

10 Steps to Workplace Health Compliance

A Practical Guide for New Zealand Employers – by Healthy Workforce

1. Identify all roles with health-related risks (e.g., noise, dust, chemicals).
2. Determine required health screenings for each role (audiometry, spirometry, etc).
3. Conduct pre-employment health checks before staff begin work.
4. Schedule regular hearing tests for noise-exposed workers.
5. Perform lung function testing for roles with respiratory risk.
6. Implement drug and alcohol testing policies and procedures.
7. Ensure vaccinations are offered for relevant risks (e.g., hepatitis, tetanus).
8. Maintain confidential health records and review results regularly.
9. Stay up to date with WorkSafe NZ guidelines and compliance obligations.
10. Partner with a trusted occupational health provider for ongoing support.