

PCBU Obligations to Health and Safety Representatives



**Health
Services
Union WA**

Employer/PCBU Obligations – under the new Work Health Safety Act

Health and Safety Representatives (HSRs), as elected representatives of groups of workers, must be supported in the workplace by their employer. Employers are known as the Person Conducting a Business or Undertaking or PCBU under the Work Health and Safety Act.

These new laws were won by Union Members. Members are encouraged to nominate to become HSRs so that together we make health workplaces safer.

To support HSRs, the Employer/PCBU must:

- consult with HSRs on work, health and safety matters
- give the HSR information that affects the work group (a worker's personal or medical information must not be provided without consent)
- allow the HSR to accompany an Inspector during an inspection of the workplace
- allow the HSR to attend a meeting between a worker (or group of workers) and the PCBU or an Inspector
- provide reasonable resources and assistance to HSRs
- allow a person assisting a HSR reasonable access to the workplace
- allow HSRs to spend reasonable time performing their role
- pay HSRs their usual wage while they perform their role
- provide HSR training – initial training of up to 5 days and after that, annual refreshers (it's a 3-year term)
- display an up-to-date list of HSRs and deputy HSRs at the workplace

It is an offence to discriminate against an HSR for any action they take while performing their role or to threaten them or discourage them from exercising a power.

**For more information or advice
contact your HSWA Organiser
or email union@hsuwa.com.au**

