

Electing a HSR

Under the Work Health Safety Act there are important steps that must be taken in order to elect a Health and Safety Representative.

Any worker or group of workers may ask their employer (known as a PCBU) to facilitate the election of one or more HSRs (s50). A PCBU must take all reasonable steps to commence negotiations with the workers or their representatives within 14 days after a request has been made (s52(2)). Any worker who will be subject to the outcome of the negotiations is entitled to be represented by the union (s52(5)).



The negotiations must determine:

- the number and composition of work groups to be represented by HSRs
- the number of HSRs (at least one) and deputy HSRs to be elected for each work group (s52(3)).



Work groups should be formed by negotiation and agreement between the PCBU and the workers who will form the work group or their representatives (s52(1)).

The purpose of negotiations is to determine how best to group workers in a way that most effectively and conveniently enables their health and safety interests to be represented and so that each member of the group can easily access their HSR (c16).



HSRs and deputy HSRs must be elected by members of the work group they will represent (s62(1)). All workers in a work group must be provided with every reasonable opportunity to nominate and vote in the election (s62(2)).

To be eligible for election, a worker must be a member of the work group they will represent (s60). The members of the work group may request the union to run the election (s61(3)).



The elected HSRs term of office is usually 3 years.

Once elected the HSR has the right to choose their approved HSR training following consultation with the PCBU (s72).