

**Working with your HSR to keep our  
people safe**

# Working collaboratively with HSRs

Employers have the overall responsibility to provide a safe workplace  
HSRs can help to facilitate a healthy and safe workplace

Collaboration involves:

- Shared vision
- Mutual respect
- Understanding of each other's role



***Achieve excellence and a safe workplace***



## Consider this scenario ...

The organisation developed a set of new work practices to meet the unique circumstances of the situation. The work practices were quickly rolled out.

Consultation was poor, the HSR and employees were aware that some work practices were changing, but had not been involved in the planning stages.

When they finally saw the new work practices they were cumbersome to follow, employees were not quite sure what was required...

As a result employees were left scrambling, confusion reigned, errors increased and safety compromised.



# Understanding HSR's role and powers

- Represent employees on health and safety issues
- Identify hazards and **consulted** on measures to control risks
- Monitor the measures taken to control risks
- Raise issues from their work group members
- Issue a 'Provisional Improvement Notice (PIN) advising of a health & safety issue
- Issue cease work if there is an immediate risk to the safety and health of persons at work



# How can we encourage collaboration from the ground level...

## The value of Health and Safety Representative(HSR)

- HSRs represent employees on health and safety issues within their area
- HSRs facilitate communication and consultation
- Consult HSRs on health & safety issues that impact on their work group
  - Provide the context and share information
  - Give them an opportunity to ask questions, to express their views
  - Taking those views into account, **before** a final decision is made



# Case study – Working collaboratively together ...

## ***Background***

There were a number of concerns raised by employees and incident reports submitted from the use of trolleys

## ***Action taken***

- Manager with HSR and OHS Advisor completed a risk assessment
- Survey developed and completed by employees identifying OHS concerns and suggestions for improvement
- Meeting with supplier followed to brainstorm risk controls which led to a number of suggested trolley modifications
- A series of modifications were trialled over a 6 week period and now quotes are being obtained to modify the trolleys.



# Facilitate consistent and effective communication

In today's fast pace COVID 19 changing environment...

- Involve HSR in identifying, controlling risks and monitoring measures
- Provide the most update information
- Initiate discussions on challenges
- Engage in brainstorming ideas and problem solving
- Seek regular feedback
- Listen, acknowledge and value



# Collaborative safety culture

## We are all in this together

- Foster trust and transparency
- Cultivate empathy
- Promote psychological safety
- Celebrate wins
  - acknowledging each other's roles in the success

***Effective collaboration and consultation requires effort...however changes can produce transformational results***

