



# Volunteers

The Work Health and Safety Act and regulations (2012) have new responsibilities for certain volunteer associations, volunteers, and persons conducting a business or undertaking (PCBUs) who engage volunteers.

## WHO SHOULD READ THIS?

This fact sheet should be read by volunteer associations, volunteers and PCBUs.

## WHAT IS A VOLUNTEER ASSOCIATION?

Under this legislation, a volunteer association is a group of volunteers that has no employees. It is not considered as a PCBU.

A group of volunteers that employs someone to carry out work is not a volunteer association but is considered a PCBU.

## WHEN IS A VOLUNTEER A WORKER?

A volunteer is a worker when engaged by a PCBU to carry out work.

## YOUR OBLIGATIONS

If you are a **volunteer**, you must take reasonable care for your own (and other peoples') health and safety. If you are engaged by a PCBU, you are a worker and must comply with any reasonable work health and safety (WHS) instructions, policies and procedures given by the PCBU.

If you are an **officer who is a volunteer**, you must comply with WHS duties. You cannot be prosecuted for an offence as an officer, except if you do not comply with your duties as a worker or 'other persons at the workplace'.

If you are a **PCBU**, you must ensure the health and safety of workers, including volunteers you engage; consult with them on WHS matters; and provide them with the necessary information, training and supervision.

## WHAT SHOULD I DO?

- Be familiar with the work health and safety laws — visit [safeworkaustralia.gov.au](http://safeworkaustralia.gov.au)
- Review your current consultation arrangements to ensure they include workers who are volunteers.

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### IMPORTANT NOTE:

This information is for guidance only and is not to be taken as an expression of the law. It should be read in conjunction with the Work Health and Safety Act 2012 and the Work Health and Safety Regulations 2012 and any other relevant legislation. To view, go to [www.worksafe.tas.gov.au](http://www.worksafe.tas.gov.au)

**1300 366 322**  
[www.worksafe.tas.gov.au](http://www.worksafe.tas.gov.au)

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