

# Worker Engagement

Worker engagement may have been optional in the past, but it's pretty much the whole game today. – Gary Hamel

## What it is

Involving all workers in decisions that impact on their health and safety, and ensuring everyone has a voice when it comes to health and safety.

## Why do it

Strong worker engagement and participation leads to healthier and safer workplaces. When workers are involved in shaping work systems, they suggest practical, cost effective solutions, and are more likely to help make them happen in practice. Nobody knows a job better than the person currently doing it, so their input is vital to the ongoing use, and improvement, of healthy and safe work practices. That's why involving workers in health and safety is a legal requirement.

## How to do it

- ▶ Have an agreed, formal process for workers to participate in health and safety matters and to contribute to the decision-making process
- ▶ Provide informal opportunities for workers to share their views and raise work health and safety issues
- ▶ Ask for, and consider, the views of workers
- ▶ Provide feedback on issues raised by workers in a timely manner
- ▶ Involve workers in planning how work can be done safely
- ▶ Involve workers in risk assessments
- ▶ Involve workers in reviewing health and safety procedures
- ▶ Involve workers in near hit and incident investigations
- ▶ Share information and decisions in a timely manner
- ▶ Support formal worker representation, if required.

## Track it

Use the following checklist to track whether your worker engagement practices are on track or need action.

In our crew/team, we...	Seldom	Sometimes	Always
Discuss health and safety issues			
Help plan the safest way to work			
Review health and safety procedures			
Raise health and safety concerns			
	Urgent action required	Action required	On the right track

## Remember...

Health and safety is everyone's responsibility. We all need to get involved and contribute if we are to improve what we do and how we do it.