Health and safety representatives

Health and safety representatives (HSRs) play an important role in

representing workers on health and safety and bringing issues to theattention of the person conducting a business or undertaking (PCBU).

## The role of HSRs

HSRs are workers who:

* represent other workers in their work group 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

It is **not mandatory** for a business or undertaking to have an HSR, unless requested by workers.

If a worker makes this request, a work group or groups must be negotiated. HSRs and any deputy HSRs are then elected by workers in the work group they will represent.

A PCBU **must** provide any resources and assistance to facilitate the election. Workers may seek the assistance of a union or other organisation to help with the election.

**Further information**

Go to the [Consultation page](https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/consultation) on the Safe Work Australia website. If you need help, please contact your [work health and safety regulator](https://www.safeworkaustralia.gov.au/law-and-regulation/whs-regulators-and-workers-compensation-authorities-contact-information).