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NEW ZEALAND HEALTH AND SAFETY AT WORK LAWS, LEGAL COMPLIANCE

Fully Accredited By:

Chartered Institute of Professional Certifications

CPD Certification Service



PROGRAM OVERVIEW

With 37,581 workplace injuries and an estimated 750–900 annual deaths from workplace, New Zealand faces a workplace safety challenge that demands decisive action. As the Health and Safety at Work Amendment Act 2026 takes effect on 1 April 2027, organizations must strengthen legal compliance, critical risk controls, and officer accountability or risk serious harm, enforcement action, and lasting reputational damage.

This certified program delivers a practical command of New Zealand's Health and Safety at Work Act 2015 (HSWA), its 2026 amendments, and related regulations. You will learn to **interpret PCBU duties, distinguish critical-risk requirements for small and larger businesses, and evaluate officer due diligence obligations**. Through real-world scenarios, you will apply the principle of reasonably practicable risk management and examine worker engagement requirements. You will also explore **Approved Codes of Practice (ACOPs), applicable safe-harbor provisions, and overlapping legal duties**, arming you to strengthen regulatory compliance across your organization.

Building on these foundations, you will master how to **identify workplace hazards, assess operational risks, and implement effective safety management systems**. You will sharpen your ability to verify critical control effectiveness and evaluate contractor competency, while practical applications address shared workplace responsibilities and the risks posed by hazardous substances and plant operations. Particular emphasis is placed on **high-risk**

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PROGRAM OVERVIEW

activities, occupational health exposures, and psychosocial risk management, empowering you to prevent serious incidents before they occur.

You will also examine **incident investigation, notifiable event reporting, and WorkSafe enforcement**, learning to identify compliance failures swiftly and implement decisive corrective actions. **Through a practical legislative compliance and risk management gap assessment, you will develop a structured 30/60/90-day improvement plan** that sets out priority actions, accountable stakeholders, and measurable implementation milestones. These capabilities will position you to demonstrate regulatory readiness, strengthen management oversight, and deliver sustainable workplace safety improvements.

Upon successful completion, you will earn the **Certification in New Zealand Health and Safety at Work Regulations and Compliance**, a distinguished credential validating your expertise in legal compliance, workplace risk management, safety governance, and the practical application of New Zealand's evolving health and safety legislation.

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KEY SKILLS YOU WILL GAIN

From This Program



NEW ZEALAND HSW COMPLIANCE
HSWA 2015 INTERPRETATION
REGULATORY COMPLIANCE MANAGEMENT
LEGAL RISK ASSESSMENT

PCBU DUTY MANAGEMENT
OFFICER DUE DILIGENCE
HEALTH AND SAFETY GOVERNANCE
REGULATORY RISK MITIGATION

WORKPLACE RISK ASSESSMENT
CRITICAL RISK MANAGEMENT
CRITICAL CONTROL VERIFICATION
HAZARD IDENTIFICATION AND CONTROL

REASONABLY PRACTICABLE RISK MANAGEMENT
WORKER ENGAGEMENT STRATEGIES
WORKPLACE SAFETY CONSULTATION
OVERLAPPING DUTY MANAGEMENT
CONTRACTOR SAFETY MANAGEMENT

SUPPLY CHAIN RISK MANAGEMENT
HIGH-RISK WORK COMPLIANCE

YOUR FACULTY DIRECTOR



Rob Lubbe

New Zealand HSW Compliance Specialist | Safety Governance & Risk Management Expert

Rob Lubbe is a distinguished Health, Safety and Wellbeing leader **with over 25 years of experience in workplace safety, regulatory compliance, and operational risk management**. With **extensive expertise in New Zealand's Health and Safety at Work Act 2015**, safety governance, and critical risk management, he has helped organizations across diverse industries strengthen legal compliance and elevate workplace safety performance.

Throughout his career, Rob has held senior leadership, advisory, auditing, and consulting roles, helping organizations **strengthen legal compliance, implement robust safety management systems, and manage critical workplace risks**. His unique background as a military officer, combat medic, and instructor, combined with international experience in high-risk environments, brings rare frontline insight to complex organizational safety challenges.

An experienced trainer, facilitator, and published author, Rob excels at translating complex regulatory requirements into practical, actionable strategies. His engaging, real-world approach equips professionals to confidently navigate HSWA obligations, mitigate workplace risks, and drive sustainable safety improvements across their organizations.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before























PROGRAM AGENDA

MODULE 1 - NEW ZEALAND HSW LEGAL FRAMEWORK AND REGULATORY LANDSCAPE

- HSWA 2015, key regulations, ACOPs and guidance
- WorkSafe NZ and other designated regulators
- How statute, regulations, guidance and standards fit together

MODULE 2 - CORE HSWA CONCEPTS: DUTY HOLDERS AND 'REASONABLY PRACTICABLE'

- PCBU, worker, officer, workplace and other-person concepts
- Primary duty of care and influence/control
- Applying 'so far as is reasonably practicable'

MODULE 3 - PCBU DUTIES AND MANAGING WORK RISKS

- Primary duty and duties for workplaces, plant and structures
- Information, training, instruction and supervision
- Health risks as well as immediate safety risks

MODULE 4 - OFFICER DUE DILIGENCE, GOVERNANCE AND ACCOUNTABILITY

- Who is an officer and what due diligence requires?
- Resources, processes, assurance and verification
- Board/executive reporting that demonstrates governance oversight

MODULE 5 - WORKER ENGAGEMENT, PARTICIPATION AND REPRESENTATION

- When engagement is required
- HSRs, HSCs and worker participation practices
- Using worker knowledge in risk and change decisions

MODULE 6 - RISK MANAGEMENT, CRITICAL RISKS AND CRITICAL CONTROLS

- Hazard identification, risk assessment and hierarchy of controls
- Critical-risk thinking and control verification
- GRWM Regulations and prescribed risk-management processes

MODULE 7 - OVERLAPPING DUTIES AND THE 3CS

- Section 34: consult, cooperate and coordinate
- Influence, control and shared workplaces



PROGRAM AGENDA

- Practical allocation of actions without contracting out of duties

MODULE 8 - CONTRACTOR AND SUPPLY-CHAIN HSW MANAGEMENT

- Prequalification, onboarding and competency
- Planning, permits, communication and interface risks
- Monitoring, verification and post-work review

MODULE 9 - HIGH-RISK WORK AND KEY REGULATORY REQUIREMENTS

- Work at height, electrical/plant, hazardous substances and remote work
- Emergency plans, PPE, exposure/health monitoring and first aid
- Authorizations and notifiable work where applicable

MODULE 10 - INCIDENT RESPONSE, NOTIFIABLE EVENTS AND INVESTIGATION

- Death, notifiable injury/illness and notifiable incident thresholds
- Notification, site preservation and evidence management
- Investigation, learning and corrective-action quality

MODULE 11 - WORKSAFE ENFORCEMENT, LIABILITY AND LEGAL CONSEQUENCES

- Inspector powers, improvement/prohibition notices and enforcement tools
- Offence categories, penalties and organisational exposure
- Using prosecution lessons to test due diligence and control effectiveness

MODULE 12 - PSYCHOSOCIAL RISK, VIOLENCE AND WORKER HEALTH

- Psychosocial hazards as work health risks
- Aggression/violence, workload, fatigue and organisational factors
- Practical prevention, response and escalation controls

MODULE 13 - 2027 HSWA REFORMS AND PRACTICAL COMPLIANCE ACTION PLAN

- Health and Safety at Work Amendment Act 2026 - commencement 1 April 2027
- Critical-risk prioritisation, officer-duty clarification, ACOP changes and overlapping legislation
- Gap assessment and 30/60/90-day organisational action plan

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully completing this program, you will earn the **Certification in New Zealand Health and Safety at Work Regulations and Compliance**, an industry-recognized certification with **lifelong validity**. This prestigious credential stands as a powerful testament to your expertise in New Zealand health and safety legislation, legal compliance, and workplace risk management. It elevates your professional profile, demonstrates advanced competency to employers and stakeholders, and positions you as a trusted authority ready for greater leadership responsibilities across health and safety governance, regulatory compliance, critical risk management, operational safety, risk assurance, and organizational leadership functions.

This program is developed by the **Chartered Institute of Professional Certifications**, and its content has been certified by the **CPD Certification Service** as conforming to continuing professional principles.

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OUR FACULTY DIRECTORS

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CONTACT US TODAY

We Thank You for Your Ongoing Support of Our Programs

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