

**Taupo DeBretts Spa Resort is committed to fulfil compliance obligations
Our organization will comply with all current and relevant subsequent Regulations,
any amendments to these legislations and all relevant Codes of Practice
Ensuring excellence in the management of health and safety in the workplace for its
Employees, Contractors and Visitors**

Safety in the Workplace

This policy sets out the responsibilities of the Employer and its Employees in respect of health and safety in this workplace.

The emphasis of this policy is the strengthening and improving of the Employers health and safety programme on a continuous basis

Duties of Employer

The Employer must ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the business or undertaking, taking into account and weighing up –

- a. The *likelihood* of the hazard or risk occurring
- b. The *degree of harm* that might result from the hazard or risk
- c. What the person knows, or ought reasonably to *know* about the hazard or risk and ways of eliminating or minimizing the risk
- d. The availability and suitability of ways to **eliminate** or **minimize** the risk
- e. After assessment, the *costs associated* with ways of eliminating or minimizing the risk, whether this is grossly disproportionate
- f. Aim to protect the environment and the health and safety of people from the adverse effects of hazardous substances

Duties of Employees

While at work an Employee must –

- a. Take reasonable care for his or her own health and safety
- b. Take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons
- c. Comply, as far as the employee is reasonably able, with any reasonable instruction that is given by the Employer to allow the Employer to comply with the Health and Safety at Work Act 2015 or regulations
- d. Co-operate with any reasonable policy or procedure of the Employer relating to health and safety at the workplace that has been notified to Employees
- e. Aim to protect the environment and the health and safety of people from the adverse effects of hazardous substances

Taupo DeBretts **Health and Safety Committee includes** staff and management. Everyone on the committee works together to improve Health and Safety in our workplace.

Employees will be encouraged to use their knowledge of health and safety in the workplace and will be actively involved in the Employers health and safety programme on an on-going basis in order to keep themselves and others safe. Employees will be encouraged to identify and report health and safety problems

A positive health and safety culture mean's "how we do things around here and how can we do it better as a team"

While Employees in this workplace have different roles, everyone is part of the overall Taupo DeBretts team.

Signed:



Date:

5/03/2020