

All employees who work more than 10 hours per week can be elected as an Occupational Health and Safety Representative - except trainees. An Occupational Health and Safety Representative who is not a member of FOA or another OK trade union can only participate in the statutory courses and will therefore find it difficult to help colleagues with the occupational health and safety challenges that may present themselves in the workplace.

An Occupational Health and Safety Representative who is not part of an OK trade union cannot seek help, advice or guidance, participate in courses, theme days etc.

Usually, the Occupational Health and Safety Representative is elected to carry out their job for a minimum of 2 years at a time - the length of the period may be up to 4 years in agreement with the employer. You must notify FOA when you have been selected as an occupational health and safety representative, so that you can immediately take advantage of FOA's many offers.

Facts

Elected Representative

Find out more about the Occupational Health and Safety Representative's work and opportunities in the Tillidsvalgt section at foa.dk/forbund/temaer

FOA

FOA is Denmark's third largest trade union. Since 1899 we have been fighting for better pay and working conditions for our members. Our main task is to enter into agreements which ensure a good salary and modern and orderly working conditions. It is FOA that determines your salary, your supplements, your working hours, your pension, rules regarding maternity and holidays and your opportunities for further training. Our task at FOA is also to ensure a strong professional community. By acting together in FOA, it means that each member stands stronger. And with our collective force, we can act more decisively.

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Become an Occupational Health and Safety Representative

Occupational Health and Safety Representative (Arbejds miljø-repræsentant - AMR) - do you want to be one?



Occupational Health and Safety Representative (AMR)

Why become an Occupational Health and Safety Representative?

As an Occupational Health and Safety Representative, you are helping to make a difference for you and your colleagues. A good physical and mental work environment is crucial to your well-being, health and work satisfaction in everyday life. At the same time, a good working environment is crucial for you to do your job under the best possible conditions.

The job also gives you plenty of opportunities to develop both professionally and personally, for example within the areas of communication, teamwork and the physical and mental work environment.

What does that entail?

You are elected to represent all of your colleagues at the workplace and you are their spokesperson when it comes to issues concerning the working environment.

In collaboration with the manager and the trade Union Representative, you work to make the workplace a safe and healthy place to be. For example, this means that you:

- help with developing implementations for a better mental and physical work environment.

- help with preventing injuries and sickness absence and help with planning and preparing workplace assessments (APV).
- participate in the design of the work environment area and hold an annual meeting about it.
- are involved in changes at the workplace.
- help ensure that the solutions that you find actually work for you and your colleagues on a daily basis.

It is your employer who is responsible for the work environment. But neither employer nor manager can respond to problems they do not have any knowledge of. It is here, for example, that the Occupational Health and Safety Representative has a key role.

FOA supports you with training and networking

FOA keeps you up to date with the latest knowledge regarding the work environment, and offers you courses, theme days and conferences specially developed for Occupational Health and Safety Representatives.

We also help you build up a network with other Occupational Health and Safety Representatives with whom you can share your experiences.

If you need advice and guidance regarding a specific situation, you can always contact your local FOA department.

You are protected as a health and safety representative

As an AMR, you are protected from dismissal when you speak about issues that your colleagues bring up.



The employer must not put you at a disadvantage because of your role as an Occupational Health and Safety Representative, and there must be substantial grounds to dismiss an Occupational Health and Safety Representative. The same rules that apply for Occupational Health and Safety Representatives apply for Union Representatives, too.

Here's how to choose an Occupational Health and Safety Representative

Your employer is responsible for making sure that elections are held. However, the election can also be arranged with your local FOA department in collaboration with your employer.

The Occupational Health and Safety Representative is elected by all employees in the part of the company that he or she will represent in the occupational health and safety organisation/MED committee. Thus, the Occupational Health and Safety Representative represents all employees in the part of the company which elected them. This applies regardless of whether they work in an office, in production or in cleaning - and regardless of their professional affiliations.