

## LATEST INFORMATION ABOUT HAZARDOUS SUBSTANCES

### EMERGENCY MANAGEMENT

Owners of all sites with hazardous substances should note that the regulations relating to Emergency Management now apply. Obtain a proper format from Summit Systems.



### CONTROLLED ZONE CLARIFICATION

There are three areas to consider: Hazardous substance location, High intensity land use, and Low intensity land use. All three may meet anywhere there is "land" and even a ship can be high use.

In the beginning God created low intensity land use, then Adam and Eve and mankind started to settle on the land and created high intensity land use, and the defined high intensity land use areas supplanted the low intensity land use still all around and in great abundance.

Then man created hazardous substances, and in response, the regulator (the Devil) created hazardous substance locations, which ate up more and more low intensity land use (that God had created), because the hazardous substance locations were not allowed by the regulator to be in or near high intensity land use and the regulator created safe distances that must apply to ensure that man would be safe to eat plenty of apples.

## EXPECT STMS TRANSIT NZ COURSES TO BE AVAILABLE IN MAY

Our CEO, George Carson, is completing a STMS Trainer course in the middle of May and expects to be able to offer these courses to STMS Candidates in the future. If possible, we will gain accreditation under the Infratrains ITO so that subsidy will become available. The courses are expected to be 1.5 days in duration and will be charged out on a competitive basis for our clients.

Consultant Name \_\_\_\_\_  
Telephone/Fax \_\_\_\_\_

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**OUR HEAD OFFICE IS: 21 Hands Road, Riccarton, Christchurch. 8004**  
**TELEPHONE (03) 338 8820, AH (03) 358 3726, FACSIMILE (03) 338 8353 Email:**  
**safetynz@xtra.co.nz Web www.esummit.co.nz Mob 021 257 4418**



*Business Qualifications, Accreditation & Compliance Specialists*

## News & views from Summit Winter 2005

### HIRING AN INDEPENDENT CONTRACTOR OR SELF EMPLOYED PERSON

It is understood that as many as 40% of people in the USA now operate from a home base. This has many advantages as it saves the company the huge expense of "flash" offices in the down town area. It also saves the worker the cost of travel to and from the "flash" offices.



Many of the people working from home have decided to become Independent Contractors or Self Employed Persons. This trend is now catching on in New Zealand and many people can see the advantages of being in a self employed relationship.

The **disadvantages** for the individual are: s/he (a) can become isolated from other management people in the company, (b) does not enjoy regular supervision, (c) may need to provide own tools, equipment and facilities, (d) may need to do marketing work from home, (e) may need an Accountant to help with the tax return, (f) may not get paid for holidays.

The **advantages** for the individual are: s/he (a) will have much greater freedom in the hours worked, (b) will often have a higher hourly rate or fees and bonuses, (c) will enjoy a wide range of tax deductibility for home, car, tooling plus be able to claim GST and depreciation of assets, (d) will be able to work for other principals subject to avoiding conflict of interest, (e) can set priority of work as long as projects completed on time to the agreed quality and standard, (f) can take time off without notification.

## DIRECTORS, OWNERS AND PRINCIPALS CAN BENEFIT FROM HAVING INDEPENDENT CONTRACTORS (contact us for full details)



The **advantages** are likely to include:

- (a) increased flexibility relating to staff resources,
- (b) do not pay for lost time and down time,
- (c) can gain more accountability and focus,
- (d) do not pay for holidays and may not pay for ACC, (e) supervision costs can be reduced,
- (f) minimise the risk of personal grievance,
- (g) you pass on some costs to the contractor.

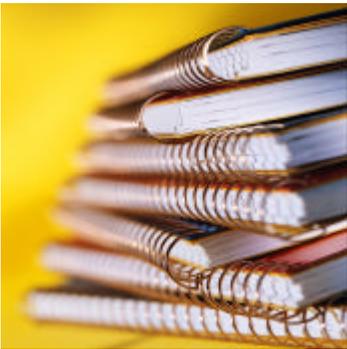


The **disadvantages** are likely to include:

- (a) reduced control of the work as the contractor can decide on immediate priorities within guidelines, (b) higher hourly rates usually apply,
- (c) strict guidelines for quality outcomes are important, (d) goals need to be set to ensure that critical work is completed on time, (e) some ordinary employees may want the same benefits,
- (f) unions and the IRD may try and interfere.

## FOOD SAFETY LESSON PLANS NOW BEING DELIVERED

Mr Kevin Bracewell of Whangarei, has commenced delivery of food safety unit standards for clients involved in the food business. Other tutors will probably be able to help deliver the courses within a few months time when they get qualified and trained for this material. We propose to deliver a National Certificate in food safety as from next year.



## DISTINGUISH BETWEEN GOOD APPLES AND PRETTY STONES

We are disappointed that we have to record that many employers are falling into traps without realising the consequences.

### ACCIDENT ANALYSIS SOFTWARE

It is now common for employers to have sophisticated tables relating to all possible types of accidents and near misses and this encourages all staff to use the system and build up a huge database for analysis. This practice is destructive in that every serious harm should be properly analysed at the time of the event and not periodically or once a year.

### TAKING PHOTOS OF RISKY THINGS AS HAZARDS/SAFETY RULES

This practice is even worse. Completion of a site audit and discovery of say twenty things that do not meet all the regulations and require fixing is required by law and constitutes good practice provided that the site owner follows up and implements the improvements over a period of one year.

On the other hand, the taking of photos with no corresponding safety rules is a foolish practice. Photos will tend to incriminate the site owner, and can be used as hard evidence by OSH in a potential prosecution.

### HAVING OCC NURSES TO VISIT REGULARLY IS ALL WE NEED

This is another fallacy. Nurses have a worthwhile role to play in the same way as all Allied Health people such as physiotherapists, occupational therapists, nurses, doctors, rehabilitation carers and case managers. It is not adequate to simply have nurses and/or case managers as there are several critical things that must be completed on a 90 day basis to form a constituted legal defence. This includes regular training of staff in all relevant types of training (13 types) – including injury prevention.



### OSH PROTECTION ASSURANCE

This is a very high quality solution for sites that already have basic systems in place. It means that if you have an accident, you ring the ambulance and ring us on 03 3388 820 (5 lines). We will do all the things necessary to reduce your risk of prosecution from high probability to extremely low (about 1%).