



How to consult with workers

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



The best way to consult will depend on:

- your business: the size, structure and if there are other businesses you work with
- the people who work for your business, their location, type of work they do, and where they do their work
- your workplace: the physical and psychosocial hazards and risks specific to your workplace or type of work.

Ask your workers and their representatives how they would like to be consulted and consider their needs.

For smaller workplaces, consultation might be as simple as regularly talking to workers about health and safety matters. Larger or more complex workplaces may need more formal ways of consulting.

If workers are represented by an HSR you must include them in your consultation.

Consultation needs to be accessible to workers and encourage their participation.

Further advice

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

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