



# Health and safety representatives

Health and safety representatives (HSRs) play an important role in representing workers on health and safety and bringing issues to the attention of the person conducting a business or undertaking (PCBU).

## THE ROLE OF HSRs

HSRs:

- represent workers on health and safety matters
- monitor how the PCBU is meeting their WHS duties
- investigate WHS complaints from workers
- inquire into WHS risks to workers, and
- in some circumstances, direct unsafe work to cease or issue a provisional improvement notice.

It is up to HSRs to decide if, and when they exercise their powers and perform their functions. HSRs are not responsible for fixing problems.



## DUTIES OF PCBUs

PCBUs have a duty to assist HSRs to perform their functions. This includes:

- providing access to the workplace, resources, paid time, facilities and assistance to HSRs
- consulting with HSRs on work health and safety matters
- sharing information with HSRs about hazards, risks and the health and safety of workers (de-identified information unless worker consents)
- providing HSRs paid time off work to attend HSR training and paying costs
- displaying the list of HSRs in an accessible place, and
- allowing HSRs to accompany an inspector during workplace inspections and attend interviews between workers and the PCBU or an inspector (with worker consent).



## HOW HSRs ARE ELECTED

HSRs are **elected by other workers**. Any worker (or group of workers) may ask the PCBU for an HSR to be elected.

A PCBU **must** provide any resources and assistance to facilitate the election of an HSR(s). **A PCBU cannot simply appoint an HSR.**

Workers may seek the assistance of a union or other organisation to help with the election.

## Further advice

[safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/consultation](https://safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/consultation)

If you need help, please contact your [work health and safety regulator](https://www.workhealthandsafety.gov.au).