

Occupational Health and Safety Committee Constitution

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1. Interpretation

"Act" means the Occupational Health and Safety Act 2004.

"Action and Agreement Record" means minutes of a meeting.

"Committee" means the Towong Shire Council Occupational Health and Safety Committee.

"HSR" means Health and Safety Representative.

"OHS" means Occupational Health and Safety.

"Regulations" means the Occupational Health and Safety Regulations 2017.

"SMT" means the Senior Management Team which is comprised of the Chief Executive Officer and the three Directors.

2. Introduction

Towong Shire Council acknowledges that effective communication and consultation between staff and management is integral to the success of the Occupational Health and Safety Program.

The OHS Committee provides a forum for such communication and consultation to take place as required under the Act.

3. Role of the Committee

- 3.1 To oversee the implementation and review of Council's Occupational Health and Safety Policy and Strategy.
- 3.2 To endeavour to comply with the requirements of the Act and the Regulations in all of Council's operations.
- 3.3 To facilitate co-operation between Council, the SMT and all employees and contractors in establishing, developing and implementing measures designed to ensure the health and safety at work of all employees, Councillors and contractors.

- 3.4 To formulate, review and communicate to employees and contractors, the standards, rules and procedures relating to health and safety which are to be carried out or complied with at the workplace.
- 3.5 To monitor health and safety standards and performance across the organisation.
- 3.6 Such other functions as are prescribed by the Regulations or agreed between the employer and the Committee.

4. Powers

The Committee has no direct power. It cannot write letters or issue policy statements in its own name. The Committee has the power to recommend actions to the SMT and Council for consideration and final decision.

5. Membership

The Committee shall comprise the following members:

- An elected representative (employee) from each of the Designated Work Groups as listed in section 6;
- OHS Officer;
- Director Community and Planning or delegate;
- Director Infrastructure and Environment or delegate;
- Director Corporate and Organisational Development or delegate.

Note: Other staff, whilst not members of the Committee, may be requested or required to attend meetings, upon invitation by the Committee.

At least half the members of the Committee must be employees, and as far as is practicable, should be HSR's or Deputy HSR's of the Designated Work Groups (refer section 72 of the Act).

6. Designated Work Groups

The Designated Work Groups are:

- Corryong Indoor (includes Corryong Office/Library and Corryong Visitor Information Centre);
- Tallangatta Indoor (includes Tallangatta Office and Tallangatta Library);
- Tallangatta Depot (includes Tallangatta Resource Recovery Centre);
- Corryong Depot (includes Corryong Resource Recovery Centre);
- Community Services (includes Swimming Pools, Neighbourhood House, Maternal and Child Health, and Early Years).

7. Health and Safety Representatives

- 7.1 Elections will be held at least every three years with Designated Work Group HSRs being elected by the staff within their respective work group.
- 7.2 The term of appointment is a period not exceeding three years from the date the person is elected.

- 7.3 A health and safety representative is eligible for re-election.
- 7.4 Election results must be filed on Council's records management system.
- 7.5 Information regarding the election of HSRs and Deputy HSRs, term of office, and disqualification of HSRs is contained in sections 54-57 of the Act, and this must be referred to and communicated to relevant work groups prior to an election process commencing.
- 7.6 Information regarding Powers of HSRs and the issuing of Provisional Improvement Notices is contained in sections 58-66 of the Act. Contents of these sections must be communicated and made available to all employees.
- 7.7 Obligations of Employers to train HSRs are contained in sections 67 and 68 of the Act.
- 7.8 Further obligations regarding HSRs and persons assisting HSRs is contained in sections 69-70 of the Act.
- 7.9 Employers must ensure a current list of HSRs and Deputy HSRs is displayed at all work places or otherwise readily accessible to all employees (refer section 71 of the Act).

8. Appointment of Office Bearers

- 8.1 At the commencement of each meeting the Committee will delegate the Chairperson for the next meeting.
- 8.2 The Chairperson is responsible for the conduct of the meeting in accordance with Council's meeting guidelines (refer to the Agenda document for details).

9. Action and Agreement Record of meetings (Minutes)

- 9.1 The Minutes of meetings will be circulated to all Committee members within five working days of the meeting for endorsement by the Committee as being true and correct.
- 9.2 The Minutes of meetings will be distributed to all work sites within seven working days of the meeting in the absence of any negative feedback by Committee members.
- 9.3 The Minutes of each meeting will be provisionally included in Council Meeting Agenda for the information of Councillors and will be adopted at the next OHS Committee meeting.

10. Meetings

- 10.1 The OHS Committee must meet at least once every three months.
- 10.2 Meetings will be scheduled for the second Tuesday of every month.
- 10.3 Meeting days and time can be altered by the OHS Officer by giving notice to all members.
- 10.4 Special meetings may be called by any member of the Committee if required.

11. Meeting Agendas

- 11.1 Meeting Agendas are to be prepared by the Committee person designated at the previous meeting.
- 11.2 Meeting Agendas are to be available to Committee members at least two working days prior to the meeting.

12. Quorum

- 12.1 A quorum at any meeting will be constituted by the attendance of four members, at least two of which must be HSRs or Deputy HSRs.
- 12.2 In the event that a quorum is not attained, the meeting shall be deferred to another day and/or time as decided by the Chairperson.

13. Voting

- 13.1 All recommendations provided to the SMT and Council will be arrived at by mutual agreement. There will be no voting.

Human Rights Charter Compatibility

This Constitution has been assessed as being compatible with the *Charter of Human Rights and Responsibilities Act 2006 [Vic]*.

Authorised by:



Juliana Phelps
Chief Executive Officer