

## DECENT WORK – Accident Compensation Corporation

ACTIVITIES	DESCRIPTION	LEAD	CSF <sup>1</sup> ALLOCATION
Ensuring the maintenance of reasonable income for earners following injury in or out of the workplace	The Injury Prevention Compensation and Rehabilitation Act 2001 ensures that all New Zealand workers with injuries acceptable for cover under the legislation continue to receive at least 80% of their pre-injury earnings during rehabilitation or recovery	Accident Compensation Corporation	1, 2, 8, 14, 15
Financial incentives by levy adjustments for employers to encourage safer working environments	Four current Accident Compensation Corporation Workplace Incentive Programmes provide for downward or upward adjustments in workplace levies. Downward adjustments are available under three programmes; a “risk sharing” option that is generally most suitable for larger businesses, a three level downward levy adjustment that is most suited to medium to large employers and a programme specifically focused on small businesses in six key industry sectors. Another programme targets poor performing employers.	Accident Compensation Corporation	6, 14, 15, 18
Supporting early return to work following injury	The Accredited Employer Programme enables employers to maintain injured workers at work, or return them to work early in a safe and supportive environment.	Accident Compensation Corporation	6, 8, 9, 11, 14
Workplace Safety Programmes	The Accident Compensation Corporation has developed injury prevention programmes for identified key high-risk industry sectors. This is in	Accident Compensation Corporation	6, 14, 15, 20

<sup>1</sup> CSF – Critical Success Factor.

	collaboration with supportive industry associations and employee representatives for the joint implementation of initiatives to reduce the incidence of work-related injuries of serious consequence.		
Public Safety Programmes	The Accident Compensation Corporation has developed and implemented, and continues to develop and implement, a range of programmes aimed at high-risk areas of non-work activities. These include falls, sport, home, school, road, cultural and recreational activities where either the number and/or severity of injuries occurring requires preventive action.	Accident Compensation Corporation	6, 14, 15, 18
Tripartite initiatives to create and maintain workplace safety initiatives	The Accident Compensation Corporation's workplace incentive programmes promote and facilitate tripartite involvement in creating and maintaining safer working environments in individual workplaces. The Accident Compensation Corporation also activity promotes and supports the building of workplace health and safety capability through initiatives such as the provision of assistance to the NZ Council of Trade Unions and Business NZ for the development and delivery of employee health and safety representative courses.	Accident Compensation Corporation	6, 14, 15, 19, 21

**DECENT WORK CRITICAL SUCCESS FACTORS**

1. Comprehensive and appropriate legislative framework, including minimum employment code.
2. Government mandates and supports appropriate social protections such as accident compensation, health, income support and basic education.
3. Standards are enforceable, institutionally supported, and politically accepted.
4. New Zealand signs up to and complies with international instruments.
5. Education equips people with skills they can transfer to the workplace, and opportunities exist for lifelong learning and targeted skill enhancement.
6. The capacity and capability of all sectors and participants is built and supported.
7. There is investment in appropriate technology and other capital items.
8. There is high participation in the workforce.
9. Equal opportunity is expected and delivered.
10. More quality jobs are created.
11. People have real choices about work opportunities.
12. Constructive employment relationships exist.
13. Employers and unions understand the value of constructive relationships through engagement and partnership.
14. Workplaces are productive.
15. Workplaces are safe and healthy.
16. People are satisfied with their working lives because the organisation of their work supports the need to balance work requirements with societal and family responsibilities.
17. Strategic and other labour market planning is based on sound knowledge about the labour market.
18. Relevant information is communicated and accessible to those who will benefit from it.
19. Through strong, representative, and accountable social partners, tripartism and social dialogue are an integral part of "the system".
20. The contribution of engagement with and between all sectors and participants at all levels is valued and promoted.
21. The process for social dialogue and engagement at all levels have real authority and impact.
22. New Zealand engages internationally, whether through tripartite, government, or private processes or initiatives.