



Important Update: New Health and Safety Guide for Directors

There is a newly published health and safety guide, developed by the Institute of Directors (IoD) in collaboration with WorkSafe New Zealand, that all directors and other officers of a PCBU should make themselves familiar with. This updated version of the 'Health and Safety Guide: Good Governance for Directors' aims to provide the latest best practices and tools for effective health and safety governance.

Why This Guide is Essential for You

If you are a director or an officer with health and safety due diligence duties under the Health and Safety at Work Act 2015 (HSWA), this guide is a must-read. The original guide, issued in March 2016, has been a valuable resource, but a review and refresh were felt to be necessary to reflect the latest in good governance practices. The new guide aims to bring a renewed vision, updated principles, and practical tools, shifting the focus from a compliance-based approach to integrating strong health and safety practices within good governance.

What Does the Guide Cover?

The guide offers comprehensive advice on how to deliver better health and safety governance, which in turn can lead to better overall performance outcomes for your business or organisation. It places legal obligations under the HSWA within the broader context of good governance, providing an outline of the

fundamentals of health and safety governance, a vision of good governance, and the behavioural framework required for officers and leaders.

Key highlights include:

- A clear view of the roles of PCBUs, officers, management, and health and safety leads.
- Development of five principles to guide health and safety governance: learn and develop, anticipate and understand, plan and resource, trust and verify, and monitor and respond.
- Recommendations to move away from traditional reporting measures and focus on more insightful metrics that genuinely contribute to safer outcomes.
- Practical and flexible guidance centred around three key concepts: foundations, principles, and the 5Cs (capable leaders, curious and courageous governance, context-rich decisions, and demonstrating care for workers).

Access the New Documents


The new guidance is provided across three documents:

1. **Health & Safety Governance – Guide:** A comprehensive guide on health and safety governance for directors.
2. **Health & Safety Governance – QuickGuide:** A concise overview for quick reference.
3. **Health & Safety Governance – Self Assessment:** A tool to help directors assess their current practices and identify areas for improvement.

You can access these documents on the following website:

- [Institute of Directors \(IoD\)](#)

It is crucial to stay updated with the latest practices and ensure your organisation's health and safety governance is robust and effective. By staying informed and proactive, you can significantly enhance the safety and wellbeing of your workplace, leading to better performance and outcomes.

 021 932 332

 marie@tovioconsulting.co.nz

 www.tovioconsulting.co.nz