



# CRA BULLETIN

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## SUBCONTRACTORS ON SITE

Every business is responsible for protecting its employees, customers, the general public and the environment from harm.

In some cases you could also be held responsible for the actions of independent contractors you use.

To protect yourself and your business you should ensure:

- All independent contractors (at their cost of course) not only have a copy of your **Health and Safety policy**, but are fully conversant with it, understand potential hazards in your work place, and comply with your programme in every respect.
- At the same time, we recommend you should have a copy of the independent contractor (or subcontractors) **Health and Safety policy** on file. Even self-employed people are required to have a Health and Safety policy. You should peruse this policy carefully to ensure it fits with your own obligations and responsibilities and ensure that he or she complies with their own policy.
- A prudent business owner will ask any subcontractor to supply them with a certified (by the Insurer) copy of their Public Liability policy (this is cover for damage to one of your customer's vehicles) and their Statutory and Employers Liability policy (this is cover for breaches of Occupational Safety & Health and other Acts).

You should further ensure that any contractor or any other person using your premises for any reason does not breach any other Act for which you could be held responsible. For example, breaches of the Resource Management Act or even the Fair Trading Act.

Keeping up to date with new, reformed or amended Acts, can be difficult but ignorance of the law is no defence.

If you have subcontractors that don't or won't comply with the above, we suggest it is in your interest to find someone that will.