

Working together to meet our legal responsibilities for Health and Safety

Southern Cross Healthcare and credentialed medical practitioners

The Health and Safety at Work Act 2015 (HSWA 2015) introduces the concept of Person Conducting a Business or Undertaking (PCBUs). Medical practitioners who are running their own businesses are classified as PCBUs. Southern Cross Healthcare is a PCBU.

“We want PCBUs to think about health and safety in its broadest sense, and clearly understand the health and safety environment they work in. This means thinking about more than immediate work tasks. For example, is a PBCU affected by another PCBU being on the same worksite?”

A PCBU isn't only responsible to the people they employ or contract. That responsibility extends to those they influence and direct, and others. It includes supporting other PCBUs to fulfil their duties, and not passing risk on to other PCBUs, or increasing risk through their arrangements with other PCBUs”¹

The legislation governing these duties is administered by WorkSafe New Zealand.

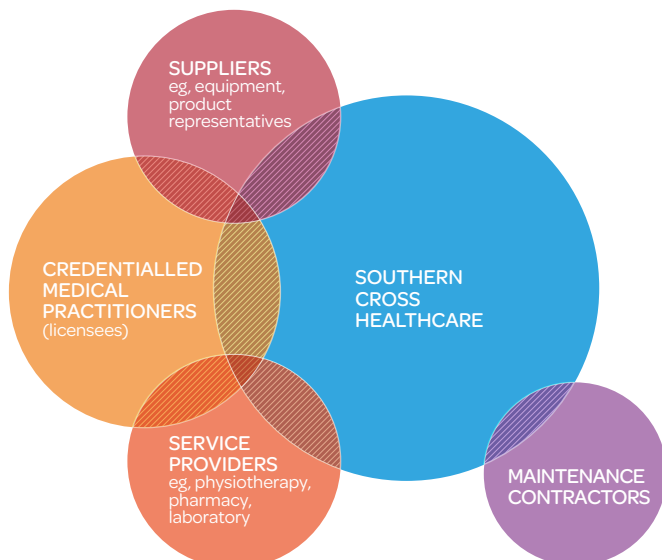
The shaded sections in the diagrams below indicates some areas where respective risks and duties overlap.

PCBUs with overlapping duties need to collaborate to manage risk together². This means that Southern Cross Healthcare and a credentialed medical practitioner need to work together to:

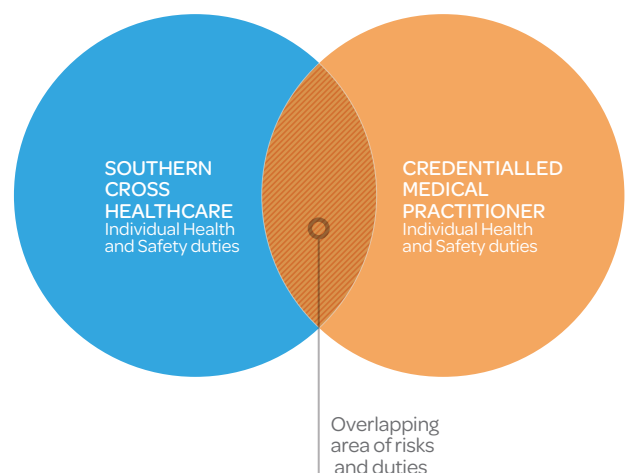
- Identify and assess risks
- **Consult** to plan the management of these risks
- **Coordinate** our risk management work
- **Cooperate** to minimise the risk of harm
- Monitor the effectiveness of the measures we are taking to maintain a safe workplace

^{1, 2.} <https://www.worksafe.govt.nz/managing-health-and-safety/getting-started/understanding-the-law/overlapping-duties/overlapping-duties-quick-guide/>

Overlapping risks and duties



Management of overlapping health and safety risks and duties



Credentiailling (Licensing) Programme

- A. The hospital manager meets each credentiailled doctor or group to:
 - » confirm the legal requirements of HSWA 2015
 - » agree overlapping risks and how to minimise them*
- B. At re-credentiailling, a health and safety conversation reviews:
 - » management of risks
 - » health and safety performance
 - » behaviours
 - » continued commitment to best health and safety practice*
- C. Any health and safety matters of concern are addressed immediately, following fair process principles (refer Credentiailling and Practice Guide Section 3), locally and, if required, escalated to national management.
- D. New applicants for credentiailling (licensing) are interviewed and assessed against their application; provided an orientation which includes specific health and safety processes, and then steps B and C above.

Processes for all risks

Plan ahead, think through every stage of the work and recognise how the work could affect PCBUs and others:

- Identify and assess risks introduced by the work
- **Consult** with other affected PCBUs and workers to communicate the planned management of these risks
- **Coordinate** work
- **Cooperate** with other PCBUs to minimise the risk of harm and to monitor the effectiveness of controls (eg, regular checks).

Local and network-wide lessons lead to progressive improvements in our safety culture.

Identify themes to support the collective management of risks and local initiatives specific to the hospital workplace, see examples below:

*A checklist will guide you and your hospital manager on what needs to be covered.

RISK MANAGEMENT EXAMPLES

RISK EXAMPLES	SPECIALISTS	HOSPITAL TEAMS	HOSPITAL MANAGEMENT
<p>1 Team member (and patient) exposure to surgical plume carcinogens and body products</p> <p>When heat-generating devices such as lasers and diathermy machines (and even surgical saws) are used, plume is generated. This plume can contain body products, carcinogens, and toxic chemicals. Inhaling these substances can be harmful. When these devices are used, everyone in the room including the patient is exposed. Limiting exposure to the plume involves the use of controls.</p>	<p>Always use an extraction device close to where the plume is being generated; protect yourself by wearing Personal Protective Equipment (PPE) and ensure your team members are wearing their PPE.</p>	<p>Wear your own PPE, and ensure your team members are wearing their PPE; have the appropriate devices ready for use, and know how to set-up and operate them correctly.</p>	<p>Work with the medical specialist to ensure the most appropriate plume extraction equipment is available, and to ensure the team have received training in its use; ensure appropriate PPE is available; ensure effective operating room exhaust ventilation is in place and all equipment is maintained.</p>
<p>2 Moving a heavy patient resulting in an injury</p> <p>The physical effort of moving heavy patients during mobilising, transferring, and positioning activities carries the risk of strain and injury to those team members handling the patient. Increased time pressure may act as a contributor to this risk. It is essential to allow adequate time for the proper techniques and use of equipment when team members are transferring and mobilising patients.</p>	<p>Ensure adequate (at least 5 days') notice to the hospital when booking a heavy patient eg, a patient with a high Body Mass Index. Allow sufficient time for the proper techniques and use of equipment when team members are transferring and mobilising patients.</p>	<p>Plan in advance for heavy patients, use moving or mobilising aids correctly eg, hover mattresses, hoists and sliding sheets and, if appropriate, have the patient walk to the operating room.</p>	<p>Ensure appropriate moving or mobilising aids are readily available, the team know how to safely use them, and the aids are well maintained. Maintain the LITEN UP programme.</p>
<p>3 Emotional and psychological harm from harassment or bullying</p> <p>Harassment and bullying, as well as other unacceptable condescending, disrespectful or disruptive behaviours, can compromise patient safety and have ongoing impacts on your hospital colleagues. Name calling, swearing, yelling, throwing things, and failure to respond to requests are all examples of behaviour that can result in harm. Ignoring these types of behaviours enables them to continue and can be as harmful as the behaviour itself.</p>	<p>Always be respectful of the team you are working with. If you are aware of any bad behaviour from a colleague, ensure the appropriate person or persons are notified (eg, escalate concerns to the operating room manager or hospital manager). Every person witnessing this type of behaviour has a duty to address it.</p>		<p>Provide clear escalation channels for reporting inappropriate behaviours; actively manage or address concerns; provide prompt feedback to those reporting concerns about unsafe behaviours to you.</p>