

The Government wants to hear about your experiences with the work health and safety system

All workers and their families deserve to have confidence that they will return home safe from work.

New Zealand's workplace fatality rate is far too high, yet organisations and workers are still spending huge amounts of time and resource complying. It is clear the current approach to health and safety is not achieving the results most New Zealanders would expect.

The Health and Safety at Work Act is almost ten years old, and I think now is an appropriate time to take a step back and look at what's working and what needs to change.

I want to hear from New Zealanders of all backgrounds so I can better understand where to best focus our efforts for improvement.



Hon Brooke van Velden
Minister for Workplace Relations and Safety

How to submit

The consultation is open from 14 June 2024 until 31 October 2024. You can provide a submission by:

- › completing a submission form and emailing it to HSWHaveYourSay@mbie.govt.nz
- › completing an online submission form at mbie.govt.nz/have-your-say/work-health-and-safety
- › mailing your submission to:
Health and Safety Policy
Ministry of Business, Innovation and Employment
PO Box 1473
Wellington 6140

Further information, including a submission form, can be found at mbie.govt.nz/have-your-say/work-health-and-safety

Please send any questions about the consultation to HSWHaveYourSay@mbie.govt.nz



Have Your Say on Work Health and Safety

JUNE 2024



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĀKINA WHAKATUTUKI

We want to hear about your experiences

We want to start a conversation about New Zealand's work health and safety regulatory system, particularly your experiences with it, how you think it's working now, and what you think should change.

We're interested in your feedback on the **regulatory system** - the law and regulations, the supporting information (eg guidance and approved codes of practice), the regulators, and the responsibilities of businesses, workers, and others with a role in the system.

We have five areas we're focusing on, but we're also interested in hearing any feedback you might have outside of these areas. We want to hear from businesses, workers, and anyone with an interest in the work health and safety regulatory system.



Focus area one: businesses are best placed to understand and manage their risks

We want to understand how your business or organisation makes decisions about managing health and safety risks, the reasons behind these decisions, and whether you think these actions are effective.

We're also interested in your costs of compliance.

Focus area two: the law is designed to balance flexibility and certainty

We want to know whether the law strikes the right balance between being flexible (to allow for different responses to different circumstances) and providing certainty - whether it may be too detailed in some cases, or not detailed or clear enough in others.

We're interested in which requirements are causing you problems, and which are working well. We're also interested in the sources of information and advice you use, and what you think of these.

Focus area three: worker engagement and participation

We want to understand how your business or organisation engages with its workers, how workers participate in health and safety, and the types of worker engagement and participation practices you find most effective.

Focus area four: an effective work health and safety system needs effective regulators

We want your feedback on your experiences with the health and safety regulators - WorkSafe New Zealand, Maritime New Zealand, and the Civil Aviation Authority.

We also want your feedback on the third parties that are authorised by WorkSafe or by regulations to perform necessary tasks within the system, such as checking compliance or issuing licences.

Focus area five: the objective of the work health and safety regulatory system

We think the work health and safety regulatory system should be clear, effective, flexible and durable, proportionate to the risks, and balancing risks with costs. We want to know if you think it is doing this.

We also want to know if you think the threshold at which risks need to be managed is right.

Is there any other feedback you'd like to give us?

You are also welcome to share feedback on any other aspect of the work health and safety system.