

January 2004

## Nga Whakarereketanga ki Te Ture moo Te Hauora me Te Aarai Aituaa I Te Waahi Mahi 1992

(Key Changes to the Health & Safety in Employment Act 1992)

### Whaimahi Kaimahi - Employee Participation #2 (EPS)

*'He aha te kai o koutou Rangatira? He Korero! He Korero! He Korero!'*  
(What motivates the Challenged Mind? It is Choices! It is Options! It is Knowledge!)

**What does employee participation mean?**

This is a new **CHANGE**. Basically, it means that all employers **MUST** provide opportunities for the involvement of employees in ensuring a safe workplace/es. (eg. office, workshop, kitchen, wharekai, work cars & trucks, machinery, building sites or anywhere where employment activities are being carried out.)

In practice, and for Maori Employers, who may be Maori Trust Boards/Committees, Runanga, Maori Organisations/Business/es, Marae-based Education & Training or Other Business/es; it means that they, and, all their respective employees who wish to be involved, and all other interested parties eg unions, **DO**:

- 1) co-operate in good faith to agree a participation process
- 2) agree to a safety & health programme which enables nga kaimahi katoa, to know and to do their mahi safely at all times.
- 3) hold regular huinga to allow nga kaimahi, to have input in deciding the practical ways & means of improving safety & health practices, and/or to solve your safety & health problems before harm occurs.

Every workplace is different; your workplace/es are different, and there is no 'one size fits all' process. As an employer, you have options available to you, to help you & your employees tailor-make the kind of participation process that you and your employees are happy to 'drive' and live by.

In deciding what option to take, here are some key considerations that need to be taken into account when setting up your participation process:

- a) The number/s of kaimahi employed by you, & the different places where they work;
- b) the nature & arrangement of the work they do (including seasonal & temporary work & workers) and,
- c) the likelihood of getting hurt from all. jobs, tasks, tools, equipment, work vehicles., materials & environments

These steps allow you to focus on creating a safety culture in the workplace. The approach is proactive. (See 'He Tauira' overleaf)

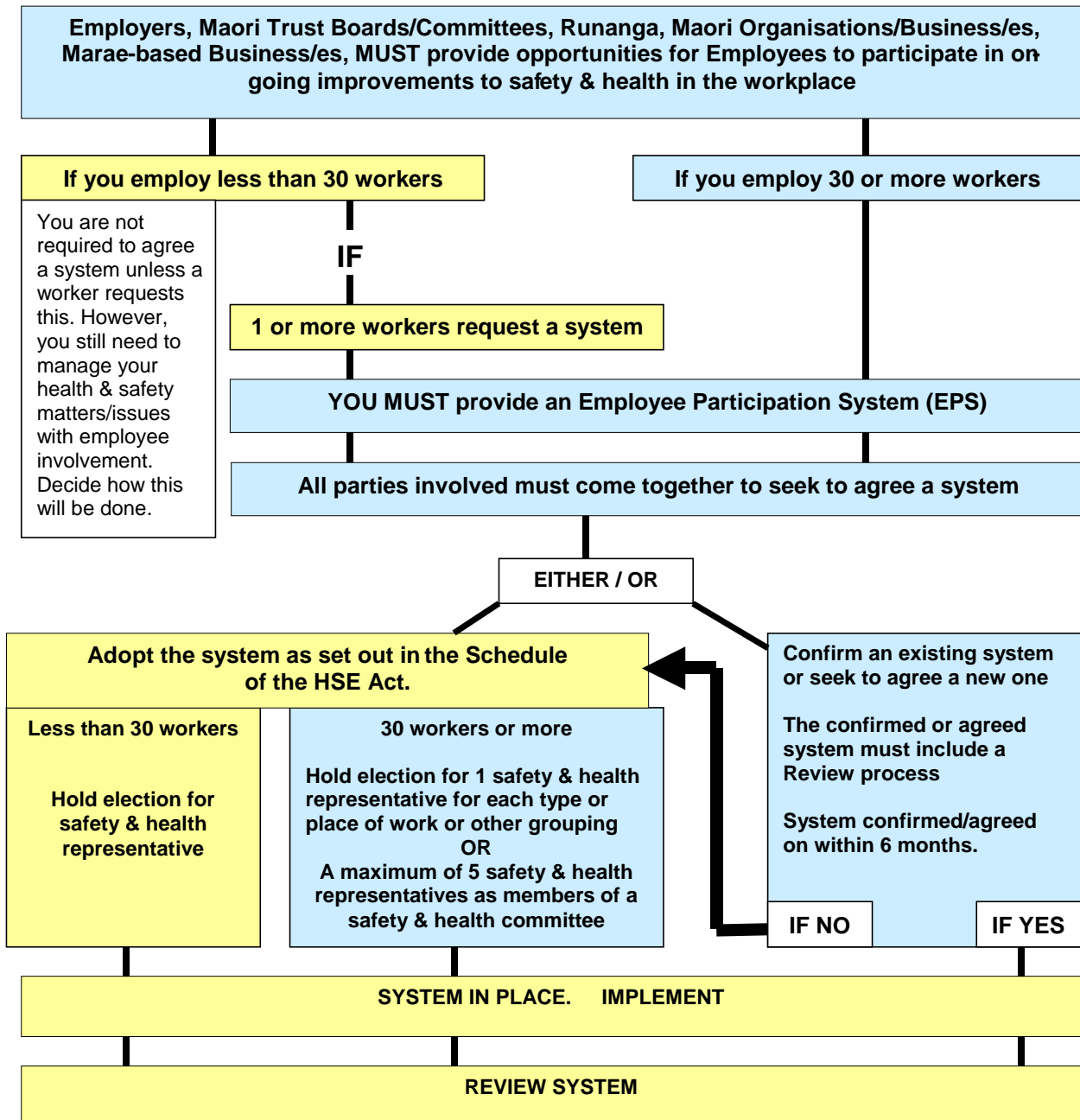
**'He Waahi Totika. He Mahi Totika'**  
(Building roads to safe workplaces)

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## Whaimahi Kaimahi - Employee Participation #2 (EPS) Continued

**He aha te mea nui o te ao? He Tangata. He Tangata. He Tangata'**  
*(What is the most important thing in the world? It is People! It is People! It is People!)*



**'Nau te rourou; Naku te rourou; Kia ora ai nga iwi katoa'**

(With your basket and my basket, our knowledge will enrich our whanau)