



Consulting with workers Duties for PCBUs

Consulting with workers and their representatives on health and safety matters is a legal requirement under WHS laws.



You have a duty to consult with workers and their representatives when you are:

- identifying physical and psychosocial hazards and assessing risks
- making decisions about ways to eliminate or minimise those risks
- making decisions about facilities for workers (e.g. toilets, break rooms)
- proposing changes that may affect the health or safety of workers, and
- deciding on certain procedures, including how workers will be consulted and how health and safety issues will be resolved

You must share information with workers, give them a reasonable chance to express their views and take their views into account when making decisions.

You must also tell workers about the outcomes of consultation (the decision you've made) in a timely way.

If workers are represented by a health and safety representative (HSR) you must include them in your consultation.

If you share a work health and safety duty with another person conducting a business or undertaking (PCBU) **you must consult, cooperate and coordinate with each other.**

Further advice

safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/consultation

If you need help, please contact your [work health and safety regulator](#).

Consulting with workers on health safety issues doesn't have to be complicated.

Talk to your workers and their representatives to find out how they would like to be consulted.

See the infographic [How to consult](#) for more information on how you can effectively consult.

