

# Consultation Policy Statement

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ANC fosters open and effective communication and recognises its vital role for good industrial relations, quality management and effective management of Work Health and Safety.

Consultation and communication enables ANC to meet organisation and legal requirements under the Work Health and Safety Act and Regulations on consultation and ensure that all workers have a genuine opportunity to effectively participate in decision making on matters with potential to affect their health and safety.

To achieve this, we will ensure:

- Workers are encouraged to report any incidents or hazards;
- WHS will be included on the agenda of all meetings held at ANC;
- Workgroups and Health and Safety Representatives are nominated by the safety team however if requested by a worker an election can be held.


To identify the best practical solutions that improve work health and safety, when consulting with workers, ANC will:

- Share relevant work health and safety information with workers;
- Give workers a reasonable opportunity to express their views and to raise health or safety issues;
- Give workers a reasonable opportunity to contribute to the decision-making process relating to health and safety matters;
- Take the views of workers into account; and
- Advise workers of the outcome of any consultation in a timely manner.

ANC recognises that consultation does not require consensus or agreement, but it does entitle workers to contribute to any health and safety decisions ANC makes.

WHS consultation arrangements will be monitored and reviewed on an ongoing basis to ensure that consultation with all workers is effective and that all safety issues are being addressed.

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**Signature:** .....

**Position Title:** Director

**Date:** 01<sup>st</sup> Dec 2021

Revision History					
Document Ref:	Consultation Policy Statement	Revision:	10	Approved:	01/12/21
Owner:	ANC	Approver:	James Taylor		
Next Review:	Dec 2023				
This document cannot be modified without the approval of Risk and Safety Manager					Page 1 of 1