

Information Sheet

Health and Safety at Work Act 2015 - Impact on ACC incentive products



Customer information statements:

These information statements address the impact of the Health and Safety at Work Act 2015 (HSWA) on ACC's incentive products.

How are ACCs Incentive Products affected?

For the period of 4 April 2016 to 31 March 2017 there are no changes to ACC's incentive products. The audit standards remain the same and the auditors have been trained on how to apply the audit tool where businesses have already adopted the HSWA into their workplaces. We will assess businesses health and safety management practices according to our current audit standards, while acknowledging any changes a business may have taken to meet the HSWA.

This is true for the Accredited Employers Programme (AEP) (Safety Management Practices section only), Workplace Safety Management Practices (WSMP), Workplace Safety Discount (WSD), and for ACC Fleet Saver and ACC Fleet Saver Rental.

What do I need to do for my audit?

For the period of 4 April 2016 until no later than 31 March 2017 you don't have to do anything new to meet the current ACC products audit standards. For example, if you have moved from a hazards register to a risk register, you do not need to revert back to a hazards register for the audit.

What isn't changing?

For the period of 4 April 2016 until no later than 31 March 2017, nothing related to the product's entry and acceptance criteria, audit standards or discount rates changes; the incentive products are exactly the same as they have always been.

When will changes be made?

From 1 April 2017, ACC can no longer accept new participants into WSMP & WSD in their current form and we are working on new options to be available from this date. AEP and ACC Fleet Saver products will be aligned, where appropriate, to reflect the changes to the updated incentive products.

We will have more clarity on the scope of the proposed products by the end of May 2016.

The changes we are discussing are:

- Achieving better consistency with the HSWA, both in intent (such as focus on reducing the frequency, severity and impact of workplace injuries) and in wording.
- Making the audit tool easier for customers and auditors to use by removing duplications and sorting the requirements into a better grouping.
- Updating requirements to increase the focus on making workplaces safer.

Will I be consulted on the proposed changes?

We will go through a public consultation process before the product design is finalised – so there will be plenty of opportunity to have your say over the proposal and to understand the new products before they go live. Consultation on the proposed products is likely to occur as part of the general levy consultation process (August/September 2016) and we will update you once this can be confirmed.

Does passing an audit make my business compliant with the new HSWA?

Achieving the audit standards does not ensure you are compliant with the new Health and Safety at Work Act 2015. We encourage you to take appropriate action to meet the new legislation. To learn more about the new Health and Safety at Work Act 2015 and your obligations, please visit the WorkSafe NZ website (www.worksafe.govt.nz/hswa).

What else is going to happen going forward?

About the SSRS Pilot:

The proposed Safety Star Rating Scheme (SSRS) is an injury prevention initiative that aims to help lift the performance of workplace health and safety in New Zealand business.

SSRS takes a behaviour based assessment approach. This is different from many existing health and safety audit schemes or programmes in the market. It has been designed as an improvement initiative and educative tool offering independent guidance and advice on how to improve health and safety performance and assurance about how well a business is performing. Work is ongoing to determine how SSRS might fit with other schemes and programmes in the market and how the recognition and reward elements could work in practice.

Over the last year, the proposed SSRS has evolved to have a strong education and assurance focus. Businesses will receive an independent assessment of their health and safety practices as well as tailored guidance and advice to support ongoing health and safety improvement.

Until June 2016, we are trialling the SSRS standards, assessment methodology, guidance and other tools with a cross section of medium and large businesses from the construction, transport, manufacturing, government, warehousing and distribution and postal sectors.

Results from the pilot will help inform the final design. Government Ministers for ACC and Workplace Relations and Safety are due to make a decision towards the end of 2016 about whether to implement this initiative, and if so in what shape and form.

Where to go for more information:

WorkSafe NZ for more on HSWA – www.worksafe.govt.nz/hswa

WorkSafe free phone on 0800 30 40 50

ACC Product related questions call our Business Customer Contact Centre on 0800 222 776

Or visit www.acc.co.nz