

What about the fancy cloud systems

For your information, we have had a NZ company try to take clients from us and has used one of our former Consultants to make a pretend case that he still works for Summit and then has sold them into a Prosperity Proposal Package. First and foremost, you need to be aware that in three separate cases in NZ Courts the Judge has ruled that "If it ain't written down, it doesn't exist".

We are not saying that there is no place for cloud based information. What we are saying is that it will be an easy ride for Worksafe to prove that the staff were not properly trained as they were not given proper training and they did not get written formats and they did not actually sign off.

In today's world there is a case for advanced software use. This means having access to online materials and instructions and we always supply the key software to clients unless there is a probability that they will misuse it or steal it.

Let us also make it clear that we seriously doubt that it will be an adequate compliance measure to have a final sign off document that states that the worker was given and understood all of the above material located at 12 345 6789 address in cyber space. Nothing is able to match proper job task analysis (JTA or SOP) or safe work methods (SWMS) that require page by page instruction and sign off.

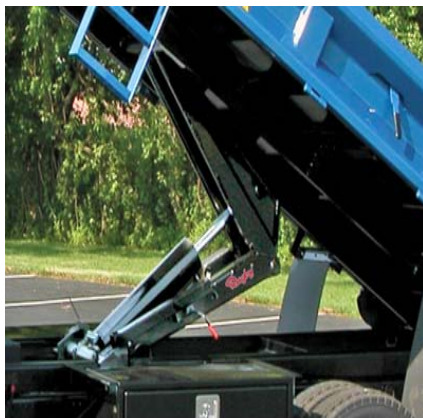
Hydraulics are quite complex

In our view it is important for many contractors and farmers to properly understand hydraulics and their safety issues.

Hydraulics that are replaced should be the same quality or better and should not be downgraded as an economy measure.

Fittings and fixtures must be at least the same quality and oil flow volume. Connectors must be double-checked to ensure they are tight.

The type and quality of oil must be correct. Cylinders must be bled of air to ensure that they are pumping good quality oil and not air. Always follow the manufacturer's instructions.



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News & views from Summit April 2016



Quality Assurance works even if you don't understand it

Over the last 20 years we have had great difficulty in convincing clients of the utmost value of quality assurance systems and certification. Since our early days we always advocated QA and TQM as binding philosophies for any successful business.

It is not possible to make a case that most managers will either understand and believe. The reason why most of them do not understand is because for the last 100 years NZ has had a history of disasters and major failure – yet we still claim to be world champions at what we do without realising that we simply cannot compete on the global stage.

We have been extremely grateful for the many clients that have trusted us and have adopted our management systems for ISO 9001, TQS1 or Qbase. We also now offer a training course for QA Supervisor or Manager.

About two weeks ago we had a training course with a client in the 11 methods of QA tendering and they were very pleased to learn all of the tricks and techniques. We venture to say that we are probably the only company in NZ that has the expertise to offer this course.

A few days later they rang me to discuss a tender and to advise the way that they had presented it and the compilation and sums. Most particularly, they wanted to know if it were possible to put in a post closure claim for contingencies that they had missed. My advice was to make a submission that the new contingencies were deemed to be important and real and needed to be considered for the contract. On this basis and if accepted by the Council, a further \$15,000 would be needed to provide coverage on top of the more than \$800,000 already factored into the project cost. They were absolutely astonished and credulous that the submission actually worked. I had explained to them that Council officers do not want to have a major project fail due to a contingency that was not properly factored and provided for.

I reminded them of a case in the 1980s where we tendered the Riversdale sewerage scheme and only one Tenderer responded a Mr McG. We advised the Council to decline the tender and re-advertise. The Council decided to take the risk. Mr McGregor had six inch pumps to pump the Mataura River but he needed 10 inch pumps and he went bust. The project price promptly jumped from \$900k to \$1.5m.

We can provide a real genuine story about Peter Hughes of Wanganui who wrote us a blazing letter saying that he was very angry as he did not take us seriously when we told him to increase his prices by 10%. He wanted just two of 8 tenders but he won all 8 and had to sit in the office instead of being able to drive his favourite tractor.

We can also provide stories about Nelson District. Westland District. Timaru District and Christchurch plus several cases in Auckland.

2.

WORKERS KEEN TO WORK FROM HOME

A majority of New Zealanders don't want to make the trek to the office every day, as flexible work arrangements become increasingly important to maintaining a quality workforce.

At least seven in 10 people want to work remotely, or telecommute, in a part-time capacity according to an annual survey compiled by human resource company, Randstad.

Meanwhile, more than 50 per cent of the 7017 Kiwis polled prefer variable work schedules.

Randstad New Zealand manager Brien Keegan says the latest research indicates that the classic 9am to 5pm workday is long gone with employee flexibility becoming an increasingly attractive trait for prospective employees.

"Flexible working options clearly appeals to most New Zealand workers," he said. "Employers should leverage this opportunity and take advantage of technology to offer employees the opportunity to telecommute, and investigate other ways employees can work flexibly."

This week the Ministry of Justice announced it's getting rid of 202 jobs and creating more than 100 new ones over the next 13 months with positions to be based from home instead of from an office.

FARMERS URGED TO STAY SAFE FOR SHEARING SEASON

With sheep shearing accounting for more than \$3 million in injury claims to ACC over the past three years, farmers are being urged to take care as pens fill up in wool-sheds across the country. Last year, there were 122 sheep shearing-related injuries serious enough to require funding support from ACC. Leading injuries included back injuries, sprains, strains and muscular stress caused by prolonged bending.

WorkSafe New Zealand's Safer Farms programme is working with the rural sector to promote good health and safety practices and reduce the high rates of accidents and fatalities on farms. It has published a fact sheet on sheep-shearing, after wide consultation with the industry, to coincide with the new Health and Safety at Work Act 2015.

Over 60 million sheep are shorn each year and many more crutched. This work has a high risk of injury but generally professional shearers and wool handlers have the technique, fitness and equipment-care practices to manage the risks. Farmers who shear and crutch a few sheep now and again, rather than full-time, are at risk through less-practiced technique, poorly-maintained gear or not physically being prepared for the task," says Al McCone A Worksafe Manager.

Injuries like sprains and strains can be avoided by using the correct techniques while handling or shearing sheep. Checking and maintaining shearing equipment is also an important aspect of safety and efficiency. "Make sure grinders are stable and secure when being used, and check to see that your hand pieces are in good working order. Hygiene is important, always wash and dry hands after contact with sheep to help avoid zoonotic diseases like leptospirosis," says Al McCone.

Farmers who are preparing for shearing need to make sure that their woolsheds, machinery and associated facilities are in good working order. "Make sure the wool press is working well, all the safety features are functioning, and that anyone who uses it knows what they are doing." Good, clear communication between farmers and shearing contractors (or those being employed directly) is essential to make sure the work is safe. Before you or others begin any job on the farm, stop and consider what you need to watch out for, and how to complete it safely.

3.

SAFETY REPS OR OFFICERS?

We find it hard to believe that there are so many employers and PCBU that are intent to train Safety Reps at twice the cost and twice the attendance time for twice the liability.

In plain language if you listen to the authorities you will feel obligated to have a Safety Representative or maybe more of them.

The authorities do not happen to tell you that you are exposing yourself to the risk of getting provisional improvement notices issued against you or your business.

We strongly recommend that you involve us with your staff consultation that is now required so that you do not fall into a trap.



EARLY SACKING BRINGS FINE AT EMPLOYMENT COURT

An Auckland telephone repairer fired from his job before even signing a contract has won \$12,000 from his former employer.

Jon-Paul Moses, 24, was hired by phone company Fully Synced Limited in 2014 based on a reference from WINZ, but wasn't given a written contract on the day and was let go three days later.

He was given an agreement shortly after started, but raised concerns about several clauses - including one removing the right to bring a dismissal personal grievance claim.

His boss, Nick Kane, told him to sign the contract by the end of the week or not bothering coming in at all, Mr Moses told the Employment Relations Authority.

He didn't return.

Mr Kane argued Mr Moses hadn't been keen on the job and decided to leave for personal reasons, but the authority said evidence pointed to Mr Moses being pleased about finding a job and ruled it had been a firing.

It said there were some issues with the contract Mr Moses had been given and it was reasonable to question them.

"Mr Moses was exercising his legal right to enter into discussion with his employer about the contents of his employment agreement."

Fully Synced was ordered to pay Mr Moses nearly \$7000 in lost wages, \$2000 in compensation for humiliation and \$3000 in costs. He was also awarded \$34 in holiday pay for his three days with the company.