Electing safety and health representatives (SHReps)

Electing SHReps can increase participation and improve consultation between employees and employers on safety and health matters at the mine.

Elected safety and health representatives incur no civil liability in relation to their performance or the functions they carry out, and it is illegal for employers to discriminate against or disadvantage someone because they are an SHReps.

Who is starting the election process?
- Employer
- Employee

Who is eligible for election?
- Any employee who works at the mine
- SHReps representing underground mine workers must have at least 12 months of underground mining operations experience
- Contractors and their employees if covered by an election scheme

Is there more than one candidate?
- Yes
- No

Conduct election as agreed during consultation and in accordance with an election scheme (if there is one)
- Every employee to be directly represented by the elected SHRep is entitled to vote
- Election must be by secret ballot

Successful candidate holds office for two years and ten days from date of election

Person conducting the election must notify the results to the:
- person(s) elected as SHReps
- employer
- State Mining Engineer via the Department’s Safety Regulation System (SRS).

If no agreement on issues about the election, matter can be referred to the State Mining Engineer