



The role of the Health and Safety/Employee representative (HSER):

- Actively promoting safe working practices.
- Representing workers in matters relating to health, safety and labour issues.
- Investigating complaints and risk to workers health & Safety
 - Being involved in investigating events (incidents, property damage etc);
 - Assist in hazard identification
 - Being involved in the monitoring of hazard control effectiveness.
- Performs First aid kit inspections.
- Inquiring into anything that appears to be a risk to health and safety of workers and
- Making recommendations relating to health and safety
- Field concerns/ideas from employees regarding general employment concerns.
- Attend zoom HS representative meetings.
- Give feedback to CAJ management about how it is meeting its duties

An HSER's powers include:

- requesting relevant information from CAJ
- entering and inspecting a workplace
- attending interviews post events

HSWA (Health and Safety at Work Act) gives additional powers to HESRs (only) after they have completed HSER health and safety training specified in the Regulations for Worker Engagement, Participation and Representation. The regulations outline an HSER's entitlement to annual training, with some limitations.

Additional powers for trained HSERs include:

- issuing Provisional Improvement Notices (PINs) to address a health or safety problem
- directing a worker to cease work that would expose them to serious risk arising from an immediate or imminent exposure to a hazard. This supports the existing right for a worker to cease work in this situation.

The person nominated for the site representative may undergo the following training.

Year 1: Stage one: Health & Safety Representative Initial

Year 2: Stage two: Risk Assessment & incident Investigation

Year 3: Stage three: Workplace HS culture