

# Health and Safety in Employment Amendment Act 2002

<b>INTRODUCTION</b>	1
Process : Background	1
Purpose of the 2002 Amendment	1
This seminar	2
<i>Part 1</i>	2
<i>Part 2</i>	3
<i>Part 3</i>	3
<i>Part 4</i>	3
<b>1. UPDATE OF CASES</b>	5
Case law review	5
<i>Principal's obligations</i>	5
<i>The need for there to be a contractual relationship for s 18 liability</i>	6
<i>Whether or not actual harm is required s 19</i>	6
<i>Cautioning by inspectors – s 31</i>	7
<i>Point of time to assess "practicable steps"</i>	9
<i>Supervision</i>	9
<i>Health cases (as opposed in injury or inspection prosecutions)</i>	12
<i>Case 1 – ACC v E CA [1992] 2 NZLR 426</i>	15
<i>Case 2 – Edmonds v Attorney-General (Employment Court, Auckland 1997, Finnegan J)</i>	16
<i>Case 3 – Brickell v Attorney-General HC [2000] 2 ERNZ 529; McGechan J</i>	16
<i>Case 4 – Gilbert v Attorney-General in respect of the Chief Executive of the Department of Corrections EC [2000] 1 ERNZ 332 Colgan J</i>	19
<i>Case 5 – Benge and Hallinan v Attorney-General (Police) HC [2000] 2 ERNZ 234 Durie J</i>	23
<i>What damages were recoverable?</i>	24
<i>Case 6 – Tukapua v Bruce Hill Transport</i>	25
<i>Case 7 – Matheson v Transmissions and Diesels EC [2001] ERNZ 1 Judge Shaw</i>	25
<i>Case 8 – Police v Cartwright CA [2000] 2 ERNZ 106 (Gault Blanchard and Tipping JJ); EC [2001] ERNZ 255 (Judge Travis)</i>	26
<i>Case 9 – Urbani v Gillions and Sons Ltd (unreported, High Court, Dunedin, 5 March 2003, John Hansen J. CP 26/01)</i>	26
<i>Case 10 – French v CE Department of Corrections, (unreported, Employment Court, Christchurch, CC 30/02, CEC 24/01, Judge Colgan 23.12.02)</i>	28
Penalties	34

Trends	35
<i>Personal liability for officers, directors, agents</i>	35
<i>Double jeopardy? HSE and Crimes Act prosecutions from the same events (manslaughter)</i>	37
<i>Miscellaneous cases</i>	38
<b>2. OTHER LEGISLATIVE CHANGES</b>	43
The 1998 Amendment (to s 16)	43
<i>Introduction</i>	43
<i>Interface between HSE, the 2002 Amendment and the NZPHDA 2000</i>	45
The ERA 2000	45
The CO 2002 Act	47
The Sentencing Act 2002	52
<i>Reparation orders and health and safety offences</i>	52
<i>The power to order reparation</i>	53
<i>Emotional harm</i>	54
<i>The bar on reparation for consequential loss giving rise to entitlements under the IPR&amp;C Act</i>	55
<i>Reparation and subsequent civil proceedings</i>	57
<i>Reparation under the Crown organisations (Criminal Liability) Act 2002</i>	57
<i>Reparation under the Health and Safety in Employment Amendment Bill</i>	58
<b>3. HEALTH AND SAFETY IN EMPLOYMENT AMENDMENT ACT 2002</b>	59
Comprehensive coverage	59
Volunteers	59
Persons receiving on the job training or work experience	60
Loaned employees	61
Sale or supply of plant	61
Crew on board ships	62
Aircrew	62
Rail workers	62
Mobile workers	62
Stress	63
Temporary impairment	63
Employee participation	64
General obligation	64
Agreed employee participation systems	65
<i>"Default" employee participation system</i>	65
Training for health and safety representatives	66
Enforcement of employee participation provisions	67
Right to refuse to perform dangerous work	67
Effective enforcement	68
<i>Private prosecutions</i>	68
<i>Alteration of limitation period</i>	69

<i>Infringement notices</i>	70
<i>Hazard notices</i>	70
<i>Increased penalties</i>	71
<i>Sentencing criteria</i>	71
<i>Prohibition on insurance</i>	72
<i>Other amendments</i>	72
<b>4. PRACTICAL AIDS FOR COMPLIANCE – A CHECKLIST</b>	75
Stress – monitoring/managing	75
General	75
Where should employers beware for the future?	76
Internet/mail	76
<b>5. SOME PRACTICAL (WORKSHOP) EXAMPLES</b>	79
1. Wilson family	79
2. Gas inhalation	79
Questions	80
<b>SCHEDULE OF APPENDICES</b>	81
<b>APPENDIX 1. SCHEDULE OF HEALTH PROSECUTIONS</b>	83
<b>APPENDIX 2. SCHEDULE OF PROSECUTION STATISTICS (AS AT 30.12.02)</b>	95
Number of convictions	95
Total fines	96
Average fines	97
<b>APPENDIX 3. SCHEDULE OF CONVICTIONS AND PENALTIES (AS AT OCTOBER 2002)</b>	99
<b>APPENDIX 4. OSH DRAFT STRATEGIC PLAN 2003-2008</b>	105
<b>APPENDIX 5. LIST OF OSH PUBLICATIONS</b>	125
<b>APPENDIX 6. OSH ENFORCEMENT POLICY AND OPERATING PROCEDURES (AS AT 26/03/03)</b>	155