



CONSULTATION WITH EMPLOYEES

Section 2 (6) of **The Health & Safety at Work Act 1974** established a requirement for employers to consult with elected safety reps from recognised trade unions and where requested, to establish a safety committee.

The Management of Health & Safety at Work Regs 1999 extended safety reps' rights by laying down that employers must consult with safety reps "in good time" as to:

- Any changes in the workplace that may affect the health and safety of employees they represent
- The appointment of "competent" persons
- Any health and safety information the employer is required to give to employees
- The planning and provision of any health and safety training for employees

The Health and Safety (Consultation with Employees) Regulations 1996 were introduced to implement the requirements of EU directives for 'worker participation' thus extending consultation rights to non-unionised employees.

The Safety Representatives and Safety Committees Regulations give safety reps the right to see and copy any information held by the employer that relates to health, safety and welfare (unless it identifies a particular member of staff), including risk assessments, safety policy, accident book and information on proposed changes that might affect the health and safety of members

These regulations clearly place a responsibility on the employer to consult and inform on health and safety issues, specifically work related violence.

In addition to the legal requirements to do so, there are many benefits to be had by consulting with your employees include:

- Improved two way communication
- Enhanced opportunities for discovering workable solutions to local problems
- Increased confidence and participation in any policy implementation

LONDON REGIONAL OFFICE

Devlin House 36 St George Street, Mayfair
LONDON W1R 9FA
Tel: +44 (0) 207 529 1451

Fax: +44 (0) 1904 494608 **E-mail:** trainers@securicare.com

YORK HEAD OFFICE

Martin House, Barley Rise, Strensall
YORK YO32 5AA
Tel: +44 (0) 1904 492 442