

'It's No Accident' is the OHS newsletter of the AMWU.
Feedback and story ideas to amwu@amwu.org.au

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Support



AMWU Care
A counselling service for members and their families **1800 206 316**

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AMWU closed Facebook group for AMWU HSRs:
www.amwu.org.au/hsrsgroup

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How fair is your workplace?

All working people deserve to work in workplaces that are fair and equitable. When decisions and processes made by employers are not fair or equitable, they can understandably lead to frustration, anger, resentment and contribute to stress and mental distress.

When we talk about workplace or organisational justice, we're talking about how you're treated at work when it comes to pay, access to training and development and gender equity.

When workers are treated well and employers act fairly – workers are more satisfied, engaged and productive.

A poor work environment can lead to dissatisfaction at work and mental injury.

You need to have input into the workplace decisions that affect you. By being involved in things like a consultative committee you can help to improve organisational justice in the workplace.

“When workers are treated well and employers act fairly – workers are more satisfied, engaged and productive.”



As HSR's and delegates, you can help to promote fairness at work by raising issues of concern with management. You can work to ensure procedures are unbiased, consistently applied, use accurate information, and are open to appeal processes.

When workers support each other and act to help create fairness in the workplace, a healthier, happier and safer working environment is achieved.

Organisational justice is good for workers and workplaces. Where there are serious concerns about a lack of fairness in your workplace, get in touch with the AMWU. ●

IT'S NO ACCIDENT

AMWU Health and Safety News



August 2021

This is what you told us in the 'Work Shouldn't Hurt' survey

Nearly 800 AMWU members took part in the ACTU's recent Work Shouldn't Hurt survey, the second time they've run the nationwide work health and safety survey.

Your responses will help improve workplace health and safety, both by informing the kinds of conversations we have and helping us campaign to make things better.

We wanted to share AMWU members' responses to the survey and highlight where their experiences sit nationally.

What kinds of employment are AMWU respondents in?

- 90% said they were in fulltime, permanent work and 6% said they were in casual work.
- This compared with the national response of 56% in fulltime, permanent work and 7% in casual work.
- 6% of AMWU respondents work for labour hire, double the national average of 3%.

Although a lot of workplace concerns are widely shared, the kinds of work performed in the manufacturing industry mean some concerns clearly stood out in your responses.

In their workplace:

- 57% of AMWU respondents use a vehicle or mobile equipment in unsafe conditions (e.g. forklift, tractor etc.)
– vs. 77% overall
- 36% of AMWU respondents manually push or lift heavy items
– vs. 22% overall
- 35% of AMWU respondents regularly or always work in harmful dusts/fumes and gases
– vs. 11% overall
- 20% of AMWU respondents work at heights
– vs. 7% overall
- 30% of AMWU respondents work with harmful chemicals or solvents
– vs. 11% overall
- 61% of AMWU respondents work in noisy environments
– vs. 22% overall

“90% of AMWU survey respondents said they were in fulltime, permanent work, and 6% said they were in casual work.

This compared with the national response of 56% in fulltime, permanent work and 7% in casual work.”

Overall, AMWU participants were less likely to be dissatisfied with their workplace's health and safety (18% compared to 25% overall) and were more likely to have a HSR and first aid officer at their workplace.

- 81% of AMWU respondents have HSRs
– vs. 72% overall
- 81% of AMWU respondents have first aid officers
– vs. 65% overall
- 58% of AMWU respondents have agreement (between workers and management) for workgroups for the purpose of electing HSRs
– vs. 39% overall
- 71% of AMWU respondents have HSRs elected by workers
– vs. 45% overall

In the 12 months leading up to the survey:

- 13% of AMWU respondent who were HSRs issued a PIN
– vs. 9% overall
- And 28% directed a cease work
– vs. 14% overall

Lastly, the overwhelming majority of AMWU respondents said they recognised sexual harassment as a risk to health and safety – but we want to see that 73% turn into 100%. ●

FOR WORKPLACE NOTICEBOARD



“shhhh.”

**61% of AMWU survey participants
stated they work in a noisy
work environment.**

**What's your boss doing to protect your hearing?
Let the boss know it's time to “shhhh.”**

