

'It's no accident' is the OHS newsletter of the AMWU. Feedback and story ideas to [amwu@amwu.asn.au](mailto:amwu@amwu.asn.au)

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MADE IN AUSTRALIA BY  
AMWU MEMBERS

## HOT TIPS FROM EXPERIENCED HSRs

- **Be patient**
- **Be persistent**
- **Information**
- **Use resources**
- **Stick together**
- **Don't stress or give in**
- **Stand your ground**
- **Make yourself available and approachable**
- **Consult with Union for advice**
- **Knowing, using and understanding of the act**

### JOIN US:

AMWU closed Facebook group for AMWU HSRs -  
[www.amwu.org.au/hsrgroup](http://www.amwu.org.au/hsrgroup)



# IT'S NO ACCIDENT

HEALTH AND SAFETY NEWS

AUGUST 2018

## Consultation is not just talking.

Consultation is not just talking; it's being involved before the decisions are made.

Involving HSRs and workers in decisions before they are made seems to be difficult for many employers.

However, health and safety laws are very clear; consultation with workers and their HSRs is required whenever there may be an effect on health and safety. For example, consultation is required in all of the following circumstances:

inclement temperature, measuring noise levels, setting lighting, traffic management, lifting aides, ventilation, guarding, lockout procedures, use of elevated work platforms/ladders, new chemicals/oils, new layout, changed product line, new machinery or tools, changing staff levels.

Management needs to:

- Share all relevant information with HSRs and workers
- Give HSRs and workers time to express their views
- Take into account their views
- Report back on decisions taken.

Remember consultation is not:

- Being told what have already been decided
- Being talked at
- A Take 3 or Take 5 safety system
- Tool box talks
- Signing a paper to confirm you were told about something.



PLEASE PLACE ON NOTICEBOARD



A photograph of four male workers in a workshop setting. They are all wearing orange high-visibility work jackets over dark blue long-sleeved shirts. The worker on the far left is also wearing yellow safety glasses and is pointing at a large sheet of paper, likely a blueprint or technical drawing, which is spread out on a blue metal workbench. The other three workers are looking at the paper with interest. The worker on the far right is holding a handheld electronic device. In the background, there are various workshop elements: a green first aid station sign with a white cross, a blue air hose reel, and a yellow chain hoist hanging from above. The overall scene conveys a sense of collaborative work and safety planning.

**Consultation is not just talking;  
it's being involved before  
decisions are made**

**Consultation is essential to  
good H&S and it's the law**