

IDENTIFY the ACCIDENT

When claiming ACC you need to identify an accident (preferably with witnesses), don't say your back felt sore last night in bed.

BE CLEAR "the accident happened at 2pm when I lifted the box or my wrist 'throbbled' everytime I did that cut, or I 'wrenched' my back 'repeatedly turning' to wash"

☒ Fill in your own "incident report", or ask your union delegate to help, don't let First Aid or your Foreman/Supervisor write your report. If they do, don't sign unless you have read the report.

☒ An injured worker and/or their reps should always ask to have a copy of the accident/incident investigation carried out into their accident as well.

☒ Tell your Doctor or medical provider **not to pass on** any of your personal medical information without your prior written approval

☒ Tell your Doctor **not to discuss** your medical condition with your employer without your prior written approval.

☒ Tell your Doctor that you work in a meat plant and the types of jobs you do at work and also make him/her aware that your employer is likely to ignore the medical certificate if it **only says light jobs.**

☒ Tell the doctor to write

clearly the type of job you are capable of doing, **No lifting or dry job only or no stress to your back or unfit for any further work.**

☒ Do not sign any document (Open ended authorities) that gives your employer access to all your medical information from your family Doctor or ACC

☒ Complain to ACC Complaints (0800 650 222) and your Doctor if the employer disregards your medical certificate but more importantly the Union will take up with Occupational Safety & Health, any case where an employee is asked to perform work for which they are not fit and which could result in exposure to risk or hazard

☒ The union can also lay a complaint with Accredited Employer Partnership Programme Coordinator as most meat employers are Accredited Employers

☒ Don't be a **Macho-man** who thinks they are 7 feet tall and bullet proof

☒ You are entitled to visit your own family Doctor, the company can get a 2nd opinion from its company Doctor.

☒ Make sure the company Doctor sees what your family Doctor diagnoses, if work accident.

☒ Home accidents are better treated with your family doctor and ACC.

☒ If machinery/equipment is unsafe talk to your Health & Safety delegate as they have the authority providing they have done Stage 1 training to issue a "stop notice".

☒ Don't get sucked in...

Every Plant Manager tells his workers "We have the highest accident rate than any other NZ meat plant"

Injury Risk Managers & Claims Administrators [Work AON] are employed to cut ACC costs for the Employer

We have heard it said by Work Aon "Due to the poor response to the management of injuries and the high costs that have occurred in the first year of the ACC Accreditation program I will be undertaking screening of all back sprains/strains and occupational overuse type injuries i.e. shoulder, neck, wrist, elbow strains/sprains. This means....if accepted by the plant we will go through further investigation from myself....This process will mean that employees should expect delays with the acceptance of claims for cover."

At many plants, meat workers are meeting with management without union representation on ACC/OSH

Protect

yourself now by having a witness at these meetings, or risk having your claim rejected to - morrow !!!

Workplace Injury Advocacy Service

The service is available to all financial members of the NZ Meat Workers Union, for more information please contact Malcolm Mc Neill 0800 486 466

or

Email: advocacy@nzctu.org.nz

Employers can reduce Accidents:-

- Design workstations to 'fit' the person, using the correct 'shape' and 'size'
- Design a work/rest schedule that creates a balance between health & productivity
- Establish workloads that are sustainable in the long term
- Make allowances for breaks and micro pauses in the design of work schedules
- Keep overtime and shiftwork to a reasonable limit
- Time & effort invested in training will be repaid in the long term as tasks are done more efficiently, effectively and more safely

Report any Accidents

Make sure you take your Union Delegate to any Accident Meetings

