, be suitable for the hazard, of a suitable size, fit and reasonably comfortable. It must also be maintained, clean and hygienic, compatible with other equipment and, most importantly, must be used by the workers.

Workers have a duty to use it, not intentionally damage it and to inform the PCBU of any damage or defect.

The PCBU must ensure others (eg. visitors) wear or use protective equipment, either provided by PCBU or their own.

A maximum fine of \$6000 applies to anyone who fails to use the protective equipment.

There is about to be renewed emphasis on health and safety in the workplace.

The PCBU must ensure adequate first-aid equipment in the workplace and enough workers trained in first-aid.

The PCBU must ensure there is an emergency plan for the

workplace. Emergency procedures must cover an effective response, evacuation, notifying emergency services, medical treatment and effective communication between the

Column courtesy of Rainey Collins Lawyers, 0800 733 484 or raineycollins.co.nz. If you have a legal inquiry, email aknowsley@raineycollins.co.nz.

Our next free public seminar, on employment discipline and performance issues, will be on April 13, 12.15pm till 1.30pm. See our website.

# Council winning war against graffiti