

News & views from Summit Systems Sept 2019



SWMS AUSTRALIA

The 19 HRCW (High Risk Construction Work) activities are:

- where there is a risk of a person falling more than two metres
- on or adjacent to roadways or railways used by road or rail traffic
- in, over or adjacent to water or other liquids where there is a risk of drowning
- at workplaces where there is any movement of powered mobile plant
- structural alterations that require temporary support to prevent collapse
- in an area where there are artificial extremes of temperature
- on or near energised electrical installations or services
- involving a trench or shaft if the excavated depth is more than 1.5 metres
- on or near pressurised gas distribution mains or piping
- involving demolition
- involving a confined space
- on or near chemical, fuel or refrigerant lines
- involving tilt-up or precast concrete
- on telecommunications towers
- involving diving
- involving removal or likely disturbance of asbestos
- in an area that may have a contaminated or flammable atmosphere
- involving the use of explosives
- involving a tunnel.



Summit Manager Name _____

Telephone/Email _____

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Eph 2:8-9 (NKJV)⁸ For by grace you have been saved through faith, and that not of yourselves; *it is* the gift of God, not of works, lest anyone should boast.

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CRAFAR CROUCH PICTON HITS WORKSAFE HEADLINES

A South Island construction company has been ordered to pay fines, reparation and costs of more than \$500,000 after a worker was crushed and killed when the truck he was driving rolled down a bank.

In a decision released by the Blenheim District Court last week, Crafar Crouch Construction (Picton) Limited was ordered to pay a fine of \$351,563 and reparations of \$177,735 following a fatal incident in June 2017.

In the incident, a worker was killed when the dump truck he was driving veered off the road and down a bank in the Marlborough Sounds in June 2017. A WorkSafe investigation found numerous health and safety failings made by the company led to the worker's death.

Crafar Crouch failed to communicate, monitor and enforce policies that vehicles can only be driven by workers that were wearing seatbelts and had appropriate licenses. The worker was hired as a labourer and was not licensed to drive the truck which weighed more than six tonnes.

It also found that Crafar Crouch allowed the worker to drive trucks on numerous occasions, despite being aware of their inexperience. The company was also aware of risks around driving on dangerous roads in the area.

WorkSafe says the vehicle killing the highest number of people is trucks, and businesses needed to understand the consequences of an incident involving vehicles can be severe. WorkSafe Chief Inspector Investigations Steve Kelly, said Crafar Crouch Construction (Picton) Limited had policies in place but failed to ensure they were enforced and monitored.



2.

THE PLANET IS DOOMED –ELITIST GOSPEL OF DOOM NEWS

For those who are not likely to be taken in by the new doomsday cult we provide the link that should help obliterate imaginations of the perennial frozen Iceland. <https://www.thevintagenews.com/2018/01/02/piri-reis-map-of-1513/>
But maps indicate ice free Antarctica 1500 AD. See below or google.

The annihilation of the vast majority of humans on planet Earth is now openly advocated by left-wing influencers / wealthy elite. Mike Adams of Natural News

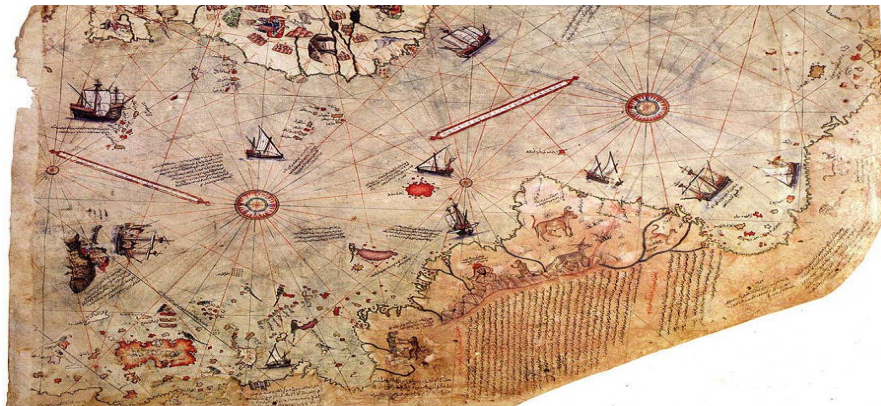
Globalists are actively working to exterminate 90% of the human race, telling themselves that eliminating “useless eaters” is the only way to “save the planet.” The annihilation of the vast majority of humans on planet Earth is now openly advocated by left-wing influencers and the wealthy elite,

They have argued that humans hurt the environment that it would be better for Earth for more people to ‘not have kids, die / stay dead,’” reports NewsBusters..

Understand that deranged Leftists really believe the planet will be destroyed if humans are allowed to survive much longer. Left-wing nut case Alexandria Ocasio-Cortez warns that planet Earth only has 12 more years before it will be destroyed by “climate change” — an interesting challenge to the prophetic climate changes that are now starting to come upon us.

Mike Adams states that because Leftists truly believe humans are a threat to the planet, they have no qualms whatsoever about calling for the mass genocide of human beings around the world. After all, they are trying to “save the planet,”

Another more interesting contribution is that the first peoples did not come from Pacific or China as many think. They came from South America and brought the Kope Berries to Chatham Islands and they landed at Waitaha River south of Hokitika 960AD Rakai Houutu was the leader. They came via “the land of the long white cloud”. The second peoples were Mamoe and they landed Moeraki Boulders around 1300. Many manuscripts are available in the Oamaru library.



3.

PERFORMANCE MANAGEMENT CAN BE ACHIEVED

I recently had the pleasure of meeting with a client who was keen to find out more about how to achieve higher ownership from the workers of performance management.

He had implemented top quality STAR RATING systems to meet the latest and greatest recommendations of ACC and WorkSafe.

He had job sheets for his 20 staff and they were in top quality formats with room for hazard ID and for health and safety commentary. He found that it was not easy to get the workers to participate. He wanted to discuss methodology.

To start with I discussed what the Japanese do for kaizen or continual improvement and how they also use quality circles to garner teams.

Next I indicated that Injury Prevention training was top quality motivation and would be extremely successful if carried out annually.

I then went on to quality assurance training and how this could involve all staff and help them set standards and goals to be achieved.

I discussed R+ which is positive reinforcement and it can be hugely successful and it even has its own education system.

NZQA was not favoured as it is the “line at a time is fine” theory for short term retention but it cannot produce high quality results and that is why it is called competency based.

10 steps for workers has some benefit but it will not work for top quality results. Setting up of consultation committees or safety committees has value but it is not going to make a huge difference.

We then canvassed the HR methods of having performance management system with financial incentives for several targets such as a) no accidents b) no drugs c) no customer complaints d) no delays or late attendances e) no damage to plant or equipment . This can be achieved with some outstanding results but you must ensure that two people are appointed to run the scheme.

Finally it was considered that Safety Officers and Internal Auditors would be the best way to go and this would ensure that the manager would enjoy very strong support from within the workforce.

It was also heartening to note that having trained 50,000 Safety Officers we have never had even one prosecuted Safety Officer. We are not saying that this cannot happen but it is good to see that they are appreciated. It is also worth remembering that saving a serious harm can be worth \$25,000 on average to the typical work site (if you count everything).