

Safety representative – agreement concerning alternative arrangement

1. This agreement was concluded between the employer and all employees.		
Name of enterprise		
2. Number of employees.		
Number of employees (permanent employees, full time and part-time and temporary employees)		
3. This agreement entails that no safety representative shall be appointed in the enterprise, as permitted pursuant to Section 6-1 (1) of the Working Environment Act for enterprises with less than five employees. The agreement shall ensure that the employees are consulted on matters concerning the working environment.		
4. This agreement entails that the employer and the employees shall regularly and as needed work together on safety in daily operations.		
Measures (see guide below)		
5. This agreement is valid for a period of two years.		
Place and date	Employee contact person, signature	Printed name
	Employer signature	Printed name
All employee signatures	Printed name	
_____	_____	
_____	_____	
_____	_____	
_____	_____	

Guide

As a main rule, a safety representative shall be appointed in all undertakings. At undertakings with less than five employees, the employer and employees may agree on an alternative arrangement. All employees must be counted, including permanent employees (full time and part-time) and temporary employees. The agreement must be made in writing and include a description of how matters of safety specifically shall be handled. Examples of what the agreement may include: necessary working environment measures, meeting points, how to address matters of safety, how to handle risks, the duties of the employer, the employees' duty to contribute, etc.

The agreement shall be valid for a period of no more than two years, and the agreement must specify who the employees' representative or contact person is. If the undertaking concludes an agreement concerning an alternative arrangement, all employees must sign the agreement. The employer must ensure that all employees have received necessary training and information about safety work. If the undertaking's number of employees changes, so that the number of employees increases to five or more during the agreement period, a safety representative must be appointed. The Labour Inspection Authority may, in connection with inspections and based on an assessment of the working conditions, order undertakings with less than five employees to appoint a safety representative.

www.arbeidstilsynet.no/en/hse-cards/roller-i-hms-arbeidet/safety-representative/