

Welcome to the third edition of WorkSafe ACT's HSR Network E-Newsletter

We hope 2026 is off to a safe and healthy start. WorkSafe ACT is looking to build on an exciting 2025 and would like to thank all the hard-working HSRs for their valuable ongoing contributions to ACT workplaces.

This newsletter provides information on the following topics:

- + International Workers' Memorial Day
- + Psychosocial hazards in the workplace
- + Season 2 of the Safety Spotlight Podcast
- + Safety Alert: Strata and Property Management
- + Tips for Consultation
- + New Code of Practice – Extreme Temperatures

If you missed any of our previous HSR Newsletters, you can find them using the links below:

- + [WorkSafe ACT HSR newsletter - edition 1](#)
- + [WorkSafe ACT HSR newsletter - edition 2](#)

International Workers' Memorial Day

Workers' Memorial Day is held on 28 April every year and is a time to reflect and remember the Australians who have lost their lives at work and those living with the consequences of work-related incidents and diseases. In 2025, 179 workers were killed at work in Australia.

"Their stories remind us of the critical importance of safety in every workplace. As we reflect on their contributions, we also renew our commitment to ensuring that every worker returns home safely,"

- WHS Commissioner, Jacqui Agius.

If able, you are encouraged to attend the ceremony on Workers' Memorial Day:

- + **Date:** Tuesday, 28 April 2026
- + **Time:** 9 am
- + **Location:** National Workers' Memorial, Wendouree Drive, Kings Park, Parkes, (near the Carillion on Lake Burley Griffin).

Note: Sensitive content including fatalities will be discussed during speeches.

Psychosocial hazards in the workplace

You may have heard of psychosocial hazards, but do you understand what they are and how to identify them?

A psychosocial hazard is any aspect of work that increases the risk of stress, which can lead to psychological or physical harm. The following examples of common psychosocial hazards may be found in the workplace:



Psychosocial hazards must be identified and controlled like any physical hazard in the workplace. Persons conducting a business or undertaking (PCBUs) must use the risk management process to identify and assess psychosocial hazards, apply controls and review their effectiveness.

As an HSR, you have an important role to play in ensuring that workers in your work group have a voice. However, this does not mean that you have a duty to control psychosocial hazards. If someone from your workgroup identifies a psychosocial hazard you can provide advice and options to the PCBU, but you do not have a responsibility to manage the risk yourself.

If you would like to learn more about psychosocial hazards, use the links below:

- + [Psychosocial hazard management Factsheet](#)
- + [Workplace safety posters](#)
- + [Managing Psychosocial Hazards at Work Code of Practice](#)

Season 2 of The Safety Spotlight Podcast

WorkSafe ACT's podcast series *The Safety Spotlight* is back for another season in 2026. Launched last year, each episode focuses on WHS issues in a particular industry or area. Episodes are hosted by the ABC's Lish Fejer, who facilitates conversations between a representative from WorkSafe ACT and an expert guest.

The topics for Season 2 have been confirmed, so keep an eye out for more information on release dates. Episode 1 was released in March and discusses workplace injury, workers' compensation and the return-to-work experience.

The rest of the topics that will be explored in 2026 are:

- + Asbestos, silica, and dangerous substances
- + Modern work arrangements
- + Consultation and worker representation
- + Virtual reality, and
- + Model laws.

You can listen to all available episodes of *The Safety Spotlight* podcast here:

[The Safety Spotlight Podcast](#).

Tips for consultation

Consultation is an important part of your role as an HSR. Consultation occurs between HSRs, workers and the PCBU and provides an opportunity for you to raise any concerns of the work group when required.

PCBUs must consult with workers when:

- + identifying hazards, assessing risks and deciding how to control risks
- + making decisions about workplace facilities
- + proposing changes that may impact workers' health or safety, and
- + creating procedures to:
 - + resolve issues
 - + consult workers
 - + monitor the health and conditions of workers, or
 - + provide information and training.

PCBUs must consult with elected HSRs.

It can seem like a complicated process, so we have put together some tips to assist when meeting with the PCBU.

1. **Plan** – Consider what issues you would like to raise.
2. **Seek guidance** – Check the WorkSafe ACT website to see if there is any information on the topic of the consultation.
3. **Be honest and solutions focused** – Remember it is important to be professional and objective. Even if the issue personally impacts you, focus on how improvements can be made.
4. **Document discussions** – Take notes or records of consultations that you can refer to later if required.



Issue resolution:

If agreement cannot be made during consultation, Regulation 23 of the [Work Health and Safety Regulation 2011](#) (WHS Regulation) contains a default procedure for issue resolution. However, your workplace can also create their own if the procedure is written and includes the steps in the default procedure.

If an agreement still cannot be made after following the issue resolution procedure, a WorkSafe ACT inspector can be appointed to make a decision, which is binding for everyone involved.

If you would like to learn more about consultation, visit the [Worker Representation and Consultation page](#) of our website.

Safety Alert: Strata and Property Management

WorkSafe ACT has seen an increase in workers' compensation claims and incident notifications within the strata and property management industry. In response to these issues, we recently conducted a compliance campaign in the industry.

Workers in strata and property management can face many hazards, including physical hazards, aggression and working remotely. WorkSafe ACT released a safety alert on 18 February 2026 to raise awareness of the campaign and issues faced by workers in the industry.

Use this link to read the [Strata and Property Management Safety Alert](#). Visit the [Safety Alerts](#) section of our website to read previous safety alerts.



Extreme Temperatures Code of Practice released

Were you on a hot construction site during summer? Or in a hot kitchen at your workplace with little relief from the heat? After the extreme heat that Canberra experienced during the past summer, and with another cold winter approaching, it is a good time to discuss planning and controls for future extreme temperatures in the workplace.

In November 2025, the [Managing the Risks Associated with Extreme Temperatures code of practice](#) was released. The code outlines:

- + who has duties regarding extreme temperatures
- + how extreme weather impacts the human body, and
- + how PCBUs can manage risks from extreme weather.

HSR resources

Here are some handy resources WorkSafe ACT has developed to assist HSRs, PCBUs and workers understand the role and functions of HSRs in the workplace.

- + [Getting started with Health and Safety Representatives and Health and Safety Committees \(PDF 118kb\)](#)
- + [Health and Safety Committees \(PDF 71kb\)](#)
- + [Health and Safety Representative duties \(PDF 92kb\)](#)
- + [Carrying out the role of an HSR \(PDF 80 kb\)](#)
- + [Setting up work groups and HSR elections \(PDF 79kb\)](#)

Our website also outlines key information on HSRs and health and safety committees.

More guidance is being developed now – the HSR Network will be notified once the updates are published, so watch this space!

Unions ACT survey

Unions ACT is running their annual HSR survey to better understand current WHS issues, emerging risks and HSR experiences across ACT workplaces. If you would like to participate, please follow the link below.

- + [Unions ACT HSR survey](#)

Thank you for being a part of WorkSafe ACT's HSR Network! If you have any topics you would like covered in future editions, or would like any other information, please reach out to us at:

HSRnetwork@worksafe.act.gov.au.

Feel free to send this newsletter on to any HSRs you know and encourage them to join!

You can also check out our Safety Spotlight podcast, and connect with us on social media [here](#).