

4.

### **Nobody has spare money for regulatory compliance?**

In the aftermath of the global economic crisis of 2008-2009, governments throughout the world have fostered a tenuous recovery predicated on massive increases in money supplies and debasement of currencies. Note however, that monetary debasement is not a recent phenomenon; it is simply the natural life cycle of money.

There are six well-defined stages in the life cycle of money. This progression has occurred in every dominant civilization over the 5000 years of recorded human history: It is painful to note that NZ is determined to follow the example of Japan to possible extreme hardship

Six Stages in the Life Cycle of Money



### **Things that count for ACC experience rating bonus**

We have highly confidential papers that cover the 35 things that we can do to help clients reduce ACC by up to 50% in addition to the ability to get a discount of 10%, 15% or 20%. Several of the things we do are not available from other competitors and they are –

- a) Injury Prevention training and certification
- b) Safety Officer training and certification
- c) Specialised training in survival skills – how to analyse situations
- d) Top quality safety meeting formats plus Committee member training course.
- e) Annual review of JTA or SOP and significant hazards or serious risks.
- f) Annual performance review and formal audit then site certification to AS/NZS



SSL Manager Name \_\_\_\_\_

Telephone/Fax \_\_\_\_\_

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### **EMPLOYMENT AGREEMENTS ACTUALLY MATTER**

The Employment Relations Authority (ERA) has ordered Hawera restaurant Indian Zaika to pay \$7000 in penalties after it failed to provide evidence of compliant wage, time, holiday and leave records to a Ministry of Business, Innovation and Employment (MBIE) Labour Inspector.

The restaurant owners, Walia Holdings Limited, were investigated by MBIE's Labour Inspectorate for compliance with employment laws. The owners were issued with an Improvement Notice for failure to maintain and produce employment records for their employees at the request of the Inspector. Labour Inspectorate Central Regional Manager Natalie Gardiner says accurate time and wage recording is a basic requirement of the law. 'Without accurate records, employers are unable to demonstrate they are providing employees with their minimum entitlements,' says Mrs Gardiner.

The Labour Inspectorate brought the case before the ERA after a follow up investigation to check whether the Improvement Notice had been complied with. Despite repeated requests, the company failed to produce records, or demonstrate compliance with the Improvement Notice. The Authority determined the company was in breach of the Employment Relations Act 2000.

'Employers are required by law to produce employment records when requested by a Labour Inspector. This ruling sends a clear message to employers that failure to do so will not be tolerated,' says Mrs Gardiner.

[Read the ERA determination.](#)

The new employment standards legislation that came into force on 1 April 2016 reinforces employer obligations to keep accurate employment records. The law requires employers to be able to produce records for the number of hours worked by employees each day in a pay period, and the pay for those hours. The information must be recorded in an easily accessible format and made available on request from an employee or from a Labour Inspector.

For employees who work regular hours each day for regular pay, to which they already agreed to with the employer, a statement of what the regular hours and pay is all that is needed to comply. It could be set out in the employment agreement, for example.

More information on [recording pay details for both wage and salaried employees](#) is available on our Employment Relations website. MBIE encourages anyone who believes their employer is in breach of employment law to call its contact centre on 0800 20 90 20, where their concerns will be handled in a safe environment.

2.

## **IF A WORKSAFE INSPECTOR CALLS – WHAT TO SAY, NOT TO SAY**

The worker must allow the Inspector entry but may demand a notice saying the reason for the visit and when and why and how.

The worker is required to give full name and address.

The worker is NOT REQUIRED to give any other information that might incriminate.

The worker should refer the Inspector to the Manager or contact the Manager.

The Manager is required to provide copies of reports, files, materials or substances but not samples from a human body unless there is no objection. If there has been an accident or incident. The Manager must contact Summit Head Office and let SSL handle the issue as one wrong word could invite prosecution.

If the Inspector is only seeking information then the manager should make a file or files available but keep a copy of the information if possible and get it to SSL Head Office. The worker and the manager should not disclose information relating to things said and done relating to an accident. It is not safe to make any admission. You can say –

- a) I have no further comment
- b) I do not know
- c) I did not see it
- d) I am not sure
- e) ask the boss
- f) ask our safety manager - SSL

## **PILOT & SIX PASSENGERS DIE, TWO MANAGERS CHARGED**

Two people involved with a scenic flight company that operated a helicopter which crashed on Fox Glacier killing seven people are facing health and safety charges.

Six tourists - including two Australians and four Britons - along with a New Zealand pilot died after the helicopter crashed into the West Coast glacier in November last year.

Alpine Adventures had its licence suspended last week while the Civil Aviation Authority investigates safety concerns and has now laid charges.

The company's owner James Scott and quality assurance manager Barry Waterland have been charged under health and safety legislation.

## **INDEPENDENT CONTRACTORS**

We have great sympathy for clients that get ripped off by staff that want to update their car every year or two. We have a high quality contract document that is designed to ensure that the workers who are NOT employees are made 100% sure that they are contractors and not eligible to make a frivolous and vexatious claim that will cost the average client at least \$10,000 in time money and energy.

Please contact our office. This document is FREE to all clients that have a service agreement in place that allows us to make regular visits. Do it now and do not delay. It is guaranteed to work.



3.

## **CLOUD STORAGE SOFTWARE**

Some clients may wonder why we are not flat out chasing the cloud storage game.

There are good reasons and both SSL and clients would be vulnerable to hacking and theft of intellectual property. The cloud companies will try to assure you otherwise.

We are happy to help clients with secure storage on our website or on their website. We will also help with APP development. We are able to help you with expert assistance for what you might need.

In our opinion, this technical advance would be useful for contractors with several ganga around the region doing various projects.



## **BUILDER TO PAY OVER \$63K EMPLOYEE FELL FROM LADDER**

A sentencing in the Wellington District Court yesterday has underlined the importance of managing fall from height workplace hazards after a construction worker fell from a ladder and sustained serious brain injuries.

Geordie Grieve, trading as Geordie Grieve Builders, was fined \$15,000 and ordered to pay \$48,592.43 in reparations to the injured employee after being found guilty of one charge under the Health and Safety in Employment Act 1992 for failing to take all practicable steps to keep a worker safe.

On 10 March 2015, the worker employed by Mr Grieve was using a ladder while dismantling a balcony 2.8m from the ground. As the worker attempted to get down from the ladder, the bottom of the ladder slipped forward and the worker fell, hitting his head on the ground. As a result of the fall, the worker suffered skull fractures and complex head injuries.

A WorkSafe New Zealand investigation concluded that Mr Grieve failed to ensure that a fall from height hazard, a common cause of harm in the construction industry, was properly managed. It was revealed that the ladder's rubber non-slip feet were worn out and therefore unable to keep the ladder steady – posing a major risk to anyone using it.

WorkSafe's Construction Programme Manager Marcus Nalter says this incident could have been avoided if Mr Grieve had taken active steps to manage the hazard by making sure that the company's ladders were fit for safe use, and any defective ladders were not used by workers until fixed or replaced. Non-slip feet for ladders cost approximately \$14 per pair to replace.

"Working from height is a significant hazard, so appropriate steps must to be taken to ensure that any potential exposure to harm is minimised. Mr Grieve's failure to identify and fix the ladder's worn out feet heavily increased the chance of a fall from height occurring," says Mr Nalter.