

17 September 2024

Dear Anthony and Emily,

United Workers Union (UWU) writes to you on behalf of the current Health and Safety Representatives and union members at Wilsecc regarding the call for feedback on the nomination process for Health and Safety Representatives (HSRs) at the worksite.

Concerns Raised

Health and Safety Representatives and Triple Zero Workers have advised the union that they are concerned that the nominations process will not be transparent.

Workers have stated that in the past, when they have nominated themselves to be a Health and Safety Representative in a Designated Worker Group vacancy, they have been told by management that they are either not eligible or suitable. This conduct from management is entirely inappropriate and undermines trust in the process.

Recommendations for Transparency and Fairness

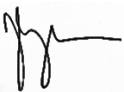
To ensure that all workers across all DWGs are aware of who has been nominated, UWU recommends the following steps:

1. **Nomination Updates:** MECS should publish a list of all nominated staff via email every three days during the two-week nomination period which commences 18 September 2024 to 2 October 2024.
2. **Distribution of List:** This list should be sent to all Triple Zero Workers at WILSECC and UWU, which is the appointed union representing workers in Health and Safety matters.
3. **Worker Group List:** UWU recommends that a list of all Triple Zero Workers within each Designated Work Group be provided to existing HSRs, ensuring they know who they are representing.

There have been several forums where Health and Safety Representatives and Union delegates have raised their concerns and frustrations regarding misinformation and the misconduct of employer appointed Health and Safety management.

By adopting the above recommendations, Triple Zero management will be demonstrating their willingness to ensure that the processes of nominations and elections are fair, equitable, and transparent, resulting in stronger worker representation in health and safety.

In unity,



Julien Gibson
United Workers Union
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