



2018  
2019

# 'CARRUS' HEALTH & SAFETY

POLICIES, PROCESSES &  
PROCEDURES MANUAL

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Violations of this may be challenged in the courts of Law to seek reparations of costs and damages

# 'CARRUS'

## Health & Safety Policies, Processes & Procedures Manual

This manual has been produced to provide a useful guide to the Health & Safety Policies, Processes & Procedures to all persons. A full and updated version is available for reference on the following websites:

Carrus Properties Ltd - [www.carrus.co.nz](http://www.carrus.co.nz)

The Lakes (2012) Ltd - [www.thelakestauranga.co.nz](http://www.thelakestauranga.co.nz)

Aotea - [www.aoteaporirua.co.nz](http://www.aoteaporirua.co.nz)

[www.kenepurulanding.co.nz](http://www.kenepurulanding.co.nz)

[www.wharewakaeast.co.nz](http://www.wharewakaeast.co.nz)

The manual endeavours to comply with the Health and Safety in Employment Act and Regulations.

Any suggestions on how this manual can be improved are very welcome and should be forwarded to the 'Carrus' HSO - Kerrie Rippey.

Authorised by:



25 May 2018

.....  
Paul Adams  
Chairman of Directors

.....  
Date

Date of Issue: February 2017

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Version No: 04



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## 1.0 Revision Record

Version	Change (Month)	Year
01	December	2013
02	April	2015
03	February	2017
04	May	2018

## 2.0 Definitions

ACC	: Accident Compensation Corporation
All Persons	: Management, employees, contractors, tenants, visitors and other persons
‘Carrus’	: The ‘Carrus’ -Group (see clause 14.0 page 22)
Contractors	: All contractors, subcontractors, and tradesman
Employees	: All persons employed by ‘Carrus’ not mentioned under Management (below)
HSO	: Health and Safety Officer - Kerrie Rippey
HSC	: Health and Safety Committee (as appointed by the Chairman of directors of ‘Carrus’) - Scott Adams, Tony Mills, Kerrie Rippey and Jim Lochhead
Management	: Management includes, all directors, managers and Supervisors of ‘Carrus’
Notifiable Event	: See 2.1 Special Definitions
Other Persons	: All other persons not mentioned in Management, Employees, Contractors and Tenants above
Reasonably Practicable	: Which is, or was, at a particular time, reasonably able to be done in relation to ensuring health and safety, taking into account and weighing up all relevant matters
PPE	: Personal Protective Equipment
Tenants	: All persons and or entities who have a tenancy agreement with any of the ‘Carrus’ Companies
Visitors	: Any person visiting a ‘Carrus’ site
Worksafe	: Worksafe NZ Ltd

## Definitions (continued)

### 2.1 Special Definitions

A Notifiable Incident: - an unplanned or uncontrolled incident (near miss) in relation to a workplace that exposes a worker or any other person to a serious risk to that person's health or safety arising from an immediate or imminent exposure to—

- a substance escaping, spilling, or leaking
- an implosion, explosion or fire
- gas or steam escaping
- a pressurised substance escaping
- electric shock (from anything that could cause a lethal shock)
- the fall or release from height of any plant, substance, or thing
- damage to or collapse, overturning, failing or malfunctioning of any plant that is required to be authorised for use under regulations
- the collapse or partial collapse of a structure
- the collapse or failure of an excavation or any shoring supporting an excavation
- the inrush of water, mud, or gas in workings in an underground excavation or tunnel
- the interruption of the main system of ventilation in an underground excavation or tunnel
- a collision between two vessels, a vessel capsize, or the inrush of water into a vessel
- any other incident declared in regulation to be a notifiable incident.

### A Notifiable Injury or Illness

- Any of the following injuries or illnesses that require the person to have immediate treatment (other than first aid):
  - a) the amputation of any part of the body
  - b) a serious head injury
  - c) a serious eye injury
  - d) a serious burn
  - e) the separation of his or her skin from an underlying tissue (such as degloving or scalping)
  - f) a spinal injury
  - g) the loss of a bodily function
  - h) serious lacerations
  - i) An injury or illness that requires, or would usually require, the person to be admitted to a hospital for immediate treatment
- An injury or illness that requires, or would usually require, the person to have medical treatment within 48 hours of exposure to a substance

## Definitions (continued)

- Any serious infection (including occupational zoonosis) to which the carrying out of work is a significant contributing factor, including any infection that is attributable to carrying out work
  - a) with micro-organisms or
  - b) that involves providing treatment or care to a person or
  - c) that involves contact with human blood or bodily substances or
  - d) that involves handling or contact with animals, animal hides, animal skins, animal wool or hair, animal carcasses, or animal waste products or
  - e) that involves handling or contact with fish or marine mammals
- Any other injury or illness declared by regulations to be a notifiable injury or illness.

### A Notifiable Event

- the death of a person; or
- a notifiable injury or illness; or
- a notifiable incident.

Websites : [www.carrus.co.nz](http://www.carrus.co.nz)  
[www.thelakeauranga.co.nz](http://www.thelakeauranga.co.nz)  
[www.aoteaporirua.co.nz](http://www.aoteaporirua.co.nz)  
[www.kenepurulanding.co.nz](http://www.kenepurulanding.co.nz)  
[www.wharewakaeast.co.nz](http://www.wharewakaeast.co.nz)

## 3.0 Policy on Commitment to Safety Management Practices

### The 'CARRUS' Vision Statement

#### 'Safety comes First'

'CARRUS' is committed to:

- Maintaining a safe and healthy working environment for the health and safety of all persons.
- Actively participating in improvements to its Health and Safety policies, processes and procedures.
- Consulting, co-operating and co-ordinating with management, employees, contractors, tenants, visitors and all other persons in relation to Health and Safety and continuously improving its Health and Safety policies, processes and procedures.
- Keeping up to date and complying with all relevant legislation requirements, regulations, codes of practice and safe operating procedures.

Health and Safety is everyone's business and all persons are expected to consult, collaborate, co-operate and participate in our commitment to avoid all incidents and accidents, which may cause a notifiable event. All persons are required to act safely at all times to ensure their own welfare, that of their fellow employees, and others in their work-environment. Management are responsible for ensuring Health and Safety policies, processes and procedures are followed at all times.

Identification of potential health or safety risks is an ongoing activity which must be performed by all persons. These activities will include, where reasonably practical, the development of safe working practices to minimise and control risks and identify possible solutions. All incidents and accidents are to be accurately reported immediately and recorded in a timely manner. In the event that management or an employee is injured 'Carrus' will, where practicable fully participate in a rehabilitation programme. 'Carrus' is committed to ensuring the safe and early return to work of any injured employee.

The 'Carrus' HSC are responsible for the overview, management, review and documentation of our Health and Safety policies, processes and procedures. All documentation will be held by the HSO.

Our Health and Safety processes and procedures will be reviewed by the HSC and all employees annually. This Policy applies to all 'Carrus' companies where all persons are engaged in the work environment.

Next Review Date Due: April 2019





## 4.0 Planning, Review and Evaluation of Health and Safety Policies, Processes and Procedures

- 4.1 Management and employees will review the Health and Safety processes and procedures annually.
- 4.2 After the processes and procedure review the HSC will review the Health and Safety Policies.
- 4.3 All accidents and incidents will be reported immediately, recorded in a timely manner and reviewed by the HSO.
- 4.4 All accidents and incidents on the 'Carrus' hazard register will be reviewed at least quarterly or more often as required to ensure current hazard management and control systems are effective.
- 4.5 Management will be familiar with current rehabilitation /early return to work practices.
- 4.6 In the occurrence of a notifiable event Management and employees will review the Health and Safety Processes and Procedures in relation to the notifiable event.
- 4.7 All persons in the work environment will have, access to the company's Health and Safety Policy, Processes and Procedures Manual and any other reference information, via the website or hard copy.
- 4.8 Management and employees will be able to access current legislation, regulations and codes of practice via the internet or by request to the HSO.
- 4.9 All relevant legislation, Regulations and Codes of Practice will be reviewed and monitored at least annually to ensure the 'Carrus' policy, processes and procedures are up to date.
- 4.10 Management and employees performance in relation to specific health and safety responsibilities will be reviewed annually by the HSC.
- 4.11 A master list of all Health and Safety related documentation will be maintained and updated as required by the HSO and freely available on any 'Carrus' website or on request to the HSO.
- 4.12 Health and Safety is a critical, non delegable responsibility of the directors and directors shall be pro-active in carrying out their duty of due diligence. All directors will provide leadership and are responsible for all major health and safety decisions.

## 5.0 Hazard Identification, Assessment, and Management Process

- 5.1 The HSO will maintain a Hazard Register of reported actual and potential hazards reported.
- 5.2 Monthly inspection checklists will be used to identify any hazards. Upon identification, these will be entered onto a Hazard Identification Form and reported to the HSO.
- 5.3 All appropriate controls will be implemented and maintained for significant hazards that are capable of causing harm  
The following hierarchy of control for all hazards will be used:
  - (i) Elimination (preferred option)
  - (ii) Minimisation (where the hazard cannot be eliminated the impact of the hazard will be minimised)
- 5.4 Where appropriate or required, 'Carrus' will issue all persons with PPE.
- 5.5 Where the management of hazards is complex and it is appropriate, specialists will be engaged for advice.
- 5.6 All relevant management and employee safety representatives, shall be continually trained in hazard identification and hazard management.
- 5.7 Any new or modified equipment and all new work processes will be actively managed and controlled and such controls will be assessed and reviewed by the HSO.
- 5.8 All new employees will complete the 'Applications for Employment' form attached to their employment contract, identifying any pre-existing health consideration.
- 5.9 Where required, health monitoring medical personnel will be engaged to actively monitor the health of any management or employee.
- 5.10 Where a suboptimal health monitoring result is returned then the relevant hazard management controls will be reviewed accordingly.
- 5.11 In the case of a notifiable event occurring or where management or employee impairment is determined to be a possible contributing factor to a notifiable event, any requirement for any additional health monitoring will be undertaken.
- 5.12 Hazard Management Procedure - see appendix (16.0 D)
- 5.13 Hazard Identification Form - see appendix (16.0 E)
- 5.14 Where appropriate, all persons will follow safety procedures as follows but not limited to;

## **Company Cardinal Safety Rules (all persons)**

### **Mandatory:**

- Have the right to voice any safety concerns
- Never falsify any document or record
- Never engage in any horseplay or foolery while at work
- Immediately, where reasonably practicable clean up any mess that is created in the work environment by whomever is responsible ensuring that the worksite is free from slip, trip, or fall hazards. If clean is not possible minimise the area.
- Any faulty tools are to be reported to the HSO who will advise the appropriate action to be taken
- Will report all injuries, incidents and accidents and near misses
- Where there is a change in work practices and systems report potential hazards
- Will take responsibility for their safety, look out for the safety of others and follow the 'Carrus' Health and Safety Policy

### **Should the code of practice require or it is deemed appropriate all persons will:**

- Wear PPE.
- Use safety glasses when using electric, air power and power actuated tools
- Wear hearing protection when exposed to a noisy work environment
- Wear a hard hat whenever there is operational lifting equipment on site, where work is being carried out overhead, on a construction site (where required), or a compulsory hard hat area
- Ensure that any equipment used is fit for purpose, and meets safety commercial standards
- When working at any height and after carrying out a risk assessment, should there be a potential for a person to fall, ensure reasonable and practicable steps are taken to prevent harm.
- Not use faulty or damaged equipment or non approved PPE
- If an object/item is too heavy, to minimise manual handling ask for help or use appropriate lifting equipment
- Only use machinery and equipment that the user is authorised, trained, licensed and/or competent to use. Where necessary ensure there is supervision and/or spotters are used.
- Check any tool or equipment before using it, including electrical tags and use by dates. Never bypass any safety mechanism or guard
- Where there is a site office or reporting station, always report to these areas and follow any on site instructions

## 6.0 Information, Training, and Supervision Process

- 6.1. The HSO will provide any new management or employee a copy of this manual to read. The manual is to be read within one week of being employed after which time the HSO will make contact with the new management or employee and discuss any queries.
- 6.2. All Health and Safety training is directly linked to employees specific needs and all training is to be signed off by the trainer and the trainee.
- 6.3. Records of training will be maintained by the HSO and reviewed by management annually.
- 6.4. Management or employees within the organisation selected to train others will possess the relevant qualifications, skills and experience to undertake such responsibility.
- 6.5. Management and the HSO are to be aware of their responsibilities to ensure new management or employees and, any management or employees transferring roles within the organisation are adequately trained and do not perform tasks that would endanger themselves or others.
- 6.6. Specialist external trainers will preferably be Worksafe approved or NZQA recognised. Specialist training records will be maintained and forwarded to the HSO.

## 7.0 Incident, Accident and Injury Reporting and Investigation Process

- 7.1. All management and employees will fully understand all reporting procedures as set out in appendix 15.0
- 7.2. All incidents, accidents, work related illnesses, (including notifiable events, harm to the environment caused by breach of any environmental standard and damage to property, plant exceeding \$1000.00) no matter how minor, will be recorded on the Incident/Accident and Injury Reporting Form(see Appendix 15.0 B) immediately or as soon as possible after the event.
- 7.3. The Incident/Accident Injury Investigation Form (appendix 16.0 C), where possible, is to be completed by the injured person. These forms will be freely available in all 'Carrus' offices, or download from any 'Carrus' website.
- 7.4. Management or employees will immediately forward all appropriate completed forms to the HSO.
- 7.5. All incidents, accidents and injury reports are held by the HSO.
- 7.6. Notifiable event will be reported to Worksafe immediately and where reasonably practical the scene frozen until it is cleared by a Worksafe Inspector.
- 7.7. All incidents and accidents will be investigated by the HSO and anyone else 'Carrus' consider is required.
- 7.8. The Directors will be advised immediately of all notifiable events under investigation by the HSO.
- 7.9. Any corrective action, including changes to hazard management, identified as a result of such investigation will be implemented immediately by the HSO.
- 7.10. All incident, accident and injury data will be reviewed annually by the HSO who will review the Health and Safety Policy, Processes and Procedures to see if changes are needed to be implemented. Should changes be required these will be reported to the HSC.
- 7.11. Incident/Accident and Injury Reporting Procedure - see appendix (16.0 A)
- 7.12. Incident/Accident and Injury Reporting Form - see appendix (16.0 B)
- 7.13. Incident/Accident and Injury Investigation Form - see appendix (16.0 C)

## 8.0 Employee Participation in Health and Safety Management Process

To ensure 'Carrus' provides ongoing opportunities for employees to be involved in, and their interest represented in the development and evaluation of workplace safety practices, 'Carrus' will;

- 8.1. Provide relevant health and safety training.
- 8.2. At 'Carrus' discretion undertake workplace safety inspections.
- 8.3. Require all employees to participate in the hazard identification and control process.
- 8.4. Undertake Safety meetings with employees quarterly or as required.
- 8.5. Have employee meetings to address the following agenda;
  - Review previous safety meeting minutes and action plan
  - Review incidents/accident or near misses that have occurred since last safety committee meeting
  - Review and discuss the monthly Hazard Identification Register
  - Discuss Suggestions for Improvement
  - Review and discuss Contractor reported safety issues
  - Review and discuss staff training requirements
  - Review corrective recommendations and assignment of responsibilities
  - Other
- 8.6. Where a contractor has control of a work area/site, require all employees to be either inducted or accompanied by an inducted person to enter and be on site, and at all times adhere to the contractors safety regulations

## 9.0. Anti Bullying Process

### Definition of Bullying

- Bullying is defined as unreasonable and repeated behaviour toward a person or group that can lead to physical or psychological harm.
- Repeated behaviour is persistent and can include a range of actions
- Unreasonable behaviour covers actions which a reasonable person wouldn't do in similar circumstances, including victimising, humiliating, intimidating or threatening a person.
- A single incident is not considered bullying

9.1. 'Carrus' will not tolerate bullying behaviour in the work place

9.2. All best endeavours must be used by management and employees to identify bullying behaviour as defined under 'Definition of Bullying'

9.3. If an employee witnesses any form of bullying of a fellow employee they should provide support to that employee and report the situation to management

9.4. If an employee believes they are being bullied they should report this either

- Verbally to a member of management
- Complete the 'Carrus' Informal Unreasonable Behaviour Form (Appendix 16.0 L)
- Complete the 'Carrus' Formal Unreasonable Behaviour Form (Appendix 16.0 M)

9.5. Management will endeavour to

- Direct attention towards people's behaviour
- Aim to repair working relationships and promote positive work values
- Openly discuss bullying in both a formal and informal setting, providing information and training when required
- Attend to and report on all grievances in a timely manner

## 10.0 Emergency Planning and Readiness Process

- 10.1. Consideration will be given to the range of potential emergency situations that may occur in the work environment.
- 10.2. All relevant emergency procedures have been developed and will be maintained for the following potential emergency situations:
  - Fire
  - Earthquake
  - Storms and Floods
  - Notifiable event
  - Structural collapse
  - Tsunami
  - Volcanic Eruption
- 10.3. Emergency plans have been developed to respond to the range of potential emergency situations. These plans can be located in the appropriate 'Carrus' office and on the 'Carrus' websites.
- 10.4. All employees will be aware of all relevant emergency procedures.
- 10.5. Where appropriate employees designated to assume responsibility for controlling emergency situations will be appropriately trained.
- 10.6. Employees will be notified through safety meetings of those employees trained in emergency response procedures.
- 10.7. Any emergency training records are to be maintained on the Training Register by the HSO.
- 10.8. Emergency drills are carried out and recorded bi annually. All records are to be forwarded to the HSO.
- 10.9. In the event of an actual emergency, a review of the relevant procedures will be undertaken by the HSO who will report to the HSC, within one month of the event.
- 10.10. The HSO holds a current First Aid Certificate
- 10.11. In all 'Carrus' offices there will be;
  - First Aid Kit
  - Fire Extinguisher
  - A copy of the Health and Safety Policy, Processes and Procedures Manual, including all forms



## 10.12. Emergency Contact

- Police : 111
- Fire : 111
- Ambulance : 111

### Tauranga

- Nearest Accident & Emergency Facility: Tauranga Hospital or Second Ave Emergency
- Civil Defence : (07) 571 8008 (Western Bay Council) or (07) 577-7000 (Tauranga City Council)
- Poison Information : 0800 764 766 (Poisonous Centre)
- Water Supply : (07) 577 7000 (TCC)
- Electrical Supply : 0800 111 848 (Powerco)
- Gas : 0800 802 332 (First Gas)
- Telecommunications : 0800 342 735 (UFF)  
0800 463 896 (Copper)
- Worksafe : 0800 030 040

### Wellington

- Nearest Accident & Emergency Facility: Kenepuru Community Hospital
- Civil Defence : (04) 237 5089 (Porirua City Council)
- Poison Information : 0800 764 766 (Poisonous Centre)
- Water Supply : (04) 237 5089 (Porirua City Council)
- Electrical Supply : 0800 248 148 (Wellington Electricity)
- Gas : 0800 111 848 (Powerco)
- Telecommunications : 0800 463 896 (Chorus)
- Worksafe : 0800 030 040

### Taupo

- Nearest Accident & Emergency Facility: Taupo Medical Centre
- Civil Defence : (07) 376 0899
- Poison Information : 0800 764 766 (Poisonous Centre)
- Water Supply : (07) 376 0899 (Taupo District Council)
- Electrical Supply : 0800 2 86476 (Unison)
- Gas : 0800 734 567 (Firstgas)
- Telecommunications : 126 (Telecom)
- Worksafe : 0800 030 040

10.13. Evacuation Procedure - see appendix (16.0 G)

10.14. Acting Wardens Duties for Evacuation - see appendix (16.0 H)

10.15. First Aid Report - see appendix (16.0 I)

## 11.0 Contractors Process

- 11.1. All contractors will participate in the 'Carrus' Policy on Commitment to Safety Management Practices.
- 11.2. All best endeavours will be used to provide all contractors with a copy of the 'Carrus' Health and Safety Policy, Processes and Procedures either via websites or hard copy. [www.carrus.co.nz](http://www.carrus.co.nz), [www.aoteaporirua.co.nz](http://www.aoteaporirua.co.nz), [www.thelakestauranga.co.nz](http://www.thelakestauranga.co.nz), [www.kenepurulanding.co.nz](http://www.kenepurulanding.co.nz), [www.wharewakaeast.co.nz](http://www.wharewakaeast.co.nz)
- 11.3. Where required contractors must provide 'Carrus' with a copy of their Health and Safety Policies, Processes and Procedures prior to commencement of any work. (If the information is available via the contractors website a link to the website will be sufficient). Contractors Health and Safety Manual should at a minimum meet the requirements of this Health and Safety Policies, Processes and Procedures.
- 11.4. Where required, prior to the commencement of any works, undertake a risk management plan and forward to the HSO.
- 11.5. Prior to the commencement of any works, consult, co-operate and co-ordinate with all persons involved or affected by such work.
- 11.6. Where reasonably practicable ensure all work sites are to be contained and hazard identification boards must be clearly visible.
- 11.7. All incidents or accidents are to be reported as soon as practical to the 'Carrus' HSO.
- 11.8. Notifiable event must be reported in the first instance to Worksafe (0800 030 040) immediately and where reasonably practical the scene frozen until it is cleared by a Worksafe Inspector. Once this has been done 'Carrus' must be notified of the situation by calling 07 5793300 or after hours 027 6239251
- 11.9. Where 'Carrus' believe health monitoring is required they will request at anytime, for a contractor to monitor the health of any of their management or employees at the contractors cost.
- 11.10. Where reasonably practical 'Carrus' will identify any potential hazards and report these to the appropriate contractor.
- 11.11. All contractors are to comply with the safety procedures detailed in (5.14) Hazard Identification, Assessment and Management .
- 11.12. Any persons not inducted or under supervision may not enter a worksite.
- 11.13. Regular inspections of contractors work sites shall be undertaken by 'Carrus' without notice.
- 11.14. Contractor's safety performance where appropriate maybe monitored, by management and employees.
- 11.15. Individual contractor company safety performance will be reviewed where appropriate at least annually, by the HSO.
- 11.16. Post contract evaluations where appropriate maybe undertaken to assess contractor safety performance and these will be discussed with the appropriate management of the contractor.

## 12.0 Tenants Process

- 12.1 All tenants will participate in the 'Carrus' Policy on Commitment to Safety Management Practices.
- 12.1 All best endeavours will be used to provide tenants with a copy of this health and safety policy either via websites or hard copy.  
[www.carrus.co.nz](http://www.carrus.co.nz).
- 12.1 All tenants must provide 'Carrus' with a copy of their Health and Safety Policies and Procedures. (If the information is available via the tenants website a link to the website will be sufficient). Tenants Health and Safety Manual shall at a minimum meet the requirement of this Health and Safety Policies, Processes and Procedures.
- 12.1 Prior to having any work carried out on the tenanted building by a contractor, tradesman or other person, tenants shall first advise the 'Carrus' HSO of the work to be undertaken and by whom.
- 12.1 Prior to the commencement of any works, consult, co-operate, collaborate and co-ordinate with all persons involved or affected by such work.
- 12.1 Any person or company engaged to undertake work on a tenanted building, must, if requested provide their Health and Safety Policies and Procedures and/or a copy of their risk management plan to the 'Carrus' HSO.
- 12.1 All incidents/accidents are to be reported as soon as practical to the 'Carrus' HSO.
- 12.1 Notifiable event must be reported in the first instance to Worksafe immediately and where reasonably practical the scene frozen until it is cleared by a Worksafe Inspector (0800 030 040). Once this has been done 'Carrus' must be notified of the situation by calling 07 5793300 or after hours 027 6239251
- 12.1 Where 'Carrus' believe health monitoring is required they will request at anytime, for a tenant to monitor the health of any of their management or employees at the tenants cost.
- 12.1 Regular inspections of tenanted sites will be undertaken by 'Carrus'.
- 12.1 Tenant's safety performance where appropriate maybe monitored by management.

## 13.0 Visitors Process

- 13.1. All 'Carrus' representatives will ensure the safety of visitors in accordance with the 'Carrus' Policy on Commitment to Safety Management Practices
- 13.2. All visitors visiting a 'Carrus' Office must adhere to the 'Carrus' Code of Conduct for your Health and Safety displayed in all offices.

### **'Carrus' Code of Conduct for your Health and Safety**

On arrival report to a 'Carrus' employee

Look out for your safety and the safety of others

Remain within the areas that are necessary for your visit

Smoking and illegal substances are prohibited at all times

During an emergency follow instructions given by a 'Carrus' representative

- 13.3. Any visitor, visiting a construction site must be accompanied by a 'Carrus' representative (who has been inducted) at all times.'
- 13.4. All visitors will, where reasonably practical, be accompanied by a representative of 'Carrus' at all times.
- 13.5. If a 'Carrus' representative is unsure of their duties they should contact the HSO.

## 14.0 Rehabilitation Process

(Management and Employees)

- 14.1. All accidents and injuries must be reported immediately and an accident and injury report completed.
- 14.2. Any management or employee that fails to report an accident involving injury may result in the company not accepting the accident was work related.
- 14.3. Management and Employees will forward to the HSO all forms, for all work related accident claims.
- 14.4. Before accepting any claim the following must be received;
  - All ACC forms
  - The Accident and Injury reporting form
  - A copy of the incident and injury investigation form
  - Any other relevant information
- 14.5. All reported accidents potentially involving an ACC liability will be investigated.
- 14.6. When an accident claim is accepted 'Carrus' will pay 80% of the employees normal earning for the first week of injury.
- 14.7. Where a claim for "Gradual Process" arises 'Carrus' will not pay the first weeks compensation until the Gradual Process claim has been accepted, by 'Carrus'.
- 14.8. Where possible light duties will be identified that will not pose a risk of further injury to the management or employee and will assist the durable recovery of the injured person.
- 14.9. A rehabilitation program will be provided that includes:
  - Current diagnosis and prognosis
  - List of limitations
  - An agreed rehabilitation programme developed in consultation with management, the employees' ACC case manager and the employee
  - An agreed reassessment date
  - An indicative return to work date

## 15.0 'Carrus' Group of Companies

Aotea Group Limited  
Bay Development Limited  
Bellevue Estate Limited  
Camspring Holdings Limited  
Carrus Limited  
Carrus Corporation Limited  
Carrus Developments Limited  
Carrus Kenepuru Limited  
Carrus Management Limited  
Carrus Properties Limited  
Carrus Wharewaka Limited  
Carrus Wharewaka East Limited  
Commercial Fund Investors Ltd  
Doubtless Bay Land Limited  
Flygers Investment Group Limited  
Kenepuru Developments Limited  
Kenepuru Limited Partnership  
Matakana Limited  
P H Adams Group Limited  
Parton Road Land Limited  
Red Corner Limited  
Redhib Limited  
Scorpions Limited  
Seventh City Finance Limited  
Smada Group Limited  
Spring Street Nominees Limited  
The Lakes (2012) Limited  
Totara Farm Park Joint Venture  
Wharewaka East Ltd

## 16.0 Appendix

- A. Incident/Accident Reporting Procedure
- B. Accident/Injury Reporting Form
- C. Incident/Accident and Injury Investigation Form
- D. Hazard Management Procedure
- E. Hazard Identification Form
- F. Evacuation Procedure
- G. Evacuation Report
- H. Acting Wardens Duties for Evacuation
- I. First Aid Report
- J. Fire Safety Checklist
- K. Monthly Office Inspection Checklist
- L. Informal Unreasonable Behaviour Form
- M. Formal Unreasonable Behaviour Form