

HEALTH & SAFETY AT WORK

you have rights

Your employer has responsibilities

It is the employer's duty to protect the **health, safety** and **welfare** of **their workers** and others (ie contract workers) who might be affected by their business. Employers must do whatever is reasonably practicable to achieve this. **The law governing health & safety at work is called the Health & Safety at Work Act (HSWA).**

Workers have rights

You have the right to be safe at work and return home uninjured at the end of each day.

You have the right to raise concerns or refuse work if it is unsafe (see below).

You have the right to elect health & safety representatives, along with other workers. Check out whether your Health & Safe reps are elected. It is not up to management to choose who represents you.

Your reps have the right to be properly trained and request training that is appropriate for them. Once elected your reps are entitled to training under the Employment Relations Act. They have the right to say what training suits best.

You have the right to involve your union. Health & Safety is union business. Unions have right of access, ability to bargain around health & safety, check compliance and negotiate on your behalf.

You also have the responsibility to take reasonable care of your own health and safety and ensure that your actions don't cause harm to yourself or others and to comply with any reasonable instructions, policies or procedures on how to work in a safe and healthy way.

What can I do ?

Workers on the job can stop doing unsafe work, if after having raised it no action is taken. They can insist their Health & Safety Reps are properly elected by all the workers concerned. They can raise health & safety issues with their health & safety reps and/or the company and expect there will be a proper response. They can call our union who has the right to raise Health & Safety issues.

**If it's not safe – speak up - tell someone!
– your voice makes a difference in
keeping everyone safe at work.**

