

## HASANZ REGISTER FAQs

### **Why do I need to be on the HASANZ Register?**

Being listed on the HASANZ Register is like having a warrant of fitness to practise as a workplace health and safety professional. Businesses can be confident that people on the HASANZ Register have met the standard of competence required by their professional association. The Register provides a barrier to entry to people practising in the health and safety sector without the qualifications and experience needed to be a trusted adviser.

### **But if I have enough clients already why pay to be on it?**

By going through the rigorous process required to be listed on the HASANZ Register you are helping to lift professional standards across the industry and enhance the reputation of workplace health and safety professionals. It's adding value to what you do. The HASANZ Register will raise the professional capability of the health and safety sector and increase demand for competent and qualified workplace health and safety advisors.

### **What's the benefit of being on the HASANZ Register?**

Businesses are looking for workplace health and safety professionals with proven, relevant experience. The register is a tool to help people find you. If you are not on the HASANZ Register, you may miss out on business.

### **What will it cost to be on the HASANZ Register?**

There will be an annual registration fee of \$100 plus GST. Additional processing fees may apply.

Member associations may also charge a one-off application fee to cover administration costs. This is expected to range between \$50 and \$250.

### **Do businesses have to pay to use it?**

No. The HASANZ Register is a free, online publicly accessible database. We want to make it easy for businesses to find reliable, quality health and safety advice and services.

### **What insurance do I need to be on the HASANZ Register?**

You will need three types of insurance for your application to be accepted: professional indemnity insurance, statutory liability insurance and public liability insurance. Talk to your member association about the minimum requirements.

### **How does the HASANZ Register differentiate between different kinds of health and safety advisers?**

The Register clearly lists the areas of expertise of the people listed on it and states which HASANZ member association they belong to. You can easily see if they are a member of a professional body or an organisation whose members provide specialist or general services.

Health and safety generalists will be listed as either a "H&S generalist practitioner" or a "H&S generalist professional", depending on the level within their association's accreditation framework they have reached.

### **How are you ensuring consistency of standards across the different associations?**

Because of the diversity of our member associations we can't have a one size fits all system to measure competence. Each HASANZ member association is developing its registration standard and HASANZ will review them all to ensure a consistent approach.

### **What if my professional body isn't a full member of HASANZ?**

HASANZ is working with each of its member associations to help it meet the criteria required for full membership. It's likely that not every association will have this status and be in a position to process applications when the register launches. Members will have to wait until their association has full HASANZ membership before applying to be on the Register. HASANZ is imposing this entry requirement to help lift professional standards across the health and safety sector and to ensure consistency of approach.

### **What happens if you belong to more than one member association?**

It's easiest to apply to be on the register through one association. We suggest you choose the association representing the profession that most closely matches what you do in your day to day work. However, you can make multiple applications if you belong to more than one, but you will have multiple profiles on the register and you will need to pay multiple application and registration fees.

### **How do you verify that professionals on the register are capable of doing what they claim?**

There is a stringent application process that applicants must go through. They have to submit their profile and credentials to a HASANZ member association which then checks the information provided against their records and with the relevant professional community. A person must meet strict criteria to be listed on the HASANZ Register.

### **How will users understand the different levels of competence among people listed on the Register?**

Businesses will be able to search for professionals in three easy ways:

1 – entering a key word, e.g., asbestos

2 – selecting one of these three topic areas:

- *general and specialist services* (e.g., H&S management systems or health monitoring),
- *a specific illness or injury* (e.g., crushing injuries or poisoning) ; and
- *a specific area of concern* (e.g., bullying or asbestos);

3 – answering a series of triage questions that will guide them to a suitable starting point.

The HASANZ Register search will yield a list of professionals who can provide required skills and professional services, including a short profile for each. Business can sort these results by business size, location and industry. By clicking on the short profile of the people on their shortlist, users will be able to see the long profile for each individual to check out their full credentials and compare their skills and capabilities.

However, the Register is not a replacement for businesses undertaking their own due diligence, in the same way they would before engaging or hiring any new employee or

consultant, for instance, checking references or making preliminary calls to prospects to talk through their service offering.

**How does HASANZ ensure the quality of the different listings?**

A person must meet strict criteria to be listed on the HASANZ Register. Every person on the register must be up to the professional standard imposed by the HASANZ member association they belong to. The information they submit for their profile will also be checked by their professional association. HASANZ will ensure that there is consistency across its member associations' in their approach to developing their registration standards as this underpins the credibility of the register. However, the Register is not a replacement for businesses undertaking their own due diligence in the same way they would before engaging or hiring any new employee or consultant.

**Does HASANZ have any expectations regarding experience in the health and safety area (eg, physio, OT)?**

Yes. Hands-on application of knowledge and skills in the workplace health and safety area will be required to meet the registration standard for the relevant professional body.

**How do I get to the standard required to be on the HASANZ Register?**

The registration standard is particular to each member association, recognising that the knowledge and skills of its members are distinct from those offered by other professions. Talk to your member association about the process for achieving the required standard.

**Will the Register cover other people working for HASANZ Registered health and safety professionals?**

No. Each workplace health and safety professional has to be registered as an individual in their own right and meet the required standard of competence to be listed.

**If I'm on the Register, can I say I'm "HASANZ Registered"?**

Yes. HASANZ is developing a quality mark that HASANZ Registered health and safety professionals will be able to use on their business card, letterhead and promotional material to stand out in the market as having the qualifications and authority to provide reliable advice to businesses.