

UNION FACT SHEET 3 - Victoria

Occupational Health & Safety



OHS Consultation *Victorian OHS Act 2004*

What is OHS Consultation?

OHS consultation refers to an employer's responsibility to involve employees in matters that affect their health and safety in the workplace. It allows employees the opportunity to:

- Participate in matters that affect their health and safety, including hazard identification
- Develop or add value to the workplace safety management system
- Assist in lowering the rates of injury and disease in their workplace
- Become part of a continuous improvement approach to OHS in the workplace

Why Consult?

Consultation benefits everyone. The Victorian OHS Act 2004 requires effective consultation between employers and workers. Employers should develop an approach to consultation that is functional for their organisation. Occupational Health and Safety committees provide a great consultation mechanism and elected Health and Safety Representatives (HSR's) represent workers from their area in health and safety matters.

When to Consult

Under the Act the Employer must consult with:

- Any relevant HSRs and OHS Committees on any proposed changes to any workplace where those changes might affect the health safety or welfare of employees at the workplace.
- Any relevant HSRs & OHS Committees on the occupational health, safety and welfare practices, procedures and policies that are to be followed at the workplace, and
- Any relevant HSRs and OHS Committees on any proposed changes to occupational health, safety and welfare practices, procedures or policies.

Consultation is the fundamental element of a positive approach to health, safety and welfare in the workplace. Through consultation, managers and supervisors can become more aware of hazards and OHS issues experienced by workers. Workers can also provide suggestions about how to solve health and safety problems. To ensure that consultation takes place in relation to these matters, employers should adopt a systematic approach which focuses on risk management.

Call WorkSafe Victoria Advisory Service **1800 136 089** (toll free) for more information

Contact us on 1800 060 556 Free call

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Visit our website www.cfmeuffpd.org for more information