**Board Responsibilities Under the WHS Acts – Golf Club Summary**

As a **Person Conducting a Business or Undertaking (PCBU)**, a golf club and its **Board Members (Officers)** have legal obligations under the harmonised **Work Health and Safety (WHS) Acts**. These apply to employees, volunteers, contractors, and visitors.

**⚖️ Primary Legal Duties**

* Ensure, so far as reasonably practicable, the **health and safety** of all workers and others on site (Section 19).
* Provide and maintain **safe systems of work, equipment, facilities**, and **PPE**.
* Address both **physical and psychosocial hazards** (e.g., stress, bullying, harassment).

**🗣️ Consultation & Communication**

* Consult with workers (including volunteers and contractors) on WHS matters (Sections 47–49).
* Communicate changes that may impact safety (e.g., new equipment, course alterations).

**🧰 Risk Management**

* Identify hazards, assess risks, and implement controls.
* Maintain safe golf course grounds, clubhouses, machinery, and public areas.
* Develop and test **emergency plans**.

**🎓 Training & Supervision**

* Provide site-specific inductions, instruction, and supervision.
* Ensure all staff and contractors are trained in safe work procedures and emergency responses.

**🚨 Incident Notification**

* Report **notifiable incidents** (serious injury, fatality, dangerous event) to the WHS regulator immediately.
* Preserve incident sites and investigate all safety incidents.

**👥 Officers’ Due Diligence (Section 27)**

Board members are personally responsible for:

* Staying informed about WHS.
* Understanding operational risks.
* Ensuring resources, training, and monitoring are in place.
* Verifying compliance across the club.

**🧑‍🔧 Contractor & Volunteer Management**

* Ensure that contractors and volunteers are safe, informed, and inducted.
* Keep records of qualifications, insurances, and work authorisations.

**💬 Psychosocial Safety**

* Prevent bullying, harassment and manage stress.
* Promote respectful, inclusive workplace culture.

**Non-compliance can lead to fines, regulatory action, or personal liability.**
Boards must take all reasonable steps to ensure WHS duties are met across the club.

For further guidance, contact your club’s WHS Advisor or consult the WHS Act and Regulations applicable in your state or territory.