

# UNION FACT SHEET 2 - Victoria

## Occupational Health & Safety



### Employee Rights and Responsibilities Section 25 of the *Victorian OHS Act 2004*

A full-time, part-time or casual worker or employee has a right to work in a safe and healthy workplace, but, in return you must:

- Take reasonable care for the health and safety of yourself and others in the workplace
- Cooperate with your employer to ensure safety
- Tell your supervisor or OHS representative about hazards or other safety matters you are aware of.

#### Cooperating with your employer includes:

- Wearing or using safety equipment supplied to you
- Carrying out work in a safe manner
- Following health and safety instructions
- Using and maintaining machinery and equipment properly
- Taking notice of signs
- Adhering to speed limits
- Participating in safety training.

#### Your employer must not charge you for anything provided in relation to OHS. For example:

- Training courses that your employer deems necessary for working safely
- Personal protective equipment
- Equipment that is required to do the job safely.

Employees can initiate the formation of a Designated Work Group (DWG) which is the mechanism for electing Health & Safety Representatives.

Your employer must ensure that you do not lose pay or time if you are working as an OHS representative or on an OHS committee.

You are protected by the *Victorian OHS Act 2004* from dismissal or demotion if you raise any health and safety issues.

Call WorkSafe Victoria Advisory Service **1800 136 089** (toll free) for more information about employee's workplace health & safety responsibilities.

**Contact us on 1800 060 556 Free call**

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