

TAKING ACTION: HEALTH & SAFETY



Is there a HSR?

YES

NO

Is there an immediate risk?

NO

NO

YES!

ISSUE RESOLUTION REGULATION

1. Meet with Employer.
2. Meet with members of DWG.
3. Seek assistance from delegate or Union official.

Find Out:

How many workers are affected by the issue? (talk to DWG members to get evidence).
Immediate & long term solutions, in consultation with DWG members.
Who is responsible for fixing the issue & by when?

PIN (Provisional Improvement Notice)

1. HSR consults with employer about the issue.
2. You suspect a contravention has occurred.
3. Issue PIN - the employer has a minimum of 8 days to fix the issue.
4. Attach signatures from members of DWG to PIN.

• Except when in Victoria, HSR's must have completed a training course before issuing a PIN or calling a cease work. (It's important HSR's attend a Union run course).

CEASE WORK!

1. HSR directs the cease work following consultation with affected workers.
2. HSR Gives employer UWU Cease Work notice.

- A cease work is the best option when the issue is an immediate threat to health or safety.
- As long as workers remain on site they must be paid during the cease work.
- HSR's are protected by law and are not personally liable while carrying out a cease work.

Workers nominate a delegate as their representative.

Is there an agreed OHS/WHS Issue Resolution Procedure?

NO

YES

1. Workers seek assistance from Union.
2. Report OHS/WHS issue.
3. Meet with employer or their representative (must be competent and senior).
4. Request written confirmation of resolution.

Go to Issue Resolution Regulation

What about WorkSafe & ComCare?

When a PIN is disputed

The employer can challenge a PIN within 7 days and a WorkSafe or ComCare inspector will attend. Make sure the inspector meets with relevant HSR first.

Inspector Required to Attend Workplace

An inspector can be asked to intervene if a matter is not resolved under the Issue Resolution Regulation or when there is a cease work.

Not happy with result?

HSR and/or workers can lodge internal review application within 14 days of inspectors decision. Applications lodged by HSRs should also be signed by workers in support of action.