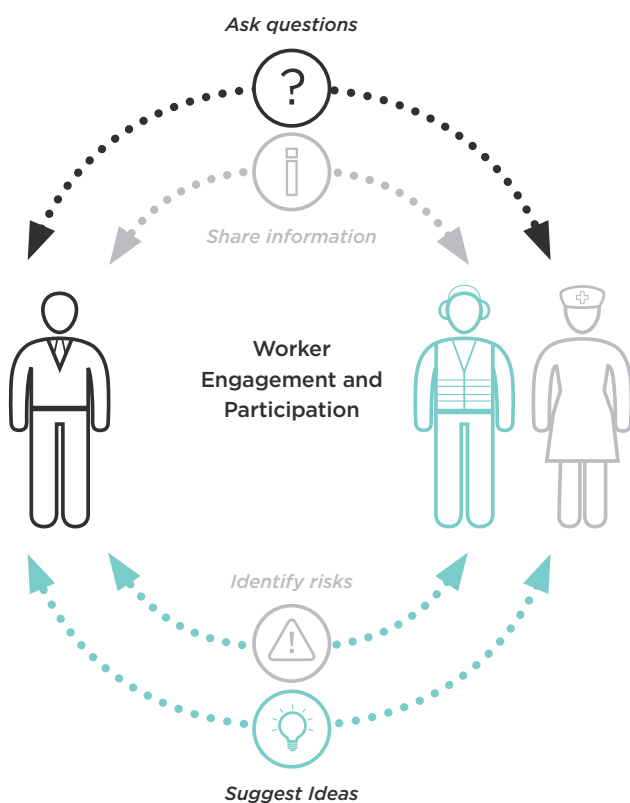


Appendix C: Worker engagement, participation and representation

PCBUs have two duties under HSWA related to worker engagement and participation:

- to engage with workers on health and safety matters that affect or are likely to affect them, so far as is reasonably practicable; and
- to have practices that give workers reasonable opportunities to participate effectively in the ongoing improvement of work health and safety.



Engage with your workers about the risks of working around vehicles

You must engage and consult with your workers on work health and safety matters, so far as is reasonably practicable. This includes when **identifying**, **controlling** and **monitoring** risks related to working near vehicles, as outlined in this guide.

You can engage with workers by:

- sharing information about the dangers of working around vehicles so that workers are well-informed, know what is going on and can contribute to decision-making
- giving workers reasonable opportunities to have a say about health and safety matters
- listening to and considering what workers have to say at each step of the risk management process for working around vehicles
- considering workers' views when decisions are being made
- updating workers about what decisions have been made.

If workers are represented by a Health and Safety Representative (HSR), engagement must also involve that representative.

Health and Safety Representatives and Health and Safety Committees

Health and Safety Representatives (HSRs) and Health and Safety Committees (HSCs) are two well-established methods of participation and representation.

For more information see:

WorkSafe's interpretive guidelines *Worker representation through Health and Safety Representatives and Health and Safety Committees*: [worksafe.govt.nz](https://www.worksafe.govt.nz)

WorkSafe's good practice guidelines *Worker engagement, participation and representation*: [worksafe.govt.nz](https://www.worksafe.govt.nz)

WorkSafe pamphlets

[Worker representation](#)

[Health and Safety Committees](#)

[Health and Safety Representatives](#)