

What we can help with:

- Safety compliance
- Event investigation
- Safety audits
- Safety training
- Electrical safety
- HSNO (chemical) audits
- Play ground safety audits
- Environmental management
- Sustainability programs
- HR management



Assisting the ECE industry in maintaining safety systems of work.

ECE Centres Nationally

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Workplace Health & Safety Compliance



Experts in Hazard & Risk Management
for the Early Childhood Education Sector

THE secret is in the **SERVICE**

Maintaining Safe Systems of Work as a PCBU / ECE Centre.

A PCBU is a 'person conducting a business or an undertaking'. It's a broad concept used throughout the Health and Safety at Work Act 2015 (HSWA) to describe all types of modern working arrangements, which we commonly refer to as 'businesses'.

Most NZ businesses, whether large corporates, sole traders, or self-employed, are classed as PCBUs.

As a PCBU you are obligated to maintain, as far as reasonable practicable, a safe workplace for all that may be affected by your business or undertaking.

Equally your workers (formally known as Employees) are obligated to work safely and are now directly accountable for their actions to NZ law for any breaches for not working safely.

What is my duty of care?

As a Person Conducting a Business and/or Undertaking a (PCBU) must ensure, so far as is reasonably practicable, the health and safety of its workers and any other workers who are influenced or directed by the business. This is called the primary duty of care.

All businesses must ensure, so far as is reasonably practicable, the health and safety of:

- Its workers (Including Contractors and Clients)
- Any other workers who are influenced or directed by the business

A business must also look after other people who could be at risk by the work of the business, for example customers, visitors, children and young people, or the general public who enter the workplace.

What does the primary duty of care look like in practice?

The primary duty of care is broad overarching duty which includes, but is not limited to, a business having effective practices in place for:

- Providing and maintaining a work environment that has minimal risks to health and safety
- Providing and maintaining safe equipment and structures (both inside and out)
- Providing and maintaining safe systems of work (a documented process of safety management)
- Ensuring the safe use, handling and storage of substances (chemicals)
- Providing adequate facilities for the welfare of workers when they are doing work for your business, including ensuring access to those facilities
- Providing any information, training, instruction, or supervision that is necessary to protect all persons from risks to their health and safety arising from the work of your business (i.e. evacuation training and lock down training)
- Monitoring the health of workers and the conditions at the workplace for the purpose of preventing injury or illness of workers arising from the conduct of the business or undertaking (third party safety audits)

HQR can help you set these mandatory systems in place for compliance working with you with your business objectives and goals in mind.

Seeking compliance is not an accident free workplace!

We believe that risk management should be about practical steps to protect people from real harm and suffering - not bureaucratic butt covering. If you believe some of the stories you hear of late, health and safety is all about stopping any activity that might possibly lead to harm. This is not our vision of sensible health and safety - we want to save lives, not stop them. Our approach is to seek a balance between the unachievable aim of absolute safety or zero harm and the kind of poor management of risk that damages lives, your business and the economy.

Sensible risk management is about:

- Ensuring that workers and the public are properly protected
- Providing overall benefit to society by balancing benefits and risks, with a focus on reducing real risks – both those which arise more often and those with serious consequences
- Enabling innovation and learning not stifling them utilising industry best practice
- Ensuring that those who create risks manage them responsibly and understand that failure to manage real risks responsibly is likely to lead to robust action by an enforcement agency
- Enabling individuals to understand that as well as the right to protection, they also have to exercise their responsibilities accordingly

Sensible risk management is not about:

- Creating a totally risk free society
- Generating mountains of useless paperwork
- Scaring people by exaggerating or publicising trivial risks
- Stopping important recreational and learning activities for individuals where the risks are managed appropriately
- Reducing protection of people from risks that cause real harm and suffering

So if you want sensible workplace health and safety management solutions for your business call the industry experts at HQR Ltd. The people who take a pragmatic approach to your Early Childhood Education business health and safety matters.
