

WHO IS YOUR HEALTH AND SAFETY REPRESENTATIVE?

under the *Work Health and Safety Act 2011*

Health and Safety Representative (HSR) Deputy HSR	
Area of Responsibility	
Principal/Manager's Endorsement	

Workers are entitled to elect one health and safety representative (HSR) to represent them at the workplace. Workers may elect more than one HSR after negotiations with the employer.

- A HSR must be a worker elected by co-workers at the workplace. A HSR cannot be appointed by the employer.
- A worker does not need any experience or qualification to be a HSR.
- The employer must facilitate the election of a HSR within 2 months of being asked to do so by workers.

An employer must negotiate with workers about HSRs, if requested by the workers. Matters which can be negotiated include the number of HSRs and their areas of responsibilities, and the training of HSRs.

Workers may be represented by their unions during negotiations with the employer about HSRs.

An employer must not restrict a HSR's access to training agreed on through negotiation with workers.

An employer must allow the HSR to inspect the part of the workplace the HSR represents at weekly or other intervals negotiated between the employer and the workers.

An employer must advise the HSR about any of the following if they occur in the part of the workplace that the HSR represents –

- any work-caused injury, work-caused illness or dangerous event happening at the workplace
- any proposed change to the workplace (including plant and substances) that may affect the health and safety of persons at the workplace
- the presence of an inspector at the workplace if the WHSR is at the workplace
- a notice given by an inspector about a matter.

The HSR can ask the Principal to establish a workplace health and safety committee and is entitled to be a member of the committee.

An employer's health and safety obligations are not diminished by the election of a WHSR or an act or omission by the WHSR

What is This Notice For?

The *Work Health and Safety Act 2011* requires an employer to display a notice in a conspicuous position to advise workers about the identity of health and safety representatives (HSRs) for the workplace, and provisions about HSRs. This notice may be used to meet these requirements.