The Preventative Potential of Worker Representatives

Health and Safety Representative (HSR) initiatives

United Kingdom

Joint safety committees improved health and safety management practices

- *Well-trained committee members*
- *Established channels for relations between management and workers existed*

Factors supporting worker representation (UK)

> Strong legislative steer
> Effective external inspection and control
> Demonstrable senior management
> OHS and participative approach commitment
> Capacity to adapt and support OHS management
> Competent management of hazard/risk evaluation and control

South Australia

Partnership project (2007-10)

Goverment funded, employee associations (unions) led projects

- *Increase HSRs*
- *Greater interaction between SafeWork SA and union representatives*
- *Raise overall awareness*
- *Sustained positive impact on OHS worker participation*

Opportunity

Design suite of initiatives targeted at worker representatives

> Incorporating the 10 enabling themes for HSRs to be more effective in their roles

Barriers

Factors which may affect the HSR's role:

- Industrial context of the role
- Management-workforce relationship
- HSR commitment to the role
- Personality and approach of HSR

New Zealand

NZ Safeskills Workshop (2018-19)

- *Learning teams*
- *Managing up*
- *Effective communication*
- *Conflict resolution*
- *Influencing*
- *Mental health*

10 enabling themes for HSRs to be more effective in their roles

1. Enhance training content for HSRs
2. Certified training for HSRs
3. Increasing HSR visibility, identification and promotion
4. Training for managers
5. Encouraging management support of HSRs
6. Developing an HSR registry
7. Management & inspectorate KPI around HSR support
8. Inspector contact with HSRs when visiting sites
9. Maximise utility of awards
10. Regulator enhanced support for HSRs

https://research.iscrr.com.au/prevention/workplace-risks/prevention-first-global-scans

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