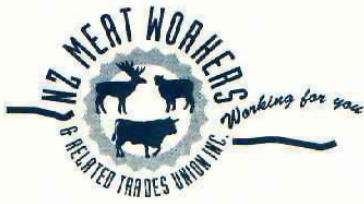


IDENTIFY THE ACCIDENT



MAKE SURE YOU TAKE UNION REP TO ANY ACCIDENT MEETINGS

REPORT any ACCIDENTS

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, I 'wrenched' my back 'repeatedly turning' to wash"

- 🚫 Do not sign any document **(Open ended authorities)** that gives your employer access to all your medical information from your Doctor or ACC
- 🚫 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 can do – **No lifting, dry job only, no stress to your back, unfit for any further work, etc**
- 🚫 You are entitled to visit your own Doctor, the company can get 2nd opinion from its Doctor
- 🚫 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"**
- 🚫 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
- 🚫 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
- 🚫 Don't be a **Macho-man** who thinks they are 7 feet tall and bullet proof



OCCUPATIONAL OVERUSE INJURIES result from repetitive cuts over long hours & minimal breaks

Injury Risk Managers & Claims Administrators 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 ie 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 & members of CTU affiliated unions, for more information please contact Malcolm and Anthony on 0800 4 UNION (0800 486 466) or email advocacy@nzctu.org.nz

Employers can reduce ACC:-

- 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 micropauses 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