

# 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

Go to the [Consultation page](#) on the Safe Work Australia website.

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.

