

EMPLOYER COMPLACENCY

- Staff member pays a huge price

SAFETY WHITE PAPER



The safety of employees in the workplace is of paramount importance, and employers have a legal and ethical responsibility to implement effective health and safety measures. Unfortunately, incidents such as the recent case reported on by WorkSafe involving a waste bin company demonstrate that employer complacency regarding workplace safety procedures can have severe consequences for employees.

The Importance of Health and Safety Training:

WorkSafe Quote: *"The victim, now 52 years old, was emptying the skip bin when it fell on his head and shoulders in March 2021. He later suffered several strokes in hospital and is likely to experience difficulties with his vision and swallowing food for the rest of his life."*

The business owners told WorkSafe its safety analysis for tipping bins was undocumented as it had been mentally done".

This is a massive failure in systems. Robust induction, health and safety documentation, and risk management protocols are essential to mitigate the risk of harm to employees. Practical, relevant training is a critical component of ensuring that team members are equipped to assess their worksites, plan safe operations, and promote safe working conditions and practices for all.

As Nicholas Matzopoulos, Health and Safety Trainer Director at Safety 'n Action, states, "this type of complacency and complete disregard for safety is appalling and should not be happening anymore." Safety 'n Action offers a range of training solutions, including short courses in [Hazard and Risk Management](#) and [Health and Safety Representative](#) training, as well as [Board and Management Health and Safety training seminars](#) to ensure employers are knowledgeable of their obligations to staff.

Investing in Health and Safety Training:

Employers have a responsibility to provide their employees with the necessary tools and training to ensure their safety in the workplace. Safety 'n Action offers a range of training solutions that can be delivered on-site, at nationwide training centers, or online.

Employers should take advantage of these opportunities to invest in the safety of their team members, mitigating the risk of harm to employees and avoiding potentially costly incidents and legal consequences.

Conclusion:

The recent incident reported on by WorkSafe involving a waste bin company highlights the need for employers to take health and safety seriously and implement robust induction, health and safety documentation, and risk management protocols. Practical, relevant training is an essential component of mitigating the risk of harm to employees.

Safety 'n Action offers a range of training solutions that can be delivered in various formats to suit the needs of employers and their team members. Training online, in person and at business sites, all avenues are covered. Employers should invest in health and safety training to ensure the safety and wellbeing of their team members and avoid the potentially devastating consequences of workplace incidents.

Let's do better and challenge ourselves to find out what more we need to know for the safety of our people.

Related Resources:

WorkSafe Media Release

<https://www.worksafe.govt.nz/about-us/news-and-media/skip-bin-brain-injury-at-work-tragic-and-needless/>

Legislation

<https://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976660.html>