



Caring for Our People

Manaakitia ā tātou tāngata

February 2018

Malo e lelei! Talofa lava! Bula! Greetings! Tēnā koutou, tēnā koutou, tēnā tātou katoa!

I am still visiting people and places around the country so again... thank you to the people that have welcomed me into their places of worship, their meetings and their workplaces. Thank you to the people that have taken their time to listen to me and for all your efforts in Caring for Our People.

Governance Groups and the Health and Safety at Work Act 2015!

Are you involved with a council, or a committee, or a board of trustees or directors? Read on...

Recently I have had a few instances of people asking me what the Health and Safety Act means at the governance level of councils/committees/boards, so please excuse me while I revert to a little bit of technical jargon...

Simply put, the PCBU is the entity/church/parish/trust/board which we are serving, and Officers are the people on the council/committee/board. The following chart for a PCBU and an officer summarises their duties.

PCBU (e.g business entity)	<ul style="list-style-type: none"> › The PCBU has the "primary duty of care" to ensure the safety of workers and anyone affected by its work. 	Primary Duty of Care
	The PCBU must (as far as reasonably practicable):	
	<ul style="list-style-type: none"> › Provide and maintain a workplace that is without risks to health and safety. › Provide and maintain safe plant and structures and safe systems of work. › Ensure the safe use, handling and storage of plant, structures and substances. › Provide adequate facilities for the welfare of workers. › Provide information, training, instruction, or supervision that is necessary to protect all persons from risks to their health and safety arising from work. › Monitor the health of workers and the conditions at the workplace for the purpose of preventing injury or illness. 	
Officer (e.g. chief executive, board member or director)	An officer must exercise due diligence by taking reasonable steps to: <ul style="list-style-type: none"> › Keep up to date about work health and safety matters. › Understand the nature of the hazards and risks associated with the organisations operations. › Ensure the organisation has resources and processes to eliminate or minimise risks. › Ensure appropriate and timely processes for receiving and responding to incidents, hazards and risks. › Ensure there are processes for complying with any duty. › Verify that health and safety processes are in place and being used. 	Due Diligence

As most of Our People ā Tātou Tāngata, are volunteers, so are our "officers". It should therefore be noted:

VOLUNTEER OFFICERS

All officers of a PCBU, including volunteer officers, have a due diligence duty to make sure that the PCBU complies with their obligations under the HSWA.

A volunteer officer cannot be prosecuted for a failure of due diligence. However, a PCBU remains responsible for complying with the HSWA even if an officer failed their due diligence duty relating to health and safety.



So to all the council members, directors, and trustees out there:

- Know what is happening at your place/s
- Understand the nature of the work, the hazards and the risks generated from that work at your place/s
- Provide resources and processes to eliminate or minimise those risks
- Ensure there are the right processes for the right event or duty, that are in place and being used

Caring for Our People Manaakitia ā Tātou Tāngata is a core part of the Methodist Ethos. If we are doing things right, then all the other items should be moot.

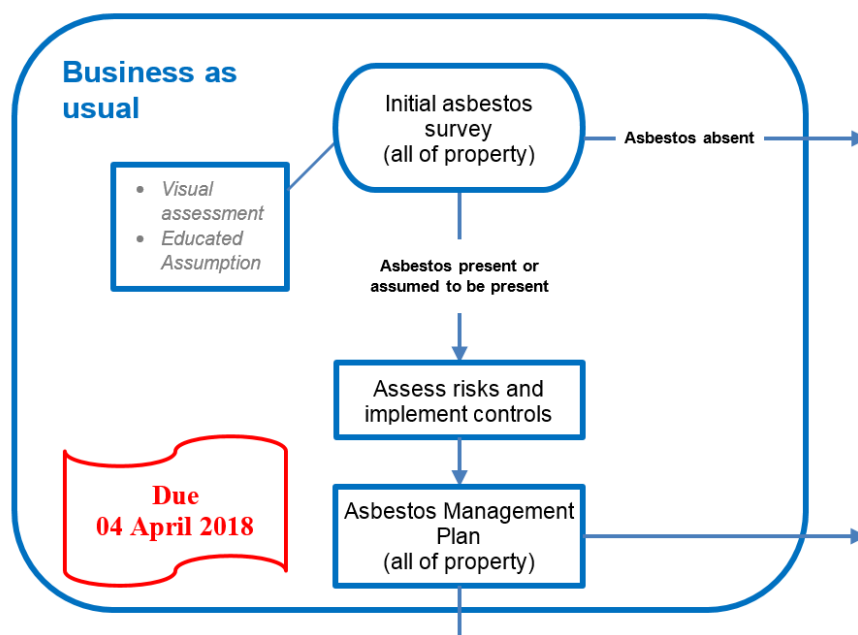
Asbestos Update!

Attention! Property Committees!

Asbestos management plans will be required for all Church buildings.

Currently there is a paper before the Methodist Connexional Property Committee (MCPC) that will provide the information you need to create your own asbestos management plan.

If you cannot confirm there is no asbestos then you must presume that there is and your building will need an Asbestos Management Plan by 04 April 2018.



A screenshot of the starting point

In 2010 asbestos was the number one workplace killer in New Zealand with 170 people dying from asbestos related diseases that year.

In 2016 WorkSafe NZ introduced the Asbestos Regulations 2016 as part of the Health and Safety at Work Act 2015. These regulations provide a methodical approach to asbestos management and working with asbestos.

A consistent asbestos management approach will allow the Church to maintain a central registry of asbestos containing properties, which includes information on what is being done in each property to manage the asbestos risk.

Further information can be found at <https://worksafe.govt.nz/dmsdocument/8-acop-management-and-removal-of-asbestos>

I envisage the due date for releasing this approach will be the end of February – all things going well!

Kia ū ki te pai, kia whai ora pai. *Hold to that which is good and things will be good.*

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