

Leveraging Health & Safety Representatives To Strengthen Organisational Resilience



THE CHALLENGE

Under a partnership approach, HSRs are champions that unlock the power of a distributed network of proto-safety professionals.

Our client recognised this potential and engaged New View Safety to **review the HSR role, identity, and function, as well as advise on how to optimise workforce consultation arrangements.**

Successful partnerships with HSRs to drive health and safety performance require a few important ingredients.

Our research showed that HSRs who are engaged and supported by their organisation are ultimately more successful and contribute to improved prevention efforts.

We reviewed existing consultation arrangements. Then, we engaged six HSRs to workshop key issues and develop bottom-up recommendations.

Through an engaging workshop design, we encouraged the HSRs to reflect on their identity, redesign the HSR role, and suggest improvements to workforce consultation.

Consultation structures matter to the engagement and meaningful participation of HSRs.

Committees with unclear agendas, bottlenecked actions, and management-dominated undermine the value contributed by HSRs.

HSRs need their organisation's support to be successful.

Ensure HSRs have adequate time, role clarity, support from management and frontline leaders, and regular opportunities to train and upskill in health and safety topics.

Do not neglect your contractor network.

Organisations have an obligation to consult with other duty holders as well as leverage the feedback and experiences from contractors (who usually take on high-risk work). Consider joint forums and inclusive health and safety communication channels.

Our client is tapping into the potential of HSRs and broader workforce participation and involvement in health and safety to strengthen their resilience.

They recognise the value of a forward-looking, highly capable, and engaged HSR network supported by efficient consultation structures.

