

# UNION FACT SHEET 3 - SA

## Occupational Health & Safety



### **OHS Consultation** *Occupational Health, Safety and Welfare Act 1986*

#### **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 Occupational Health, Safety and Welfare Act 1986 requires effective consultation between employers and workers. Employers should develop an approach to consultation that is functional for their organisation. In some cases, workers may request health and safety representatives, be elected, but this depends on the size of the organisation.

#### **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.

For more information about OHS Consultation call SafeWork South Australia **1300 365 255**.

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

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