



Are you ready for the changes?

A wee reminder from Director, Tony McKone on the introduction of the Health and Safety at Work Act 2015 - 28 January 2016

The law relating to workplace health and safety changes on 4 April 2016. Are you ready for those changes?

A key factor in the new legislation is that businesses need to focus on identifying the risks in their workplace. As a business owner and manager you need to be asking yourself do you know what poses or potentially poses a risk to the health or safety of your staff, customers, and anyone else who enters your workplace?

A second point to note is that identifying these risks is something that you should do with your staff. Involve them in the discussion. Your staff are the people who day in and day out do the work for you. They will know, or at least should be able to identify, what risks there are in the workplace.

Make this a regular part of your discussions with staff. Identifying risks is not a “once done and dusted” task. You need to be regularly considering risks. If you change the layout of your work environment, change the way tasks are performed, change suppliers, then you need to consider what risks those changes may have introduced.

Once you have identified those risks you need to take all reasonably practicable steps to manage the risk. Ideally you should seek to eliminate the risk, however where this is impracticable you need to minimise the risk.

Failure to know your risks and/or to take reasonably practicable steps to manage the risk is what is likely to get you into trouble under the new health and safety legislation.

Business NZ has posted some [handy guidance](#) on what you should be doing in preparation for the new legislation and WorkSafe NZ also provides a wealth of [information on the new Health and Safety at Work Act 2015](#).

If you need assistance to prepare for the new law changes, [contact McKone Consultancy Ltd](#) today.