

# UNION FACT SHEET 3 - NSW

## Occupational Health & Safety



### OHS Consultation

#### 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 and control
- 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?

It is a legal requirement under the *Occupational Health and Safety Act 2000* (the Act) and the *Occupational Health and Safety Regulation 2001* (the Regulation) for all businesses in NSW to consult with employees on workplace health and safety.

Consultation benefits the employer and the employees by ensuring that a safe and healthy work environment, work practices, programs and procedures are created and maintained by the people who work within these systems.

#### When to Consult

Consultation is required under the Act when:

- changes are proposed to the work premises, systems, plant or substances
- risks to health and safety arising from work are assessed or are reviewed
- decisions are made about the measures needed to eliminate or control risks
- risk monitoring procedures are introduced or altered
- decisions are made about the adequacy of facilities for the welfare of employees

To ensure that consultation takes place in relation to these matters, employers should adopt a systematic approach which focuses on risk management.

Contact WorkCover NSW on 13 10 50 for more information on applying risk management procedures.

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

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Visit our website [www.cfmeuffpd.org](http://www.cfmeuffpd.org) for more information

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