

Work Health and Safety Roles



Here are some roles from the Work Health and Safety Act (WHS Act) explained. The new laws, won by Union Members, have strengthened workplace safety laws.

Health and Safety Representative (HSR)

This is a worker who is elected and trained to represent a group of fellow workers in the workplace. HSRs are the cornerstone of safe workplaces and have a range of powers to maintain and improve health and safety practices. [Watch a video on HSRs here.](#)

Person or Business Undertaking (PCBU)

This broad term refers to the employer or person responsible for conducting the business. The 'person' can be a legal entity like a Health Service Provider or company, or a natural person if they are a sole trader. The PCBU has a primary duty of care to ensure the health and safety of workers while they are at work. [Watch a video on PCBUs here.](#)

Officer

An Officer is a person deemed responsible for ensuring the PCBU exercises due diligence and compliance with its duty to provide a safe workplace. An Officer may be charged with an offence under the WHS Act whether or not the PCBU has been convicted or found guilty of an offence. [Read more about Officer responsibilities and exceptions here.](#)

Work Group

This refers to the group of workers that a HSR represents. A work group usually consists of workers who perform similar types of work and have similar health and safety conditions within the workplace. When a worker requests that one or more HSRs be elected for the workplace, the PCBU must make arrangements with the workers (or workers' union representative/s to establish a work group.

Remember these workplace safety laws exist because of the Australian Union Movement and workers looking out for each other. Let's make health workplaces safer.

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

