



Queensland

# Work Health and Safety Bill 2011





## Queensland

# Work Health and Safety Bill 2011

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# 2011

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## A Bill

**An Act to provide comprehensively for work health and safety, to provide for a new definition of asbestos in particular legislation and for a work health and safety levy, to amend other legislation as a consequence, and to amend the *Workers' Compensation and Rehabilitation Act 2003* for particular purposes**

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[s 1]

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<b>The Parliament of Queensland enacts—</b>	1
<b>Part 1 Preliminary</b>	2
<b>Division 1 Introduction</b>	3
<b>1 Short title</b>	4
This Act may be cited as the <i>Work Health and Safety Act 2011</i> .	5 6
<b>2 Commencement</b>	7
This Act, other than part 17, part 18, division 1 and part 19, commences on a day to be fixed by proclamation.	8 9
<b>Division 2 Object</b>	10
<b>3 Object</b>	11
(1) The main object of this Act is to provide for a balanced and nationally consistent framework to secure the health and safety of workers and workplaces by—	12 13 14
(a) protecting workers and other persons against harm to their health, safety and welfare through the elimination or minimisation of risks arising from work or from particular types of substances or plant; and	15 16 17 18
(b) providing for fair and effective workplace representation, consultation, cooperation and issue resolution in relation to work health and safety; and	19 20 21
(c) encouraging unions and employer organisations to take a constructive role in promoting improvements in work health and safety practices, and assisting persons	22 23 24

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|---|--|
| conducting businesses or undertakings and workers to achieve a healthier and safer working environment; and   | 1<br>2                                       |
| (d) promoting the provision of advice, information, education and training in relation to work health and safety; and   | 3<br>4<br>5                                  |
| (e) securing compliance with this Act through effective and appropriate compliance and enforcement measures; and  | 6<br>7                                       |
| (f) ensuring appropriate scrutiny and review of actions by persons exercising powers and performing functions under this Act; and   | 8<br>9<br>10                                 |
| (g) providing a framework for continuous improvement and progressively higher standards of work health and safety; and  | 11<br>12<br>13                               |
| (h) maintaining and strengthening the national harmonisation of laws relating to work health and safety and to facilitate a consistent national approach to work health and safety in Queensland.   | 14<br>15<br>16<br>17                         |
| (2) In furthering subsection (1)(a), regard must be had to the principle that workers and other persons should be given the highest level of protection against harm to their health, safety and welfare from hazards and risks arising from work or from particular types of substances or plant as is reasonably practicable.   | 18<br>19<br>20<br>21<br>22<br>23             |
| <i>Note—</i>  | 24   |
| The numbering of this Act closely corresponds to the same numbering in a model Bill prepared for and approved by the Council of Australian Governments. To maximise uniformity between this Act and the model Bill, the numbers of some sections in the model Bill that are not relevant have not been used in the numbering of this Act, unless required for provisions particular to the State. Adoption of the numbering of the model Bill also results in alphanumeric numbering being used to insert further provisions particular to the State. | 25<br>26<br>27<br>28<br>29<br>30<br>31<br>32 |

[s 4]

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<b>Division 3</b>	<b>Interpretation</b>	1
<b>Subdivision 1</b>	<b>Definitions</b>	2
<b>4</b>	<b>Definitions</b>	3
	The dictionary in schedule 5 defines particular words used in this Act.	4 5
<b>Subdivision 2</b>	<b>Other important terms</b>	6
<b>5</b>	<b>Meaning of <i>person conducting a business or undertaking</i></b>	7
(1)	For this Act, a person conducts a business or undertaking—	8
(a)	whether the person conducts the business or undertaking alone or with others; and	9 10
(b)	whether or not the business or undertaking is conducted for profit or gain.	11 12
(2)	A business or undertaking conducted by a person includes a business or undertaking conducted by a partnership or an unincorporated association.	13 14 15
(3)	If a business or undertaking is conducted by a partnership (other than an incorporated partnership), a reference in this Act to a person conducting the business or undertaking is to be read as a reference to each partner in the partnership.	16 17 18 19
(4)	A person does not conduct a business or undertaking to the extent that the person is engaged solely as a worker in, or as an officer of, that business or undertaking.	20 21 22
(5)	An elected member of a local government does not in that capacity conduct a business or undertaking.	23 24
(6)	A regulation may specify the circumstances in which a person may be taken not to be a person who conducts a business or undertaking for the purposes of this Act or any provision of this Act.	25 26 27 28



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- (7) A volunteer association does not conduct a business or undertaking for the purposes of this Act. 1  
2
- (8) In this section, *volunteer association* means a group of 3  
volunteers working together for 1 or more community 4  
purposes where none of the volunteers, whether alone or 5  
jointly with any other volunteers, employs any person to carry 6  
out work for the volunteer association. 7

**6 Meaning of *supply*** 8

- (1) A *supply* of a thing includes a supply and a resupply of the 9  
thing by way of sale, exchange, lease, hire or hire-purchase, 10  
whether as principal or agent. 11
- (2) A supply of a thing occurs on the passing of possession of the 12  
thing to the person or an agent of the person to be supplied. 13
- (3) A supply of a thing does not include— 14
- (a) the return of possession of a thing to the owner of the 15  
thing at the end of a lease or other agreement; or 16
  - (b) a prescribed supply. 17
- (4) A financier is taken not to supply plant, a substance or a 18  
structure for the purposes of this Act if— 19
- (a) the financier has, in the course of the financier's 20  
business as a financier, acquired ownership of, or 21  
another right in, the plant, substance or structure on 22  
behalf of a customer of the financier; and 23
  - (b) the action by the financier, that would be a supply but 24  
for this subsection, is taken by the financier for, or on 25  
behalf of, that customer. 26
- (5) If subsection (4) applies, the person (other than the financier) 27  
who had possession of the plant, substance or structure 28  
immediately before the financier's customer obtained 29  
possession of the plant, substance or structure is taken for the 30  
purposes of this Act to have supplied the plant, substance or 31  
structure to the financier's customer. 32

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- 7 Meaning of *worker*** 1
- (1) A person is a ***worker*** if the person carries out work in any 2  
capacity for a person conducting a business or undertaking, 3  
including work as— 4
- (a) an employee; or 5
- (b) a contractor or subcontractor; or 6
- (c) an employee of a contractor or subcontractor; or 7
- (d) an employee of a labour hire company who has been 8  
assigned to work in the person’s business or 9  
undertaking; or 10
- (e) an outworker; or 11
- (f) an apprentice or trainee; or 12
- (g) a student gaining work experience; or 13
- (h) a volunteer; or 14
- (i) a person of a prescribed class. 15
- (2) For this Act, a police officer is— 16
- (a) a worker; and 17
- (b) at work throughout the time when the officer is on duty 18  
or lawfully performing the functions of a police officer, 19  
but not otherwise. 20
- (3) The person conducting the business or undertaking is also a 21  
***worker*** if the person is an individual who carries out work in 22  
that business or undertaking. 23
- 8 Meaning of *workplace*** 24
- (1) A ***workplace*** is a place where work is carried out for a 25  
business or undertaking and includes any place where a 26  
worker goes, or is likely to be, while at work. 27
- (2) In this section, ***place*** includes— 28
- (a) a vehicle, vessel, aircraft or other mobile structure; and 29

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	(b) any waters and any installation on land, on the bed of any waters or floating on any waters.	1 2
<b>9</b>	<b>Section number not used</b>	3
	See note to section 3.	4
<b>Division 4</b>	<b>Application of Act</b>	5
<b>10</b>	<b>Act binds all persons</b>	6
	(1) This Act binds all persons including the State and, so far as the legislative power of the Parliament permits, the Commonwealth and the other States.	7 8 9
	(2) The State, the Commonwealth and the other States are liable for an offence against this Act.	10 11
	(3) Without limiting subsection (1), the State, the Commonwealth and the other States are liable for a contravention of a WHS civil penalty provision.	12 13 14
<b>11</b>	<b>Section number not used</b>	15
	See note to section 3.	16
<b>12</b>	<b>Scope: application of Act to particular matters</b>	17
	Schedule 1 provides for the application of this Act to—	18
	(a) dangerous goods and high risk plant; and	19
	(b) matters dealt with under other legislation.	20

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<b>Part 2</b>	<b>Health and safety duties</b>	1
<b>Division 1</b>	<b>Introductory</b>	2
<b>Subdivision 1</b>	<b>Principles that apply to duties</b>	3
<b>13</b>	<b>Principles that apply to duties</b>	4
	This subdivision sets out the principles that apply to all duties that persons have under this Act.	5 6
	<i>Note—</i>	7
	The principles will apply to duties under this part and other parts of this Act including, for example, duties relating to incident notification and consultation.	8 9 10
<b>14</b>	<b>Duties not transferrable</b>	11
	A duty can not be transferred to another person.	12
<b>15</b>	<b>Person may have more than 1 duty</b>	13
	A person can have more than 1 duty by virtue of being in more than 1 class of duty holder.	14 15
<b>16</b>	<b>More than 1 person can have a duty</b>	16
	(1) More than 1 person can concurrently have the same duty.	17
	(2) Each duty holder must comply with that duty to the standard required by this Act even if another duty holder has the same duty.	18 19 20
	(3) If more than 1 person has a duty for the same matter, each person—	21 22
	(a) retains responsibility for the person’s duty in relation to the matter; and	23 24

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- (b) must discharge the person's duty to the extent to which the person has the capacity to influence and control the matter or would have had that capacity but for an agreement or arrangement purporting to limit or remove that capacity.

- 17 Management of risks**
- A duty imposed on a person to ensure health and safety requires the person—
- (a) to eliminate risks to health and safety, so far as is reasonably practicable; and
  - (b) if it is not reasonably practicable to eliminate risks to health and safety, to minimise those risks so far as is reasonably practicable.

**Subdivision 2 What is reasonably practicable**

- 18 What is *reasonably practicable* in ensuring health and safety**
- In this Act, *reasonably practicable*, in relation to a duty to ensure health and safety, means that which is, or was at a particular time, reasonably able to be done in relation to ensuring health and safety, taking into account and weighing up all relevant matters including—
- (a) the likelihood of the hazard or the risk concerned occurring; and
  - (b) the degree of harm that might result from the hazard or the risk; and
  - (c) what the person concerned knows, or ought reasonably to know, about—
    - (i) the hazard or the risk; and
    - (ii) ways of eliminating or minimising the risk; and

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- (d) the availability and suitability of ways to eliminate or minimise the risk; and 1  
2
- (e) after assessing the extent of the risk and the available ways of eliminating or minimising the risk, the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk. 3  
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## **Division 2                      Primary duty of care** 8

### **19                      Primary duty of care** 9

- (1) A person conducting a business or undertaking must ensure, so far as is reasonably practicable, the health and safety of— 10  
11
  - (a) workers engaged, or caused to be engaged by the person; and 12  
13
  - (b) workers whose activities in carrying out work are influenced or directed by the person; 14  
15while the workers are at work in the business or undertaking. 16
- (2) A person conducting a business or undertaking must ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the business or undertaking. 17  
18  
19  
20
- (3) Without limiting subsections (1) and (2), a person conducting a business or undertaking must ensure, so far as is reasonably practicable— 21  
22  
23
  - (a) the provision and maintenance of a work environment without risks to health and safety; and 24  
25
  - (b) the provision and maintenance of safe plant and structures; and 26  
27
  - (c) the provision and maintenance of safe systems of work; and 28  
29
  - (d) the safe use, handling and storage of plant, structures and substances; and 30  
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- (e) the provision of adequate facilities for the welfare at work of workers in carrying out work for the business or undertaking, including ensuring access to those facilities; and
- (f) the provision of any information, training, instruction or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the business or undertaking; and
- (g) that the health of workers and the conditions at the workplace are monitored for the purpose of preventing illness or injury of workers arising from the conduct of the business or undertaking.
- (4) If—
- (a) a worker occupies accommodation that is owned by or under the management or control of the person conducting the business or undertaking; and
- (b) the occupancy is necessary for the purposes of the worker's engagement because other accommodation is not reasonably available;
- the person conducting the business or undertaking must, so far as is reasonably practicable, maintain the premises so that the worker occupying the premises is not exposed to risks to health and safety.
- (5) A self-employed person must ensure, so far as is reasonably practicable, his or her own health and safety while at work.
- Note—*
- A self-employed person is also a person conducting a business or undertaking for the purposes of this section.

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<b>Division 3</b>	<b>Further duties of persons conducting businesses or undertakings</b>	1 2 3
<b>20</b>	<b>Duty of persons conducting businesses or undertakings involving management or control of workplaces</b>	4 5
(1)	In this section, <i>person with management or control of a workplace</i> means a person conducting a business or undertaking to the extent that the business or undertaking involves the management or control, in whole or in part, of the workplace but does not include—	6 7 8 9 10
(a)	the occupier of a residence, unless the residence is occupied for the purposes of, or as part of, the conduct of a business or undertaking; or	11 12 13
(b)	a prescribed person.	14
(2)	The person with management or control of a workplace must ensure, so far as is reasonably practicable, that the workplace, the means of entering and exiting the workplace and anything arising from the workplace are without risks to the health and safety of any person.	15 16 17 18 19
<b>21</b>	<b>Duty of persons conducting businesses or undertakings involving management or control of fixtures, fittings or plant at workplaces</b>	20 21 22
(1)	In this section, <i>person with management or control of fixtures, fittings or plant at a workplace</i> means a person conducting a business or undertaking to the extent that the business or undertaking involves the management or control of fixtures, fittings or plant, in whole or in part, at a workplace, but does not include—	23 24 25 26 27 28
(a)	the occupier of a residence, unless the residence is occupied for the purposes of, or as part of, the conduct of a business or undertaking; or	29 30 31
(b)	a prescribed person.	32



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- (2) The person with management or control of fixtures, fittings or plant at a workplace must ensure, so far as is reasonably practicable, that the fixtures, fittings and plant are without risks to the health and safety of any person.
- 22 Duties of persons conducting businesses or undertakings that design plant, substances or structures**
- (1) This section applies to a person (the *designer*) who conducts a business or undertaking that designs—
- (a) plant that is to be used, or could reasonably be expected to be used, as, or at, a workplace; or
  - (b) a substance that is to be used, or could reasonably be expected to be used, at a workplace; or
  - (c) a structure that is to be used, or could reasonably be expected to be used, as, or at, a workplace.
- (2) The designer must ensure, so far as is reasonably practicable, that the plant, substance or structure is designed to be without risks to the health and safety of persons—
- (a) who, at a workplace, use the plant, substance or structure for a purpose for which it was designed; or
  - (b) who handle the substance at a workplace; or
  - (c) who store the plant or substance at a workplace; or
  - (d) who construct the structure at a workplace; or
  - (e) who carry out any reasonably foreseeable activity at a workplace in relation to—
    - (i) the manufacture, assembly or use of the plant for a purpose for which it was designed, or the proper storage, decommissioning, dismantling or disposal of the plant; or
    - (ii) the manufacture or use of the substance for a purpose for which it was designed or the proper handling, storage or disposal of the substance; or
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[s 22]

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- (iii) the manufacture, assembly or use of the structure for a purpose for which it was designed or the proper demolition or disposal of the structure; or  
*Example—*  
inspection, operation, cleaning, maintenance or repair of plant
  - (f) who are at or in the vicinity of a workplace and who are exposed to the plant, substance or structure at the workplace or whose health or safety may be affected by a use or activity mentioned in paragraph (a), (b), (c), (d) or (e).
- (3) The designer must carry out, or arrange the carrying out of, any calculations, analysis, testing or examination that may be necessary for the performance of the duty imposed by subsection (2).
- (4) The designer must give adequate information to each person who is provided with the design for the purpose of giving effect to it concerning—
  - (a) each purpose for which the plant, substance or structure was designed; and
  - (b) the results of any calculations, analysis, testing or examination mentioned in subsection (3), including, in relation to a substance, any hazardous properties of the substance identified by testing; and
  - (c) any conditions necessary to ensure that the plant, substance or structure is without risks to health and safety when used for a purpose for which it was designed or when carrying out any activity mentioned in subsection (2)(a) to (e).
- (5) The designer, on request, must, so far as is reasonably practicable, give current relevant information on the matters mentioned in subsection (4) to a person who carries out, or is to carry out, any of the activities mentioned in subsection (2)(a) to (e).

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<b>23</b>	<b>Duties of persons conducting businesses or undertakings that manufacture plant, substances or structures</b>	1 2 3
(1)	This section applies to a person (the <i>manufacturer</i> ) who conducts a business or undertaking that manufactures—	4 5
(a)	plant that is to be used, or could reasonably be expected to be used, as, or at, a workplace; or	6 7
(b)	a substance that is to be used, or could reasonably be expected to be used, at a workplace; or	8 9
(c)	a structure that is to be used, or could reasonably be expected to be used, as, or at, a workplace.	10 11
(2)	The manufacturer must ensure, so far as is reasonably practicable, that the plant, substance or structure is manufactured to be without risks to the health and safety of persons—	12 13 14 15
(a)	who, at a workplace, use the plant, substance or structure for a purpose for which it was designed or manufactured; or	16 17 18
(b)	who handle the substance at a workplace; or	19
(c)	who store the plant or substance at a workplace; or	20
(d)	who construct the structure at a workplace; or	21
(e)	who carry out any reasonably foreseeable activity at a workplace in relation to—	22 23
(i)	the assembly or use of the plant for a purpose for which it was designed or manufactured or the proper storage, decommissioning, dismantling or disposal of the plant; or	24 25 26 27
(ii)	the use of the substance for a purpose for which it was designed or manufactured or the proper handling, storage or disposal of the substance; or	28 29 30
(iii)	the assembly or use of the structure for a purpose for which it was designed or manufactured or the proper demolition or disposal of the structure; or	31 32 33

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	<i>Example—</i>	1
	inspection, operation, cleaning, maintenance or repair of plant	2
(f)	who are at or in the vicinity of a workplace and who are exposed to the plant, substance or structure at the workplace or whose health or safety may be affected by a use or activity mentioned in paragraph (a), (b), (c), (d) or (e).	3 4 5 6 7
(3)	The manufacturer must carry out, or arrange the carrying out of, any calculations, analysis, testing or examination that may be necessary for the performance of the duty imposed by subsection (2).	8 9 10 11
(4)	The manufacturer must give adequate information to each person to whom the manufacturer provides the plant, substance or structure concerning—	12 13 14
(a)	each purpose for which the plant, substance or structure was designed or manufactured; and	15 16
(b)	the results of any calculations, analysis, testing or examination mentioned in subsection (3), including, in relation to a substance, any hazardous properties of the substance identified by testing; and	17 18 19 20
(c)	any conditions necessary to ensure that the plant, substance or structure is without risks to health and safety when used for a purpose for which it was designed or manufactured or when carrying out any activity mentioned in subsection (2)(a) to (e).	21 22 23 24 25
(5)	The manufacturer, on request, must, so far as is reasonably practicable, give current relevant information on the matters mentioned in subsection (4) to a person who carries out, or is to carry out, any of the activities mentioned in subsection (2)(a) to (e).	26 27 28 29 30
<b>24</b>	<b>Duties of persons conducting businesses or undertakings that import plant, substances or structures</b>	31 32
(1)	This section applies to a person (the <i>importer</i> ) who conducts a business or undertaking that imports—	33 34

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- (a) plant that is to be used, or could reasonably be expected to be used, as, or at, a workplace; or 1  
2
- (b) a substance that is to be used, or could reasonably be expected to be used, at a workplace; or 3  
4
- (c) a structure that is to be used, or could reasonably be expected to be used, as, or at, a workplace. 5  
6
- (2) The importer must ensure, so far as is reasonably practicable, that the plant, substance or structure is without risks to the health and safety of persons— 7  
8  
9
- (a) who, at a workplace, use the plant, substance or structure for a purpose for which it was designed or manufactured; or 10  
11  
12
- (b) who handle the substance at a workplace; or 13
- (c) who store the plant or substance at a workplace; or 14
- (d) who construct the structure at a workplace; or 15
- (e) who carry out any reasonably foreseeable activity at a workplace in relation to— 16  
17
- (i) the assembly or use of the plant for a purpose for which it was designed or manufactured or the proper storage, decommissioning, dismantling or disposal of the plant; or 18  
19  
20  
21
- (ii) the use of the substance for a purpose for which it was designed or manufactured or the proper handling, storage or disposal of the substance; or 22  
23  
24
- (iii) the assembly or use of the structure for a purpose for which it was designed or manufactured or the proper demolition or disposal of the structure; or 25  
26  
27
- Example—* 28
- inspection, operation, cleaning, maintenance or repair of plant 29
- (f) who are at or in the vicinity of a workplace and who are exposed to the plant, substance or structure at the workplace or whose health or safety may be affected by a use or activity mentioned in paragraph (a), (b), (c), (d) or (e). 30  
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- (3) The importer must— 1
- (a) carry out, or arrange the carrying out of, any 2  
calculations, analysis, testing or examination that may 3  
be necessary for the performance of the duty imposed 4  
by subsection (2); or 5
  - (b) ensure that the calculations, analysis, testing or 6  
examination have been carried out. 7
- (4) The importer must give adequate information to each person 8  
to whom the importer provides the plant, substance or 9  
structure concerning— 10
- (a) each purpose for which the plant, substance or structure 11  
was designed or manufactured; and 12
  - (b) the results of any calculations, analysis, testing or 13  
examination mentioned in subsection (3), including, in 14  
relation to a substance, any hazardous properties of the 15  
substance identified by testing; and 16
  - (c) any conditions necessary to ensure that the plant, 17  
substance or structure is without risks to health and 18  
safety when used for a purpose for which it was 19  
designed or manufactured or when carrying out any 20  
activity mentioned in subsection (2)(a) to (e). 21
- (5) The importer, on request, must, so far as is reasonably 22  
practicable, give current relevant information on the matters 23  
mentioned in subsection (4) to a person who carries out, or is 24  
to carry out, any of the activities mentioned in subsection 25  
(2)(a) to (e). 26
- 25 Duties of persons conducting businesses or 27  
undertakings that supply plant, substances or structures 28**
- (1) This section applies to a person (the *supplier*) who conducts a 29  
business or undertaking that supplies— 30
- (a) plant that is to be used, or could reasonably be expected 31  
to be used, as, or at, a workplace; or 32
  - (b) a substance that is to be used, or could reasonably be 33  
expected to be used, at a workplace; or 34

- 
- (c) a structure that is to be used, or could reasonably be expected to be used, as, or at, a workplace. 1  
2
- (2) The supplier must ensure, so far as is reasonably practicable, that the plant, substance or structure is without risks to the health and safety of persons— 3  
4  
5
- (a) who, at a workplace, use the plant or substance or structure for a purpose for which it was designed or manufactured; or 6  
7  
8
- (b) who handle the substance at a workplace; or 9
- (c) who store the plant or substance at a workplace; or 10
- (d) who construct the structure at a workplace; or 11
- (e) who carry out any reasonably foreseeable activity at a workplace in relation to— 12  
13
- (i) the assembly or use of the plant for a purpose for which it was designed or manufactured or the proper storage, decommissioning, dismantling or disposal of the plant; or 14  
15  
16  
17
- (ii) the use of the substance for a purpose for which it was designed or manufactured or the proper handling, storage or disposal of the substance; or 18  
19  
20
- (iii) the assembly or use of the structure for a purpose for which it was designed or manufactured or the proper demolition or disposal of the structure; or 21  
22  
23
- Example—* 24
- inspection, storage, operation, cleaning, maintenance or repair of 25  
plant 26
- (f) who are at or in the vicinity of a workplace and who are exposed to the plant, substance or structure at the workplace or whose health or safety may be affected by a use or activity mentioned in paragraph (a), (b), (c), (d) or (e). 27  
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- (3) The supplier must— 32
- (a) carry out, or arrange the carrying out of, any calculations, analysis, testing or examination that may 33  
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	be necessary for the performance of the duty imposed by subsection (2); or	1 2
	(b) ensure that the calculations, analysis, testing or examination have been carried out.	3 4
(4)	The supplier must give adequate information to each person to whom the supplier supplies the plant, substance or structure concerning—	5 6 7
	(a) each purpose for which the plant, substance or structure was designed or manufactured; and	8 9
	(b) the results of any calculations, analysis, testing or examination mentioned in subsection (3), including, in relation to a substance, any hazardous properties of the substance identified by testing; and	10 11 12 13
	(c) any conditions necessary to ensure that the plant, substance or structure is without risks to health and safety when used for a purpose for which it was designed or manufactured or when carrying out any activity mentioned in subsection (2)(a) to (e).	14 15 16 17 18
(5)	The supplier, on request, must, so far as is reasonably practicable, give current relevant information on the matters mentioned in subsection (4) to a person who carries out, or is to carry out, any of the activities mentioned in subsection (2)(a) to (e).	19 20 21 22 23
<b>26</b>	<b>Duty of persons conducting businesses or undertakings that install, construct or commission plant or structures</b>	24 25
(1)	This section applies to a person who conducts a business or undertaking that installs, constructs or commissions plant or a structure that is to be used, or could reasonably be expected to be used, as, or at, a workplace.	26 27 28 29
(2)	The person must ensure, so far as is reasonably practicable, that the way in which the plant or structure is installed, constructed or commissioned ensures that the plant or structure is without risks to the health and safety of persons—	30 31 32 33



- 
- (a) who install or construct the plant or structure at a workplace; or 1  
2
  - (b) who use the plant or structure at a workplace for a purpose for which it was installed, constructed or commissioned; or 3  
4  
5
  - (c) who carry out any reasonably foreseeable activity at a workplace in relation to the proper use, decommissioning or dismantling of the plant or demolition or disposal of the structure; or 6  
7  
8  
9
  - (d) who are at or in the vicinity of a workplace and whose health or safety may be affected by a use or activity mentioned in paragraph (a), (b) or (c). 10  
11  
12

**Division 4                      Duty of officers, workers and other persons**      13  
14

**27                      Duty of officers**      15

- (1) If a person conducting a business or undertaking has a duty or obligation under this Act, an officer of the person conducting the business or undertaking must exercise due diligence to ensure that the person conducting the business or undertaking complies with that duty or obligation. 16  
17  
18  
19  
20
- (2) Subject to subsection (3), the maximum penalty applicable under division 5 for an offence relating to the duty of an officer under this section is the maximum penalty fixed for an officer of a person conducting a business or undertaking for that offence. 21  
22  
23  
24  
25
- (3) Despite anything to the contrary in section 33, if the duty or obligation of a person conducting a business or undertaking was imposed under a provision other than a provision of division 2 or 3 or this division, the maximum penalty under section 33 for an offence by an officer under section 33 in relation to the duty or obligation is the maximum penalty fixed under the provision creating the duty or obligation for an individual who fails to comply with the duty or obligation. 26  
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- (4) An officer of a person conducting a business or undertaking may be convicted or found guilty of an offence under this Act relating to a duty under this section whether or not the person conducting the business or undertaking has been convicted or found guilty of an offence under this Act relating to the duty or obligation. 1  
2  
3  
4  
5  
6
- (5) In this section, *due diligence* includes taking reasonable steps— 7  
8
- (a) to acquire and keep up-to-date knowledge of work health and safety matters; and 9  
10
- (b) to gain an understanding of the nature of the operations of the business or undertaking of the person conducting the business or undertaking and generally of the hazards and risks associated with those operations; and 11  
12  
13  
14
- (c) to ensure that the person conducting the business or undertaking has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety from work carried out as part of the conduct of the business or undertaking; and 15  
16  
17  
18  
19
- (d) to ensure that the person conducting the business or undertaking has appropriate processes for receiving and considering information regarding incidents, hazards and risks and responding in a timely way to that information; and 20  
21  
22  
23  
24
- (e) to ensure that the person conducting the business or undertaking has, and implements, processes for complying with any duty or obligation of the person conducting the business or undertaking under this Act; and 25  
26  
27  
28  
29
- Example—* 30
- For paragraph (e), the duties or obligations under this Act of a person conducting a business or undertaking may include— 31  
32
- reporting notifiable incidents 33
  - consulting with workers 34
  - ensuring compliance with notices issued under this Act 35

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•	ensuring the provision of training and instruction to workers about work health and safety	1 2
•	ensuring that health and safety representatives receive their entitlements to training.	3 4
(f)	to verify the provision and use of the resources and processes mentioned in paragraphs (c) to (e).	5 6
<b>28</b>	<b>Duties of workers</b>	7
	While at work, a worker must—	8
(a)	take reasonable care for his or her own health and safety; and	9 10
(b)	take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and	11 12 13
(c)	comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and	14 15 16 17
(d)	co-operate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers.	18 19 20 21
<b>29</b>	<b>Duties of other persons at the workplace</b>	22
	A person at a workplace, whether or not the person has another duty under this part, must—	23 24
(a)	take reasonable care for his or her own health and safety; and	25 26
(b)	take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and	27 28 29
(c)	comply, so far as the person is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the	30 31 32

[s 30]

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person conducting the business or undertaking to  
comply with this Act. 1  
2

## **Division 5                      Offences and penalties** 3

### **30            Health and safety duty** 4

*Health and safety duty* means a duty imposed under division  
2, 3 or 4. 5  
6

### **31            Reckless conduct—category 1** 7

(1) A person commits a *category 1 offence* if— 8

(a) the person has a health and safety duty; and 9

(b) the person, without reasonable excuse, engages in  
conduct that exposes an individual to whom that duty is  
owed to a risk of death or serious injury or illness; and 10  
11  
12

(c) the person is reckless as to the risk to an individual of  
death or serious injury or illness. 13  
14

Maximum penalty— 15

(a) for an offence committed by an individual, other than as  
a person conducting a business or undertaking or as an  
officer of a person conducting a business or  
undertaking—3000 penalty units or 5 years  
imprisonment; or 16  
17  
18  
19  
20

(b) for an offence committed by an individual as a person  
conducting a business or undertaking or as an officer of  
a person conducting a business or undertaking—6000  
penalty units or 5 years imprisonment; or 21  
22  
23  
24

(c) for an offence committed by a body corporate—30000  
penalty units. 25  
26

*Note*— 27

In this division, the penalty applicable to a body corporate is separately  
expressed. Otherwise the *Penalties and Sentences Act 1992*, section  
181B applies for this Act. 28  
29  
30

- 
- (2) The prosecution bears the burden of proving that the conduct was engaged in without reasonable excuse. 1  
2
- (3) A category 1 offence is a crime. 3
- 32 Failure to comply with health and safety duty—category 2** 4
- A person commits a *category 2 offence* if— 5
- (a) the person has a health and safety duty; and 6
- (b) the person fails to comply with that duty; and 7
- (c) the failure exposes an individual to a risk of death or serious injury or illness. 8  
9
- Maximum penalty— 10
- (a) for an offence committed by an individual, other than as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—1500 penalty units; or 11  
12  
13  
14
- (b) for an offence committed by an individual as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—3000 penalty units; or 15  
16  
17  
18
- (c) for an offence committed by a body corporate—15000 penalty units. 19  
20
- Note*— 21
- See also the note to section 31(1). 22
- 33 Failure to comply with health and safety duty—category 3** 23
- A person commits a *category 3 offence* if— 24
- (a) the person has a health and safety duty; and 25
- (b) the person fails to comply with that duty. 26
- Maximum penalty— 27
- (a) for an offence committed by an individual, other than as a person conducting a business or undertaking or as an 28  
29

[s 33A]

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officer of a person conducting a business or undertaking—500 penalty units; or	1 2
(b) for an offence committed by an individual as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—1000 penalty units; or	3 4 5 6
(c) for an offence committed by a body corporate—5000 penalty units.	7 8
<i>Note—</i>	9
See also the note to section 31(1).	10
<b>33A Duty prevails over particular excuses</b>	11
For an offence against section 32 or 33, the Criminal Code sections 23(1) and 24 are subject to divisions 1 to 4.	12 13
<b>34 Exceptions</b>	14
(1) A volunteer does not commit an offence under this division for a failure to comply with a health and safety duty, except a duty under section 28 or 29.	15 16 17
(2) An unincorporated association does not commit an offence under this Act, and is not liable for a civil penalty under this Act, for a failure to comply with a duty or obligation imposed on the unincorporated association under this Act.	18 19 20 21
(3) However—	22
(a) an officer of an unincorporated association (other than a volunteer) may be liable for a failure to comply with a duty under section 27; and	23 24 25
(b) a member of an unincorporated association may be liable for failure to comply with a duty under section 28 or 29.	26 27 28

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**Part 3** **Incident notification** 1

**35** **What is a *notifiable incident*** 2

In this Act, *notifiable incident* means— 3

- (a) the death of a person; or 4
- (b) a serious injury or illness of a person; or 5
- (c) a dangerous incident. 6

**36** **What is a *serious injury or illness*** 7

In this part, *serious injury or illness* of a person means an injury or illness requiring the person to have— 8  
9

- (a) immediate treatment as an in-patient in a hospital; or 10
- (b) immediate treatment for— 11
  - (i) the amputation of any part of his or her body; or 12
  - (ii) a serious head injury; or 13
  - (iii) a serious eye injury; or 14
  - (iv) a serious burn; or 15
  - (v) the separation of his or her skin from an underlying tissue (for example, degloving or scalping); or 16  
17
  - (vi) a spinal injury; or 18
  - (vii) the loss of a bodily function; or 19
  - (viii) serious lacerations; or 20
- (c) medical treatment within 48 hours of exposure to a substance; 21  
22

and includes any other injury or illness prescribed under a regulation but does not include an illness or injury of a prescribed kind. 23  
24  
25

[s 37]

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- 37 What is a *dangerous incident*** 1
- In this part, a *dangerous incident* means an incident in 2  
relation to a workplace that exposes a worker or any other 3  
person to a serious risk to a person's health or safety 4  
emanating from an immediate or imminent exposure to— 5
- (a) an uncontrolled escape, spillage or leakage of a 6  
substance; or 7
  - (b) an uncontrolled implosion, explosion or fire; or 8
  - (c) an uncontrolled escape of gas or steam; or 9
  - (d) an uncontrolled escape of a pressurised substance; or 10
  - (e) electric shock; or 11
  - (f) the fall or release from a height of any plant, substance 12  
or thing; or 13
  - (g) the collapse, overturning, failure or malfunction of, or 14  
damage to, any plant that is required to be authorised for 15  
use under a regulation; or 16
  - (h) the collapse or partial collapse of a structure; or 17
  - (i) the collapse or failure of an excavation or of any shoring 18  
supporting an excavation; or 19
  - (j) the inrush of water, mud or gas in workings, in an 20  
underground excavation or tunnel; or 21
  - (k) the interruption of the main system of ventilation in an 22  
underground excavation or tunnel; or 23
  - (l) any other event prescribed under a regulation; 24
- but does not include an incident of a prescribed kind. 25
- 38 Duty to notify of notifiable incidents** 26
- (1) A person who conducts a business or undertaking must ensure 27  
that the regulator is notified immediately after becoming 28  
aware that a notifiable incident arising out of the conduct of 29  
the business or undertaking has occurred. 30
- Maximum penalty—100 penalty units. 31



- 
- (2) The notice must be given as required under this section and by the fastest possible means. 1  
2
- (3) The notice must be given— 3
- (a) by telephone; or 4
- (b) in writing. 5
- Example—* 6
- The written notice can be given by facsimile, email or other electronic means. 7  
8
- (4) A person giving notice by telephone must— 9
- (a) give the details of the incident requested by the regulator; and 10  
11
- (b) if required by the regulator, give a written notice of the incident within 48 hours of that requirement being made. 12  
13  
14
- (5) A written notice must be in a form, or contain the details, approved by the regulator. 15  
16
- (6) If the regulator receives a notice by telephone and a written notice is not required, the regulator must give the person conducting the business or undertaking— 17  
18  
19
- (a) details of the information received; or 20
- (b) an acknowledgement of receiving the notice. 21
- (7) A person conducting a business or undertaking must keep a record of each notifiable incident for at least 5 years from the day that notice of the incident is given to the regulator under this section. 22  
23  
24  
25
- Maximum penalty—50 penalty units. 26

**39 Duty to preserve incident sites** 27

- (1) The person with management or control of a workplace at which a notifiable incident has occurred must ensure so far as is reasonably practicable, that the site where the incident occurred is not disturbed until an inspector arrives at the site or any earlier time that an inspector directs. 28  
29  
30  
31  
32

[s 40]

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- Maximum penalty—100 penalty units. 1
- (2) In subsection (1) a reference to a site includes any plant, 2  
substance, structure or thing associated with the notifiable 3  
incident. 4
- (3) Subsection (1) does not prevent any action— 5
- (a) to assist an injured person; or 6
- (b) to remove a deceased person; or 7
- (c) that is essential to make the site safe or to minimise the 8  
risk of a further notifiable incident; or 9
- (d) that is associated with a police investigation; or 10
- (e) for which an inspector or the regulator has given 11  
permission. 12

## **Part 4 Authorisations** 13

### **40 Meaning of *authorised*** 14

In this part, *authorised* means authorised by a licence, permit, 15  
registration or other authority (however described) as required 16  
under a regulation. 17

### **41 Requirements for authorisation of workplaces** 18

A person must not conduct a business or undertaking at a 19  
workplace or direct or allow a worker to carry out work at a 20  
workplace if— 21

- (a) a regulation requires the workplace or workplaces in 22  
that class of workplace to be authorised; and 23
- (b) the workplace is not authorised under the regulation. 24

Maximum penalty—500 penalty units. 25

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<b>42</b>	<b>Requirements for authorisation of plant or substance</b>	1
(1)	A person must not use plant or a substance at a workplace if—	2
(a)	a regulation requires the plant or substance or its design to be authorised; and	3 4
(b)	the plant or substance or its design is not authorised under the regulation.	5 6
	Maximum penalty—200 penalty units.	7
(2)	A person who conducts a business or undertaking must not direct or allow a worker to use plant or a substance at a workplace if—	8 9 10
(a)	a regulation requires the plant or substance or its design to be authorised; and	11 12
(b)	the plant or substance or its design is not authorised in under a regulation.	13 14
	Maximum penalty—200 penalty units.	15
<b>43</b>	<b>Requirements for authorisation of work</b>	16
(1)	A person must not carry out work at a workplace if—	17
(a)	a regulation requires the work, or class of work, to be carried out by, or on behalf of, a person who is authorised; and	18 19 20
(b)	the person, or the person on whose behalf the work is carried out, is not authorised under a regulation.	21 22
	Maximum penalty—200 penalty units.	23
(2)	A person who conducts a business or undertaking must not direct or allow a worker to carry out work at a workplace if—	24 25
(a)	a regulation requires the work, or class of work, to be carried out by, or on behalf of, a person who is authorised; and	26 27 28
(b)	the person, or the person on whose behalf the work is to be carried out, is not authorised under a regulation.	29 30
	Maximum penalty—200 penalty units.	31

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<b>44</b>	<b>Requirements for prescribed qualifications or experience</b>	1
(1)	A person must not carry out work at a workplace if—	2
(a)	a regulation requires the work, or class of work, to be carried out by, or under the supervision of, a person who has prescribed qualifications or experience; and	3 4 5
(b)	the person does not have the prescribed qualifications or experience or the work is not carried out under the supervision of a person who has the prescribed qualifications or experience.	6 7 8 9
	Maximum penalty—200 penalty units.	10
(2)	A person who conducts a business or undertaking must not direct or allow a worker to carry out work at a workplace if—	11 12
(a)	a regulation requires the work, or class of work, to be carried out by, or under the supervision of, a person who has prescribed qualifications or experience; and	13 14 15
(b)	the worker does not have the prescribed qualifications or experience or the work is not carried out under the supervision of a person who has the prescribed qualifications or experience.	16 17 18 19
	Maximum penalty—200 penalty units.	20
<b>45</b>	<b>Requirement to comply with conditions of authorisation</b>	21
	A person must comply with the conditions of any authorisation given to that person under a regulation.	22 23
	Maximum penalty—200 penalty units.	24

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<b>Part 5</b>	<b>Consultation, representation and participation</b>	1 2
<b>Division 1</b>	<b>Consultation, cooperation and coordination between duty holders</b>	3 4
<b>46</b>	<b>Duty to consult with other duty holders</b>	5
	If more than 1 person has a duty in relation to the same matter under this Act, each person with the duty must, so far as is reasonably practicable, consult, cooperate and coordinate activities with all other persons who have a duty in relation to the same matter.	6 7 8 9 10
	Maximum penalty—200 penalty units.	11
<b>Division 2</b>	<b>Consultation with workers</b>	12
<b>47</b>	<b>Duty to consult workers</b>	13
(1)	The person conducting a business or undertaking must, so far as is reasonably practicable, consult, as required under in this division and any regulation, with workers who carry out work for the business or undertaking who are, or are likely to be, directly affected by a matter relating to work health or safety.	14 15 16 17 18
	Maximum penalty—200 penalty units.	19
(2)	If the person conducting the business or undertaking and the workers have agreed to procedures for consultation, the consultation must be in accordance with those procedures.	20 21 22
(3)	The agreed procedures must not be inconsistent with section 48.	23 24
<b>48</b>	<b>Nature of consultation</b>	25
(1)	Consultation under this division requires—	26

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- (a) that relevant information about the matter is shared with workers; and 1  
2
  - (b) that workers be given a reasonable opportunity— 3
    - (i) to express their views and to raise work health or safety issues in relation to the matter; and 4  
5
    - (ii) to contribute to the decision-making process relating to the matter; and 6  
7
  - (c) that the views of workers are taken into account by the person conducting the business or undertaking; and 8  
9
  - (d) that the workers consulted are advised of the outcome of the consultation in a timely way. 10  
11
- (2) If the workers are represented by a health and safety representative, the consultation must involve that representative. 12  
13  
14

**49 When consultation is required** 15

Consultation under this division is required in relation to the following health and safety matters— 16  
17

- (a) when identifying hazards and assessing risks to health and safety arising from the work carried out or to be carried out by the business or undertaking; 18  
19  
20
- (b) when making decisions about ways to eliminate or minimise those risks; 21  
22
- (c) when making decisions about the adequacy of facilities for the welfare of workers; 23  
24
- (d) when proposing changes that may affect the health or safety of workers; 25  
26
- (e) when making decisions about the procedures for— 27
  - (i) consulting with workers; or 28
  - (ii) resolving work health or safety issues at the workplace; or 29  
30
  - (iii) monitoring the health of workers; or 31

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	(iv) monitoring the conditions at any workplace under the management or control of the person conducting the business or undertaking; or	1 2 3
	(v) providing information and training for workers; or	4
	(f) when carrying out any other activity prescribed under a regulation for this section.	5 6
<b>Division 3</b>	<b>Health and safety representatives</b>	7
<b>Subdivision 1</b>	<b>Request for election of health and safety representatives</b>	8 9
<b>50</b>	<b>Request for election of health and safety representative</b>	10
	A worker who carries out work for a business or undertaking may ask the person conducting the business or undertaking to facilitate the conduct of an election for 1 or more health and safety representatives to represent workers who carry out work for the business or undertaking.	11 12 13 14 15
<b>Subdivision 2</b>	<b>Determination of work groups</b>	16
<b>51</b>	<b>Determination of work groups</b>	17
	(1) If a request is made under section 50, the person conducting the business or undertaking must facilitate the determination of 1 or more work groups of workers.	18 19 20
	(2) The purpose of determining a work group is to facilitate the representation of workers in the work group by 1 or more health and safety representatives.	21 22 23
	(3) A work group may be determined for workers at 1 or more workplaces.	24 25

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<b>52</b>	<b>Negotiations for agreement for work group</b>	1
(1)	A work group is to be determined by negotiation and agreement between—	2 3
	(a) the person conducting the business or undertaking; and	4
	(b) the workers who will form the work group or their representatives.	5 6
(2)	The person conducting the business or undertaking must take all reasonable steps to commence negotiations with the workers within 14 days after a request is made under section 50.	7 8 9 10
(3)	The purpose of the negotiations is to determine—	11
	(a) the number and composition of work groups to be represented by health and safety representatives; and	12 13
	(b) the number of health and safety representatives and deputy health and safety representatives (if any) to be elected; and	14 15 16
	(c) the workplace or workplaces to which the work groups will apply; and	17 18
	(d) the businesses or undertakings to which the work groups will apply.	19 20
(4)	The parties to an agreement concerning the determination of a work group or groups may, at any time, negotiate a variation of the agreement.	21 22 23
(5)	The person conducting the business or undertaking must, if asked by a worker, negotiate with the worker’s representative in negotiations under this section (including negotiations for a variation of an agreement) and must not exclude the representative from those negotiations.	24 25 26 27 28
	Maximum penalty—100 penalty units.	29
(6)	A regulation may prescribe the matters that must be taken into account in negotiations for and determination of work groups and variations of agreements concerning work groups.	30 31 32



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<b>53</b>	<b>Notice to workers</b>	1
(1)	The person conducting a business or undertaking involved in negotiations to determine a work group must, as soon as practicable after the negotiations are completed, notify the workers of the outcome of the negotiations and of any work groups determined by agreement.	2 3 4 5 6
	Maximum penalty—20 penalty units.	7
(2)	The person conducting a business or undertaking involved in negotiations for the variation of an agreement concerning the determination of a work group or groups must, as soon as practicable after the negotiations are completed, notify the workers of the outcome of the negotiations and of the variation (if any) to the agreement.	8 9 10 11 12 13
	Maximum penalty—20 penalty units.	14
<b>54</b>	<b>Failure of negotiations</b>	15
(1)	If there is a failure of negotiations (including negotiations concerning the variation of an agreement), any person who is or would be a party to the negotiations may ask the regulator to appoint an inspector for the purposes of this section.	16 17 18 19
(2)	An inspector appointed under subsection (1) may decide—	20
(a)	the matters mentioned in section 52(3), or any of those matters which is the subject of the proposed variation (as the case requires); or	21 22 23
(b)	that work groups should not be determined or that the agreement should not be varied (as the case requires).	24 25
(3)	For this section, there is a failure of negotiations if—	26
(a)	the person conducting the business or undertaking has not taken all reasonable steps to commence negotiations with the workers and negotiations have not commenced within 14 days after—	27 28 29 30
(i)	a request is made under section 50; or	31
(ii)	a party to the agreement requests the variation of the agreement; or	32 33

[s 55]

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- (b) agreement can not be reached on a matter relating to the determination of a work group (or the variation of an agreement concerning a work group) within a reasonable time after negotiations commence. 1  
2  
3  
4
- (4) A decision under this section is taken to be an agreement under section 52. 5  
6

### **Subdivision 3 Multiple-business work groups** 7

#### **55 Determination of work groups of multiple businesses** 8

- (1) Work groups may be determined for workers carrying out work for 2 or more persons conducting businesses or undertakings at 1 or more workplaces. 9  
10  
11
- (2) The particulars of the work groups are to be determined by negotiation and agreement, under section 56, between each of the persons conducting the businesses or undertakings and the workers. 12  
13  
14  
15
- (3) The parties to an agreement concerning the determination of a work group or groups may, at any time, negotiate a variation of the agreement. 16  
17  
18
- (4) The determination of 1 or more work groups under this subdivision does not— 19  
20
  - (a) prevent the determination under this subdivision or subdivision 2 of any other work group of the workers concerned; or 21  
22  
23
  - (b) affect any work groups of those workers that have already been determined under this subdivision or subdivision 2. 24  
25  
26

#### **56 Negotiation of agreement for work groups of multiple businesses** 27 28

- (1) Negotiations concerning work groups under this subdivision must be directed only at the following— 29  
30

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(a)	the number and composition of work groups to be represented by health and safety representatives;	1 2
(b)	the number of health and safety representatives and deputy health and safety representatives (if any) for each work group;	3 4 5
(c)	the workplace or workplaces to which the work groups will apply;	6 7
(d)	the businesses or undertakings to which the work groups will apply.	8 9
(2)	A person conducting a business or undertaking must, if asked by a worker, negotiate with the worker's representative in negotiations under this section (including negotiations for a variation of an agreement) and must not exclude the representative from those negotiations.	10 11 12 13 14
	Maximum penalty—100 penalty units.	15
(3)	If agreement can not be reached on a matter relating to the determination of a work group (or a variation of an agreement) within a reasonable time after negotiations commence under this subdivision, any party to the negotiations may ask the regulator to appoint an inspector to assist the negotiations in relation to that matter.	16 17 18 19 20 21
(4)	A regulation may prescribe the matters that must be taken into account in negotiations for and determination of work groups and variations of agreements.	22 23 24
<b>57</b>	<b>Notice to workers</b>	25
(1)	A person conducting a business or undertaking involved in negotiations to determine a work group must, as soon as practicable after the negotiations are completed, notify the workers of the outcome of the negotiations and of any work groups determined by agreement.	26 27 28 29 30
	Maximum penalty—20 penalty units.	31
(2)	A person conducting a business or undertaking involved in negotiations for the variation of an agreement concerning the	32 33

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	determination of a work group or groups must, as soon as practicable after the negotiations are completed, notify the workers of the outcome of the negotiations and of the variation (if any) to the agreement.	1 2 3 4
	Maximum penalty—20 penalty units.	5
<b>58</b>	<b>Withdrawal from negotiations or agreement involving multiple businesses</b>	6 7
	(1) A party to a negotiation for an agreement, or to an agreement, concerning a work group under this subdivision may withdraw from the negotiation or agreement at any time by giving reasonable notice (in writing) to the other parties.	8 9 10 11
	(2) If a party withdraws from an agreement concerning a work group under this subdivision—	12 13
	(a) the other parties must negotiate a variation to the agreement under section 56; and	14 15
	(b) the withdrawal does not affect the validity of the agreement between the other parties in the meantime.	16 17
<b>59</b>	<b>Effect of subdivision on other arrangements</b>	18
	To remove doubt, it is declared that, nothing in this subdivision affects the capacity of 2 or more persons conducting businesses or undertakings and their workers to enter into other agreements or make other arrangements, in addition to complying with this part, concerning the representation of those workers.	19 20 21 22 23 24
<b>Subdivision 4</b>	<b>Election of health and safety representatives</b>	25 26
<b>60</b>	<b>Eligibility to be elected</b>	27
	A worker is—	28

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(a)	eligible to be elected as a health and safety representative for a work group only if he or she is a member of that work group; and	1 2 3
(b)	not eligible to be elected as a health and safety representative if he or she is disqualified under section 65 from being a health and safety representative.	4 5 6
<b>61</b>	<b>Procedure for election of health and safety representatives</b>	7 8
(1)	The workers in a work group may determine how an election of a health and safety representative for the work group is to be conducted.	9 10 11
(2)	However, an election must comply with the procedures (if any) prescribed under a regulation.	12 13
(3)	If a majority of the workers in a work group so determine, the election may be conducted with the assistance of a union or other person or organisation.	14 15 16
(4)	The person conducting the business or undertaking to which the work group relates must provide any resources, facilities and assistance that are reasonably necessary or are prescribed under a regulation to enable elections to be conducted.	17 18 19 20
	Maximum penalty—100 penalty units.	21
<b>62</b>	<b>Eligibility to vote</b>	22
(1)	A health and safety representative for a work group is to be elected by members of that work group.	23 24
(2)	All workers in a work group are entitled to vote for the election of a health and safety representative for that work group.	25 26 27
<b>63</b>	<b>When election not required</b>	28
	If the number of candidates for election as a health and safety representative for a work group equals the number of vacancies, the election need not be conducted and each	29 30 31

[s 64]

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	candidate is to be taken to have been elected as a health and safety representative for the work group.	1 2
<b>64</b>	<b>Term of office of health and safety representative</b>	3
(1)	A health and safety representative for a work group holds office for 3 years.	4 5
(2)	However a person ceases to hold office as a health and safety representative for a work group if—	6 7
(a)	the person resigns as a health and safety representative for the work group by written notice given to the person conducting the relevant business or undertaking; or	8 9 10
(b)	the person ceases to be a worker in the work group for which he or she was elected as a health and safety representative; or	11 12 13
(c)	the person is disqualified under section 65 from acting as a health and safety representative; or	14 15
(d)	the person is removed from that position by a majority of the members of the work group under a regulation.	16 17
(3)	A health and safety representative is eligible for re-election.	18
<b>65</b>	<b>Disqualification of health and safety representatives</b>	19
(1)	An application may be made to the commission to disqualify a health and safety representative on the ground that the representative has—	20 21 22
(a)	exercised a power or performed a function as a health and safety representative for an improper purpose; or	23 24
(b)	used or disclosed any information he or she acquired as a health and safety representative for a purpose other than in connection with the role of health and safety representative.	25 26 27 28
(2)	The following persons may make an application under this section—	29 30
(a)	any person adversely affected by—	31

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(i)	the exercise of a power or the performance of a function mentioned in subsection (1)(a); or	1 2
(ii)	the use or disclosure of information mentioned in subsection (1)(b);	3 4
(b)	the regulator.	5
(3)	If the commission is satisfied that a ground in subsection (1) is made out, the commission may disqualify the health and safety representative for a stated period or indefinitely.	6 7 8
(4)	A person dissatisfied with the decision of the commission may appeal under the <i>Industrial Relations Act 1999</i> , chapter 9.	9 10 11
	<i>Note—</i>	12
	See the <i>Industrial Relations Act 1999</i> , sections 341(1) and 342(6).	13
<b>66</b>	<b>Immunity of health and safety representatives</b>	14
	A health and safety representative is not personally liable for anything done or omitted to be done in good faith—	15 16
(a)	in exercising a power or performing a function under this Act; or	17 18
(b)	in the reasonable belief that the thing was done or omitted to be done in the exercise of a power or the performance of a function under this Act.	19 20 21
<b>67</b>	<b>Deputy health and safety representatives</b>	22
(1)	Each deputy health and safety representative for a work group is to be elected in the same way as a health and safety representative for the work group.	23 24 25
(2)	If the health and safety representative for a work group ceases to hold office or is unable (because of absence or any other reason) to exercise the powers or perform the functions of a health and safety representative under this Act—	26 27 28 29

[s 67A]

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- (a) the powers and functions may be exercised or performed by a deputy health and safety representative for the work group; and
  - (b) this Act applies in relation to the deputy health and safety representative as if he or she were the health and safety representative.
- (3) Sections 64, 65, 66, 72 and 73 apply to deputy health and safety representatives in the same way as they apply to health and safety representatives.

## **Subdivision 4A Disqualification process**

### **67A Definition for subdivision**

In this subdivision—

*applicant* means—

- (a) if the application under section 65 is made by the regulator—the regulator; or
- (b) if the application under section 65 is made by a person other than the regulator—the person and the regulator.

*Note*—

In relation to the numbering of this subdivision, see the note to section 3.

### **67B Application of subdivision**

This subdivision applies for the purpose of an application to the commission under section 65 to disqualify a health and safety representative.

### **67C Decision on application may be given on the papers or at a hearing**

The commission may decide whether or not to take action on the application entirely or partly from a consideration of the documents filed.



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<b>67D Applications decided on the papers</b>	1
(1) This section applies if the commission decides to decide the application after a consideration of the documents filed and without a hearing.	2 3 4
(2) The commission must give the applicant and the representative a written notice stating—	5 6
(a) the commission is considering whether to disqualify the representative for a period or indefinitely (the <i>proposed action</i> ); and	7 8 9
(b) the reason for the proposed action; and	10
(c) if the proposed action is disqualification for a period—the proposed suspension period; and	11 12
(d) an invitation—	13
(i) to the representative to show in writing, within a stated time of at least 14 days after the date of the notice, why the proposed action should not be taken; and	14 15 16 17
(ii) to the applicant to comment in writing, within a stated time of at least 14 days after the date of the notice, on the appropriateness of the proposed action.	18 19 20 21
(3) The commission may take action under section 65(3) after considering all documents filed in the application and all written submissions made within the time allowed under subsection (2)(d).	22 23 24 25
(4) Under section 65(3), the commission may—	26
(a) if the proposed action is to disqualify the representative for a period—disqualify the representative for a stated period that is no longer than the proposed disqualification period; or	27 28 29 30
(b) if the proposed action is to disqualify the representative for an indefinite period—disqualify the representative indefinitely or for a period.	31 32 33

[s 67E]

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<b>67E</b>	<b>Applications decided at a hearing</b>	1
(1)	This section applies if the commission decides to decide the application at a hearing.	2 3
(2)	The commission must give the applicant and the representative at least 14 days notice of the hearing date.	4 5
(3)	To the extent practicable, the hearing is to be conducted under the rules applying to hearings of the commission under the <i>Industrial Relations Act 1999</i> with necessary changes or, if the rules make no provision or insufficient provision, in accordance with directions of the commission.	6 7 8 9 10
(4)	The commission may take action under section 65(3) after considering the evidence and submissions in relation to the application.	11 12 13
(5)	The commission may—	14
(a)	disqualify the representative for a stated period; or	15
(b)	disqualify the representative indefinitely.	16
<b>67F</b>	<b>Notice of decision</b>	17
	The commission must give the applicant and the representative a written notice stating—	18 19
(a)	the decision; and	20
(b)	the reasons for the decision; and	21
(c)	that the applicant or the representative may appeal against the decision under the <i>Industrial Relations Act 1999</i> , chapter 9.	22 23 24

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<b>Subdivision 5</b>	<b>Powers and functions of health and safety representatives</b>	1 2
<b>68</b>	<b>Powers and functions of health and safety representatives</b>	3 4
(1)	The powers and functions of a health and safety representative for a work group are—	5 6
(a)	to represent the workers in the work group in matters relating to work health and safety; and	7 8
(b)	to monitor the measures taken by the person conducting the relevant business or undertaking or that person's representative in compliance with this Act in relation to workers in the work group; and	9 10 11 12
(c)	to investigate complaints from members of the work group relating to work health and safety; and	13 14
(d)	to inquire into anything that appears to be a risk to the health or safety of workers in the work group, arising from the conduct of the business or undertaking.	15 16 17
(2)	In exercising a power or performing a function, the health and safety representative may—	18 19
(a)	inspect the workplace or any part of the workplace at which a worker in the work group works—	20 21
(i)	at any time after giving reasonable notice to the person conducting the business or undertaking at that workplace; and	22 23 24
(ii)	at any time, without notice, in the event of an incident, or any situation involving a serious risk to the health or safety of a person emanating from an immediate or imminent exposure to a hazard; and	25 26 27 28
(b)	accompany an inspector during an inspection of the workplace or part of the workplace at which a worker in the work group works; and	29 30 31
(c)	with the consent of a worker that the health and safety representative represents, be present at an interview	32 33

[s 68]

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- concerning work health and safety between the worker and— 1  
2
- (i) an inspector; or 3
- (ii) the person conducting the business or undertaking at that workplace or the person’s representative; and 4  
5  
6
- (d) with the consent of 1 or more workers that the health and safety representative represents, be present at an interview concerning work health and safety between a group of workers, which includes the workers who gave the consent, and— 7  
8  
9  
10  
11
- (i) an inspector; or 12
- (ii) the person conducting the business or undertaking at that workplace or the person’s representative; and 13  
14  
15
- (e) request the establishment of a health and safety committee; and 16  
17
- (f) receive information concerning the work health and safety of workers in the work group; and 18  
19
- (g) whenever necessary, request the assistance of any person. 20  
21
- Note—* 22
- A health and safety representative also has a power under division 6 to direct work to cease in certain circumstances and under division 7 to issue provisional improvement notices. 23  
24  
25
- (3) Despite subsection (2)(f), a health and safety representative is not entitled to have access to any personal or medical information concerning a worker without the worker’s consent unless the information is in a form that— 26  
27  
28  
29
- (a) does not identify the worker; and 30
- (b) could not reasonably be expected to lead to the identification of the worker. 31  
32
- (4) Nothing in this Act imposes or is taken to impose a duty on a health and safety representative in that capacity. 33  
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<b>69</b>	<b>Powers and functions generally limited to the particular work group</b>	1 2
(1)	A health and safety representative for a work group may exercise powers and perform functions under this Act only in relation to matters that affect, or may affect, workers in that group.	3 4 5 6
(2)	Subsection (1) does not apply if—	7
(a)	there is a serious risk to health or safety emanating from an immediate or imminent exposure to a hazard that affects or may affect a member of another work group; or	8 9 10 11
(b)	a member of another work group asks for the representative's assistance;	12 13
	and the health and safety representative (and any deputy health and safety representative) for that other work group is found, after reasonable inquiry, to be unavailable.	14 15 16
(3)	In this section, <i>another work group</i> means another work group of workers carrying out work for a business or undertaking to which the work group that the health and safety representative represents relates.	17 18 19 20
<b>Subdivision 6</b>	<b>Obligations of person conducting business or undertaking to health and safety representatives</b>	21 22 23
<b>70</b>	<b>General obligations of person conducting business or undertaking</b>	24 25
(1)	The person conducting a business or undertaking must—	26
(a)	consult, so far as is reasonably practicable, on work health and safety matters with any health and safety representative for a work group of workers carrying out work for the business or undertaking; and	27 28 29 30
(b)	confer with a health and safety representative for a work group, whenever reasonably requested by the	31 32

[s 70]

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- representative, for the purpose of ensuring the health and safety of the workers in the work group; and
- (c) allow any health and safety representative for the work group to have access to information that the person has relating to—
- (i) hazards (including associated risks) at the workplace affecting workers in the work group; and
- (ii) the health and safety of the workers in the work group; and
- (d) with the consent of a worker that the health and safety representative represents, allow the health and safety representative to be present at an interview concerning work health and safety between the worker and—
- (i) an inspector; or
- (ii) the person conducting the business or undertaking at that workplace or the person’s representative; and
- (e) with the consent of 1 or more workers that the health and safety representative represents, allow the health and safety representative to be present at an interview concerning work health and safety between a group of workers, which includes the workers who gave the consent, and—
- (i) an inspector; or
- (ii) the person conducting the business or undertaking at that workplace or the person’s representative; and
- (f) provide any resources, facilities and assistance to a health and safety representative for the work group that are reasonably necessary or prescribed under a regulation to enable the representative to exercise his or her powers or perform his or her functions under this Act; and

- 
- (g) allow a person assisting a health and safety representative for the work group to have access to the workplace if that is necessary to enable the assistance to be provided; and
  - (h) permit a health and safety representative for the work group to accompany an inspector during an inspection of any part of the workplace where a worker in the work group works; and
  - (i) provide any other assistance to the health and safety representative for the work group that may be required under a regulation.

Maximum penalty—100 penalty units.

- (2) The person conducting a business or undertaking must allow a health and safety representative to spend the time reasonably necessary to exercise his or her powers and perform his or her functions under this Act.

Maximum penalty—100 penalty units.

- (3) Any time that a health and safety representative spends for the purposes of exercising his or her powers or performing his or her functions under this Act must be with the pay that he or she would otherwise be entitled to receive for performing his or her normal duties during that period.

## **71 Exceptions from obligations under s 70(1)**

- (1) This section applies despite section 70(1).
- (2) The person conducting a business or undertaking must not allow a health and safety representative to have access to any personal or medical information concerning a worker without the worker's consent unless the information is in a form that—
  - (a) does not identify the worker; and
  - (b) could not reasonably be expected to lead to the identification of the worker.

Maximum penalty—100 penalty units.

[s 72]

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- (3) The person conducting a business or undertaking is not required to give financial assistance to a health and safety representative for the purpose of the assistance mentioned in section 70(1)(f). 1  
2  
3  
4
- (4) The person conducting a business or undertaking is not required to allow a person assisting a health and safety representative for a work group to have access to the workplace— 5  
6  
7  
8
- (a) if the assistant has had his or her WHS entry permit revoked; or 9  
10
- (b) during any period that the assistant’s WHS entry permit is suspended or the assistant is disqualified from holding a WHS entry permit. 11  
12  
13
- (5) The person conducting a business or undertaking may refuse on reasonable grounds to grant access to the workplace to a person assisting a health and safety representative for a work group. 14  
15  
16  
17
- (6) If access is refused to a person assisting a health and safety representative under subsection (5), the health and safety representative may ask the regulator to appoint an inspector to assist in resolving the matter. 18  
19  
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21

**72 Obligation to train health and safety representatives** 22

- (1) The person conducting a business or undertaking must, if requested by a health and safety representative for a work group for that business or undertaking, allow the health and safety representative to attend a course of training in work health and safety that is— 23  
24  
25  
26  
27
- (a) approved by the regulator; and 28
- (b) a course that the health and safety representative is entitled under a regulation to attend; and 29  
30
- (c) subject to subsection (5), chosen by the health and safety representative, in consultation with the person conducting the business or undertaking. 31  
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- (2) The person conducting the business or undertaking must— 1
- (a) as soon as practicable within the period of 3 months 2  
after the request is made, allow the health and safety 3  
representative time off work to attend the course of 4  
training; and 5
- (b) pay the course fees and any other reasonable costs 6  
associated with the health and safety representative's 7  
attendance at the course of training. 8
- (3) If— 9
- (a) a health and safety representative represents a work 10  
group of the workers of more than 1 business or 11  
undertaking; and 12
- (b) the person conducting any of those businesses or 13  
undertakings has complied with this section in relation 14  
to the representative; 15
- each of the persons conducting those businesses or 16  
undertakings is to be taken to have complied with this section 17  
in relation to the representative. 18
- (4) Any time that a health and safety representative is given off 19  
work to attend the course of training must be with the pay that 20  
he or she would otherwise be entitled to receive for 21  
performing his or her normal duties during that period. 22
- (5) If agreement can not be reached between the person 23  
conducting the business or undertaking and the health and 24  
safety representative within the time required by subsection 25  
(2) as to the matters set out in subsections (1)(c) and (2), 26  
either party may ask the regulator to appoint an inspector to 27  
decide the matter. 28
- (6) The inspector may decide the matter under this section. 29
- (7) A person conducting a business or undertaking must allow a 30  
health and safety representative to attend a course decided by 31  
the inspector and pay the costs decided by the inspector under 32  
subsection (6). 33
- Maximum penalty—100 penalty units. 34
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[s 73]

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<b>73</b>	<b>Obligation to share costs if multiple businesses or undertakings</b>	1 2
(1)	If a health and safety representative, or deputy health and safety representative (if any), represents a work group of workers carrying out work for 2 or more persons conducting businesses or undertakings—	3 4 5 6
(a)	the costs of the representative exercising powers and performing functions under this Act; and	7 8
(b)	the costs mentioned in section 72(2)(b);	9
	for which any of the persons conducting those businesses or undertakings are liable must be apportioned equally between each of those persons unless they agree otherwise.	10 11 12
(2)	An agreement to apportion the costs in another way may be varied at any time by negotiation and agreement between each of the persons conducting the businesses or undertakings.	13 14 15
<b>74</b>	<b>List of health and safety representatives</b>	16
(1)	A person conducting a business or undertaking must ensure that—	17 18
(a)	a list of each health and safety representative and deputy health and safety representative (if any) for each work group of workers carrying out work for the business or undertaking is prepared and kept up to date; and	19 20 21 22
(b)	a copy of the up-to-date list is displayed—	23
(i)	at the principal place of business of the business or undertaking; and	24 25
(ii)	at any other workplace that is appropriate taking into account the constitution of the relevant work group or work groups;	26 27 28
	in a way that is readily accessible to workers in the relevant work group or work groups.	29 30
	Maximum penalty—20 penalty units.	31

- 
- (2) A person conducting a business or undertaking must provide a copy of the up-to-date list prepared under subsection (1) to the regulator as soon as practicable after it is prepared.  
Maximum penalty—20 penalty units.

## **Division 4                    Health and safety committees**                    5

### **75            Health and safety committees**                    6

- (1) The person conducting a business or undertaking at a workplace must establish a health and safety committee for the business or undertaking or part of the business or undertaking—
- (a) within 2 months after being requested to do so by—
    - (i) a health and safety representative for a work group of workers carrying out work at that workplace; or
    - (ii) 5 or more workers at that workplace; or
  - (b) if required under a regulation to do so, within the time prescribed under a regulation.
- Maximum penalty—50 penalty units.
- (2) A person conducting a business or undertaking at a workplace may establish a health and safety committee for the workplace or part of the workplace on the person's own initiative.

*Note—*

If a health and safety committee is not required to be established, other consultation procedures can be established for a workplace—see division 2.

### **76            Constitution of committee**                    25

- (1) Subject to subsections (2) to (4), the constitution of a health and safety committee may be agreed between the person conducting the business or undertaking and the workers at the workplace.

[s 77]

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- (2) If there is a health and safety representative at a workplace, that representative, if he or she consents, is a member of the committee. 1  
2  
3
- (3) If there are 2 or more health and safety representatives at a workplace, those representatives may choose 1 or more of their number (who consent) to be members of the committee. 4  
5  
6
- (4) At least half of the members of the committee must be workers who are not nominated by the person conducting the business or undertaking. 7  
8  
9
- (5) If agreement is not reached under this section within a reasonable time, any party may ask the regulator to appoint an inspector to decide the matter. 10  
11  
12
- (6) An inspector appointed on a request under subsection (5) may decide the constitution of the health and safety committee or that the committee should not be established. 13  
14  
15
- (7) A decision of an inspector under this section is taken to be an agreement under this section between the parties. 16  
17

**77 Functions of committee** 18

The functions of a health and safety committee are— 19

- (a) to facilitate cooperation between the person conducting a business or undertaking and workers in instigating, developing and carrying out measures designed to ensure the workers' health and safety at work; and 20  
21  
22  
23
- (b) to assist in developing standards, rules and procedures relating to health and safety that are to be followed or complied with at the workplace; and 24  
25  
26
- (c) any other functions prescribed under a regulation or agreed between the person conducting the business or undertaking and the committee. 27  
28  
29

**78 Meetings of committee** 30

A health and safety committee must meet— 31

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(a)	at least once every 3 months; and	1
(b)	at any reasonable time at the request of at least half of the members of the committee.	2 3
<b>79</b>	<b>Duties of person conducting business or undertaking</b>	<b>4</b>
(1)	The person conducting a business or undertaking must allow each member of the health and safety committee to spend the time that is reasonably necessary to attend meetings of the committee or to carry out functions as a member of the committee.	5 6 7 8 9
	Maximum penalty—100 penalty units.	10
(2)	Any time that a member of a health and safety committee spends for the purposes set out in subsection (1) must be with the pay that he or she would otherwise be entitled to receive for performing his or her normal duties during that period.	11 12 13 14
(3)	The person conducting a business or undertaking must allow the health and safety committee for a workplace to have access to information that the person has relating to—	15 16 17
(a)	hazards (including associated risks) at the workplace; and	18 19
(b)	the health and safety of the workers at the workplace.	20
	Maximum penalty—100 penalty units.	21
(4)	Despite subsection (3), the person conducting a business or undertaking must not allow the health and safety committee to have access to any personal or medical information concerning a worker without the worker's consent unless the information is in a form that—	22 23 24 25 26
(a)	does not identify the worker; and	27
(b)	could not reasonably be expected to lead to the identification of the worker.	28 29
	Maximum penalty—100 penalty units.	30

[s 80]

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<b>Division 5</b>	<b>Issue resolution</b>	1
<b>80</b>	<b>Parties to an issue</b>	2
(1)	In this division, <i>parties</i> , in relation to an issue, means the following—	3 4
(a)	the person conducting the business or undertaking or the person’s representative;	5 6
(b)	if the issue involves more than 1 business or undertaking, the person conducting each business or undertaking or the person’s representative;	7 8 9
(c)	if the worker or workers affected by the issue are in a work group, the health and safety representative for that work group or his or her representative;	10 11 12
(d)	if the worker or workers affected by the issue are not in a work group, the worker or workers or their representative.	13 14 15
(2)	A person conducting a business or undertaking must ensure that the person’s representative (if any) for the purposes of this division—	16 17 18
(a)	is not a health and safety representative; and	19
(b)	has an appropriate level of seniority, and is sufficiently competent, to act as the person’s representative.	20 21
<b>81</b>	<b>Resolution of health and safety issues</b>	22
(1)	This section applies if a matter about work health and safety arises at a workplace or from the conduct of a business or undertaking and the matter is not resolved after discussion between the parties to the issue.	23 24 25 26
(2)	The parties must make reasonable efforts to achieve a timely, final and effective resolution of the issue in accordance with the relevant agreed procedure, or if there is no agreed procedure, the default procedure prescribed under a regulation.	27 28 29 30 31

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(3)	A representative of a party to an issue may enter the workplace for the purpose of attending discussions with a view to resolving the issue.	1 2 3
<b>82</b>	<b>Referral of issue to regulator for resolution by inspector</b>	4
(1)	This section applies if an issue has not been resolved after reasonable efforts have been made to achieve an effective resolution of the issue.	5 6 7
(2)	A party to the issue may ask the regulator to appoint an inspector to attend the workplace to assist in resolving the issue.	8 9 10
(3)	A request to the regulator under this section does not prevent—	11 12
(a)	a worker from exercising the right under division 6 to cease work; or	13 14
(b)	a health and safety representative from issuing a provisional improvement notice or a direction under division 6 to cease work.	15 16 17
(4)	On attending a workplace under this section, an inspector may exercise any of the inspector’s compliance powers under this Act in relation to the workplace.	18 19 20
<b>Division 6</b>	<b>Right to cease or direct cessation of unsafe work</b>	21 22
<b>83</b>	<b>Definition of <i>cease work under this division</i></b>	23
	In this division, <i>cease work under this division</i> means—	24
(a)	to cease, or refuse, to carry out work under section 84; or	25 26
(b)	to cease work on a direction under section 85.	27

[s 84]

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<b>84</b>	<b>Right of worker to cease unsafe work</b>	1
	A worker may cease, or refuse to carry out, work if the worker has a reasonable concern that to carry out the work would expose the worker to a serious risk to the worker's health or safety, emanating from an immediate or imminent exposure to a hazard.	2 3 4 5 6
<b>85</b>	<b>Health and safety representative may direct that unsafe work cease</b>	7 8
(1)	A health and safety representative may direct a worker who is in a work group represented by the representative to cease work if the representative has a reasonable concern that to carry out the work would expose the worker to a serious risk to the worker's health or safety, emanating from an immediate or imminent exposure to a hazard.	9 10 11 12 13 14
(2)	However, the health and safety representative must not give a worker a direction to cease work unless the matter is not resolved after—	15 16 17
(a)	consulting about the matter with the person conducting the business or undertaking for whom the workers are carrying out work; and	18 19 20
(b)	attempting to resolve the matter as an issue under division 5.	21 22
(3)	The health and safety representative may direct the worker to cease work without carrying out that consultation or attempting to resolve the matter as an issue under division 5 if the risk is so serious and immediate or imminent that it is not reasonable to consult before giving the direction.	23 24 25 26 27
(4)	The health and safety representative must carry out the consultation as soon as practicable after giving a direction under subsection (3).	28 29 30
(5)	The health and safety representative must inform the person conducting the business or undertaking of any direction given by the health and safety representative to workers under this section.	31 32 33 34



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(6)	A health and safety representative can not give a direction under this section unless the representative has—	1 2
(a)	completed initial training prescribed under a regulation mentioned in section 72(1)(b); or	3 4
(b)	previously completed that training when acting as a health and safety representative for another work group; or	5 6 7
(c)	completed training equivalent to that training under a corresponding WHS law.	8 9
<b>86</b>	<b>Worker to notify if ceases work</b>	10
	A worker who ceases work under this division must—	11
(a)	as soon as practicable, notify the person conducting the business or undertaking that the worker has ceased work under this division unless the worker ceased work under a direction from a health and safety representative; and	12 13 14 15
(b)	remain available to carry out suitable alternative work.	16
<b>87</b>	<b>Alternative work</b>	17
	If a worker ceases work under this division, the person conducting the business or undertaking may direct the worker to carry out suitable alternative work at the same or another workplace if that work is safe and appropriate for the worker to carry out until the worker can resume normal duties.	18 19 20 21 22
<b>88</b>	<b>Continuity of engagement of worker</b>	23
	If a worker ceases work under this division, that action does not affect the continuity of engagement of the worker for prescribed purposes if the worker has not unreasonably failed to comply with a direction to carry out suitable alternative work—	24 25 26 27 28
(a)	at the same or another workplace; and	29
(b)	that was safe and appropriate for the worker to carry out.	30

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[s 89]

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<b>89</b>	<b>Request to regulator to appoint inspector to assist</b>	1
	The health and safety representative or the person conducting the business or undertaking or the worker may ask the regulator to appoint an inspector to attend the workplace to assist in resolving an issue arising in relation to the cessation of work.	2 3 4 5 6
	<i>Note—</i>	7
	The issue resolution procedures in division 5 can also be used to resolve an issue arising in relation to the cessation of work.	8 9
<b>Division 7</b>	<b>Provisional improvement notices</b>	10
<b>90</b>	<b>Provisional improvement notices</b>	11
(1)	This section applies if a health and safety representative reasonably believes that a person—	12 13
(a)	is contravening a provision of this Act; or	14
(b)	has contravened a provision of this Act in circumstances that make it likely that the contravention will continue or be repeated.	15 16 17
(2)	The health and safety representative may issue a provisional improvement notice requiring the person to—	18 19
(a)	remedy the contravention; or	20
(b)	prevent a likely contravention from occurring; or	21
(c)	remedy the things or operations causing the contravention or likely contravention.	22 23
(3)	However, the health and safety representative must not issue a provisional improvement notice to a person unless he or she has first consulted the person.	24 25 26
(4)	A health and safety representative can not issue a provisional improvement notice unless the representative has—	27 28
(a)	completed initial training prescribed under a regulation mentioned in section 72(1)(b); or	29 30

- 
- (b) previously completed that training when acting as a health and safety representative for another work group; or
- (c) completed training equivalent to that training under a corresponding WHS law.
- (5) A health and safety representative can not issue a provisional improvement notice in relation to a matter if an inspector has already issued (or decided not to issue) an improvement notice or prohibition notice in relation to the same matter.
- 91 Provisional improvement notice to be in writing**
- A provisional improvement notice must be in writing.
- 92 Contents of provisional improvement notice**
- A provisional improvement notice must state—
- (a) that the health and safety representative believes the person—
- (i) is contravening a provision of this Act; or
- (ii) has contravened a provision of this Act in circumstances that make it likely that the contravention will continue or be repeated; and
- (b) the provision the representative believes is being, or has been, contravened; and
- (c) briefly, how the provision is being, or has been contravened; and
- (d) the day, at least 8 days after the notice is issued, by which the person is required to remedy the contravention or likely contravention.
- 93 Provisional improvement notice may give directions to remedy contravention**
- (1) A provisional improvement notice may include directions concerning the measures to be taken to remedy the

[s 94]

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	contravention or prevent the likely contravention or the matters or activities causing the contravention or likely contravention to which the notice relates.	1 2 3
(2)	A direction included in a provisional improvement notice may—	4 5
(a)	refer to a code of practice; and	6
(b)	offer the person to whom it is issued a choice of ways in which to remedy the contravention.	7 8
<b>94</b>	<b>Minor changes to provisional improvement notice</b>	9
	A health and safety representative may make minor changes to a provisional improvement notice—	10 11
(a)	for clarification; or	12
(b)	to correct errors or references; or	13
(c)	to reflect changes of address or other circumstances.	14
<b>95</b>	<b>Issue of provisional improvement notice</b>	15
	A provisional improvement notice may be issued to a person under section 209.	16 17
<b>96</b>	<b>Health and safety representative may cancel notice</b>	18
	The health and safety representative may at any time cancel a provisional improvement notice issued to a person by written notice given to that person.	19 20 21
<b>97</b>	<b>Display of provisional improvement notice</b>	22
(1)	A person to whom a provisional improvement notice is issued must as soon as practicable display a copy of the notice in a prominent place at or near the workplace, or part of the workplace, at which work is being carried out that is affected by the notice.	23 24 25 26 27
	Maximum penalty—50 penalty units.	28

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(2)	A person must not intentionally remove, destroy, damage or deface a notice displayed under subsection (1) during the period that the notice is in force.	1 2 3
	Maximum penalty—50 penalty units.	4
<b>98</b>	<b>Formal irregularities or defects in notice</b>	5
	A provisional improvement notice is not invalid only because of—	6 7
(a)	a formal defect or irregularity in the notice unless the defect or irregularity causes or is likely to cause substantial injustice; or	8 9 10
(b)	a failure to use the correct name of the person to whom the notice is issued if the notice sufficiently identifies the person.	11 12 13
<b>99</b>	<b>Offence to contravene a provisional improvement notice</b>	14
(1)	This section applies if a provisional improvement notice has been issued to a person and an inspector has not been required under section 101 to attend at the workplace.	15 16 17
(2)	The person must comply with the provisional improvement notice within the time stated in the notice.	18 19
	Maximum penalty—500 penalty units.	20
<b>100</b>	<b>Request for review of provisional improvement notice</b>	21
(1)	Within 7 days after a provisional improvement notice is issued to a person—	22 23
(a)	the person to whom it was issued; or	24
(b)	if the person is a worker, the person conducting the business or undertaking at the workplace at which the worker carries out work;	25 26 27
	may ask the regulator to appoint an inspector to review the notice.	28 29

[s 101]

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- (2) If a request is made under subsection (1), the operation of the provisional improvement notice is stayed until the inspector makes a decision on the review. 1  
2  
3
- 101 Regulator to appoint inspector to review notice 4**
- (1) The regulator must ensure that an inspector attends the workplace as soon as practicable after a request is made under section 100. 5  
6  
7
- (2) The inspector must review the provisional improvement notice and inquire into the circumstances that are the subject of the provisional improvement notice. 8  
9  
10
- (3) An inspector may review a provisional improvement notice even if the period for compliance with the notice has expired. 11  
12
- 102 Decision of inspector on review of provisional improvement notice 13  
14**
- (1) After reviewing the provisional improvement notice, the inspector must— 15  
16
- (a) confirm the provisional improvement notice; or 17
- (b) confirm the provisional improvement notice with changes; or 18  
19
- (c) cancel the provisional improvement notice. 20
- (2) The inspector must give a copy of his or her decision to— 21
- (a) the applicant for the review of the provisional improvement notice; and 22  
23
- (b) the health and safety representative who issued the notice. 24  
25
- (3) A provisional improvement notice that is confirmed (with or without changes) by an inspector is taken to be an improvement notice issued by the inspector under this Act. 26  
27  
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<b>Division 8</b>	<b>Part not to apply to prisoners and detainees</b>	1 2
<b>103</b>	<b>Part does not apply to prisoners and detainees</b>	3
	Nothing in this part applies to a worker who is—	4
	(a) under the <i>Corrective Services Act 2006</i> , a prisoner detained in a corrective services facility; or	5 6
	(b) under the <i>Youth Justice Act 1992</i> , a person detained in a detention centre; or	7 8
	(c) under the <i>Police Powers and Responsibilities Act 2000</i> , a person in custody in a watch-house.	9 10
<b>Part 6</b>	<b>Discriminatory, coercive and misleading conduct</b>	11 12
<b>Division 1</b>	<b>Prohibition of discriminatory, coercive or misleading conduct</b>	13 14
<b>104</b>	<b>Prohibition of discriminatory conduct</b>	15
	(1) A person must not engage in discriminatory conduct for a prohibited reason.	16 17
	Maximum penalty—1000 penalty units.	18
	(2) A person commits an offence under subsection (1) only if the reason mentioned in section 106 was the dominant reason for the discriminatory conduct.	19 20 21
	<i>Note—</i>	22
	Civil proceedings may be taken under division 3 in relation to discriminatory conduct engaged in for a prohibited reason.	23 24

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[s 105]

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<b>105</b>	<b>What is <i>discriminatory conduct</i></b>	1
(1)	For this part, a person engages in <i>discriminatory conduct</i> if—	2
(a)	the person—	3
(i)	dismisses a worker; or	4
(ii)	terminates a contract for services with a worker; or	5
(iii)	puts a worker to his or her detriment in the engagement of the worker; or	6 7
(iv)	alters the position of a worker to the worker's detriment; or	8 9
(b)	the person—	10
(i)	refuses or fails to offer to engage a prospective worker; or	11 12
(ii)	treats a prospective worker less favourably than another prospective worker would be treated in offering terms of engagement; or	13 14 15
(c)	the person terminates a commercial arrangement with another person; or	16 17
(d)	the person refuses or fails to enter into a commercial arrangement with another person.	18 19
(2)	For this part, a person also engages in discriminatory conduct if the person organises to take any action mentioned in subsection (1) or threatens to organise or take that action.	20 21 22
<b>106</b>	<b>What is a <i>prohibited reason</i></b>	23
	Conduct mentioned in section 105 is engaged in for a <i>prohibited reason</i> if it is engaged in because the worker or prospective worker or the person mentioned in section 105(1)(c) or (d) (as the case requires)—	24 25 26 27
(a)	is, has been or proposes to be a health and safety representative or a member of a health and safety committee; or	28 29 30



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- |     |  |                            |
|-----|--|----------------------------|
| (b) | undertakes, has undertaken or proposes to undertake another role under this Act; or  | 1<br>2                     |
| (c) | exercises a power or performs a function or has exercised a power or performed a function or proposes to exercise a power or perform a function as a health and safety representative or as a member of a health and safety committee; or                                    | 3<br>4<br>5<br>6<br>7      |
| (d) | exercises, has exercised or proposes to exercise a power under this Act or exercises, has exercised or proposes to exercise a power under this Act in a particular way; or   | 8<br>9<br>10               |
| (e) | performs, has performed or proposes to perform a function under this Act or performs, has performed or proposes to perform a function under this Act in a particular way; or   | 11<br>12<br>13<br>14       |
| (f) | refrains from, has refrained from or proposes to refrain from exercising a power or performing a function under this Act or refrains from, has refrained from or proposes to refrain from exercising a power or performing a function under this Act in a particular way; or | 15<br>16<br>17<br>18<br>19 |
| (g) | assists or has assisted or proposes to assist, or gives or has given or proposes to give any information to any person exercising a power or performing a function under this Act; or  | 20<br>21<br>22<br>23       |
| (h) | raises or has raised or proposes to raise an issue or concern about work health and safety with—   | 24<br>25                   |
|     | (i) the person conducting a business or undertaking; or  | 26<br>27                   |
|     | (ii) an inspector; or  | 28                         |
|     | (iii) a WHS entry permit holder; or  | 29                         |
|     | (iv) a health and safety representative; or  | 30                         |
|     | (v) a member of a health and safety committee; or  | 31                         |
|     | (vi) another worker; or  | 32                         |
|     | (vii) any other person who has a duty under this Act in relation to the matter; or   | 33<br>34                   |

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	(viii) any other person exercising a power or performing a function under this Act; or	1 2
	(i) is involved in, has been involved in or proposes to be involved in resolving a work health and safety issue under this Act; or	3 4 5
	(j) is taking action, has taken action or proposes to take action to seek compliance by any person with any duty or obligation under this Act.	6 7 8
<b>107</b>	<b>Prohibition of requesting, instructing, inducing, encouraging, authorising or assisting discriminatory conduct</b>	9 10 11
	A person must not request, instruct, induce, encourage, authorise or assist another person to engage in discriminatory conduct in contravention of section 104.	12 13 14
	Maximum penalty—1000 penalty units.	15
	<i>Note—</i>	16
	Civil proceedings may be taken under division 3 if a person requested, instructed, induced, encouraged, authorised or assisted another person to engage in discriminatory conduct for a prohibited reason.	17 18 19
<b>108</b>	<b>Prohibition of coercion or inducement</b>	20
	(1) A person must not organise or take, or threaten to organise or take, any action against another person with intent to coerce or induce the other person, or a third person—	21 22 23
	(a) to exercise or not to exercise a power, or to propose to exercise or not to exercise a power, under this Act; or	24 25
	(b) to perform or not to perform a function, or to propose to perform or not to perform a function, under this Act; or	26 27
	(c) to exercise or not to exercise a power or perform a function, or to propose to exercise or not to exercise a power or perform a function, in a particular way; or	28 29 30
	(d) to refrain from seeking, or continuing to undertake, a role under this Act.	31 32

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Maximum penalty—1000 penalty units. 1

*Note—* 2

Civil proceedings may be taken under division 3 in relation to a  
contravention of this section. 3  
4

(2) In this section, a reference to taking action or threatening to  
take action against a person includes a reference to not taking  
a particular action or threatening not to take a particular action  
in relation to that person. 5  
6  
7  
8

(3) To remove doubt it is declared that, a reasonable direction  
given by an emergency services worker in an emergency is not  
an action with intent to coerce or induce a person. 9  
10  
11

(4) In this section— 12

*emergency services worker* means a person who under an Act  
is authorised to give directions to anyone else for the purposes  
of an emergency. 13  
14  
15

## 109 Misrepresentation 16

(1) A person must not knowingly or recklessly make a false or  
misleading representation to another person about that other  
person's— 17  
18  
19

(a) rights or obligations under this Act; or 20

(b) ability to initiate, or participate in, a process or  
proceedings under this Act; or 21  
22

(c) ability to make a complaint or inquiry to a person or  
body empowered under this Act to seek compliance  
with this Act. 23  
24  
25

Maximum penalty—1000 penalty units. 26

(2) Subsection (1) does not apply if the person to whom the  
representation is made would not be expected to rely on it. 27  
28

[s 110]

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<b>Division 2</b>	<b>Criminal proceedings in relation to discriminatory conduct</b>	1 2
<b>110</b>	<b>Proof of discriminatory conduct</b>	3
(1)	This section applies if in proceedings for an offence of contravening section 104 or 107, the prosecution—	4 5
(a)	proves that the discriminatory conduct was engaged in; and	6 7
(b)	proves that a circumstance mentioned in section 106(a) to (j) existed at the time the discriminatory conduct was engaged in.	8 9 10
(2)	If it is alleged that the discriminatory conduct was engaged in for a prohibited reason, that reason is presumed to be the dominant reason for that conduct unless the defendant proves on the balance of probabilities, that the reason was not the dominant reason for the conduct.	11 12 13 14 15
(3)	To remove doubt it is declared that, the burden of proof on the defendant under subsection (2) is a legal burden of proof.	16 17
<b>111</b>	<b>Order for compensation or reinstatement</b>	18
	If a person is convicted or found guilty of an offence against section 104 or 107, the court may (in addition to imposing a penalty) make either or both of the following orders—	19 20 21
(a)	an order that the offender pay (within a stated period) the compensation to the person who was the subject of the discriminatory conduct that the court considers appropriate;	22 23 24 25
(b)	in relation to a person who was or is an employee or prospective employee, an order that—	26 27
(i)	the person be reinstated or re-employed in his or her former position or, if that position is not available, in a similar position; or	28 29 30

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(ii)	the person be employed in the position for which he or she had applied or a similar position.	1 2
<b>Division 3</b>	<b>Civil proceedings in relation to discriminatory or coercive conduct</b>	3 4
<b>112</b>	<b>Civil proceedings in relation to engaging in or inducing discriminatory or coercive conduct</b>	5 6
(1)	An eligible person may apply to a Magistrates Court for an order under this section.	7 8
	<i>Note—</i>	9
	The <i>Uniform Civil Procedure Rules 1999</i> generally apply.	10
(2)	The court may make 1 or more of the orders set out in subsection (3) in relation to a person who has—	11 12
(a)	engaged in discriminatory conduct for a prohibited reason; or	13 14
(b)	requested, instructed, induced, encouraged, authorised or assisted another person to engage in discriminatory conduct for a prohibited reason; or	15 16 17
(c)	contravened section 108.	18
(3)	For subsection (2), the orders that the court may make are—	19
(a)	an injunction; or	20
(b)	in the case of conduct mentioned in subsection (2)(a) or (b), an order that the person pay (within a stated period) the compensation to the person who was the subject of the discriminatory conduct that the court considers appropriate; or	21 22 23 24 25
(c)	in the case of conduct mentioned in subsection (2)(a) in relation to a worker who was or is an employee or prospective employee, an order that—	26 27 28
(i)	the worker be reinstated or re-employed in his or her former position or, if that position is not available, in a similar position; or	29 30 31

[s 113]

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- (ii) the prospective worker be employed in the position for which he or she had applied or a similar position; or
    - (d) any other order that the court considers appropriate.
  - (4) For this section, a person may be found to have engaged in discriminatory conduct for a prohibited reason only if a reason mentioned in section 106 was a substantial reason for the conduct.
  - (5) Nothing in this section is to be construed as limiting any other power of the court.
  - (6) For this section, each of the following is an *eligible person*—
    - (a) a person affected by the contravention;
    - (b) a person authorised as a representative by a person mentioned in paragraph (a).
- 113 Procedure for civil actions for discriminatory conduct**
- (1) A proceeding taken under section 112 must be commenced not more than 1 year after the date on which the applicant knew or ought to have known that the cause of action accrued.
  - (2) In a proceeding under section 112 in relation to conduct mentioned in section 112(2)(a) or (b), if a prohibited reason is alleged for discriminatory conduct, that reason is presumed to be a substantial reason for that conduct unless the defendant proves, on the balance of probabilities, that the reason was not a substantial reason for the conduct.
  - (3) It is a defence to a proceeding under section 112 in relation to conduct mentioned in section 112(2)(a) or (b) if the defendant proves that—
    - (a) the conduct was reasonable in the circumstances; and
    - (b) a substantial reason for the conduct was to comply with the requirements of this Act or a corresponding WHS law.

- 
- (4) To remove doubt, it is declared that, the burden of proof on the defendant under subsections (2) and (3) is a legal burden of proof.

**Division 4                      General**                      4

**114      General provisions relating to orders**                      5

- (1) The making of an order in a proceeding under section 112 in relation to conduct mentioned in section 112(2)(a) or (b) does not prevent the bringing of a proceeding for an offence under section 104 or 107 in relation to the same conduct.                      6  
7  
8  
9
- (2) If a court makes an order under section 112 in a proceeding in relation to conduct mentioned in section 112(2)(a) or (b), a court can not make an order under section 111 in a proceeding for an offence under section 104 or 107 in relation to the same conduct.                      10  
11  
12  
13  
14
- (3) If a court makes an order under section 111 in a proceeding for an offence under section 104 or 107, a court can not make an order under section 112 in a proceeding in relation to conduct mentioned in section 112(2)(a) or (b) that is the same conduct.                      15  
16  
17  
18  
19

**115      Prohibition of multiple actions**                      20

- A person can not—                      21
- (a) commence a proceeding under division 3 if the person has commenced a proceeding or made an application or complaint in relation to the same matter under a law of the Commonwealth or a State and that proceeding, application or complaint has not been withdrawn; or                      22  
23  
24  
25  
26
- (b) recover any compensation under division 3 if the person has received compensation for the matter under a law of the Commonwealth or a State; or                      27  
28  
29
- (c) commence or continue an application under division 3 if the person has failed in a proceeding, application or                      30  
31

[s 116]

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	complaint in relation to the same matter under a law of the Commonwealth or a State, other than a proceeding, application or complaint relating to workers' compensation.	1 2 3 4
<b>Part 7</b>	<b>Workplace entry by WHS entry permit holders</b>	5 6
<b>Division 1</b>	<b>Introductory</b>	7
<b>116</b>	<b>Definitions</b>	8
	In this part—	9
	<i>official of a union</i> means a person who holds an office in, or is an employee of, the union.	10 11
	<i>relevant person conducting a business or undertaking</i> means a person conducting a business or undertaking in relation to which the WHS entry permit holder is exercising or proposes to exercise the right of entry.	12 13 14 15
	<i>relevant union</i> means the union that a WHS entry permit holder represents.	16 17
	<i>relevant worker</i> , in relation to a workplace, means a worker—	18
	(a) who is a member, or eligible to be a member, of a relevant union; and	19 20
	(b) whose industrial interests the relevant union is entitled to represent; and	21 22
	(c) who works at that workplace.	23



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<b>Division 2</b>	<b>Entry to inquire into suspected contraventions</b>	1 2
<b>117</b>	<b>Entry to inquire into suspected contraventions</b>	3
(1)	A WHS entry permit holder may enter a workplace for the purpose of inquiring into a suspected contravention of this Act that relates to, or affects, a relevant worker.	4 5 6
(2)	The WHS entry permit holder must reasonably suspect before entering the workplace that the contravention has occurred or is occurring.	7 8 9
<b>118</b>	<b>Rights that may be exercised while at workplace</b>	10
(1)	While at the workplace under this division, the WHS entry permit holder may do all or any of the following in relation to the suspected contravention of this Act—	11 12 13
(a)	inspect any work system, plant, substance, structure or other thing relevant to the suspected contravention;	14 15
(b)	consult with the relevant workers in relation to the suspected contravention;	16 17
(c)	consult with the relevant person conducting a business or undertaking about the suspected contravention;	18 19
(d)	require the relevant person conducting a business or undertaking to allow the WHS entry permit holder to inspect, and make copies of, any document that is directly relevant to the suspected contravention and that—	20 21 22 23 24
(i)	is kept at the workplace; or	25
(ii)	is accessible from a computer that is kept at the workplace;	26 27
(e)	warn any person whom the WHS entry permit holder reasonably believes to be exposed to a serious risk to his or her health or safety, emanating from an immediate or imminent exposure to a hazard, of that risk.	28 29 30 31

[s 119]

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- (2) However, the relevant person conducting the business or undertaking is not required under subsection (1)(d) to allow the WHS entry permit holder to inspect or make copies of a document if to do so would contravene a law of the Commonwealth or a law of a State. 1  
2  
3  
4  
5
- (3) A relevant person conducting a business or undertaking must not, without reasonable excuse, refuse or fail to comply with a requirement under subsection (1)(d). 6  
7  
8  
WHS civil penalty provision. 9  
Maximum penalty—100 penalty units. 10
- (4) Subsection (3) places an evidential burden on the defendant to show a reasonable excuse. 11  
12
- Notes—* 13
- 1 At least 24 hours notice is required for an entry to a workplace to inspect employee records or other documents held by someone other than a person conducting a business or undertaking. See section 120. 14  
15  
16  
17
- 2 The use or disclosure of personal information obtained under this section is regulated under the *Privacy Act 1988* of the Commonwealth. 18  
19  
20

## **119 Notice of entry** 21

- (1) A WHS entry permit holder must, as soon as is reasonably practicable after entering a workplace under this division, give notice of the entry and the suspected contravention, as provided under a regulation, to— 22  
23  
24  
25
- (a) the relevant person conducting a business or undertaking; and 26  
27
- (b) the person with management or control of the workplace. 28  
29
- (2) Subsection (1) does not apply if to give the notice would— 30
- (a) defeat the purpose of the entry to the workplace; or 31
- (b) unreasonably delay the WHS entry permit holder in an urgent case. 32  
33

- 
- (3) Subsection (1) does not apply to an entry to a workplace under this division to inspect or make copies of documents mentioned in section 120. 1  
2  
3
- 120 Entry to inspect employee records or information held by another person** 4  
5
- (1) This section applies if a WHS entry permit holder is entitled under section 117 to enter a workplace to inquire into a suspected contravention of this Act. 6  
7  
8
- (2) For the purposes of the inquiry into the suspected contravention, the WHS entry permit holder may enter any workplace for the purpose of inspecting, or making copies of— 9  
10  
11  
12
- (a) employee records that are directly relevant to a suspected contravention; or 13  
14
- (b) other documents that are directly relevant to a suspected contravention and that are not held by the relevant person conducting a business or undertaking. 15  
16  
17
- (3) Before doing so, the WHS entry permit holder must give notice of the proposed entry to the person from whom the documents are requested and the relevant person conducting a business or undertaking. 18  
19  
20  
21
- (4) The notice must comply with a regulation made for this section. 22  
23
- (5) The notice must be given during usual working hours at that workplace at least 24 hours, but not more than 14 days, before the entry. 24  
25  
26
- Note—* 27
- The use or disclosure of personal information obtained under this section is regulated under the *Privacy Act 1988* of the Commonwealth. 28  
29

[s 121]

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<b>Division 3</b>	<b>Entry to consult and advise workers</b>	1
<b>121</b>	<b>Entry to consult and advise workers</b>	2
(1)	A WHS entry permit holder may enter a workplace to consult on work health and safety matters with, and provide advice on those matters to, 1 or more relevant workers who wish to participate in the discussions.	3 4 5 6
(2)	A WHS entry permit holder may, after entering a workplace under this division, warn any person whom the WHS entry permit holder reasonably believes to be exposed to a serious risk to his or her health or safety, emanating from an immediate or imminent exposure to a hazard, of that risk.	7 8 9 10 11
<b>122</b>	<b>Notice of entry</b>	12
(1)	Before entering a workplace under this division, a WHS entry permit holder must give notice of the proposed entry to the relevant person conducting a business or undertaking.	13 14 15
(2)	The notice must comply with a regulation made for this section.	16 17
(3)	The notice must be given during the usual working hours at that workplace at least 24 hours, but not more than 14 days, before the entry.	18 19 20
<b>Division 4</b>	<b>Requirements for WHS entry permit holders</b>	21 22
<b>123</b>	<b>Contravening WHS entry permit conditions</b>	23
	A WHS entry permit holder must not contravene a condition imposed on the WHS entry permit.	24 25
	WHS civil penalty provision.	26
	Maximum penalty—100 penalty units.	27

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<b>124</b>	<b>WHS entry permit holder must also hold permit under other law</b>	1 2
	A WHS entry permit holder must not enter a workplace unless he or she also holds an entry permit under the Fair Work Act or an industrial officer authority.	3 4 5
	WHS civil penalty provision.	6
	Maximum penalty—100 penalty units.	7
<b>125</b>	<b>WHS entry permit to be available for inspection</b>	8
	A WHS entry permit holder must, at all times that he or she is at a workplace under a right of entry under division 2 or 3, have his or her WHS entry permit and photographic identification available for inspection by any person on request.	9 10 11 12 13
	WHS civil penalty provision.	14
	Maximum penalty—100 penalty units.	15
<b>126</b>	<b>When right may be exercised</b>	16
	A WHS entry permit holder may exercise a right under division 2 or 3 only during the usual working hours at the workplace.	17 18 19
	WHS civil penalty provision.	20
	Maximum penalty—100 penalty units.	21
<b>127</b>	<b>Where the right may be exercised</b>	22
	A WHS entry permit holder may exercise a right of entry to a workplace only in relation to—	23 24
	(a) the area of the workplace where the relevant workers work; or	25 26
	(b) any other work area that directly affects the health or safety of those workers.	27 28

[s 128]

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<b>128</b>	<b>Work health and safety requirements</b>	1
	A WHS entry permit holder must not exercise a right of entry to a workplace under division 2 or 3 unless he or she complies with any reasonable request by the relevant person conducting a business or undertaking or the person with management or control of the workplace to comply with—	2 3 4 5 6
	(a) any work health and safety requirement that applies to the workplace; and	7 8
	(b) any other legislated requirement that applies to that type of workplace.	9 10
	WHS civil penalty provision.	11
	Maximum penalty—100 penalty units.	12
<b>129</b>	<b>Residential premises</b>	13
	A WHS entry permit holder must not enter any part of a workplace that is used only for residential purposes.	14 15
	WHS civil penalty provision.	16
	Maximum penalty—100 penalty units.	17
<b>130</b>	<b>WHS entry permit holder not required to disclose names of workers</b>	18 19
	(1) A WHS entry permit holder is not required to disclose to the relevant person conducting a business or undertaking or the person with management or control of the workplace the name of any worker at the workplace.	20 21 22 23
	(2) A WHS entry permit holder who wishes to disclose to the relevant person conducting a business or undertaking or the person with management or control of the workplace the name of any worker may only do so with the consent of the worker.	24 25 26 27 28

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<b>Division 5</b>	<b>WHS entry permits</b>	1
<b>131</b>	<b>Application for WHS entry permit</b>	2
(1)	A union may apply to the industrial registrar for the issue of a WHS entry permit to a person who is an official of the union.	3 4
(2)	The application must specify the person who is to hold the WHS entry permit and include a statutory declaration by that person declaring that he or she—	5 6 7
(a)	is an official of the union; and	8
(b)	has satisfactorily completed the prescribed training; and	9
(c)	holds, or will hold, an entry permit under the Fair Work Act or an industrial officer authority.	10 11
<b>132</b>	<b>Consideration of application</b>	12
	In considering whether to issue a WHS entry permit, the industrial registrar must take into account—	13 14
(a)	the object of this Act; and	15
(b)	the object of allowing union right of entry to workplaces for work health and safety purposes.	16 17
<b>133</b>	<b>Eligibility criteria</b>	18
	The industrial registrar must not issue a WHS entry permit to an official of a union unless the industrial registrar is satisfied that the official—	19 20 21
(a)	is an official of the union; and	22
(b)	has satisfactorily completed the prescribed training; and	23
(c)	holds, or will hold, an entry permit under the Fair Work Act or an industrial officer authority.	24 25

[s 134]

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<b>134</b>	<b>Issue of WHS entry permit</b>	1
(1)	The industrial registrar may issue a WHS entry permit to a person if the industrial registrar has taken into account the matters in section 132 and is satisfied about the matters in section 133.	2 3 4 5
(2)	A person dissatisfied with the decision of the industrial registrar may appeal under the <i>Industrial Relations Act 1999</i> , chapter 9.	6 7 8
	<i>Note—</i>	9
	See the <i>Industrial Relations Act 1999</i> , sections 341(1) and 342(6).	10
<b>135</b>	<b>Conditions on WHS entry permit</b>	11
	The industrial registrar may impose conditions on a WHS entry permit.	12 13
<b>136</b>	<b>Term of WHS entry permit</b>	14
	A WHS entry permit has effect for a term of 3 years from the date it is issued.	15 16
<b>137</b>	<b>Expiry of WHS entry permit</b>	17
(1)	Unless it is earlier revoked, a WHS entry permit expires at the first of the following to occur—	18 19
(a)	at the end of the term of the WHS entry permit;	20
(b)	at the end of the term of the entry permit held by the WHS entry permit holder under the Fair Work Act or of the industrial officer authority;	21 22 23
(c)	when the permit holder ceases to be an official of the union that applied for the permit;	24 25
(d)	the union that applied for the permit ceases to be—	26
(i)	an organisation that is registered, or taken to be registered, under the <i>Fair Work (Registered Organisations) Act 2009</i> of the Commonwealth; or	27 28 29



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- (ii) an association of employees or independent contractors, or both, that is registered or recognised as an association of that type (however described) under the *Industrial Relations Act 1999*. 1  
2  
3  
4
- (2) An application may be made for the issue of a subsequent WHS entry permit before or after the current WHS entry permit expires. 5  
6  
7
- 138 Application to revoke WHS entry permit** 8
- (1) The following persons may apply to the commission for a WHS entry permit held by a person to be revoked— 9  
10
- (a) the regulator; 11
- (b) the relevant person conducting a business or undertaking; 12  
13
- (c) any other person in relation to whom the WHS entry permit holder has exercised or purported to exercise a right under this part; 14  
15  
16
- (d) any other person affected by the exercise or purported exercise of a right under this part by a WHS entry permit holder. 17  
18  
19
- (2) The grounds for an application for revocation of a WHS entry permit are— 20  
21
- (a) that the permit holder no longer satisfies the eligibility criteria for a WHS entry permit or an entry permit under a corresponding WHS law, or the Fair Work Act or the *Workplace Relations Act 1996* of the Commonwealth or for an industrial officer authority; or 22  
23  
24  
25  
26
- (b) that the permit holder has contravened any condition of the WHS entry permit; or 27  
28
- (c) that the permit holder has acted or purported to act in an improper way in the exercise of any right under this Act; or 29  
30  
31
- (d) in exercising or purporting to exercise a right under this part, that the permit holder has intentionally hindered or 32  
33
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[s 139]

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- obstructed a person conducting the business or  
undertaking or workers at a workplace. 1  
2
- (3) The applicant must give written notice of the application,  
setting out the grounds for the application, to the person who  
holds the WHS entry permit and the union concerned. 3  
4  
5
- (4) The person who holds the WHS entry permit and the union  
that the WHS entry permit holder represents are parties to the  
application. 6  
7  
8
- 139 Commission must permit WHS entry permit holder to  
show cause** 9  
10
- (1) If, on an application under section 138, the commission is  
satisfied that a ground may exist for the revocation of the  
WHS entry permit under section 138(2), the commission  
must— 11  
12  
13  
14
- (a) give the WHS entry permit holder written notice (a  
*show cause notice*); and 15  
16
- (b) if the commission considers it appropriate, suspend the  
operation of the WHS entry permit until the commission  
decides the application for revocation. 17  
18  
19
- (2) The show cause notice must— 20
- (a) contain a statement to the effect that the WHS entry  
permit holder may, not later than 21 days after the day  
the WHS entry permit holder is given the notice, give  
the commission written reasons explaining why the  
WHS entry permit should not be revoked; and 21  
22  
23  
24  
25
- (b) be accompanied by a summary of the reasons for the  
application; and 26  
27
- (c) if applicable, be accompanied by a notice of suspension  
of the permit. 28  
29

<b>140</b>	<b>Determination of application</b>	1
(1)	If the commission is satisfied on the balance of probabilities about any of the matters in section 138(2), it may make 1 or more of the following orders—	2 3 4
(a)	an order imposing conditions on the WHS entry permit;	5
(b)	an order suspending the WHS entry permit;	6
(c)	an order revoking the WHS entry permit;	7
(d)	an order about the future issue of a WHS entry permit to the person whose WHS entry permit is revoked;	8 9
(e)	an order imposing any alternative action the commission considers appropriate.	10 11
(2)	In deciding what action to take under subsection (1), in relation to a person, the commission must take into account—	12 13
(a)	the seriousness of any findings of the commission having regard to the object of this Act; and	14 15
(b)	any other matters the commission considers relevant.	16
(3)	A person dissatisfied with the decision of the commission may appeal under the <i>Industrial Relations Act 1999</i> , chapter 9.	17 18 19
	<i>Note—</i>	20
	See the <i>Industrial Relations Act 1999</i> , sections 341(1) and 342(1).	21

## **Division 6**                      **Dealing with disputes**                      22

<b>141</b>	<b>Application for assistance of inspector to resolve dispute</b>	23
	If a dispute arises about the exercise or purported exercise by a WHS entry permit holder of a right of entry under this Act, any party to the dispute may ask the regulator to appoint an inspector to attend the workplace to assist in resolving the dispute.	24 25 26 27 28

[s 142]

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<b>142</b>	<b>Commission may deal with a dispute about a right of entry under this Act</b>	1 2
(1)	The commission may deal with a dispute about the exercise or purported exercise by a WHS entry permit holder of a right of entry under this Act (including a dispute about whether a request under section 128 is reasonable).	3 4 5 6
(2)	The commission may deal with the dispute in any way it thinks fit, including by means of mediation, conciliation or arbitration.	7 8 9
(3)	If the commission deals with the dispute by arbitration, it may make 1 or more of the following orders—	10 11
(a)	an order imposing conditions on a WHS entry permit;	12
(b)	an order suspending a WHS entry permit;	13
(c)	an order revoking a WHS entry permit;	14
(d)	an order about the future issue of WHS entry permits to 1 or more persons;	15 16
(e)	any other order it considers appropriate.	17
(4)	The commission may deal with the dispute—	18
(a)	on its own initiative; or	19
(b)	on application by any of the following to whom the dispute relates—	20 21
(i)	a WHS entry permit holder;	22
(ii)	the relevant union;	23
(iii)	the relevant person conducting a business or undertaking;	24 25
(iv)	any other person in relation to whom the WHS entry permit holder has exercised or purported to exercise the right of entry;	26 27 28
(v)	any other person affected by the exercise or purported exercise of the right of entry by a WHS entry permit holder;	29 30 31
(vi)	the regulator.	32

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(5)	In dealing with a dispute, the commission must not confer any rights on the WHS entry permit holder that are additional to, or inconsistent with, rights exercisable by the WHS entry permit holder under this part.	1 2 3 4
(6)	A person dissatisfied with the decision of the commission may appeal under the <i>Industrial Relations Act 1999</i> , chapter 9.	5 6 7
	<i>Note—</i>	8
	See the <i>Industrial Relations Act 1999</i> , sections 341(1) and 342(1)	9
<b>143</b>	<b>Contravening order made to deal with dispute</b>	10
	A person must not contravene an order under section 142(3). WHS civil penalty provision.	11 12
	Maximum penalty—100 penalty units.	13
<b>Division 7</b>	<b>Prohibitions</b>	14
<b>144</b>	<b>Person must not refuse or delay entry of WHS entry permit holder</b>	15 16
(1)	A person must not, without reasonable excuse, refuse or unduly delay entry into a workplace by a WHS entry permit holder who is entitled to enter the workplace under this part. WHS civil penalty provision.	17 18 19 20
	Maximum penalty—100 penalty units.	21
(2)	Subsection (1) places an evidential burden on the defendant to show a reasonable excuse.	22 23
<b>145</b>	<b>Person must not hinder or obstruct WHS entry permit holder</b>	24 25
	A person must not intentionally and unreasonably hinder or obstruct a WHS entry permit holder in entering a workplace or in exercising any rights at a workplace under this part.	26 27 28

[s 146]

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WHS civil penalty provision.	1
Maximum penalty—100 penalty units.	2
<b>146 WHS entry permit holder must not delay, hinder or obstruct any person or disrupt work at workplace</b>	3 4
A WHS entry permit holder exercising, or seeking to exercise, rights under this part must not intentionally and unreasonably delay, hinder or obstruct any person or disrupt any work at a workplace, or otherwise act in an improper way.	5 6 7 8
WHS civil penalty provision.	9
Maximum penalty—100 penalty units.	10
<b>147 Misrepresentations about things authorised by this part</b>	11
(1) A person must not take action—	12
(a) with the intention of giving the impression; or	13
(b) reckless as to whether the impression is given;	14
that the doing of a thing is authorised by this part if it is not so authorised.	15 16
WHS civil penalty provision.	17
Maximum penalty—100 penalty units.	18
(2) Subsection (1) does not apply if the person reasonably believes that the doing of the thing is authorised.	19 20
<b>148 Unauthorised use or disclosure of information or documents</b>	21 22
A person must not use or disclose information or a document obtained under division 2 in an inquiry into a suspected contravention for a purpose that is not related to the inquiry or rectifying the suspected contravention, unless—	23 24 25 26
(a) the person reasonably believes that the use or disclosure is necessary to lessen or prevent—	27 28

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- |       |  |                            |
|-------|--|----------------------------|
| (i)   | a serious risk to a person's health or safety; or  | 1                          |
| (ii)  | a serious threat to public health or safety; or  | 2                          |
| (b)   | the person has reason to suspect that unlawful activity has been, is being or may be engaged in, and uses or discloses the information or document as a necessary part of an investigation of the matter or in reporting concerns to relevant persons or authorities; or | 3<br>4<br>5<br>6<br>7      |
| (c)   | the use or disclosure is required or authorised by or under law; or  | 8<br>9                     |
| (d)   | the person reasonably believes that the use or disclosure is reasonably necessary for 1 or more of the following by, or on behalf of, an enforcement body (within the meaning of the <i>Privacy Act 1988</i> of the Commonwealth)—                                       | 10<br>11<br>12<br>13<br>14 |
| (i)   | the prevention, detection, investigation, prosecution or punishment of criminal offences, breaches of a law imposing a penalty or sanction or breaches of a prescribed law;  | 15<br>16<br>17<br>18       |
| (ii)  | the enforcement of laws relating to the confiscation of the proceeds of crime;   | 19<br>20                   |
| (iii) | the protection of the public revenue;  | 21                         |
| (iv)  | the prevention, detection, investigation or remedying of seriously improper conduct or prescribed conduct;   | 22<br>23<br>24             |
| (v)   | the preparation for, or conduct of, proceedings before any court or tribunal, or implementation of the orders of a court or tribunal; or   | 25<br>26<br>27             |
| (e)   | if the information is, or the document contains, personal information—the use or disclosure is made with the consent of the individual to whom the information relates.  | 28<br>29<br>30<br>31       |
|       | WHS civil penalty provision.   | 32                         |
|       | Maximum penalty—100 penalty units.   | 33                         |
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[s 149]

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<b>Division 8</b>	<b>General</b>	1
<b>149</b>	<b>Return of WHS entry permits</b>	2
(1)	The person to whom a WHS entry permit is issued must return the permit to the industrial registrar within 14 days of any of the following things happening—	3 4 5
(a)	the permit is revoked or suspended;	6
(b)	the permit expires.	7
	WHS civil penalty provision.	8
	Maximum penalty—20 penalty units.	9
(2)	After the end of a period of suspension of a WHS entry permit, the industrial registrar must return the WHS entry permit to the person to whom it was issued if—	10 11 12
(a)	the person, or the person's union, applies to the industrial registrar for the return of the permit; and	13 14
(b)	the permit has not expired.	15
<b>150</b>	<b>Union to provide information to industrial registrar</b>	16
	The relevant union must advise the industrial registrar if—	17
(a)	the WHS entry permit holder resigns from or otherwise leaves the union; or	18 19
(b)	the WHS entry permit holder has had any entry permit granted under a corresponding WHS law, or the Fair Work Act or the <i>Workplace Relations Act 1996</i> of the Commonwealth (no matter when in force), or an industrial officer authority, cancelled or suspended; or	20 21 22 23 24
(c)	the union ceases to be—	25
(i)	an organisation that is registered, or taken to be registered, under the <i>Fair Work (Registered Organisations) Act 2009</i> of the Commonwealth; or	26 27 28
(ii)	an association of employees or independent contractors, or both, that is registered or recognised	29 30



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as an association of that type (however described)	1
under the <i>Industrial Relations Act 1999</i> .	2
WHS civil penalty provision.	3
Maximum penalty—50 penalty units.	4
<b>151 Register of WHS entry permit holders</b>	5
The industrial registrar must keep available for public access	6
an up-to-date register of WHS entry permit holders as	7
provided under a regulation.	8
<b>Part 8 The regulator</b>	9
<b>Division 1 Functions of regulator</b>	10
<b>152 Functions of regulator</b>	11
The regulator has the following functions—	12
(a) to advise and make recommendations to the Minister	13
and report on the operation and effectiveness of this Act;	14
(b) to monitor and enforce compliance with this Act;	15
(c) to provide advice and information on work health and	16
safety to duty holders under this Act and to the	17
community;	18
(d) to collect, analyse and publish statistics relating to work	19
health and safety;	20
(e) to foster a cooperative, consultative relationship	21
between duty holders and the persons to whom they owe	22
duties and their representatives in relation to work	23
health and safety matters;	24
(f) to promote and support education and training on	25
matters relating to work health and safety;	26

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- (g) to engage in, promote and coordinate the sharing of information to achieve the object of this Act, including the sharing of information with a corresponding regulator; 1  
2  
3  
4
- (h) to conduct and defend proceedings under this Act before a court or tribunal; 5  
6
- (i) any other function conferred on the regulator under this Act. 7  
8
- Note—* 9
- The regulator is appointed under schedule 2, part 1. 10

**153 Powers of regulator** 11

- (1) Subject to this Act, the regulator has the power to do all things necessary or convenient to be done for or in connection with the performance of the regulator's functions. 12  
13  
14
- (2) Without limiting subsection (1), the regulator has all the powers and functions that an inspector has under this Act. 15  
16

**154 Delegation by regulator** 17

- (1) The regulator may delegate to an inspector, appropriately qualified public service employee or a person prescribed under a regulation a function or power under this Act. 18  
19  
20
- (2) In this section— 21
- appropriately qualified* includes having the qualifications, experience or standing appropriate to perform the function or exercise the power. 22  
23  
24
- Example of standing—* 25
- a person's classification level in the public service 26

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<b>Division 2</b>	<b>Powers of regulator to obtain information</b>	1 2
<b>155</b>	<b>Powers of regulator to obtain information</b>	3
(1)	This section applies if the regulator has reasonable grounds to believe that a person is capable of giving information, providing documents or giving evidence in relation to a possible contravention of this Act or that will assist the regulator to monitor or enforce compliance with this Act.	4 5 6 7 8
(2)	The regulator may, by written notice served on the person, require the person to do one or more of the following—	9 10
(a)	to give the regulator, in writing signed by the person (or in the case of a body corporate, by a competent officer of the body corporate) and within the time and in the way stated in the notice, that information of which the person has knowledge;	11 12 13 14 15
(b)	to produce to the regulator, in accordance with the notice, those documents;	16 17
(c)	to appear before a person appointed by the regulator on a day, and at a time and place, stated in the notice (being a day, time and place that are reasonable in the circumstances) and give either orally or in writing that evidence and produce those documents.	18 19 20 21 22
(3)	The notice must—	23
(a)	state that the requirement is made under this section; and	24 25
(b)	contain a statement to the effect that a failure to comply with a requirement is an offence; and	26 27
(c)	if the notice requires the person to provide information or documents or answer questions—	28 29
(i)	contain a statement about the effect of sections 172 and 269; and	30 31
(ii)	state that the person may attend with a legal practitioner.	32 33

[s 156]

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|-----|--|------------------|
| (4) | The regulator must not make a requirement under subsection (2)(c) unless the regulator has taken all reasonable steps to obtain the information under subsections (2)(a) and (b) and has been unable to do so. | 1<br>2<br>3<br>4 |
| (5) | A person must not, without reasonable excuse, refuse or fail to comply with a requirement under this section.<br>Maximum penalty—100 penalty units.  | 5<br>6<br>7      |
| (6) | Subsection (5) places an evidential burden on the accused to show a reasonable excuse.   | 8<br>9           |
| (7) | Section 172, with any necessary changes, applies to a requirement under this section.  | 10<br>11         |

## **Part 9                      Securing compliance**                      12

### **Division 1                      Appointment of inspectors**                      13

#### **156      Appointment of inspectors**                      14

- |     |   |                      |
|-----|---|----------------------|
| (1) | The regulator may, by instrument, appoint any of the following as an inspector—   | 15<br>16             |
| (a) | a public service employee;  | 17                   |
| (b) | an employee of a public authority;  | 18                   |
| (c) | the holder of a statutory office;   | 19                   |
| (d) | a person who is appointed as an inspector under a corresponding WHS law;  | 20<br>21             |
| (e) | a person of a class prescribed under a regulation.  | 22                   |
| (2) | Without limiting subsection (1)(d), arrangements may be made for that paragraph under the <i>Public Service Act 2008</i> , sections 183 and 184 as if reference in those sections to the chief executive were a reference to the regulator. | 23<br>24<br>25<br>26 |

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<b>157</b>	<b>Identity cards</b>	1
(1)	The regulator must give each inspector an identity card that states the person's name and appointment as an inspector and includes any other matter prescribed under a regulation.	2 3 4
(2)	In exercising a compliance power in relation to a person, an inspector must—	5 6
(a)	produce the inspector's identity card for the person's inspection before exercising the power; or	7 8
(b)	have the identity card displayed so it is clearly visible to the person when exercising the power.	9 10
(3)	However, if it is not practicable to comply with subsection (2), the inspector must produce the identity card for the person's inspection at the first reasonable opportunity.	11 12 13
(4)	If a person to whom an identity card has been issued ceases to be an inspector, the person must return the identity card to the regulator as soon as practicable.	14 15 16
	Maximum penalty—40 penalty units.	17
<b>158</b>	<b>Accountability of inspectors</b>	18
(1)	An inspector must give written notice to the regulator of all interests, pecuniary or otherwise, that the inspector has, or acquires, and that conflict or could conflict with the proper performance of the inspector's functions.	19 20 21 22
(2)	The regulator must give a direction to an inspector not to deal, or to no longer deal, with a matter if the regulator becomes aware that the inspector has a potential conflict of interest in relation to a matter and the regulator considers that the inspector should not deal, or should no longer deal, with the matter.	23 24 25 26 27 28
	<i>Note—</i>	29
	Failure to comply with subsection (1) or (2) may result in action by the regulator under section 159 (Suspension and ending of appointment of inspectors) or disciplinary action under the <i>Public Service Act 2008</i> .	30 31 32

[s 159]

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<b>159</b>	<b>Suspension and ending of appointment of inspectors</b>	1
(1)	The regulator may suspend or end the appointment of an inspector.	2 3
(2)	A person's appointment as an inspector ends when the person ceases to be eligible for appointment as an inspector.	4 5
<b>Division 2</b>	<b>Functions and powers of inspectors</b>	6
<b>160</b>	<b>Functions and powers of inspectors</b>	7
	An inspector has the following functions and powers under this Act—	8 9
(a)	to provide information and advice about compliance with this Act;	10 11
(b)	to assist in the resolution of—	12
(i)	work health and safety issues at workplaces; and	13
(ii)	issues related to access to a workplace by an assistant to a health and safety representative; and	14 15
(iii)	issues related to the exercise or purported exercise of a right of entry under part 7;	16 17
(c)	to review disputed provisional improvement notices;	18
(d)	to require compliance with this Act through the issuing of notices;	19 20
(e)	to investigate contraventions of this Act and assist in the prosecution of offences.	21 22
<b>161</b>	<b>Conditions on inspectors' compliance powers</b>	23
	An inspector's compliance powers are subject to any conditions stated in the instrument of the inspector's appointment.	24 25 26

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<b>162</b>	<b>Inspectors subject to regulator’s directions</b>	1
(1)	An inspector is subject to the regulator’s directions in the exercise of the inspector’s compliance powers.	2 3
(2)	A direction under subsection (1) may be of a general nature or may relate to a stated matter or stated class of matter.	4 5
(3)	Without limiting subsection (1), the regulator must issue directions to inspectors to ensure powers are exercised under this part in a way that minimises any adverse affect on the privacy, confidentiality and security of persons and businesses.	6 7 8 9 10
<b>Division 3</b>	<b>Powers relating to entry</b>	11
<b>Subdivision 1</b>	<b>General powers of entry</b>	12
<b>163</b>	<b>Powers of entry</b>	13
(1)	An inspector may at any time enter a place that is, or that the inspector reasonably suspects is, a workplace.	14 15
(2)	An entry may be made under subsection (1) with, or without, the consent of the person with management or control of the workplace.	16 17 18
(3)	If an inspector enters a place under subsection (1) and it is not a workplace, the inspector must leave the place immediately.	19 20
(4)	An inspector may enter any place if the entry is authorised by a search warrant.	21 22
	<i>Note—</i>	23
	An inspector may enter residential premises to gain access to a workplace (see section 170(c)).	24 25
<b>164</b>	<b>Notification of entry</b>	26
(1)	An inspector may enter a place under section 163 without prior notice to any person.	27 28

[s 165]

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- (2) An inspector must, as soon as practicable after entry to a workplace or suspected workplace, take all reasonable steps to notify the following persons of the entry and the purpose of the entry—
- (a) the relevant person conducting a business or undertaking at the workplace;
  - (b) the person with management or control of the workplace;
  - (c) any health and safety representative for workers carrying out work for that business or undertaking at the workplace.
- (3) However, an inspector is not required to notify any person if to do so would defeat the purpose for which the place was entered or cause unreasonable delay.
- (4) In this section, *relevant person conducting a business or undertaking* means the person conducting any business or undertaking in relation to which the inspector is exercising the powers of entry.

**165 General powers on entry**

- (1) An inspector who enters a workplace under this division may do all or any of the following—
- (a) inspect, examine and make inquiries at the workplace;
  - (b) inspect and examine anything, including a document, at the workplace;
  - (c) bring to the workplace and use any equipment or materials that may be required;
  - (d) take measurements, conduct tests and make sketches or recordings, including photographs, films, audio, video, digital or other recordings;
  - (e) take and remove for analysis a sample of any substance or thing without paying for it;



- 
- (f) require a person at the workplace to give the inspector reasonable help to exercise the inspector's powers under paragraphs (a) to (e);
- (g) exercise any compliance power or other power that is reasonably necessary to be exercised by the inspector for the purposes of this Act.
- (2) A person required to give reasonable help under subsection (1)(f) must not, without reasonable excuse, refuse or fail to comply with the requirement.
- Maximum penalty—100 penalty units.
- (3) Subsection (2) places an evidential burden on the accused to show a reasonable excuse.

**166 Persons assisting inspectors**

- (1) A person (the *assistant*), including an interpreter, may accompany the inspector entering a workplace under section 165 to assist the inspector if the inspector considers the assistance is necessary.
- (2) The assistant—
- (a) may do the things at the place and in the way that the inspector reasonably requires to assist the inspector to exercise compliance powers; but
- (b) must not do anything that the inspector does not have power to do, except as permitted under a search warrant.
- (3) Anything done lawfully by the assistant is taken for all purposes to have been done by the inspector.

**Subdivision 2 Search warrants**

**167 Search warrants**

- (1) An inspector may apply to a magistrate for a search warrant for a place.

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- (2) The application must be sworn and state the grounds on which the warrant is sought. 1  
2
- (3) The magistrate may refuse to consider the application until the inspector gives the magistrate all the information the magistrate requires about the application in the way the magistrate requires. 3  
4  
5  
6
- Example—* 7
- The magistrate may require additional information supporting the application to be given by statutory declaration. 8  
9
- (4) The magistrate may issue a search warrant only if the magistrate is satisfied there are reasonable grounds for suspecting— 10  
11  
12
- (a) there is a particular thing or activity (the *evidence*) that may provide evidence of an offence against this Act; and 13  
14
- (b) the evidence is, or may be within the next 72 hours, at the place. 15  
16
- (5) The search warrant must state— 17
- (a) that a stated inspector may, with necessary and reasonable help and force, enter the place and exercise the inspector’s compliance powers; and 18  
19  
20
- (b) the offence for which the search warrant is sought; and 21
- (c) the evidence that may be seized under the search warrant; and 22  
23
- (d) the hours of the day or night when the place may be entered; and 24  
25
- (e) the date, within 7 days after the search warrant’s issue, the search warrant ends. 26  
27

**167A Electronic application** 28

- (1) An application under section 167 may be made by phone, fax, email, radio, videoconferencing or another form of electronic communication if the inspector reasonably considers it necessary because of— 29  
30  
31  
32

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- (a) urgent circumstances; or 1
- (b) other special circumstances, including, for example, the 2  
inspector's remote location. 3
- (2) The application— 4
- (a) may not be made before the inspector prepares a written 5  
application under section 167(2); but 6
- (b) may be made before the application is sworn. 7
- (3) The magistrate may issue the warrant (the *original warrant*) 8  
only if the magistrate is satisfied— 9
- (a) it was necessary to make the application under this 10  
section; and 11
- (b) the way the application was made was appropriate. 12
- (4) After the magistrate issues the original warrant— 13
- (a) if there is a reasonably practicable way of immediately 14  
giving a copy of the warrant to the inspector, including, 15  
for example, by sending a copy by fax or email, the 16  
magistrate must immediately give a copy of the warrant 17  
to the inspector; or 18
- (b) otherwise— 19
- (i) the magistrate must tell the inspector the 20  
information mentioned in section 167(5); and 21
- (ii) the inspector must complete a form of warrant, 22  
including by writing on it the information 23  
mentioned in section 167(5) provided by the 24  
magistrate. 25
- (5) The copy of the warrant mentioned in subsection (4)(a), or the 26  
form of warrant completed under subsection (4)(b) (in either 27  
case the *duplicate warrant*), is a duplicate of, and as effectual 28  
as, the original warrant. 29
- (6) The inspector must, at the first reasonable opportunity, send to 30  
the magistrate— 31
- (a) the written application complying with section 167(2); 32  
and 33
-

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- (b) if the inspector completed a form of warrant under subsection (4)(b)—the completed form of warrant. 1  
2
- (7) The magistrate must keep the original warrant and, on receiving the documents under subsection (6)— 3  
4
- (a) attach the documents to the original warrant; and 5
- (b) give the original warrant and documents to the clerk of the court of the relevant Magistrates Court. 6  
7
- (8) Despite subsection (5), if— 8
- (a) an issue arises in a proceeding about whether an exercise of a power was authorised by a warrant issued under this section; and 9  
10  
11
- (b) the original warrant is not produced in evidence; 12
- the onus of proof is on the person relying on the lawfulness of the exercise of the power to prove a warrant authorised the exercise of the power. 13  
14  
15
- (9) This section does not limit section 167. 16
- (10) In this section— 17
- relevant Magistrates Court*, in relation to a magistrate, means the Magistrates Court that the magistrate constitutes under the *Magistrates Act 1991*. 18  
19  
20
- Note—* 21
- In relation to the numbering of this section, see the note to section 3. 22

**168 Announcement before entry on warrant** 23

- (1) Before executing a search warrant, the inspector named in the warrant or an assistant to the inspector must— 24  
25
- (a) announce that he or she is authorised by the warrant to enter the place; and 26  
27
- (b) give any person at the place an opportunity to allow that entry. 28  
29
- (2) However, the inspector or an assistant to the inspector is not required to comply with subsection (1) if he or she believes on 30  
31

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reasonable grounds that immediate entry to the place is needed to ensure—	1 2
(a) the safety of any person; or	3
(b) that the effective execution of the warrant is not frustrated.	4 5
<b>169 Copy of warrant to be given to person with management or control of place</b>	6 7
(1) If the person who has or appears to have management or control of a place is present at the place when a search warrant is being executed, the inspector must—	8 9 10
(a) identify himself or herself to that person by producing his or her identity card for inspection; and	11 12
(b) give that person a copy of the execution copy of the warrant.	13 14
(2) In this section—	15
<i>execution copy</i> includes a duplicate warrant mentioned in section 167A(5).	16 17
<b>Subdivision 3 Limitation on entry powers</b>	18
<b>170 Places used for residential purposes</b>	19
Despite anything else in this division, the powers of an inspector under this division in relation to entering a place are not exercisable in relation to any part of a place that is used only for residential purposes except—	20 21 22 23
(a) with the consent of the person with management or control of the place; or	24 25
(b) under the authority conferred by a search warrant; or	26
(c) for the purpose only of gaining access to a suspected workplace, but only—	27 28

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- (i) if the inspector reasonably believes that no reasonable alternative access is available; and
- (ii) at a reasonable time having regard to the times at which the inspector believes work is being carried out at the place to which access is sought.

## **Subdivision 4      Specific powers on entry**

### **171      Power to require production of documents and answers to questions**

- (1) An inspector who enters a workplace under this division may—
  - (a) require a person to tell the inspector who has custody of, or access to, a document; or
  - (b) require a person who has custody of, or access to, a document to produce that document to the inspector while the inspector is at that workplace or within a stated period; or
  - (c) require a person at the workplace to answer any questions put by the inspector.
- (2) A requirement under subsection (1)(b) must be made by written notice unless the circumstances require the inspector to have immediate access to the document.
- (3) An interview conducted by an inspector under subsection (1)(c) must be conducted in private if—
  - (a) the inspector considers it appropriate; or
  - (b) the person being interviewed so requests.
- (4) Subsection (3) does not limit the operation of section 166 or prevent a representative of the person being interviewed from being present at the interview.
- (5) Subsection (3) may be invoked during an interview by—
  - (a) the inspector; or

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(b)	the person being interviewed;	1
	in which case the subsection applies to the remainder of the interview.	2 3
(6)	A person must not, without reasonable excuse, refuse or fail to comply with a requirement under this section.	4 5
	Maximum penalty—100 penalty units.	6
	<i>Note—</i>	7
	See sections 172 and 173 in relation to self-incrimination and section 269 in relation to legal professional privilege.	8 9
(7)	Subsection (6) places an evidential burden on the accused to show a reasonable excuse.	10 11
<b>172</b>	<b>Abrogation of privilege against self-incrimination</b>	12
(1)	A person is not excused from answering a question or providing information or a document under this part on the ground that the answer to the question, or the information or document, may tend to incriminate the person or expose the person to a penalty.	13 14 15 16 17
(2)	However, the answer to a question or information or a document provided by an individual, and other evidence directly or indirectly derived from the answer, information or document, is not admissible as evidence against that individual in civil or criminal proceedings other than proceedings arising out of the false or misleading nature of the answer, information or document.	18 19 20 21 22 23 24
<b>173</b>	<b>Warning to be given</b>	25
(1)	Before requiring a person to answer a question or provide information or a document under this part, an inspector must—	26 27 28
(a)	identify himself or herself to the person as an inspector by producing the inspector's identity card or in some other way; and	29 30 31

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- (b) warn the person that failure to comply with the requirement or to answer the question, without reasonable excuse, would constitute an offence; and
    - (c) warn the person about the effect of section 172; and
    - (d) advise the person about the effect of section 269.
  - (2) It is not an offence for an individual to refuse to answer a question put by an inspector or provide information or a document to an inspector under this part on the ground that the question, information or document might tend to incriminate him or her, unless he or she was first given the warning in subsection (1)(c).
  - (3) Nothing in this section prevents an inspector from obtaining and using evidence given to the inspector voluntarily by any person.
- 174 Powers to copy and retain documents**
- (1) An inspector may—
    - (a) make copies of, or take extracts from, a document given to the inspector under a requirement under this Act; and
    - (b) keep that document for the period that the inspector considers necessary.
  - (2) While an inspector retains custody of a document, the inspector must permit the following persons to inspect or make copies of the document at all reasonable times—
    - (a) the person who produced the document;
    - (b) the owner of the document;
    - (c) a person authorised by a person mentioned in paragraph (a) or (b).
- 175 Power to seize evidence etc.**
- (1) An inspector who enters a workplace under this part may—



- 
- (a) seize anything (including a document) at the place if the inspector reasonably believes the thing is evidence of an offence against this Act; or
- (b) take and remove for analysis, testing or examination a sample of any substance or thing without paying for it.
- (2) An inspector who enters a place with a search warrant may seize the evidence for which the warrant was issued.
- (3) An inspector may also seize anything else at the place if the inspector reasonably believes—
- (a) the thing is evidence of an offence against this Act; and
- (b) the seizure is necessary to prevent the thing being hidden, lost or destroyed or used to continue or repeat the offence.
- 176 Inspector’s power to seize dangerous workplaces and things**
- (1) This section applies if an inspector who enters a workplace under this part reasonably believes that—
- (a) the workplace or part of the workplace; or
- (b) plant at the workplace; or
- (c) a substance at the workplace or part of the workplace; or
- (d) a structure at a workplace;
- is defective or hazardous to a degree likely to cause serious injury or illness or a dangerous incident to occur.
- (2) The inspector may seize the workplace or part, the plant, the substance or the structure.
- 177 Powers supporting seizure**
- (1) Having seized a thing, an inspector may—
- (a) move the thing from the place where it was seized (the *place of seizure*); or

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- (b) leave the thing at the place of seizure but take reasonable action to restrict access to it; or 1  
2
- Examples—* 3
- 1 sealing a thing and marking it to show access to it is restricted 4  
5
- 2 sealing the entrance to a room where the seized thing is situated and marking it to show access to it is restricted 6  
7
- (c) if the thing is plant or a structure—dismantle or cause to be dismantled the plant or structure. 8  
9
- (2) If an inspector restricts access to a seized thing, a person must not tamper, or attempt to tamper, with the thing or something restricting access to the thing without an inspector's approval. 10  
11  
12
- Maximum penalty—100 penalty units. 13
- (3) To enable a thing to be seized, an inspector may require the person in control of it— 14  
15
- (a) to take it to a stated reasonable place by a stated reasonable time; and 16  
17
- (b) if necessary, to remain in control of it at the stated place for a reasonable time. 18  
19
- (4) The requirement— 20
- (a) must be made by written notice; or 21
- (b) if for any reason it is not practicable to give the notice, may be made orally and confirmed by written notice as soon as practicable. 22  
23  
24
- (5) A further requirement may be made under this section in relation to the same thing if it is necessary and reasonable to make the further requirement. 25  
26  
27
- (6) The person must not, without reasonable excuse, refuse or fail to comply with a requirement under subsection (3) or (5). 28  
29
- Maximum penalty—100 penalty units. 30
- (7) Subsection (6) places an evidential burden on the defendant to show a reasonable excuse. 31  
32

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- 178 Receipt for seized things** 1
- (1) As soon as practicable after an inspector seizes a thing, the 2  
inspector must give a receipt for it to the person from whom it 3  
was seized. 4
- (2) However, if for any reason it is not practicable to comply with 5  
subsection (1), the inspector must leave the receipt in a 6  
conspicuous position and in a reasonably secure way at the 7  
place of seizure. 8
- (3) The receipt must describe generally each thing seized and its 9  
condition. 10
- (4) This section does not apply to a thing if it is impracticable or 11  
would be unreasonable to give the receipt required by this 12  
section (given the thing's nature, condition and value). 13
- 179 Forfeiture of seized things** 14
- (1) A seized thing is forfeited to the State if the regulator— 15
- (a) can not find the person entitled to the thing after making 16  
reasonable inquiries; or 17
- (b) can not return it to the person entitled to it, after making 18  
reasonable efforts; or 19
- (c) reasonably believes it is necessary to forfeit the thing to 20  
prevent it being used to commit an offence against this 21  
Act. 22
- (2) Subsection (1)(a) does not require the regulator to make 23  
inquiries if it would be unreasonable to make inquiries to find 24  
the person entitled to the thing. 25
- (3) Subsection (1)(b) does not require the regulator to make 26  
efforts if it would be unreasonable to make efforts to return 27  
the thing to the person entitled to it. 28
- (4) If the regulator decides to forfeit the thing under subsection 29  
(1)(c), the regulator must tell the person entitled to the thing 30  
of the decision by written notice. 31
- (5) Subsection (4) does not apply if— 32
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- (a) the regulator can not find the person entitled to the thing, after making reasonable inquiries; or 1  
2
- (b) it is impracticable or would be unreasonable to give the notice. 3  
4
- (6) The notice must state— 5
  - (a) the reasons for the decision; and 6
  - (b) that the person entitled to the thing may apply within 28 days after the date of the notice for the decision to be reviewed; and 7  
8  
9
  - (c) how the person may apply for the review; and 10
  - (d) that the person may apply for a stay of the decision if the person applies for a review. 11  
12
- (7) In deciding whether and, if so, what inquiries and efforts are reasonable or whether it would be unreasonable to give notice about a thing, regard must be had to the thing's nature, condition and value. 13  
14  
15  
16
- (8) Any costs reasonably incurred by the State in storing or disposing of a thing forfeited under subsection (1)(c) may be recovered in a court of competent jurisdiction as a debt due to the State from that person. 17  
18  
19  
20
- (9) In this section, *person entitled* to a thing means the person from whom it was seized unless that person is not entitled to possess it in which case it means the owner of the thing. 21  
22  
23

**180 Return of seized things** 24

- (1) If a seized thing has not been forfeited, the person entitled to the thing may apply to the regulator for the return of the thing after the end of 6 months after it was seized. 25  
26  
27
- (2) The regulator must return the thing to the applicant under subsection (1) unless the regulator has reasonable grounds to retain the thing. 28  
29  
30
- (3) The regulator may impose any conditions on the return of the thing under this section that the regulator considers 31  
32

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appropriate to eliminate or minimise any risk to work health or safety related to the thing.	1 2
(4) In this section, <i>person entitled</i> to a thing means the person entitled to possess the thing or the owner of the thing.	3 4
<b>181 Access to seized things</b>	5
(1) Until a seized thing is forfeited or returned, the regulator must permit the following persons to inspect it and, if it is a document, to make copies of it at all reasonable times—	6 7 8
(a) the person from whom the thing was seized;	9
(b) the owner of the thing;	10
(c) a person authorised by a person mentioned in paragraph (a) or (b).	11 12
(2) Subsection (1) does not apply if it is impracticable or would be unreasonable to allow inspection or copying.	13 14
<b>Division 4 Damage and compensation</b>	15
<b>182 Damage etc. to be minimised</b>	16
In the exercise, or purported exercise, of a compliance power, an inspector must take all reasonable steps to ensure that the inspector, and any assistant to the inspector, cause as little inconvenience, detriment and damage as is practicable.	17 18 19 20
<b>183 Inspector to give notice of damage</b>	21
(1) This section applies if an inspector or an assistant to an inspector damages a thing when exercising or purporting to exercise a compliance power.	22 23 24
(2) The inspector must, as soon as practicable, give written notice of the damage to the person who the inspector believes on reasonable grounds, is the person in control of the thing.	25 26 27

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- (3) If the inspector believes the damage was caused by a latent defect in the thing or circumstances beyond the inspector's or assistant's control, the inspector may state it in the notice. 1  
2  
3
- (4) If, for any reason, it is impracticable to comply with subsection (2), the inspector must leave the notice in a conspicuous position and in a reasonably secure way where the damage happened. 4  
5  
6  
7
- (5) This section does not apply to damage the inspector reasonably believes is trivial. 8  
9

**184 Compensation** 10

- (1) A person may claim compensation from the State if the person incurs loss or expense because of the exercise or purported exercise of a power under division 3. 11  
12  
13
- (2) Compensation may be claimed and ordered in a proceeding— 14
  - (a) taken in a court of competent jurisdiction; or 15
  - (b) for an offence against this Act taken against the person claiming compensation. 16  
17
- (3) The court may order compensation to be paid only if it is satisfied it is just to make the order in the circumstances of the particular case. 18  
19  
20
- (4) A regulation may prescribe matters that may, or must, be taken into account by the court when considering whether it is just to make the order. 21  
22  
23

**Division 5 Other matters** 24

**185 Power to require name and address** 25

- (1) An inspector may require a person to provide the person's name and residential address if— 26  
27
  - (a) the inspector finds the person committing an offence against this Act; or 28  
29

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- (b) the inspector finds the person in circumstances that lead, or has information that leads, the inspector to reasonably suspect the person has just committed an offence against this Act.
- (2) When asking a person to provide his or her name and residential address, the inspector must—
- (a) tell the person the reason for the requirement to provide his or her name and residential address; and
- (b) warn the person that it is an offence to fail to state that name and residential address, unless the person has a reasonable excuse.
- (3) If the inspector reasonably believes that the name or residential address is false, the inspector may require the person to give evidence of its correctness.
- (4) A person must not, without reasonable excuse, refuse or fail to comply with a requirement under subsection (1) or (3).  
Maximum penalty—100 penalty units.
- (5) Subsection (4) places an evidential burden on the defendant to show a reasonable excuse.
- (6) The person does not commit an offence against subsection (4) if—
- (a) the person was required to state the person's name and address by an inspector who suspected the person had committed an offence against this Act; and
- (b) the person is not proved to have committed the offence.

**186 Inspector may take affidavits**

An inspector is authorised to take affidavits for any purpose relating or incidental to the exercise of his or her compliance powers.

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<b>187</b>	<b>Inspector at coronial inquests</b>	1
	Under and subject to the <i>Coroners Act 2003</i> , section 36, an	2
	inspector may appear at and otherwise participate in any	3
	coroners inquest into the cause of death of a worker while	4
	carrying out work.	5
<b>Division 6</b>	<b>Offences in relation to inspectors</b>	6
<b>188</b>	<b>Offence to hinder or obstruct inspector</b>	7
	A person must not intentionally hinder or obstruct an	8
	inspector in exercising his or her compliance powers, or	9
	induce or attempt to induce any other person to do so.	10
	Maximum penalty—100 penalty units.	11
<b>189</b>	<b>Offence to impersonate inspector</b>	12
	A person who is not an inspector must not, in any way, hold	13
	himself or herself out to be an inspector.	14
	Maximum penalty—100 penalty units.	15
<b>190</b>	<b>Offence to assault, threaten or intimidate inspector</b>	16
	A person must not directly or indirectly assault, threaten or	17
	intimidate, or attempt to assault, threaten or intimidate, an	18
	inspector or a person assisting an inspector.	19
	Maximum penalty—500 penalty units or 2 years	20
	imprisonment.	21



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<b>Part 10</b>	<b>Enforcement measures</b>	1
<b>Division 1</b>	<b>Improvement notices</b>	2
<b>191</b>	<b>Issue of improvement notices</b>	3
(1)	This section applies if an inspector reasonably believes that a person—	4 5
(a)	is contravening a provision of this Act; or	6
(b)	has contravened a provision in circumstances that make it likely that the contravention will continue or be repeated.	7 8 9
(2)	The inspector may issue an improvement notice requiring the person to—	10 11
(a)	remedy the contravention; or	12
(b)	prevent a likely contravention from occurring; or	13
(c)	remedy the things or operations causing the contravention or likely contravention.	14 15
<b>192</b>	<b>Contents of improvement notices</b>	16
(1)	An improvement notice must state—	17
(a)	that the inspector believes the person—	18
(i)	is contravening a provision of this Act; or	19
(ii)	has contravened a provision in circumstances that make it likely that the contravention will continue or be repeated; and	20 21 22
(b)	the provision the inspector believes is being, or has been, contravened; and	23 24
(c)	briefly, how the provision is being, or has been, contravened; and	25 26
(d)	the day by which the person is required to remedy the contravention or likely contravention.	27 28

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(2)	An improvement notice may include directions concerning the measures to be taken to remedy the contravention or prevent the likely contravention, or the matters or activities causing the contravention or likely contravention, to which the notice relates.	1 2 3 4 5
(3)	The day stated for compliance with the improvement notice must be reasonable in all the circumstances.	6 7
<b>193</b>	<b>Compliance with improvement notice</b>	8
	The person to whom an improvement notice is issued must comply with the notice within the period stated in the notice.	9 10
	Maximum penalty—500 penalty units.	11
<b>194</b>	<b>Extension of time for compliance with improvement notices</b>	12 13
(1)	This section applies if a person has been issued with an improvement notice.	14 15
(2)	An inspector may, by written notice given to the person, extend the compliance period for the improvement notice.	16 17
(3)	However, the inspector may extend the compliance period only if the period has not ended.	18 19
(4)	In this section—	20
	<i>compliance period</i> means the period stated in the improvement notice under section 192, and includes that period as extended under this section.	21 22 23
<b>Division 2</b>	<b>Prohibition notices</b>	24
<b>195</b>	<b>Power to issue prohibition notice</b>	25
(1)	This section applies if an inspector reasonably believes that—	26
(a)	an activity is occurring at a workplace that involves or will involve a serious risk to the health or safety of a	27 28

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person emanating from an immediate or imminent exposure to a hazard; or	1 2
(b) an activity may occur at a workplace that, if it occurs, will involve a serious risk to the health or safety of a person emanating from an immediate or imminent exposure to a hazard.	3 4 5 6
(2) The inspector may give a person who has control over the activity a direction prohibiting the carrying on of the activity, or the carrying on of the activity in a stated way, until an inspector is satisfied that the matters that give or will give rise to the risk have been remedied.	7 8 9 10 11
(3) The direction may be given orally, but must be confirmed by written notice (a <i>prohibition notice</i> ) issued to the person as soon as practicable.	12 13 14
<b>196 Contents of prohibition notice</b>	15
(1) A prohibition notice must state—	16
(a) that the inspector believes that grounds for the issue of the prohibition notice exist and the basis for that belief; and	17 18 19
(b) briefly, the activity that the inspector believes involves or will involve the risk and the matters that give or will give rise to the risk; and	20 21 22
(c) the provision of this Act that the inspector believes is being, or is likely to be, contravened by that activity.	23 24
(2) A prohibition notice may include directions on the measures to be taken to remedy the risk, activities or matters to which the notice relates, or the contravention or likely contravention mentioned in subsection (1)(c).	25 26 27 28
(3) Without limiting section 195, a prohibition notice that prohibits the carrying on of an activity in a stated way may do so by specifying 1 or more of the following—	29 30 31
(a) a workplace, or part of a workplace, at which the activity is not to be carried out;	32 33

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(b)	anything that is not to be used in connection with the activity;	1 2
(c)	any procedure that is not to be followed in connection with the activity.	3 4
<b>197</b>	<b>Compliance with prohibition notice</b>	5
	The person to whom a direction is given under section 195(2) or a prohibition notice is issued must comply with the direction or notice.	6 7 8
	Maximum penalty—1000 penalty units.	9
<b>Division 3</b>	<b>Non-disturbance notices</b>	10
<b>198</b>	<b>Issue of non-disturbance notice</b>	11
	An inspector may issue a non-disturbance notice to the person with management or control of a workplace if the inspector reasonably believes that it is necessary to do so to facilitate the exercise of his or her compliance powers.	12 13 14 15
<b>199</b>	<b>Contents of non-disturbance notice</b>	16
(1)	A non-disturbance notice may require the person to—	17
(a)	preserve the site at which a notifiable incident has occurred for a stated period; or	18 19
(b)	prevent the disturbance of a particular site (including the operation of plant) in other circumstances for a stated period that is reasonable in the circumstances.	20 21 22
(2)	A non-disturbance notice must state the period (of no more than 7 days) for which it applies and set out—	23 24
(a)	the obligations of the person to whom the notice is issued; and	25 26
(b)	the measures to be taken to preserve a site or prevent disturbance of a site; and	27 28

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(c)	the penalty for contravening the notice.	1
(3)	In subsection (1) a reference to a site includes any plant, substance, structure or thing associated with the site.	2 3
(4)	A non-disturbance notice does not prevent any action—	4
(a)	to assist an injured person; or	5
(b)	to remove a deceased person; or	6
(c)	that is essential to make the site safe or to prevent a further incident; or	7 8
(d)	that is associated with a police investigation; or	9
(e)	for which an inspector has given permission.	10
<b>200</b>	<b>Compliance with non-disturbance notice</b>	11
(1)	A person must not, without reasonable excuse, refuse or fail to comply with a non-disturbance notice issued to the person.	12 13
	Maximum penalty—500 penalty units.	14
(2)	Subsection (1) places an evidential burden on the defendant to show a reasonable excuse.	15 16
<b>201</b>	<b>Issue of subsequent notices</b>	17
	If an inspector considers it necessary to do so, he or she may issue 1 or more subsequent non-disturbance notices to a person, whether before or after the expiry of the previous notice, each of which must comply with section 199.	18 19 20 21
<b>Division 4</b>	<b>General requirements applying to notices</b>	22 23
<b>202</b>	<b>Application of division</b>	24
	In this division <i>notice</i> means improvement notice, prohibition notice or non-disturbance notice.	25 26

[s 203]

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<b>203</b>	<b>Notice to be in writing</b>	1
	A notice must be in writing.	2
<b>204</b>	<b>Directions in notices</b>	3
	A direction included in an improvement notice or prohibition notice may—	4 5
	(a) refer to a code of practice; and	6
	(b) offer the person to whom it is issued a choice of ways in which to remedy the contravention.	7 8
<b>205</b>	<b>Recommendations in notice</b>	9
	(1) An improvement notice or prohibition notice may include recommendations.	10 11
	(2) It is not an offence to fail to comply with recommendations in a notice.	12 13
<b>206</b>	<b>Changes to notice by inspector</b>	14
	(1) An inspector may make minor changes to a notice—	15
	(a) for clarification; or	16
	(b) to correct errors or references; or	17
	(c) to reflect changes of address or other circumstances.	18
	(2) An inspector may also, under section 194, extend the compliance period for an improvement notice.	19 20
<b>207</b>	<b>Regulator may vary or cancel notice</b>	21
	Except as provided in section 206, a notice issued by an inspector may only be varied or cancelled by the regulator.	22 23
<b>208</b>	<b>Formal irregularities or defects in notice</b>	24
	A notice is not invalid only because of—	25

[s 209]

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- (a) a formal defect or irregularity in the notice unless the defect or irregularity causes or is likely to cause substantial injustice; or
  - (b) a failure to use the correct name of the person to whom the notice is issued if the notice sufficiently identifies the person and is issued or given to the person under section 209.

**209 Issue and giving of notice**

- (1) A notice may be issued or given to a person—
  - (a) by delivering it personally to the person or sending it by post or facsimile or electronic transmission to the person's usual or last known place of residence or business; or
  - (b) by leaving it for the person at the person's usual or last known place of residence or business with a person who appears to be over 16 years and who appears to reside or work there; or
  - (c) by leaving it for the person at the workplace to which the notice relates with a person who is or appears to be the person with management or control of the workplace; or
  - (d) in a prescribed way.
- (2) A regulation may prescribe—
  - (a) the way of issuing a notice; and
  - (b) the steps a person to whom a notice is issued must take to bring it to the attention of other persons.

**210 Display of notice**

- (1) A person to whom a notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace, at which work is being carried out that is affected by the notice.

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Maximum penalty—50 penalty units. 1

- (2) A person must not intentionally remove, destroy, damage or 2  
deface a notice displayed under subsection (1) while the 3  
notice is in force. 4

Maximum penalty—50 penalty units. 5

## **Division 5 Remedial action 6**

### **211 When regulator may carry out action 7**

- (1) This section applies if a person to whom a prohibition notice 8  
is issued fails to take reasonable steps to comply with the 9  
notice. 10

- (2) The regulator may take any remedial action the regulator 11  
believes reasonable to make the workplace or situation safe 12  
after giving written notice to the person to whom the 13  
prohibition notice was issued of— 14

(a) the regulator’s intention to take that action; and 15

(b) the owner’s or person’s liability for the costs of that 16  
action. 17

### **212 Power of the regulator to take other remedial action 18**

- (1) This section applies if the regulator reasonably believes that— 19

(a) circumstances in which a prohibition notice can be 20  
issued exist; and 21

(b) a prohibition notice can not be issued at a workplace 22  
because, after taking reasonable steps, the person with 23  
management or control of the workplace can not be 24  
found. 25

- (2) The regulator may take any remedial action necessary to make 26  
the workplace safe. 27



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<b>213</b>	<b>Costs of remedial or other action</b>	1
	The regulator may recover the reasonable costs of any remedial action taken under—	2 3
	(a) section 211 from the person to whom the notice is issued; or	4 5
	(b) section 212 from any person to whom the prohibition notice could have been issued in relation to the matter;	6 7
	as a debt due to the regulator.	8
<b>Division 6</b>	<b>Injunctions</b>	9
<b>214</b>	<b>Application of division</b>	10
	In this division, <i>notice</i> means improvement notice, prohibition notice or non-disturbance notice.	11 12
<b>215</b>	<b>Injunctions for noncompliance with notices</b>	13
	(1) The regulator may apply to a Magistrates Court for an injunction—	14 15
	(a) compelling a person to comply with a notice; or	16
	(b) restraining a person from contravening a notice.	17
	(2) The regulator may do so—	18
	(a) whether or not proceedings have been taken for an offence against this Act in connection with any matter in relation to which the notice was issued; and	19 20 21
	(b) whether any period for compliance with the notice has expired.	22 23

[s 216]

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<b>Part 11</b>	<b>Enforceable undertakings</b>	1
<b>216</b>	<b>Regulator may accept WHS undertakings</b>	2
(1)	The regulator may accept a written undertaking (a <b>WHS undertaking</b> ) given by a person in connection with a matter relating to a contravention or alleged contravention by the person of this Act.	3 4 5 6
	<i>Note—</i>	7
	Section 230(3) requires the regulator to publish guidelines in relation to the acceptance of WHS undertakings.	8 9
(2)	A WHS undertaking can not be accepted for a contravention or alleged contravention that is a category 1 offence.	10 11
(3)	The giving of a WHS undertaking does not constitute an admission of guilt by the person giving it in relation to the contravention or alleged contravention to which the undertaking relates.	12 13 14 15
<b>217</b>	<b>Notice of decision and reasons for decision</b>	16
(1)	The regulator must give the person seeking to make a WHS undertaking written notice of the regulator’s decision to accept or reject the WHS undertaking and of the reasons for the decision.	17 18 19 20
(2)	The regulator must publish, on the regulator’s website, notice of a decision to accept a WHS undertaking and the reasons for that decision.	21 22 23
<b>218</b>	<b>When a WHS undertaking is enforceable</b>	24
	A WHS undertaking takes effect and becomes enforceable when the regulator’s decision to accept the undertaking is given to the person who made the undertaking or at any later date stated by the regulator.	25 26 27 28

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<b>219</b>	<b>Compliance with WHS undertaking</b>	1
	A person must not contravene a WHS undertaking made by that person that is in effect.	2 3
	Maximum penalty—500 penalty units.	4
<b>220</b>	<b>Contravention of WHS undertaking</b>	5
(1)	The regulator may apply to a Magistrates Court for an order if a person contravenes a WHS undertaking.	6 7
(2)	If the court is satisfied that the person who made the WHS undertaking has contravened the undertaking, the court, in addition to the imposition of any penalty, may make 1 or both of the following orders—	8 9 10 11
	(a) an order directing the person to comply with the undertaking;	12 13
	(b) an order discharging the undertaking.	14
(3)	In addition to the orders mentioned in subsection (2), the court may make any other order that the court considers appropriate in the circumstances, including orders directing the person to pay to the State—	15 16 17 18
	(a) the costs of the proceedings; and	19
	(b) the reasonable costs of the regulator in monitoring compliance with the WHS undertaking in the future.	20 21
(4)	Nothing in this section prevents proceedings being taken for the contravention or alleged contravention of this Act to which the WHS undertaking relates.	22 23 24
	<i>Note—</i>	25
	Section 222 specifies circumstances affecting proceedings for a contravention for which a WHS undertaking has been given.	26 27
<b>221</b>	<b>Withdrawal or variation of WHS undertaking</b>	28
(1)	A person who has made a WHS undertaking may at any time, with the written agreement of the regulator—	29 30

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[s 222]

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- (a) withdraw the undertaking; or 1
- (b) vary the undertaking. 2
- (2) However, the provisions of the undertaking can not be varied 3  
to provide for a different alleged contravention of the Act. 4
- (3) The regulator must publish, on the regulator’s website, notice 5  
of the withdrawal or variation of a WHS undertaking. 6
  
- 222 Proceeding for alleged contravention 7**
- (1) Subject to this section, no proceedings for a contravention or 8  
alleged contravention of this Act may be taken against a 9  
person if a WHS undertaking is in effect in relation to that 10  
contravention. 11
- (2) No proceedings may be taken for a contravention or alleged 12  
contravention of this Act against a person who has made a 13  
WHS undertaking in relation to that contravention and has 14  
completely discharged the WHS undertaking. 15
- (3) The regulator may accept a WHS undertaking in relation to a 16  
contravention or alleged contravention before proceedings in 17  
relation to that contravention have been finalised. 18
- (4) If the regulator accepts a WHS undertaking before the 19  
proceedings are finalised, the regulator must take all 20  
reasonable steps to have the proceedings discontinued as soon 21  
as possible. 22

## **Part 12 Review of decisions 23**

### **Division 1 Reviewable decisions 24**

#### **223 Which decisions are reviewable 25**

- (1) The table in schedule 2A states— 26

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- 
- (a) decisions made under this Act that are reviewable under this part (*reviewable decisions*); and
- (b) who is eligible to apply for review of a reviewable decision (the *eligible person*); and
- (c) the body (the *external review body*) on which jurisdiction is conferred to hear and decide an external review relating to a reviewable decision.
- (2) Unless the contrary intention appears, a reference in this part and schedule 2A to a decision includes a reference to—
- (a) making, suspending, revoking or refusing to make an order, determination or decision; or
- (b) giving, suspending, revoking or refusing to give a direction, approval, consent or permission; or
- (c) issuing, suspending, revoking or refusing to issue an authorisation; or
- (d) imposing a condition; or
- (e) making a declaration, demand or requirement; or
- (f) retaining, or refusing to deliver up, a thing; or
- (g) doing or refusing to do any other act or thing.
- (3) A reference in schedule 2A to a *person entitled* to a thing means the person from whom it was seized unless that person is not entitled to possess it, in which case it means the owner of the thing.
- Note—*
- Decisions under a regulation that will be reviewable decisions will be stated in the regulation.

## **Division 2                      Internal review** 27

### **224      Application for internal review** 28

- (1) An eligible person in relation to a reviewable decision, other than a decision made by the regulator or a delegate of the 30

[s 225]

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- regulator, may apply to the regulator for review (an *internal review*) of the decision within—
- (a) the prescribed time after the day on which the decision first came to the eligible person’s notice; or
  - (b) the longer period the regulator allows.
- (2) The application must be made in the way and in the form required by the regulator.
- (3) For this section, the *prescribed time* is—
- (a) for a decision to issue an improvement notice the period stated in the notice for compliance with the notice or 14 days, whichever is the lesser; and
  - (b) otherwise—14 days.

**225 Internal reviewer** 13

- (1) The regulator may appoint a person or body to review decisions on applications under this division. 14 15
- (2) The person who made the decision can not be an internal reviewer in relation to that decision. 16 17

**226 Decision of internal reviewer** 18

- (1) The internal reviewer must review the reviewable decision and make a decision as soon as is reasonably practicable and within 14 days after the application for internal review is received. 19 20 21 22
- (2) The decision may be— 23
  - (a) to confirm or vary the reviewable decision; or 24
  - (b) to set aside the reviewable decision and substitute another decision that the internal reviewer considers appropriate. 25 26 27
- (3) If the internal reviewer seeks further information from the applicant, the 14-day period ceases to run until the applicant provides the information to the internal reviewer. 28 29 30

[s 227]

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- (4) The applicant must provide the further information within the time (being not less than 7 days) stated by the internal reviewer in the request for information. 1  
2  
3
- (5) If the applicant does not provide the further information within the required time, the decision is taken to have been confirmed by the internal reviewer at the end of that time. 4  
5  
6
- (6) If the reviewable decision is not varied or set aside within the 14-day period, the decision is taken to have been confirmed by the internal reviewer. 7  
8  
9
- 227 Decision on internal review** 10
- As soon as practicable after reviewing the decision, the internal reviewer must give the applicant in writing— 11  
12
- (a) the decision on the internal review; and 13
- (b) the reasons for the decision. 14
- 228 Stay of reviewable decisions on internal review** 15
- (1) An application for an internal review of a reviewable decision (other than a decision to issue a prohibition notice or a non-disturbance notice) stays the operation of the decision. 16  
17  
18
- (2) If an application is made for an internal review of a decision to issue a prohibition notice or a non-disturbance notice, the reviewer may stay the operation of the decision. 19  
20  
21
- (3) The reviewer may make the decision to stay the operation of a decision on the reviewer's own initiative or on the application of the applicant for review. 22  
23  
24
- (4) The reviewer must make a decision on an application for a stay within 1 working day after the reviewer receives the application. 25  
26  
27
- (5) If the reviewer has not made a decision to stay a decision within the time set out in subsection (4), the reviewer is taken to have made a decision to grant a stay. 28  
29  
30

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- (6) A stay of the operation of a decision pending a decision on an internal review continues until whichever of the following is the earlier—
  - (a) the end of the prescribed period for applying for an external review of the decision made on the internal review;
  - (b) an application for external review is made.

### **Division 3                      External review** 8

#### **229      Application for external review** 9

- (1) An eligible person may apply to the external review body for a review (an *external review*) of—
  - (a) a reviewable decision made by the regulator; or
  - (b) a decision made, or taken to have been made, on an internal review.
- (2) A review by QCAT is provided for under the QCAT Act.  
*Note—*  
See QCAT Act, chapter 2, part 1, division 3 (Review jurisdiction).
- (3) A review by the commission is provided for under division 4.

### **Division 4                      Review by commission** 19

#### **229A    Decision** 20

- A person applying for an external review by the commission (a *review*) of a decision (the *decision*) has a right to a statement of—
- (a) the decision; and
  - (b) the reasons for the decision.



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<i>Note—</i>	1
In relation to the numbering of this division, see the note to section 3.	2
<b>229B How to start review</b>	3
(1) A review is started by—	4
(a) filing a written application for a review with the industrial registrar; and	5 6
(b) complying with the rules applying to applications for reviews by the commission under the <i>Industrial Relations Act 1999</i> .	7 8 9
(2) The application for a review must be filed within 30 days after the day on which the decision first came to the applicant's notice.	10 11 12
(3) The commission may at any time extend the period for filing the application for a review.	13 14
(4) The application for a review must state fully the grounds of the application and the facts relied on.	15 16
<b>229C Stay of operation of decision</b>	17
(1) The commission may grant a stay of the decision to secure the effectiveness of the review.	18 19
(2) A stay—	20
(a) may be given on the conditions the commission considers appropriate; and	21 22
(b) operates for the period fixed by the commission; and	23
(c) may be revoked or amended by the commission.	24
(3) The period of a stay must not extend past the time when the commission decides the application.	25 26
(4) An application affects the decision, or carrying out of the decision, only if the decision is stayed.	27 28

[s 229D]

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<b>229D Hearing procedures</b>	1
(1) The procedure for an application for a review is to be under the rules applying to applications for review by the commission under the <i>Industrial Relations Act 1999</i> or, if the rules make no provision or insufficient provision, in accordance with directions of the commission.	2 3 4 5 6
(2) An application for a review is to be dealt with by way of rehearing, unaffected by the decision.	7 8
<b>229E Powers of commission on application</b>	9
(1) In deciding an application for a review, the commission may—	10 11
(a) confirm the decision; or	12
(b) vary the decision; or	13
(c) set aside the decision and make a decision in substitution for it; or	14 15
(d) set aside the decision and return the issue to the decision-maker with directions the commission considers appropriate.	16 17 18
(2) If the commission acts under subsection (1)(b) or (c), the decision is taken, for this Act (other than this part), to be that of the person whose decision was the subject of the application.	19 20 21 22
<b>229F Appeals</b>	23
A person dissatisfied with the decision of the commission may appeal under the <i>Industrial Relations Act 1999</i> , chapter 9.	24 25 26
<i>Note—</i>	27
See the <i>Industrial Relations Act 1999</i> , sections 341(1) and 342(1).	28

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<b>Part 13</b>	<b>Legal proceedings</b>	1
<b>Division 1</b>	<b>General matters</b>	2
<b>230</b>	<b>Prosecutions</b>	3
(1AA)	Proceedings for an offence against this Act, other than a category 1 offence, must be taken in a summary way under the <i>Justices Act 1886</i> .	4 5 6
	<i>Note—</i>	7
	In relation to the numbering of this section, see the note to section 3.	8
(1)	Subject to subsection (4), proceedings for an offence against this Act may only be taken by—	9 10
(a)	the regulator; or	11
(b)	an inspector with the written authorisation of the regulator, either generally or in a particular case.	12 13
(2)	An authorisation under subsection (1)(b) is sufficient authority to continue proceedings in any case where the court amends the charge, warrant or summons.	14 15 16
(3)	The regulator must issue, and publish on the regulator’s website, general guidelines in relation to—	17 18
(a)	the prosecution of offences under this Act; and	19
(b)	the acceptance of WHS undertakings under this Act.	20
(4)	Nothing in this section affects the ability of the director of public prosecutions to bring proceedings for an offence against this Act.	21 22 23
<b>231</b>	<b>Procedure if prosecution is not brought</b>	24
(1)	If—	25
(a)	a person reasonably considers that an act or omission constitutes a category 1 offence or a category 2 offence; and	26 27 28

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- (b) no prosecution has been brought in relation to the act or omission after 6 months but not later than 12 months after the act or omission happens; 1  
2  
3  
the person may make a written request to the regulator that a prosecution be brought. 4  
5
- (2) Within 3 months after the regulator receives a request the regulator must— 6  
7
- (a) advise the person, in writing— 8
- (i) whether the investigation is complete; and 9
- (ii) if the investigation is complete, whether a prosecution has been or will be brought or give reasons why a prosecution will not be brought; and 10  
11  
12
- (b) advise the person who the applicant believes committed the offence of the application and of the matters set out in paragraph (a). 13  
14  
15
- (3) If the regulator advises the person that a prosecution for a category 1 or category 2 offence will not be brought, the regulator must— 16  
17  
18
- (a) advise the person that the person may ask the regulator to refer the matter to the director of public prosecutions for consideration; and 19  
20  
21
- (b) if the person makes a written request to the regulator to do so, refer the matter to the director of public prosecutions within 1 month of the request. 22  
23  
24
- (4) The director of public prosecutions must consider the matter and advise (in writing) the regulator within 1 month as to whether the director considers that a prosecution should be brought. 25  
26  
27  
28
- (5) The regulator must ensure a copy of the advice is given to— 29
- (a) the person who made the request; and 30
- (b) the person who the applicant believes committed the offence. 31  
32

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- (6) If the regulator declines to follow the advice of the director of public prosecutions to bring proceedings, the regulator must give written reasons for the decision to any person to whom a copy of the advice is given under subsection (5).

**232 Limitation period for prosecutions**

- (1) Proceedings for an offence against this Act may be taken within the latest of the following periods—
- (a) within 2 years after the offence first comes to the notice of the regulator;
  - (b) within 1 year after a coronial report was made or a coronial inquiry or inquest ended, if it appeared from the report or the proceedings at the inquiry or inquest that an offence had been committed against this Act;
  - (c) if a WHS undertaking has been given in relation to the offence, within 6 months after—
    - (i) the WHS undertaking is contravened; or
    - (ii) it comes to the notice of the regulator that the WHS undertaking has been contravened; or
    - (iii) the regulator has agreed under section 221 to the withdrawal of the WHS undertaking.
- (2) A proceeding for a category 1 offence may be taken after the end of the applicable limitation period in subsection (1) if fresh evidence relevant to the offence is discovered and the court is satisfied that the evidence could not reasonably have been discovered within the relevant limitation period.

**233 Multiple contraventions of health and safety duty provision**

- (1) Two or more contraventions of a health and safety duty provision by a person that arise out of the same factual circumstances may be charged as a single offence or as separate offences.

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(2)	This section does not authorise contraventions of 2 or more health and safety duty provisions to be charged as a single offence.	1 2 3
(3)	A single penalty only may be imposed in relation to 2 or more contraventions of a health and safety duty provision that are charged as a single offence.	4 5 6
(4)	In this section <i>health and safety duty provision</i> means a provision of part 2, division 2, 3 or 4.	7 8
<b>Division 2 Sentencing for offences</b>		9
<b>234</b>	<b>Application of this division</b>	10
	This division applies if a court convicts a person, or finds a person guilty (the <i>offender</i> ), of an offence against this Act.	11 12
<b>235</b>	<b>Orders generally</b>	13
(1)	One or more orders may be made under this division against the offender.	14 15
(2)	Orders may be made under this division in addition to any penalty that may be imposed or any other action that may be taken in relation to the offence.	16 17 18
<b>236</b>	<b>Adverse publicity orders</b>	19
(1)	The court may make an order (an <i>adverse publicity order</i> ) in relation to the offender requiring the offender—	20 21
(a)	to take either or both of the following actions within the period stated in the order—	22 23
(i)	to publicise, in the way stated in the order, the offence, its consequences, the penalty imposed and any other related matter;	24 25 26
(ii)	to notify a stated person or stated class of persons, in the way stated in the order, of the offence, its	27 28

- 
- consequences, the penalty imposed and any other  
related matter; and
- (b) to give the regulator, within 7 days after the end of the  
period stated in the order, evidence that the action or  
actions were taken by the offender in accordance with  
the order.
- (2) The court may make an adverse publicity order on its own  
initiative or on the application of the person prosecuting the  
offence.
- (3) If the offender fails to give evidence to the regulator as  
provided under subsection (1)(b), the regulator, or a person  
authorised in writing by the regulator, may take the action or  
actions stated in the order.
- (4) However, if—
- (a) the offender gives evidence to the regulator as provided  
under subsection (1)(b); and
- (b) despite that evidence, the regulator is not satisfied that  
the offender has taken the action or actions stated in the  
order in accordance with the order;
- the regulator may apply to the court for an order authorising  
the regulator, or a person authorised in writing by the  
regulator, to take the action or actions.
- (5) If the regulator or a person authorised in writing by the  
regulator takes an action or actions under subsection (3) or an  
order under subsection (4), the regulator is entitled to recover  
from the offender, by action in a court of competent  
jurisdiction, an amount in relation to the reasonable expenses  
of taking the action or actions as a debt due to the regulator.

**237 Orders for restoration**

- (1) The court may order the offender to take steps stated in the  
order, within the period so stated, to remedy any matter  
caused by the commission of the offence that appears to the  
court to be within the offender's power to remedy.

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(2)	The period in which an order under this section must be complied with may be extended, or further extended, by order of the court but only if an application for the extension is made before the end of that period.	1 2 3 4
<b>238</b>	<b>Work health and safety project orders</b>	5
(1)	The court may make an order requiring the offender to undertake a stated project for the general improvement of work health and safety within the period stated in the order.	6 7 8
(2)	The order may state conditions that must be complied with in undertaking the project.	9 10
<b>239</b>	<b>Release on the giving of a court-ordered WHS undertaking</b>	11 12
(1)	The court may (with or without recording a conviction) adjourn the proceeding for a period of up to 2 years and make an order for the release of the offender on the offender giving an undertaking with stated conditions (a <i>court-ordered WHS undertaking</i> ).	13 14 15 16 17
(2)	A court-ordered WHS undertaking must state the following conditions—	18 19
(a)	that the offender appears before the court if called on to do so during the period of the adjournment and, if the court so states, at the time to which the further hearing is adjourned;	20 21 22 23
(b)	that the offender does not commit, during the period of the adjournment, any offence against this Act;	24 25
(c)	that the offender observes any special conditions imposed by the court.	26 27
(3)	An offender who has given a court-ordered WHS undertaking under this section may be called on to appear before the court by order of the court.	28 29 30



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(4)	An order under subsection (3) must be served on the offender not less than four days before the time stated in it for the appearance.	1 2 3
(5)	If the court is satisfied at the time to which a further hearing of a proceeding is adjourned that the offender has observed the conditions of the court-ordered WHS undertaking, it must discharge the offender without any further hearing of the proceeding.	4 5 6 7 8
<b>240</b>	<b>Injunctions</b>	9
	The court may issue an injunction requiring the offender to cease contravening this Act.	10 11
	<i>Note—</i>	12
	An injunction may also be obtained under section 215 for noncompliance with a non-disturbance notice, improvement notice or prohibition notice.	13 14 15
<b>241</b>	<b>Training orders</b>	16
	The court may make an order requiring the offender to undertake or arrange for 1 or more workers to undertake a stated course of training.	17 18 19
<b>242</b>	<b>Offence to fail to comply with order</b>	20
(1)	A person must not, without reasonable excuse, fail to comply with an order under this division.	21 22
	Maximum penalty—500 penalty units.	23
(2)	Subsection (1) places an evidential burden on the defendant to show a reasonable excuse.	24 25
(3)	This section does not apply to an order or injunction under section 239 or 240.	26 27

[s 243]

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<b>Division 3</b>	1
<b>243 Division and section number not used</b>	2
See the note to section 3.	3
<b>Division 4                   Offences by bodies corporate</b>	4
<b>244 Imputing conduct to bodies corporate</b>	5
(1) For this Act, any conduct engaged in on behalf of a body corporate by an employee, agent or officer of the body corporate acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the body corporate.	6 7 8 9 10
(2) If an offence under this Act requires proof of knowledge, intention or recklessness, it is sufficient in proceedings against a body corporate for the offence to prove that the person mentioned in subsection (1) had the relevant knowledge, intention or recklessness.	11 12 13 14 15
(3) If for an offence against this Act mistake of fact is relevant to determining liability, it is sufficient in proceedings against a body corporate for the offence if the person mentioned in subsection (1) made the mistake of fact.	16 17 18 19
<b>Division 5                   The State, Commonwealth and other States</b>	20 21
<b>245 Offences and the State, Commonwealth and other States</b>	22
(1) If the State, Commonwealth or another State is found guilty of an offence against this Act, the penalty to be imposed on the State, Commonwealth or other State is the penalty applicable to a body corporate.	23 24 25 26

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- (2) For this Act, conduct engaged in on behalf of the State, Commonwealth or another State by an employee, agent or officer of the State, Commonwealth or other State acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the State, Commonwealth or other State. 1  
2  
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- (3) If an offence under this Act requires proof of knowledge, intention or recklessness, it is sufficient in proceedings against the State, Commonwealth or another State for the offence to prove that the person mentioned in subsection (2) had the relevant knowledge, intention or recklessness. 7  
8  
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10  
11
- (4) If for an offence against this Act mistake of fact is relevant to determining liability, it is sufficient in proceedings against the State, Commonwealth or another State for the offence if the person mentioned in subsection (2) made the mistake of fact. 12  
13  
14  
15

**246 WHS civil penalty provisions and the State, Commonwealth and other States** 16  
17

- (1) If the State, Commonwealth or another State contravenes a WHS civil penalty provision, the monetary penalty to be imposed on the State, Commonwealth or other State is the penalty applicable to a body corporate. 18  
19  
20  
21
- (2) For a WHS civil penalty provision, conduct engaged in on behalf of the State, Commonwealth or another State by an employee, agent or officer of the State, Commonwealth or other State acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the State, Commonwealth or other State. 22  
23  
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- (3) If a WHS civil penalty provision requires proof of knowledge, it is sufficient in proceedings against the State, Commonwealth or another State for a contravention of that provision to prove that the person mentioned in subsection (2) had the knowledge. 29  
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[s 247]

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<b>247</b>	<b>Officers</b>	1
(1)	A person who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business or undertaking of the State, Commonwealth or another State is taken to be an officer of the State, Commonwealth or other State for the purposes of this Act.	2 3 4 5 6
(2)	A Minister of a State or the Commonwealth is not in that capacity an officer for the purposes of this Act.	7 8
<b>248</b>	<b>Responsible agency for the State, Commonwealth or another State</b>	9 10
(1)	The following notices may be given to or served on the responsible agency—	11 12
(a)	a provisional improvement notice, improvement notice, prohibition notice, non-disturbance notice or notice of entry under part 7 to be given to or served on the State, Commonwealth or another State under this Act;	13 14 15 16
(b)	an infringement notice for an offence against this Act to be given to or served on the State, Commonwealth or another State.	17 18 19
(2)	If an infringement notice is to be served on the State, Commonwealth or another State for an offence against this Act, the responsible agency may be stated in the infringement notice.	20 21 22 23
(3)	If proceedings are taken against the State, Commonwealth or another State for an offence against this Act or in relation to a contravention of this Act, the responsible agency in relation to the offence or contravention may be stated in any document initiating, or relating to, the proceedings.	24 25 26 27 28
(4)	The responsible agency in relation to an offence or a contravention of this Act is entitled to act in proceedings against the State, Commonwealth or other State for the offence or relating to the contravention and, subject to any relevant rules of court, the procedural rights and obligations of the State, Commonwealth or other State as the accused or	29 30 31 32 33 34

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- defendant in the proceedings are conferred or imposed on the  
responsible agency. 1  
2
- (5) The person prosecuting the offence or bringing the  
proceedings may change the responsible agency during the  
proceedings with the court's leave. 3  
4  
5
- (6) In this section, the *responsible agency*— 6
- (a) in relation to a notice mentioned in subsection (1) is the  
following— 7  
8
- (i) for a provisional improvement notice,  
improvement notice or infringement notice—the  
agency of the State, Commonwealth or other State,  
the acts or omissions of which are alleged to  
contravene this Act; 9  
10  
11  
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- (ii) for a prohibition notice—the agency of the State,  
Commonwealth or other State that has control over  
the activity mentioned in section 195(1)(a) or (b); 14  
15  
16
- (iii) for a non-disturbance notice—the agency of the  
State, Commonwealth or other State with the  
management and control of the workplace; 17  
18  
19
- (iv) for a notice of entry under part 7—the agency of  
the State, Commonwealth or other State  
conducting the relevant business or undertaking or  
with the management and control of the  
workplace; and 20  
21  
22  
23  
24
- (b) in relation to an offence or proceedings for a  
contravention of this Act, is the agency of the State,  
Commonwealth or other State— 25  
26  
27
- (i) the acts or omissions of which are alleged to  
constitute the offence or contravention; or 28  
29
- (ii) if that agency has ceased to exist—that is the  
successor of that agency; or 30  
31
- (iii) if that agency has ceased to exist and there is no  
clear successor—that the court declares to be the  
responsible agency. 32  
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[s 249]

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<b>Division 6</b>	<b>Public authorities</b>	1
<b>249</b>	<b>Application to public authorities that are bodies corporate or local governments</b>	2 3
	This division applies only to public authorities that are bodies corporate or are local governments.	4 5
<b>250</b>	<b>Proceedings against public authorities</b>	6
	(1) Proceedings may be taken under this Act against a public authority in its own name.	7 8
	(1A) Proceedings may be taken under this Act against a local government, and a local government may be prosecuted and punished, as if it were a body corporate.	9 10 11
	(2) Nothing in this division affects any privileges that a public authority may have under the State, Commonwealth or another State.	12 13 14
<b>251</b>	<b>Imputing conduct to public authorities</b>	15
	(1) For this Act, any conduct engaged in on behalf of a public authority by an employee, agent or officer of the public authority acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the public authority.	16 17 18 19 20
	(2) If an offence against this Act requires proof of knowledge, intention or recklessness, it is sufficient in proceedings against the public authority for that offence to prove that the person mentioned in subsection (1) had the relevant knowledge, intention or recklessness.	21 22 23 24 25
	(3) If for an offence against this Act mistake of fact is relevant to determining liability, it is sufficient in proceedings against the public authority for that offence if the person mentioned in subsection (1) made that mistake of fact.	26 27 28 29

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<b>252</b>	<b>Officer of public authority</b>	1
	A person who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business or undertaking of a public authority is taken to be an officer of the public authority for the purposes of this Act.	2 3 4 5
<b>253</b>	<b>Proceedings against successors to public authorities</b>	6
(1)	Proceedings for an offence against this Act that were instituted against a public authority before its dissolution, or that could have been instituted against a public authority if not for its dissolution, may be continued or instituted against its successor if the successor is a public authority.	7 8 9 10 11
(2)	An infringement notice served on a public authority for an offence against this Act is taken to be an infringement notice served on its successor if the successor is a public authority.	12 13 14
(3)	Similarly, any penalty paid by a public authority in relation to an infringement notice is taken to be a penalty paid by its successor if the successor is a public authority.	15 16 17
<b>Division 7</b>	<b>WHS civil penalty provisions</b>	18
<b>254</b>	<b>When is a provision a WHS civil penalty provision</b>	19
(1)	A subsection of a section of part 7 (or a section of part 7 that is not divided into subsections) is a <b>WHS civil penalty provision</b> if—	20 21 22
(a)	the words “ <i>WHS civil penalty provision</i> ” and one or more amounts by way of monetary penalty are set out at the foot of the subsection (or section); or	23 24 25
(b)	another provision of part 7 states that the subsection (or section) is a WHS civil penalty provision.	26 27
(2)	A subsection of a section of a regulation (or a section of a regulation that is not divided into subsections) is a <b>WHS civil penalty provision</b> if—	28 29 30

[s 255]

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- (a) the words “*WHS civil penalty provision*” and one or more amounts by way of monetary penalty are set out at the foot of the subsection (or section); or
- (b) another provision of the regulation states that the subsection (or section) is a WHS civil penalty provision.

**255 Proceedings for contravention of WHS civil penalty provision**

- (1) Subject to this division, proceedings may be taken in a Magistrates Court (the *court*) against a person for a contravention of a WHS civil penalty provision.

*Note—*

The *Uniform Civil Procedure Rules 1999* generally apply.

- (2) If a body corporate contravenes a civil penalty provision, the value of the penalty units applying to the contravention is calculated under the *Penalties and Sentences Act 1992*, section 181B (the *calculation section*).

- (3) For subsection (2), a reference in the calculation section to the maximum fine for an offence includes a reference to the maximum penalty for the contravention of the civil penalty provision.

*Note—*

A term *penalty unit* has the meaning given under the *Penalties and Sentences Act 1992*, section 5—see the *Acts Interpretation Act 1954*, section 36, definition *penalty unit*.

**256 Involvement in contravention treated in same way as actual contravention**

- (1) A person who is involved in a contravention of a WHS civil penalty provision is taken to have contravened that provision.

- (2) A person is *involved in* a contravention of a civil penalty provision if, and only if, the person—

- (a) has aided, abetted, counselled or procured the contravention; or



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	(b) has induced the contravention, whether by threats or promises or otherwise; or	1 2
	(c) has been in any way, by act or omission, directly or indirectly, knowingly concerned in or party to the contravention; or	3 4 5
	(d) has conspired with others to effect the contravention.	6
<b>257</b>	<b>Contravening a civil penalty provision is not an offence</b>	7
	A contravention of a WHS civil penalty provision is not an offence.	8 9
<b>258</b>	<b>Civil proceeding rules and procedure to apply</b>	10
	The court must apply the rules of evidence and procedure for civil proceedings when hearing proceedings for a contravention of a WHS civil penalty provision.	11 12 13
<b>259</b>	<b>Proceeding for a contravention of a WHS civil penalty provision</b>	14 15
	(1) In a proceeding for a contravention of a WHS civil penalty provision, if the court is satisfied that a person has contravened a WHS civil penalty provision, the court may—	16 17 18
	(a) order the person to pay a monetary penalty that the court considers appropriate; and	19 20
	(b) make any other order that the court considers appropriate, including an injunction.	21 22
	(2) A monetary penalty imposed under subsection (1) must not exceed the relevant maximum amount of monetary penalty provided under part 7 or a regulation in relation to a contravention of that WHS civil penalty provision.	23 24 25 26
<b>260</b>	<b>Proceeding may be taken by the regulator or an inspector</b>	27
	Proceedings for a contravention of a WHS civil penalty provision may only be taken by—	28 29

[s 261]

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(a)	the regulator; or	1
(b)	an inspector with the written authorisation of the regulator (either generally or in a particular case).	2 3
<b>261</b>	<b>Limitation period for WHS civil penalty proceedings</b>	4
	Proceedings for a contravention of a WHS civil penalty provision may be taken within 2 years after the contravention first comes to the notice of the regulator.	5 6 7
<b>262</b>	<b>Recovery of a monetary penalty</b>	8
	If the court orders a person to pay a monetary penalty—	9
(a)	the penalty is payable to the State; and	10
(b)	the State may enforce the order as if it were a judgment of the court.	11 12
<b>263</b>	<b>Civil double jeopardy</b>	13
	The court must not make an order against a person under section 259 for contravention of a WHS civil penalty provision if an order has been made against the person under a civil penalty provision under an Act of the Commonwealth or a State in relation to conduct that is substantially the same as the conduct constituting the contravention.	14 15 16 17 18 19
<b>264</b>	<b>Criminal proceedings during civil proceedings</b>	20
(1)	Proceedings against a person for a contravention of a WHS civil penalty provision are stayed if—	21 22
(a)	criminal proceedings are commenced or have already commenced against the person for an offence; and	23 24
(b)	the offence is constituted by conduct that is substantially the same as the conduct alleged to constitute the contravention of the WHS civil penalty provision.	25 26 27

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(2)	The proceedings for the order may be resumed if the person is not convicted or found guilty of the offence.	1 2
(3)	Otherwise, the proceedings for the order are dismissed.	3
<b>265</b>	<b>Criminal proceedings after civil proceedings</b>	4
	Criminal proceedings may be commenced against a person for conduct that is substantially the same as conduct constituting a contravention of a WHS civil penalty provision regardless of whether an order has been made against the person under section 259.	5 6 7 8 9
<b>266</b>	<b>Evidence given in proceedings for contravention of WHS civil penalty provision not admissible in criminal proceedings</b>	10 11 12
(1)	Evidence of information given, or evidence of production of documents, by an individual is not admissible in criminal proceedings against the individual if—	13 14 15
(a)	the individual previously gave the information or produced the documents in proceedings against the individual for a contravention of a WHS civil penalty provision (whether or not the order was made); and	16 17 18 19
(b)	the conduct alleged to constitute the offence is substantially the same as the conduct alleged to constitute the contravention of the WHS civil penalty provision.	20 21 22 23
(2)	However, this does not apply to criminal proceedings in relation to the falsity of the evidence given by the individual in the proceedings for the contravention of the WHS civil penalty provision.	24 25 26 27

[s 267]

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<b>Division 8</b>	<b>Civil liability not affected by this Act</b>	1
<b>267</b>	<b>Civil liability not affected by this Act</b>	2
	Except as provided in part 6 and part 7 and division 7, nothing in this Act is to be construed as—	3 4
	(a) conferring a right of action in civil proceedings in relation to a contravention of a provision of this Act; or	5 6
	(b) conferring a defence to an action in civil proceedings or otherwise affecting a right of action in civil proceedings; or	7 8 9
	(c) affecting the extent (if any) to which a right of action arises, or civil proceedings may be taken, in relation to breaches of duties or obligations imposed under a regulation.	10 11 12 13
<b>Part 14</b>	<b>General</b>	14
<b>Division 1</b>	<b>General provisions</b>	15
<b>268</b>	<b>Offence to give false or misleading information</b>	16
	(1) A person must not give information in complying or purportedly complying with this Act that the person knows—	17 18
	(a) to be false or misleading in a material particular; or	19
	(b) omits any matter or thing without which the information is misleading.	20 21
	Maximum penalty—100 penalty units.	22
	(2) A person must not produce a document in complying or purportedly complying with this Act that the person knows to be false or misleading in a material particular without—	23 24 25

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- (a) indicating how it is false or misleading and, if practicable, providing correct information; or
  - (b) accompanying the document with a written statement signed by the person or, in the case of a body corporate, by a competent officer of the body corporate—
    - (i) stating that the document is, to the knowledge of the first-mentioned person, false or misleading in a material particular; and
    - (ii) setting out, or referring to, the material particular in which the document is, to the knowledge of the first-mentioned person, false or misleading.

Maximum penalty—100 penalty units.

- (3) Subsection (2) places an evidential burden on the defendant to show that the accused had indicated the extent to which the document was false or misleading or that the accompanying document sufficiently explained the extent to which the document was false or misleading.

**269 Act does not affect legal professional privilege**

Nothing in this Act requires a person to produce a document that would disclose information, or otherwise provide information, that is the subject of legal professional privilege.

**270 Immunity from liability**

- (1) An inspector, or other person engaged in the administration of this Act, incurs no civil liability for an act or omission done or omitted to be done in good faith and in the execution or purported execution of powers and functions under this Act.
- (2) A civil liability that would, but for subsection (1), attach to a person, attaches instead to the State.

[s 271]

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<b>271</b>	<b>Confidentiality of information</b>	1
(1)	This section applies if a person obtains information or gains access to a document in exercising any power or function under this Act, other than under part 7.	2 3 4
(2)	The person must not do any of the following—	5
(a)	disclose to anyone else—	6
(i)	the information; or	7
(ii)	the contents of or information contained in the document;	8 9
(b)	give access to the document to anyone else;	10
(c)	use the information or document for any purpose.	11
	Maximum penalty—100 penalty units.	12
(3)	Subsection (2) does not apply to the disclosure of information, or the giving of access to a document or the use of information or a document—	13 14 15
(a)	about a person, with the person’s consent; or	16
(b)	that is necessary for the exercise of a power or function under this Act; or	17 18
(c)	that is made or given by the regulator or a person authorised by the regulator if the regulator reasonably believes the disclosure, access or use—	19 20 21
(i)	is necessary for administering, or monitoring or enforcing compliance with, this Act; or	22 23
(ii)	is necessary for the administration or enforcement of another Act prescribed under a regulation; or	24 25
(iii)	is necessary for the administration or enforcement of another Act or law, if the disclosure, access or use is necessary to lessen or prevent a serious risk to public health or safety; or	26 27 28 29
(iv)	is necessary for the recognition of authorisations under a corresponding WHS law; or	30 31

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(v)	is required for the exercise of a power or function under a corresponding WHS law; or	1 2
(d)	that is required by any court, tribunal, authority or person having lawful authority to require the production of documents or the answering of questions; or	3 4 5
(e)	that is required or authorised under a law; or	6
(f)	to a Minister.	7
(4)	A person must not intentionally disclose to another person the name of an individual who has made a complaint in relation to that other person unless—	8 9 10
(a)	the disclosure is made with the consent of the complainant; or	11 12
(b)	the disclosure is required under a law.	13
	Maximum penalty—100 penalty units.	14
<b>272</b>	<b>No contracting out</b>	15
	A term of any agreement or contract that purports to exclude, limit or modify the operation of this Act or any duty owed under this Act or to transfer to another person any duty owed under this Act is void.	16 17 18 19
<b>273</b>	<b>Person not to levy workers</b>	20
	A person conducting a business or undertaking must not impose a levy or charge on a worker, or permit a levy or charge to be imposed on a worker, for anything done, or provided, in relation to work health and safety.	21 22 23 24
	Maximum penalty—50 penalty units.	25

[s 274]

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<b>Division 2</b>	<b>Codes of practice</b>	1
<b>274</b>	<b>Approved codes of practice</b>	2
(1)	The Minister may approve a code of practice for the purposes of this Act and may vary or revoke an approved code of practice.	3 4 5
(2)	The Minister may only approve, vary or revoke a code of practice under subsection (1) if the code of practice, variation or revocation was developed by a process that involved consultation between—	6 7 8 9
(a)	the Governments of the Commonwealth and each State and Territory; and	10 11
(b)	unions; and	12
(c)	employer organisations.	13
(3)	A code of practice may apply, adopt or incorporate any matter contained in a document formulated, issued or published by a person or body whether—	14 15 16
(a)	with or without modification; or	17
(b)	as in force at a particular time or from time to time.	18
(4)	An approval of a code of practice, or an instrument varying or revoking an approved code of practice, has no effect unless the Minister gives notice of its making.	19 20 21
(4A)	A notice under subsection (4) is subordinate legislation.	22
(4B)	A code of practice, or an instrument varying or revoking a code of practice, commences on the later of the following—	23 24
(a)	the day the notice under subsection (4) commences; or	25
(b)	the day the code or instrument provides that it commences.	26 27
(5)	As soon as practicable after approving a code of practice, or varying or revoking an approved code of practice, the Minister must ensure that notice of the approval, variation or	28 29 30



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revocation is published in a newspaper circulating generally 1  
throughout the State. 2

(6) The regulator must ensure that a copy of— 3

(a) each code of practice that is currently approved; and 4

(b) each document applied, adopted or incorporated, to any 5  
extent, by an approved code of practice; 6

is available for inspection by members of the public without 7  
charge at the office of the regulator during normal business 8  
hours. 9

**275 Use of codes of practice in proceedings 10**

(1) This section applies in a proceeding for an offence against this 11  
Act. 12

(2) An approved code of practice is admissible in the proceeding 13  
as evidence of whether or not a duty or obligation under this 14  
Act has been complied with. 15

(3) The court may— 16

(a) have regard to the code as evidence of what is known 17  
about a hazard or risk, risk assessment or risk control to 18  
which the code relates; and 19

(b) rely on the code in determining what is reasonably 20  
practicable in the circumstances to which the code 21  
relates. 22

*Note—* 23

See section 18 for the meaning of *reasonably practicable*. 24

(4) Nothing in this section prevents a person from introducing 25  
evidence of compliance with this Act in a way that is different 26  
from the code but provides a standard of work health and 27  
safety that is equivalent to or higher than the standard required 28  
in the code. 29

[s 276]

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<b>Division 3</b>	<b>Regulation-making power</b>	1
<b>276</b>	<b>Regulation-making power</b>	2
(1)	The Governor in Council may make regulations under this Act.	3 4
(2)	Without limiting subsection (1), a regulation may make provision for any matter stated in schedule 3 or otherwise related to work health and safety.	5 6 7
(3)	A regulation may—	8
(a)	allow the regulator to provide exemptions from complying with any of the regulations on the terms and conditions (if any) prescribed or, if the regulations allow, on the terms and conditions (if any) determined by the regulator; or	9 10 11 12 13
(b)	prescribe fees for doing any act or providing any service for the purposes of this Act; or	14 15
(c)	prescribe a penalty for any contravention of the regulations not exceeding 300 penalty units.	16 17
(4)	Subsection (1) applies as provided under, and subsections (2) and (3) do not limit, the <i>Statutory Instruments Act 1992</i> .	18 19
(5)	For the <i>Statutory Instruments Act 1992</i> , to remove doubt it is declared that—	20 21
(a)	a reference in section 24 and 25 of that Act to exceptions includes exemptions, and exceptions and exemptions given on terms or conditions (if any) prescribed; and	22 23 24
(b)	a reference in 30B(1)(b) of that Act to waiving payment of a fee includes reducing or refunding the fee.	25 26

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<b>Part 15</b>	<b>Repeals</b>	1
<b>277</b>	<b>Repeal of Workplace Health and Safety Act 1995</b>	2
	The Workplace Health and Safety Act 1995, No. 25 is repealed.	3 4
<b>278</b>	<b>Repeal of Dangerous Goods Safety Management Act 2001</b>	5 6
	The Dangerous Goods Safety Management Act 2001, No. 28 is repealed.	7 8
<b>Part 16</b>	<b>Transitional provisions</b>	9
<b>Division 1</b>	<b>Provisions for the repeal of the Workplace Health and Safety Act 1995</b>	10 11 12
<b>Subdivision 1</b>	<b>Preliminary</b>	13
<b>279</b>	<b>Definitions for div 1</b>	14
	In this division—	15
	<i>repeal</i> means the repeal of the repealed Act.	16
	<i>repealed Act</i> means the repealed <i>Workplace Health and Safety Act 1995</i> .	17 18

[s 280]

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<b>Subdivision 2</b>	<b>Proceedings</b>	1
<b>280</b>	<b>Application of this Act and repealed Act in relation to particular provisions</b>	2 3
(1)	This section applies to an obligation imposed by any of the following provisions of the repealed Act—	4 5
(a)	section 28;	6
(b)	section 30;	7
(c)	section 30C;	8
(d)	section 31;	9
(e)	section 34C;	10
(f)	section 34D;	11
(g)	section 35;	12
(h)	section 36.	13
(2)	To the extent the obligation was contravened before the repeal, proceedings may be taken or continued against the person who contravened the obligation, and the person may be punished, as if the repeal had not happened.	14 15 16 17
(3)	If—	18
(a)	the acts or omissions constituting the contravention continue after the repeal; and	19 20
(b)	the continuing acts or omissions contravene a duty imposed by a provision of this Act;	21 22
	proceedings may be taken against the person under the provision of this Act to the extent of the continuation of the acts or omissions after the repeal.	23 24 25
<b>281</b>	<b>Application of this Act and repealed Act in relation to other particular provisions</b>	26 27
(1)	This section applies to an obligation imposed by any of the following provisions of the repealed Act—	28 29

- 
- (a) section 30A; 1
- (b) section 30B; 2
- (c) section 32; 3
- (d) section 32A; 4
- (e) section 32B; 5
- (f) section 33; 6
- (g) section 34; 7
- (h) section 34A. 8
- (2) If a contravention of the obligation happens before the repeal, 9  
proceedings may be taken or continued against the person 10  
who contravened the obligation, and the person may be 11  
punished, as if the repeal had not happened. 12
- (3) If— 13
- (a) a particular activity of a person would be a 14  
contravention of the obligation if all the acts or 15  
omissions involved happened before the repeal; but 16
- (b) some of the acts or omissions happen before, and some 17  
after, the repeal; 18
- the proceedings may be taken against the person for the 19  
activity as a contravention of the obligation as if the repeal 20  
had not happened. 21
- (4) However, subsection (3) only applies if proceedings against 22  
the person for the activity are commenced— 23
- (a) for an activity to which the provisions mentioned in 24  
subsection (1)(b), (c) or (f) relate—within 2 years after 25  
the repeal; or 26
- (b) otherwise—within 1 year after the repeal. 27
- (5) Also, the person can not be convicted of the contravention 28  
under subsection (3) unless the acts or omissions would also 29  
be a contravention of a corresponding duty under this Act if 30  
they all happened after the repeal. 31

[s 282]

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(6)	Subsections (3) and (4) do not prevent proceedings being commenced against the person under this Act solely for any acts of omissions involved in the activity that happen after the repeal.	1 2 3 4
<b>282</b>	<b>Investigations and proceedings generally</b>	5
(1)	This section does not limit sections 280 and 281.	6
(2)	This section applies to an offence committed by a person against the repealed Act, for which investigations or proceedings had not been conducted, taken or completed before the repeal.	7 8 9 10
(3)	The investigation or proceedings may be conducted, taken or continued against the person, and the person may be punished, as if the repeal had not happened.	11 12 13
(4)	For subsection (3) and for any other provision of this division that authorises the taking or continuation of proceedings under the repealed Act as if it had not been repealed—	14 15 16
(a)	a reference in the repealed Act, section 161(1), to the chief executive is taken to include a reference to the regulator; and	17 18 19
(b)	a reference in the repealed Act, section 164(5), to the chief executive is taken to be a reference to the regulator, if proceedings are started after the repeal.	20 21 22
<b>Subdivision 3</b>	<b>Status of persons, bodies, processes and other matters</b>	23 24
<b>283</b>	<b>Principal contractor</b>	25
(1)	This section applies if, immediately before the repeal of the repealed Act, a person is the principal contractor for construction work because of an appointment under the repealed Act, section 184A.	26 27 28 29

- 
- (2) The person is taken to continue to be the principal contractor for the construction work for a provision under a regulation that mentions a principal contractor (a *principal contractor* regulation). 1  
2  
3  
4
- (3) Subsection (2) does not apply if— 5
- (a) a regulation in effect defines or limits who is a principal contractor for the principal contractor regulation; and 6  
7
- (b) the person is not a principal contractor as so defined or limited. 8  
9

**284 Code of practice preserved** 10

- (1) This section applies to a code of practice made by the Minister under the repealed Act, section 41, and in existence immediately before the repeal (an *old code*). 11  
12  
13
- (2) The old code is taken to be made under section 274 of this Act (a *preserved code*). 14  
15
- (3) A preserved code— 16
- (a) is taken to be effective without compliance with section 274(2) or (5) of this Act; and 17  
18
- (b) may be varied or revoked under this Act without compliance with section 274(2) of this Act. 19  
20

**285 Enforceable undertaking** 21

- (1) Subsection (2) applies to a workplace health and safety undertaking— 22  
23
- (a) made under the part 5 of the repealed Act; and 24
- (b) in force immediately before the repeal of the part. 25
- (2) Part 5 of the repealed Act and any other provision of the repealed Act relevant to the operation of part 5 continue to apply in relation to the undertaking as if they had not been repealed. 26  
27  
28  
29

[s 285]

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- (3) However, for subsection (2), sections 42F, 42H and 42I of the repealed Act, as they existed before the repeal of part 5 of the repealed Act, apply as if a reference to the chief executive were a reference to the regulator. 1  
2  
3  
4
- (4) Also, the undertaking continues in force with necessary changes, in relation to an act or omission of the identified person happening after the repeal of part 5 of the repealed Act, as if it were an undertaking accepted by the regulator under section 216(1) of this Act to the extent to which the future behaviour assurance is material to compliance with this Act. 5  
6  
7  
8  
9  
10  
11
- (5) Subsection (4) does not apply to an act or omission that constitutes a category 1 offence. 12  
13
- (6) Subsections (7) and (8) apply if, immediately before the repeal of the repealed Act, the chief executive— 14  
15
- (a) has received an undertaking under section 42DA of the repealed Act; but 16  
17
- (b) has not made a decision whether to accept the undertaking under section 42E of the repealed Act. 18  
19
- (7) The chief executive must decide whether or not to accept the undertaking. 20  
21
- (8) If the chief executive accepts the undertaking, subsections (2) to (5) and (9) and (12) apply to the undertaking. 22  
23
- (9) For subsection (4), a reference— 24
- (a) in the undertaking to the alleged contravention; or 25
- (b) in the future behaviour assurance to a contravention of the repealed Act; 26  
27
- is taken to include a reference to a contravention of this Act that corresponds to those contraventions. 28  
29
- Note—* 30
- Paragraph (a) is relevant to the continued operation of section 42F of the repealed Act as it existed before the repeal. Paragraph (b) is relevant if future behaviour is expressed in terms of contraventions of particular sections of the repealed Act. 31  
32  
33  
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(10)	Despite subsections (1) to (9), the regulator may accept a WHS undertaking under part 11 of this Act for a contravention of the repealed Act.	1 2 3
(11)	For subsection (10), a reference in part 11 to this Act is taken to include a reference to the repealed Act.	4 5
(12)	In this section—	6
	<i>future behaviour assurance</i> is the assurance about future behaviour from the identified person included in the workplace health and safety undertaking.	7 8 9
	<i>identified person</i> means the identified person for the undertaking.	10 11
<b>286</b>	<b>Appointment to particular board and committee preserved</b>	12 13
(1)	An appointment made under any of the following provisions of the repealed Act and in force immediately before the repeal continues in force from the repeal as if the appointment had been made under the corresponding provision of this Act—	14 15 16 17
	(a) section 46;	18
	(b) section 57.	19
(2)	For the purpose of calculating the duration of the appointment, it is taken to have been made when it was made under the repealed Act.	20 21 22
(3)	In this section—	23
	<i>corresponding provision</i> , of this Act, means—	24
	(a) for an appointment made under the repealed Act, section 46—schedule 2, section 6 of this Act; or	25 26
	(b) for an appointment made under the repealed Act, section 57—schedule 2, section 16 of this Act.	27 28

[s 287]

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<b>287</b>	<b>Election of workplace health and safety representative preserved</b>	1 2
(1)	A workplace health and safety representative elected under the repealed Act, part 7, division 3, and holding office immediately before the repeal is taken from the repeal to have been elected as a health and safety representative, and to hold office for 3 years, under part 5, division 3, subdivision 4 of this Act.	3 4 5 6 7 8
(2)	For the purpose of calculating the representative's duration of office, the representative is taken to have been elected for a period of 3 years from the election under the repealed Act.	9 10 11
(3)	Subsections (4) and (5) apply if, before the repeal, an employer has complied with the repealed Act, section 73(2) for the election of a workplace health and safety representative but the election has not been conducted before the repeal.	12 13 14 15 16
(4)	The election may be continued to be conducted under the repealed Act despite the repeal but within 3 months after the repeal.	17 18 19
(5)	The person elected under subsection (3) is taken to be elected as a health and safety representative, and to hold office for 3 years, under part 5, division 3, subdivision 4 of this Act.	20 21 22
(6)	The work group of the health and safety representative mentioned in subsection (1) or (5) is taken to be—	23 24
(a)	the representative's workplace; or	25
(b)	if there is more than 1 representative for the workplace under the repealed Act—the part of the workplace within the representative's area of representation.	26 27 28
<b>288</b>	<b>Training requirements for workplace health and safety representative</b>	29 30
(1)	This section applies to a health and safety representative mentioned in section 287(1) and (5).	31 32

- 
- (2) Sections 85(6) and, subject to section 290(3), 90(4) of this Act do not apply to the representative for a period of 1 year from the commencement of this section.
- (3) If the representative, immediately before the repeal of the repealed Act, was a qualified workplace health and safety representative under section 81A of the repealed Act, the representative is taken to have satisfied the requirements of section 90(4)(a) of this Act.

- 289 Provisional improvement notices preserved**
- (1) Subsection (2) applies to the following in force immediately before the repeal of the repealed Act—
- (a) a provisional improvement notice given under the repealed Act, section 81B for a contravention or likely contravention of the repealed Act (the *old contravention*); or
- (b) a provisional improvement notice mentioned in paragraph (a) affirmed (with or without changes) by an inspector under the repealed Act, section 81I.
- (2) The provisional improvement notice continues to be enforceable against the person to whom it was given for a contravention of the repealed Act, section 81F, 81G or 81I(4) that happened before the repeal as if the repealed Act had not been repealed.
- (3) Also, the provisional improvement notice continues in force and may be enforced as if it were a provisional improvement notice given to the person under section 90 of this Act for a contravention of a provision of this Act that corresponds to the old contravention.

- 290 Suspension or cancellation relating to workplace health and safety representative preserved**
- (1) This section applies if—
- (a) the entitlement of a workplace health and safety representative to give a provisional improvement notice

[s 291]

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	under the repealed Act has been suspended or cancelled	1
	under section 81P of that Act; and	2
	(b) the suspension or cancellation is in effect immediately	3
	before the repeal.	4
(2)	The representative is taken not to satisfy section 90(4)(a) of	5
	this Act—	6
	(a) for a suspension—until the day the suspension would	7
	have ended if section 81P of the repealed Act had not	8
	been repealed; or	9
	(b) for a cancellation—indefinitely.	10
(3)	Section 288(2) does not apply to the representative for the	11
	period that subsection (2) applies to the representative.	12
<b>291</b>	<b>Workplace health and safety committee preserved</b>	13
(1)	This section applies to a workplace health and safety	14
	committee established for a workplace under the repealed Act,	15
	section 86 and in existence immediately before the repeal of	16
	the repealed Act.	17
(2)	From the repeal, the committee continues as the health and	18
	safety committee for the workplace taken to be established	19
	under part 5, division 4 of this Act.	20
(3)	However, if the constitution of the committee is inconsistent	21
	with the requirements for a health and safety committee under	22
	section 76 of this Act, the constitution must be adjusted to	23
	comply with section 76 within 1 year after the repeal (the	24
	<i>transitional period</i> ).	25
(4)	After the transitional period, if subsection (3) has not been	26
	complied with, the person conducting the business	27
	undertaking or the workers who must agree to the constitution	28
	of the committee under section 76(1) of this Act may ask the	29
	regulator to appoint an inspector to decide the matter.	30
(5)	The inspector must decide the appropriate constitution of the	31
	committee.	32

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<b>292</b>	<b>Appointment of authorised representative preserved</b>	1
(1)	A person appointed as an authorised representative under the repealed Act, section 90D, and holding office immediately before the repeal of that section, from the repeal is taken to be issued with a WHS entry permit under section 134.	2 3 4 5
(2)	The person's WHS entry permit is taken to be the identity card issued to the person under the repealed Act, section 90H.	6 7
(3)	For deciding the term of the permit, and despite section 136, the permit is taken to have been issued—	8 9
(a)	when the person was appointed as an authorised representative under the repealed Act; and	10 11
(b)	for the period until the expiry date stated on the identity card.	12 13
(4)	The permit is taken to be issued to the person on the conditions of the appointment mentioned in the repealed Act, section 90F, which may be varied under section 135.	14 15 16
(5)	If the industrial registrar issues the person with a WHS permit under section 134, subsections (1) to (3) stop applying to the person.	17 18 19
(6)	An application under the repealed Act, section 90C that has not been decided at the repeal, from the repeal is taken to be an application under section 131 and must be decided by the industrial registrar.	20 21 22 23
<b>293</b>	<b>Appointment of inspector</b>	24
(1)	This section applies to a person who, immediately before the repeal of the repealed Act was an inspector appointed under the repealed Act, section 99.	25 26 27
(2)	The person is taken to be appointed by the regulator as an inspector under section 156.	28 29
(3)	The inspector's compliance powers continue to be subject to the conditions imposed under the repealed Act, section 100, which are taken to be imposed under section 161.	30 31 32

[s 294]

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- (4) The inspector continues to be subject to directions given under the repealed Act, section 100(1), which are taken to be given, and may be withdrawn, under section 162. 1  
2  
3
- 294 Warrants and actions by inspectors preserved 4**
- (1) A warrant issued under the repealed Act, part 9, division 2, and in force immediately before the repeal, continues to have effect for the purposes of an investigation to which section 282 applies. 5  
6  
7  
8
- (2) A power exercised by an inspector before the repeal— 9
- (a) if the context permits, continues to have effect for the purposes of this Act; and 10  
11
- (b) if the context permits, is taken to have been exercised under a corresponding provision of this Act. 12  
13
- (3) However, subsection (2) does not apply to an exercise of an inspector's power to which sections 289, 295 or 296 applies. 14  
15
- (4) In this section— 16
- corresponding provision* means a provision of this Act that corresponds to a provision of the repealed Act under which the power mentioned in subsection (2) was exercised. 17  
18  
19
- 295 Improvement notice preserved 20**
- (1) This section applies to an improvement notice— 21
- (a) given by an inspector under the repealed Act, section 117 for a contravention or likely contravention of the repealed Act (the *notified contravention*); and 22  
23  
24
- (b) in force immediately before the repeal. 25
- (2) The notice continues to be enforceable against the person to whom it was given for an offence against the repealed Act, section 117(4) that happened before the repeal as if the repealed Act had not been repealed. 26  
27  
28  
29
- (3) Also, the notice continues in force and may be enforced as if it were an improvement notice given to the person under the 30  
31

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repealed Act, section 117 for a contravention or likely  
contravention of this Act that corresponds to the notified  
contravention.

- 296 Prohibition notice preserved** 4
- (1) This section applies to a direction or prohibition notice given  
by an inspector under the repealed Act, section 118 and in  
force immediately before the repeal. 5  
6  
7
- (2) The direction or prohibition notice continues in force, and  
may be enforced under the repealed Act, section 118(4), as if  
the repealed Act had not been repealed. 8  
9  
10

- 297 Appeals** 11
- (1) The repealed Act, part 11 continues to apply to a decision  
made under the repealed Act as if the repealed Act had not  
been repealed. 12  
13  
14
- (2) Another provision of this subdivision that would have applied  
to a matter if the final decision on a review or appeal under the  
repealed Act, part 11 had been made before the repeal of the  
repealed Act applies to matter as if the final decision had been  
made before the repeal. 15  
16  
17  
18  
19

**Division 2 Provisions for repeal of Dangerous  
Goods Safety Management Act 2001** 20  
21

- 298 Definitions for pt 15, div 2** 22
- repeal* means the repeal of the repealed Act. 23
- repealed Act* means the repealed *Dangerous Goods Safety  
Management Act 2001*. 24  
25

[s 299]

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<b>299</b>	<b>Application of this Act and repealed Act in relation to particular provisions</b>	1 2
(1)	This section applies to an obligation imposed by any of the following provisions of the repealed Act—	3 4
(a)	section 16;	5
(b)	section 23;	6
(c)	section 24.	7
(2)	To the extent the obligation was contravened before the repeal, proceedings may be taken, or continue to be taken, against the person who contravened the obligation, and the person may be punished, as if the repeal had not happened.	8 9 10 11
(3)	If—	12
(a)	the acts or omissions constituting the contravention continue after the repeal; and	13 14
(b)	the continuing acts or omissions contravene a duty imposed by a provision of this Act;	15 16
	proceedings may be taken against the person under the provision of this Act to the extent of the continuation of the acts or omissions after the repeal.	17 18 19
<b>300</b>	<b>Application of this Act and repealed Act in relation to other particular provisions</b>	20 21
(1)	This section applies to an obligation imposed by any of the following provisions of the repealed Act—	22 23
(a)	section 25;	24
(b)	section 26;	25
(c)	section 27.	26
(2)	If a contravention of the obligation happens before the repeal, proceedings may be taken or continued against the person who contravened the obligation, and the person may be punished, as if the repeal had not happened.	27 28 29 30
(3)	If—	31



[s 301]

- 
- (a) a particular activity of a person would be a contravention of the obligation if all the acts or omissions involved happened before the repeal; but
- (b) some of the acts or omissions happen before, and some after, the repeal;
- the proceedings may be taken against the person for the activity as a contravention of the obligation as if the repeal had not happened.
- (4) However, subsection (3) only applies if proceedings against the person for the activity are commenced—
- (a) for an activity to which section 26 and 27 of the repealed Act applies in relation to designers and installers—within 2 years after the repeal;
- (b) for an activity to which section 26(2) of the repealed Act applies—within 2 years after the repeal;
- (c) otherwise—within 1 year after the repeal.
- (5) Also, the person can not be convicted of the contravention under subsection (3) unless the acts or omissions would also be a contravention of a corresponding duty under this Act if they all happened after the repeal.
- (6) Subsections (3) and (4) do not prevent proceedings being commenced against the person under this Act solely for any acts of omissions involved in the activity that happen after the repeal.

### **301 Investigations and proceedings generally**

- (1) This section does not limit sections 299 and 300.
- (2) This section applies to an offence by a person against the repealed Act for which investigations or proceedings had not been conducted, taken or completed before the repeal.
- (3) The investigations and proceedings may be conducted, taken or continued against the person, and the person may be punished, as if the repeal had not happened.

[s 302]

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- (4) The repealed Act, section 175 continues to apply after the repeal in relation to an offence committed before the repeal. 1  
2

**302 Directive by authorised officer preserved** 3

- (1) Subsection (2) applies to a directive (an *old directive*) given by an authorised officer under the repealed Act, part 6, division 3 before its repeal. 4  
5  
6
- (2) The repealed Act, part 6, division 3 and any other provision of the repealed Act relevant to the operation of the division (the *preserved provisions*) continue to apply in relation to the old directive despite the repeal. 7  
8  
9  
10
- (3) Also, a further directive may be given under the preserved provisions (a *consequential directive*) in relation to the same matter as, or a matter connected to, the matter for which the old directive was given. 11  
12  
13  
14

*Example—* 15

Before the repeal, an authorised officer gives a directive under the repealed Act, section 90. As a result of the response to the directive, or a lack of response to the directive, an inspector appointed under this Act gives a directive under section 91 of the preserved provisions. 16  
17  
18  
19

- (4) Under subsections (2) and (3), for any action that may be taken after the repeal, a reference in the division to an authorised officer is taken to be a reference to an inspector appointed under this Act. 20  
21  
22  
23

- (5) Under subsections (2) and (3), for the purpose of— 24

(a) an application for a review under the repealed Act, section 102 made after the repeal; or 25  
26

(b) an action taken by the administering executive after the repeal on an application for review made before the repeal; 27  
28  
29

a reference in the division to the chief executive as the administering executive is taken to be a reference to the regulator. 30  
31  
32

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*Note—*

Subsection (3) also necessarily affects later references to the administering executive in the repealed Act, part 9, division 2, as preserved under section 305.

### **303 Warrants and actions by authorised officer preserved**

(1) A warrant issued under the repealed Act, part 6 before the repeal continues to have effect for the purposes of an investigation to which section 301 applies.

(2) A power exercised by an authorised officer before the repeal—

(a) if the context permits, continues to have effect for the purposes of this Act; and

(b) if the context permits, is taken to have been exercised under a corresponding provision of this Act by an inspector appointed under this Act.

(3) However, subsection (2) does not apply to an exercise of an authorised person's power to which section 302 applies.

(4) In this section—

*corresponding provision* means a provision of this Act that corresponds to a provision under which the power mentioned in subsection (2) was exercised.

### **304 Cost recovery notice**

(1) Despite the repeal of the repealed Act, a claimant under the repealed Act, section 107A may issue a cost recovery notice under the section in relation to costs incurred under the repealed Act, section 107 before the repeal.

(2) Despite the repeal, sections 107A and 107B of the repealed Act continue to apply as if they had not been repealed to—

(a) a cost recovery notice issued before the repeal or under subsection (1); and

(b) to any amount for which the notice was issued.

[s 305]

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<b>305</b>	<b>Appeals</b>	1
(1)	The repealed Act, part 9 continues to apply to a decision made under the repealed Act as if the repealed Act had not been repealed.	2 3 4
(2)	For the repealed Act, section 154F, applied under subsection (1), a reference to the chief executive of the department is taken to be a reference to the regulator.	5 6 7
<b>306</b>	<b>Regulation-making power for major hazard facility</b>	8
	A regulation may make provision for declaring whether or how any matter defined, decided, notified, done or otherwise arising under the repealed Act, part 4 or 5, is to have continuing effect for the regulation, including a continuing effect as modified for the purpose of the regulation.	9 10 11 12 13
	<i>Examples—</i>	14
1	A regulation may declare that a facility classified as a major hazard facility by the chief executive under the repealed Act, part 4, is taken, under the regulation, to be a facility registered or licensed as a major hazard facility by the regulator.	15 16 17 18
2	A regulation may declare that a workplace defined as a large dangerous goods location under the repealed Act, part 5, is taken, under the regulation, to be a notified workplace with hazardous materials above the manifest quantity.	19 20 21 22
<b>Division 3</b>	<b>Other transitional provisions</b>	23
<b>307</b>	<b>Power to make subordinate legislation unaffected by direct amendment by Act</b>	24 25
	The amendment by this Act of subordinate legislation made under any Act does not affect the power of the maker of the subordinate legislation to further amend the subordinate legislation or repeal it.	26 27 28 29

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<b>Part 17</b>	<b>Amendment of asbestos definition</b>	1 2
<b>Division 1</b>	<b>Amendment of Coal Mining Safety and Health Regulation 2001</b>	3 4
<b>308</b>	<b>Regulation amended</b>	5
	This division amends the <i>Coal Mining Safety and Health Regulation 2001</i> .	6 7
<b>309</b>	<b>Amendment of sch 9 (Dictionary)</b>	8
	Schedule 9, definition <i>asbestos</i> —	9
	<i>omit, insert</i> —	10
	‘ <i>asbestos</i> means the asbestiform varieties of mineral silicates belonging to the serpentine or amphibole groups of rock-forming minerals, including the following—	11 12 13
	(a) actinolite asbestos;	14
	(b) grunerite (or amosite) (brown) asbestos;	15
	(c) anthophyllite asbestos;	16
	(d) chrysotile (white);	17
	(e) crocidolite (blue);	18
	(f) tremolite asbestos;	19
	(g) a mixture containing 1 or more of the minerals mentioned in paragraphs (a) to (f).	20 21
	<i>Note</i> —	22
	Paragraphs (a), (b), (c) and (f) mention mineral silicates that use the same mineral term for both the asbestiform and nonasbestiform varieties. The word ‘asbestos’ has been included when listing these minerals to emphasise that only the asbestiform habit of these minerals is regulated as asbestos.’.	23 24 25 26 27

[s 310]

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<b>Division 2</b>	<b>Amendment of Public Health Regulation 2005</b>	1 2
<b>310</b>	<b>Regulation amended</b>	3
	This division amends the <i>Public Health Regulation 2005</i> .	4
<b>311</b>	<b>Amendment of s 2B (Definitions for div 1)</b>	5
	Section 2B, definition <i>asbestos</i> —	6
	<i>omit, insert</i> —	7
	‘ <i>asbestos</i> means the asbestiform varieties of mineral silicates belonging to the serpentine or amphibole groups of rock-forming minerals, including the following—	8 9 10
	(a) actinolite asbestos;	11
	(b) grunerite (or amosite) (brown) asbestos;	12
	(c) anthophyllite asbestos;	13
	(d) chrysotile (white);	14
	(e) crocidolite (blue);	15
	(f) tremolite asbestos;	16
	(g) a mixture containing 1 or more of the minerals mentioned in paragraphs (a) to (f).	17 18
	<i>Note</i> —	19
	Paragraphs (a), (b), (c) and (f) mention mineral silicates that use the same mineral term for both the asbestiform and nonasbestiform varieties. The word ‘asbestos’ has been included when listing these minerals to emphasise that only the asbestiform habit of these minerals is regulated as asbestos.’.	20 21 22 23 24

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<b>Division 3</b>	<b>Amendment of Mining and Quarrying Safety and Health Regulation 2001</b>	1 2 3
<b>312</b>	<b>Regulation amended</b>	4
	This division amends the <i>Mining and Quarrying Safety and Health Regulation 2001</i> .	5 6
<b>313</b>	<b>Amendment of sch 7 (Dictionary)</b>	7
	Schedule 7, definition <i>asbestos</i> —	8
	<i>omit, insert</i> —	9
	‘ <i>asbestos</i> means the asbestiform varieties of mineral silicates belonging to the serpentine or amphibole groups of rock-forming minerals, including the following—	10 11 12
	(a) actinolite asbestos;	13
	(b) grunerite (or amosite) (brown) asbestos;	14
	(c) anthophyllite asbestos;	15
	(d) chrysotile (white);	16
	(e) crocidolite (blue);	17
	(f) tremolite asbestos;	18
	(g) a mixture containing 1 or more of the minerals mentioned in paragraphs (a) to (f).	19 20
	<i>Note</i> —	21
	Paragraphs (a), (b), (c) and (f) mention mineral silicates that use the same mineral term for both the asbestiform and nonasbestiform varieties. The word ‘asbestos’ has been included when listing these minerals to emphasise that only the asbestiform habit of these minerals is regulated as asbestos.’	22 23 24 25 26

[s 314]

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<b>Division 4</b>	<b>Amendment of Workplace Health and Safety Act 1995</b>	1 2
<b>314 Act amended</b>		3
	This division amends the <i>Workplace Health and Safety Act 1995</i> .	4 5
<b>315 Amendment of sch 3 (Dictionary)</b>		6
	Schedule 3, definition <i>asbestos</i> —	7
	<i>omit, insert</i> —	8
	<b>‘asbestos</b> means the asbestiform varieties of mineral silicates belonging to the serpentine or amphibole groups of rock-forming minerals, including the following—	9 10 11
	(a) actinolite asbestos;	12
	(b) grunerite (or amosite) (brown) asbestos;	13
	(c) anthophyllite asbestos;	14
	(d) chrysotile (white);	15
	(e) crocidolite (blue);	16
	(f) tremolite asbestos;	17
	(g) a mixture containing 1 or more of the minerals mentioned in paragraphs (a) to (f).	18 19
	<i>Note</i> —	20
	Paragraphs (a), (b), (c) and (f) mention mineral silicates that use the same mineral term for both the asbestiform and nonasbestiform varieties. The word ‘asbestos’ has been included when listing these minerals to emphasise that only the asbestiform habit of these minerals is regulated as asbestos.’	21 22 23 24 25



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<b>Division 5</b>	<b>Amendment of Workplace Health and Safety Regulation 2008</b>	1 2
<b>316</b>	<b>Regulation amended</b>	3
	This division amends the <i>Workplace Health and Safety Regulation 2008</i> .	4 5
<b>317</b>	<b>Replacement of sch 9, s 1 (Amosite, crocidolite, fibrous anthophyllite, tremolite or actinolite)</b>	6 7
	Schedule 9, section 1—	8
	<i>omit, insert—</i>	9
<b>‘1</b>	<b>Grunerite (or amosite) (brown) asbestos, crocidolite, anthophyllite asbestos, tremolite asbestos or actinolite asbestos</b>	10 11 12
	‘(1) Grunerite (or amosite) (brown) asbestos, crocidolite, anthophyllite asbestos, tremolite asbestos and actinolite asbestos are prohibited substances.	13 14 15
	‘(2) A thing containing grunerite (or amosite) (brown) asbestos, crocidolite, anthophyllite asbestos, tremolite asbestos or actinolite asbestos is a prohibited ACM.	16 17 18
	‘(3) The prohibited purpose for the prohibited substances or the prohibited ACM is a purpose other than any of the following—	19 20 21
	(a) analysis, research or sampling;	22
	(b) maintenance;	23
	(c) removal or disposal;	24
	(d) encapsulation or enclosure.’.	25

[s 318]

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<b>Part 18</b>	<b>Amendment of other legislation relating to safety</b>	1 2
<b>Division 1</b>	<b>Building and construction work levy amendments</b>	3 4
<b>Subdivision 1</b>	<b>Building and Construction Industry (Portable Long Service Leave) Act 1991</b>	5 6 7
<b>318</b>	<b>Act amended</b>	8
	This subdivision amends the <i>Building and Construction Industry (Portable Long Service Industry) Act 1991</i> .	9 10
<b>319</b>	<b>Amendment of s 3A (Who is an <i>eligible worker</i>)</b>	11
	Section 3A(2)(b)—	12
	<i>omit, insert—</i>	13
	‘(b) an individual who is appointed as a safety officer by the person conducting a business to advise the person in relation to work health and safety duties under the <i>Work Health and Safety Act 2011</i> , in relation to building and construction work, whether or not the individual performs or usually performs building and construction work.’.	14 15 16 17 18 19
<b>320</b>	<b>Amendment of s 32 (Funds of authority)</b>	20
	Section 32—	21
	<i>insert—</i>	22
	‘(4) Work health and safety levy paid to the authority must be paid by the authority to the relevant department for the consolidated fund.	23 24 25
	‘(5) In this section—	26

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	<i>relevant department</i> means the department in which the <i>Work Health and Safety Act 2011</i> is administered.’.	1 2
<b>321</b>	<b>Amendment of s 66 (Imposition of levies)</b>	3
	Section 66—	4
	<i>insert—</i>	5
	‘(c) work health and safety levy.’.	6
<b>322</b>	<b>Amendment of s 72 (Rate of levy)</b>	7
	Section 72(1)—	8
	<i>insert—</i>	9
	‘(c) work health and safety levy.’.	10
<b>323</b>	<b>Amendment of sch (Dictionary)</b>	11
	(1) Schedule, definition <i>levy</i> —	12
	<i>insert—</i>	13
	‘(c) work health and safety levy.’.	14
	(2) Schedule —	15
	<i>insert—</i>	16
	‘ <i>work health and safety levy</i> means levy that is imposed under part 8, and includes—	17 18
	(a) an additional amount of levy imposed under section 80; and	19 20
	(b) any interest under section 84.’.	21
<b>324</b>	<b>Insertion of new pt 11, div 7</b>	22
	Part 11—	23
	<i>insert—</i>	24

[s 325]

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<b>‘Division 7</b>	<b>Transitional provisions for Work Health and Safety Act 2011</b>	1 2
<b>‘124</b>	<b>Liability to pay fee under regulation preserved</b>	3
(1)	This section applies to a fee payable under the <i>Workplace Health and Safety Regulation 2008</i> , part 9 that is unpaid immediately before the repeal of part 9 of the regulation under the <i>Work Health and Safety Act 2011</i> , section 329.	4 5 6 7
(2)	Despite the repeal, part 9 continues to apply for the purpose of the enforcement of the liability to pay the fee and for recovery of the fee.’.	8 9 10
<b>Subdivision 2</b>	<b>Building and Construction Industry (Portable Long Service Leave) Regulation 2002</b>	11 12 13
<b>325</b>	<b>Regulation amended</b>	14
	This subdivision amends the <i>Building and Construction Industry (Portable Long Service Leave) Regulation 2002</i> .	15 16
<b>326</b>	<b>Amendment of s 6 (Building and construction work for which no levy is payable—Act, s 70(2))</b>	17 18
(1)	Section 6(4)— <i>renumber</i> as section 6(5).	19 20
(2)	Section 6— <i>insert</i> —	21 22
‘(4)	Also, levy is not payable under section 66(c) of the Act for building and construction work at—	23 24
(a)	a coal mine to which the <i>Coal Mining Safety and Health Act 1999</i> applies; or	25 26

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(b)	a mine to which the <i>Mining and Quarrying Safety and Health Act 1999</i> applies; or	1 2
(c)	operating plant, within the meaning of the <i>Petroleum and Gas (Production and Safety) Act 2004</i> , on land the subject of—	3 4 5
(i)	a 1923 Act petroleum tenure under the <i>Petroleum Act 1923</i> ; or	6 7
(ii)	a petroleum authority under the <i>Petroleum and Gas (Production and Safety) Act 2004</i> ; or	8 9
(iii)	a GHG authority under the <i>Greenhouse Gas Storage Act 2009</i> ; or	10 11
(d)	a facility or plant used for geothermal exploration, within the meaning of the <i>Geothermal Exploration Act 2004</i> , section 132A(1), if the facility or plant is used for drilling or drilling related purposes.	12 13 14 15
<b>327</b>	<b>Amendment of s 7 (Prescribed percentage for levy—Act, s 72)</b>	16 17
	Section 7—	18
	<i>insert—</i>	19
	‘(c) for the work health and safety levy—0.125%.’.	20
<b>Subdivision 3</b>	<b>Workplace Health and Safety Regulation 2008</b>	21 22
<b>328</b>	<b>Regulation amended</b>	23
	This subdivision amends the <i>Workplace Health and Safety Regulation 2008</i> .	24 25

[s 329]

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<b>329</b>	<b>Omission of pt 9 (Notifiable building and construction work)</b>	1 2
	Part 9—	3
	<i>omit.</i>	4
<b>330</b>	<b>Omission of sch 1, item 1 (Notification of building and construction work)</b>	5 6
	Schedule 1, item 1—	7
	<i>omit.</i>	8
<b>Division 2</b>	<b>Amendment of Electrical Safety Act 2002</b>	9 10
<b>331</b>	<b>Act amended</b>	11
	This division amends the <i>Electrical Safety Act 2002</i> .	12
<b>332</b>	<b>Amendment of s 3 (Act binds all persons)</b>	13
	Section 3—	14
	<i>insert—</i>	15
	‘(2) The State, Commonwealth and other States are liable for an offence against this Act.’.	16 17
<b>333</b>	<b>Amendment of s 5 (How purpose of Act is to be achieved)</b>	18
	Section 5(a), ‘obligations’—	19
	<i>omit, insert—</i>	20
	‘duties’.	21
<b>334</b>	<b>Amendment of s 10 (Meanings of <i>electrical risk</i>, <i>electrically safe</i> and <i>electrical safety</i>)</b>	22 23
	Section 10(4)—	24

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<i>omit, insert—</i>	1
‘(4) In this section—	2
<i>free from electrical risk</i> , for a person or property, means that—	3 4
(a) electrical risk to the person or property has been eliminated, so far as is reasonably practicable; or	5 6
(b) if it is not reasonably practicable to eliminate electrical risk to the person or property, the risk has been minimised so far as is reasonably practicable.’	7 8 9
<b>335 Replacement of ss 14 and 15</b>	10
Sections 14 and 15—	11
<i>omit, insert—</i>	12
<b>‘14 Meaning of <i>electrical equipment</i></b>	13
‘(1) Electrical equipment means any apparatus, appliance, cable, conductor, fitting, insulator, material, meter or wire that—	14 15
(a) is used for controlling, generating, supplying, transforming or transmitting electricity at a voltage greater than extra low voltage; or	16 17 18
(b) is operated by electricity at a voltage greater than extra-low voltage; or	19 20
(c) is part of an electrical installation located in an area in which the atmosphere presents a risk to health and safety from fire or explosion; or	21 22 23
(d) is, or is part of, a cathodic protection system.	24
‘(2) Electrical equipment does not include any apparatus, appliance, cable, conductor, fitting, insulator, material, meter or wire that is part of a vehicle if—	25 26 27
(a) the equipment is part of a unit of the vehicle that provides propulsion for the vehicle; or	28 29
(b) the electricity source for the equipment is a unit of the vehicle that provides propulsion to the vehicle.	30 31

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<i>Examples of things that, under subsection (2), are not electrical equipment—</i>	1 2
• the headlights of a vehicle	3
• ignition spark plugs of a motor vehicle	4
• the interior lighting system of a vehicle, if powered from a battery charged by the engine that drives the vehicle or by the vehicle's movement	5 6 7
<i>Examples of things that are not prevented by subsection (2) from being electrical equipment—</i>	8 9
• interior lighting or a socket outlet in a caravan, if the lighting or outlet is operated by a low voltage generating set or connected to low voltage supply	10 11 12
• a refrigeration unit in a food delivery vehicle operating at low voltage from a source separate from the propulsion unit for the vehicle	13 14 15

<b>‘15 Meaning of <i>electrical installation</i></b>	16
‘(1) An electrical installation is a group of items of electrical equipment that—	17 18
(a) are permanently electrically connected together; and	19
(b) can be supplied with electricity from the works of an electricity entity or from a generating source; and	20 21
(c) do not include items that are works of an electricity entity.	22 23
‘(2) An item of electrical equipment may be part of more than 1 electrical installation.	24 25
‘(3) In subsection (1)(a)—	26
(a) an item of electrical equipment connected to electricity by a plug and socket outlet is not <b><i>permanently electrically connected</i></b> ; and	27 28 29
(b) connection achieved through using works of an electricity entity is not a consideration in determining whether or not electrical equipment is <b><i>electrically connected</i></b> .	30 31 32 33



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<i>Examples of an electrical installation—</i>	1
• the switchboard, wiring, lighting, socket outlets and other electrical equipment permanently connected for a shop in a shopping centre	2 3
• the switchboard, wiring, lighting, socket outlets and other electrical equipment permanently connected for a house or residential unit	4 5
• the switchboard, wiring, lighting, socket outlets and other electrical equipment permanently connected for a shopping centre. The electrical installation for the shopping centre generally includes the electrical installations for the individual shops.	6 7 8 9
• the switchboard, wiring, lighting, socket outlets and other electrical equipment permanently connected for a residential unit complex. The electrical installation for the residential unit complex generally includes the electrical installations for the individual residential units.	10 11 12 13 14
• the switchboard, wiring, lighting, socket outlets and other electrical equipment permanently connected within a caravan	15 16
<b>336 Replacement of s 18 (Meaning of <i>electrical work</i>)</b>	17
Section 18—	18
<i>omit, insert—</i>	19
<b>‘18 Meaning of <i>electrical work</i></b>	20
‘(1) <i>Electrical work</i> means—	21
(a) connecting electricity supply wiring to electrical equipment or disconnecting electricity supply wiring from electrical equipment; or	22 23 24
(b) manufacturing, constructing, installing, removing, adding, testing, replacing, repairing, altering or maintaining electrical equipment or an electrical installation.	25 26 27 28
<i>Examples of electrical work—</i>	29
• installing low voltage electrical wiring in a building	30
• installing electrical equipment into an installation coupler or interconnector	31 32
• replacing a low voltage electrical component of a washing machine	33
• maintaining an electricity entity's overhead distribution system	34

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- ‘(2) **Electrical work** does not include the following— 1
- (a) work that involves connecting electrical equipment to an 2  
electricity supply by means of a flexible cord plug and 3  
socket outlet; 4
- (b) work on a non-electrical component of electrical 5  
equipment, if the person carrying out the work is not 6  
exposed to an electrical hazard; 7
- Examples for paragraph (b)— 8*
- painting electrical equipment covers 9
  - repairing hydraulic components of an electrical motor 10
  - replacing a drive belt on a washing machine 11
- (c) replacing electrical equipment or a component of 12  
electrical equipment if that task can be safely performed 13  
by a person who does not have expertise in carrying out 14  
electrical work; 15
- Examples for paragraph (c)— 16*
- replacing a fuse 17
  - replacing a light bulb in a light fitting 18
- (d) assembling, making, modifying or repairing electrical 19  
equipment in a workplace under the *Work Health and 20  
Safety Act 2011* that is prescribed under a regulation for 21  
this paragraph, if that is the principal manufacturing 22  
process at the workplace, and arrangements are in place, 23  
and are detailed in written form, for ensuring that— 24
- (i) the work is done safely and competently; and 25
  - (ii) the equipment is tested to ensure compliance with 26  
relevant standards; 27
- (e) building or repairing ducts, conduits or troughs 28  
(channels) where electrical wiring will be or is installed, 29  
if— 30
- (i) the channels are not intended to be earthed; and 31
  - (ii) wiring installed in the channels is not energised; 32  
and 33

- 
- (iii) the work is done under the supervision of a person licensed to perform electrical installation work; 1  
2
- (f) locating or mounting electrical equipment, or fixing electrical equipment in place, if this task is not performed in relation to the connection of electrical equipment to an electricity supply; 3  
4  
5  
6
- (g) assisting a licensed electrical worker to carry out electrical work, on electrical equipment under the direct supervision of the electrical worker, if the assistance does not involve physical contact with any energised electrical equipment; 7  
8  
9  
10  
11
- (h) carrying out electrical work, other than work on energised electrical equipment, in order to meet eligibility requirements in relation to becoming a licensed electrical worker and only if the work is prescribed under a regulation for this paragraph; 12  
13  
14  
15  
16
- (i) building, under the supervision of an electricity entity, an overhead electric line on structures that do not already carry an energised overhead electric line; 17  
18  
19
- (j) laying, cutting or sealing underground cables that are part of the works of an electricity entity before the initial connection of the cables to an electricity source; 20  
21  
22
- (k) recovering underground cables that are part of the works of an electricity entity after disconnection from an electricity source; 23  
24  
25
- (l) altering, repairing, maintaining or recovering an overhead electric line that is part of the works of an electricity entity, if the work is performed under the entity's supervision and— 26  
27  
28  
29
- (i) if the line is not on supports supporting another electric line—the line has been isolated from an electricity source so that the closure of a switch can not energise the section of the line where work is being done; or 30  
31  
32  
33  
34
- (ii) if the line is on supports supporting another electric line—both lines have been isolated from an 35  
36

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	electricity source so that the closure of a switch can not energise the section of the line where the work is being done or an adjacent section of the other line;	1 2 3 4
(m)	erecting structures for the support of electrical equipment;	5 6
	<i>Examples of structures—</i>	7
	• electric poles and towers	8
(n)	locating, mounting or fixing in place electrical equipment, other than—	9 10
	(i) making or terminating electrical connections to the equipment; or	11 12
	(ii) installing supply conductors that will connect the equipment to a supply of electricity;	13 14
(o)	maintaining the structural parts of the electrical traction system on a railway, other than overhead electric lines, that forms part of the works of an electrical entity, if the work is structural work performed under a safe system of work.’.	15 16 17 18 19
<b>337</b>	<b>Replacement of s 21 (Meaning of <i>employer</i>)</b>	20
	Section 21—	21
	<i>omit, insert—</i>	22
<b>‘21</b>	<b>Meaning of <i>person conducting a business or undertaking</i></b>	23 24
	‘(1) For this Act, a person conducts a business or undertaking—	25
	(a) whether the person conducts the business or undertaking alone or with others; and	26 27
	(b) whether or not the business or undertaking is conducted for profit or gain.	28 29
	‘(2) A business or undertaking conducted by a person includes a business or undertaking conducted by a partnership or an unincorporated association.	30 31 32

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‘(3)	If a business or undertaking is conducted by a partnership (other than an incorporated partnership), a reference in this Act to a person conducting the business or undertaking is to be read as a reference to each partner in the partnership.	1 2 3 4
‘(4)	A person does not conduct a business or undertaking to the extent that the person is engaged solely as a worker in, or as an officer of, that business or undertaking.	5 6 7
‘(5)	An elected member of a local government does not in that capacity conduct a business or undertaking.	8 9
‘(6)	A regulation may state the circumstances in which a person may be taken not to be a person who conducts a business or undertaking for the purposes of this Act or any provision of this Act.	10 11 12 13
‘(7)	A volunteer association does not conduct a business or undertaking for the purposes of this Act.	14 15
‘(8)	In this section, <i>volunteer association</i> means a group of volunteers working together for 1 or more community purposes where none of the volunteers, whether alone or jointly with any other volunteers, employs any person to carry out work for the volunteer association.’	16 17 18 19 20
<b>338</b>	<b>Replacement of s 22 (Meaning of <i>worker</i>)</b>	21
	Section 22—	22
	<i>omit, insert—</i>	23
<b>‘22</b>	<b>Meaning of <i>worker</i></b>	24
‘(1)	A person is a <i>worker</i> if the person carries out work in any capacity for a person conducting a business or undertaking, including work as—	25 26 27
	(a) an employee; or	28
	(b) a contractor or subcontractor; or	29
	(c) an employee of a contractor or subcontractor; or	30

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(d)	an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or	1 2 3
(e)	an outworker; or	4
(f)	an apprentice or trainee; or	5
(g)	a student gaining work experience; or	6
(h)	a volunteer; or	7
(i)	a person of a prescribed class.	8
(2)	For this Act, a police officer is—	9
(a)	a worker; and	10
(b)	at work throughout the time when the officer is on duty or lawfully performing the functions of a police officer, but not otherwise.	11 12 13
(3)	The person conducting the business or undertaking is also a <i>worker</i> if the person is an individual who carries out work in that business or undertaking.	14 15 16
<b>339</b>	<b>Omission of s 23 (Meaning of <i>self-employed person</i>)</b>	17
	Section 23—	18
	<i>omit.</i>	19
<b>340</b>	<b>Amendment of pt 2 hdg (Electrical safety obligations)</b>	20
	Part 2, heading 'obligations'—	21
	<i>omit, insert—</i>	22
	' <b>duties</b> '.	23
<b>341</b>	<b>Replacement of pt 2, div 1 (Preliminary)</b>	24
	Part 2, division 1—	25
	<i>omit, insert—</i>	26

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<b>‘Division 1</b>	<b>Introductory</b>	1
<b>‘Subdivision 1</b>	<b>Principles that apply to duties</b>	2
<b>‘26</b>	<b>Principles that apply to duties</b>	3
	‘This subdivision sets out the principles that apply to all duties that persons have under this Act.	4 5
<b>‘27</b>	<b>Duties not transferable</b>	6
	‘A duty can not be transferred to another person.	7
<b>‘27A</b>	<b>Person may have more than 1 duty</b>	8
	‘A person can have more than 1 duty by virtue of being in more than 1 class of duty holder.	9 10
<b>‘27B</b>	<b>More than 1 person can have a duty</b>	11
	‘(1) More than 1 person can concurrently have the same duty.	12
	‘(2) Each duty holder must comply with that duty to the standard required by this Act even if another duty holder has the same duty.	13 14 15
	‘(3) If more than 1 person has a duty for the same matter, each person—	16 17
	(a) retains responsibility for the person’s duty in relation to the matter; and	18 19
	(b) must discharge the person’s duty to the extent to which the person has the capacity to influence and control the matter or would have had that capacity but for an agreement or arrangement purporting to limit or remove that capacity.	20 21 22 23 24

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<b>‘Subdivision 2</b>	<b>What is reasonably practicable</b>	1
<b>‘28</b>	<b>What is <i>reasonably practicable</i> in ensuring electrical safety</b>	2 3
	‘In this Act, <i>reasonably practicable</i> , in relation to a duty to ensure electrical safety, means that which is, or was at a particular time, reasonably able to be done in relation to ensuring electrical safety, taking into account and weighing up all relevant matters including—	4 5 6 7 8
	(a) the likelihood of the hazard or the risk concerned happening; and	9 10
	(b) the degree of harm that might result from the hazard or the risk; and	11 12
	(c) what the person concerned knows, or ought reasonably to know, about—	13 14
	(i) the hazard or the risk; and	15
	(ii) ways of eliminating or minimising the risk; and	16
	(d) the availability and suitability of ways to eliminate or minimise the risk; and	17 18
	(e) after assessing the extent of the risk and the available ways of eliminating or minimising the risk, the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk.’.	19 20 21 22 23
<b>342</b>	<b>Amendment of pt 2, div 2 heading</b>	24
	Part 2, division 2, heading—	25
	<i>omit, insert—</i>	26
<b>‘Division 2</b>	<b>Duties of care’.</b>	27
<b>343</b>	<b>Amendment of s 29 (Obligation of electricity entity)</b>	28
	(1) Section 29, heading ‘Obligation’—	29



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	<i>omit, insert—</i>	1
	<b>‘Duty’.</b>	2
(2)	Section 29(1), ‘an obligation’—	3
	<i>omit, insert—</i>	4
	‘a duty’.	5
(3)	Section 29(2), ‘obligation’—	6
	<i>omit, insert—</i>	7
	‘duty’.	8
<b>344</b>	<b>Amendment of s 30 (Obligation of employer or self-employed person)</b>	9 10
(1)	Section 30, heading—	11
	<i>omit, insert—</i>	12
<b>‘30</b>	<b>Primary duty of care’.</b>	13
(2)	Section 30(1) and (2)—	14
	<i>omit, insert—</i>	15
‘(1)	A person conducting a business or undertaking must ensure the person’s business or undertaking is conducted in a way that is electrically safe.’.	16 17 18
(3)	Section 30(3), ‘Without’ to ‘includes—’—	19
	<i>omit, insert—</i>	20
	‘Without limiting subsection (1), the duty includes—’.	21
(4)	Section 30(3)—	22
	<i>renumber</i> as section 30(2).	23
<b>345</b>	<b>Amendment of s 31 (Obligation of designer of electrical equipment)</b>	24 25
(1)	Section 31, heading—	26
	<i>omit, insert—</i>	27

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[s 346]

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<b>'31</b>	<b>Duty of person conducting business or undertaking that designs electrical equipment or an electrical installation'.</b>	1 2
(2)	Section 31, from 'A designer' to 'ensure that—'— <i>omit, insert—</i>	3 4
'(1)	This section applies to a person (the <i>designer</i> ) who conducts a business or undertaking that designs electrical equipment or an electrical installation.	5 6 7
'(2)	The designer must ensure that—'.	8
<b>346</b>	<b>Amendment of s 32 (Obligation of manufacturer of electrical equipment)</b>	9 10
(1)	Section 32, heading— <i>omit, insert—</i>	11 12
<b>'32</b>	<b>Duty of person conducting business or undertaking that manufactures electrical equipment'.</b>	13 14
(2)	Section 32(2)— <i>renumber</i> as section 32(3).	15 16
(3)	Section 32(3), as renumbered, 'obligation'— <i>omit, insert—</i> 'duty'.	17 18 19
(4)	Section 32(1), from 'A manufacturer' to 'ensure that—'— <i>omit, insert—</i>	20 21
'(1)	This section applies to a person (the <i>manufacturer</i> ) who conducts a business or undertaking that manufactures electrical equipment.	22 23 24
'(2)	The manufacturer must ensure that—'.	25
<b>347</b>	<b>Amendment of s 33 (Obligation of importer of electrical equipment)</b>	26 27
(1)	Section 33, heading— <i>omit, insert—</i>	28 29

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<b>‘33</b>	<b>Duty of person conducting business or undertaking that imports electrical equipment’.</b>	1 2
(2)	Section 33(2)— <i>renumber</i> as section 33(3).	3 4
(3)	Section 33(3), ‘obligation’— <i>omit, insert</i> — ‘duty’.	5 6 7
(4)	Section 33(1)— <i>omit, insert</i> —	8 9
‘(1)	This section applies to a person (the <i>importer</i> ) who conducts a business or undertaking that imports electrical equipment.	10 11
‘(2)	The importer must ensure that the electrical equipment is electrically safe.’.	12 13
<b>348</b>	<b>Replacement of s 34 (Obligation of supplier of electrical equipment)</b>	14 15
	Section 34— <i>omit, insert</i> —	16 17
<b>‘34</b>	<b>Duty of person conducting business or undertaking that supplies electrical equipment</b>	18 19
‘(1)	This section applies to a person (the <i>supplier</i> ) who conducts a business or undertaking that supplies electrical equipment.	20 21
‘(2)	The supplier must ensure that when the electrical equipment leaves the supplier, it is accompanied by information about the way the electrical equipment must be used to ensure that its use is electrically safe.’.	22 23 24 25
<b>349</b>	<b>Amendment of s 35 (Additional obligations of designer, manufacturer, importer or supplier of electrical equipment)</b>	26 27 28
(1)	Section 35, heading, ‘obligations’— <i>omit, insert</i> —	29 30

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[s 350]

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	<b>‘duties’.</b>	1
(2)	Section 35(1), ‘has an obligation to’—	2
	<i>omit, insert</i> —	3
	‘mentioned in section 31, 32, 33 or 34 must’.	4
(3)	Section 35(2), ‘has an obligation to’—	5
	<i>omit, insert</i> —	6
	‘mentioned in section 31, 32, 33 or 34 must’.	7
<b>350</b>	<b>Amendment of s 36 (Obligation of installer of electrical equipment or electrical installation)</b>	8
		9
(1)	Section 36, heading, ‘Obligation’—	10
	<i>omit, insert</i> —	11
	<b>‘Duty’.</b>	12
(2)	Section 36, from ‘A person’ to ‘ensure that—’—	13
	<i>omit, insert</i> —	14
‘(1)	This section applies to a person (the <i>installer</i> ) who installs electrical equipment or an electrical installation.	15
		16
‘(2)	The installer must ensure that—’.	17
<b>351</b>	<b>Amendment of s 37 (Obligation of repairer of electrical equipment or electrical installation)</b>	18
		19
(1)	Section 37, heading, ‘Obligation’—	20
	<i>omit, insert</i> —	21
	<b>‘Duty’.</b>	22
(2)	Section 37(2), ‘obligation’—	23
	<i>omit, insert</i> —	24
	‘duty’.	25
(3)	Section 37(2)—	26
	<i>renumber</i> as section 37(3).	27

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(4)	Section 37(1), from ‘A person’ to ‘ensure that—’—	1
	<i>omit, insert—</i>	2
‘(1)	This section applies to a person (the <i>repairer</i> ) who repairs electrical equipment or an electrical installation.	3
		4
‘(2)	The repairer must ensure that—’.	5
<b>352</b>	<b>Amendment of s 38 (Obligation of person in control of electrical equipment)</b>	6
		7
(1)	Section 38, heading, ‘Obligation’—	8
	<i>omit, insert—</i>	9
	‘ <b>Duty</b> ’.	10
(2)	Section 38(2)—	11
	<i>renumber</i> as section 38(3).	12
(3)	Section 38(1), from ‘A person’ to ‘ensure the’—	13
	<i>omit, insert—</i>	14
‘(1)	This section applies to a person who is in control of electrical equipment.	15
		16
‘(2)	The person must ensure that the’.	17
<b>353</b>	<b>Insertion of new s 38A</b>	18
	After section 37—	19
	<i>insert—</i>	20
<b>‘38A</b>	<b>Duty of officers</b>	21
‘(1)	If a person conducting a business or undertaking has a duty under this Act, an officer of the person conducting the business or undertaking must exercise due diligence to ensure that the person conducting the business or undertaking complies with that duty.	22
		23
		24
		25
		26
‘(2)	Subject to subsection (3), the maximum penalty applicable under division 2A for an offence relating to the duty of an officer under this section is the maximum penalty fixed for an	27
		28
		29

[s 353]

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- officer of a person conducting a business or undertaking for  
that offence. 1  
2
- ‘(3) Despite anything to the contrary in section 40D, if the duty of  
a person conducting a business or undertaking was imposed  
under a provision other than sections 29 to 40, the maximum  
penalty under 40D for an offence by an officer under section  
40D in relation to the duty is the maximum penalty fixed  
under the provision creating the duty for an individual who  
fails to comply with the duty. 3  
4  
5  
6  
7  
8  
9
- ‘(4) An officer of a person conducting a business or undertaking  
may be convicted or found guilty of an offence under this Act  
relating to a duty under this section whether or not the person  
conducting the business or undertaking has been convicted of  
an offence under this Act relating to the duty. 10  
11  
12  
13  
14
- ‘(5) In this section, *due diligence* includes taking reasonable  
steps— 15  
16
- (a) to acquire and keep up-to-date knowledge of electrical  
safety matters; and 17  
18
- (b) to gain an understanding of the nature of the operations  
of the business or undertaking of the person conducting  
the business or undertaking and generally of the hazards  
and risks associated with those operations; and 19  
20  
21  
22
- (c) to ensure that the person conducting the business or  
undertaking has available for use, and uses, appropriate  
resources and processes to eliminate or minimise risks  
to electrical safety from work carried out as part of the  
conduct of the business or undertaking; and 23  
24  
25  
26  
27
- (d) to ensure that the person conducting the business or  
undertaking has appropriate processes for receiving and  
considering information regarding incidents, hazards  
and risks and responding in a timely way to that  
information; and 28  
29  
30  
31  
32
- (e) to ensure that the person conducting the business or  
undertaking has, and implements, processes for  
complying with any duty of the person conducting the  
business or undertaking under this Act; and 33  
34  
35  
36

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<i>Example—</i>	1
For paragraph (e), the duties under this Act of a person conducting a business or undertaking may include—	2 3
• ensuring compliance with notices issued under this Act;	4
• ensuring the provision of training and instruction to workers about electrical safety.	5 6
(f) to verify the provision and use of the resources and processes mentioned in paragraphs (c) to (e).’.	7 8
<b>354 Replacement of s 39 (Obligation of worker)</b>	9
(1) Section 39—	10
<i>omit, insert—</i>	11
<b>‘39 Duty of worker</b>	12
‘While at work, a worker must—	13
(a) take reasonable care for the worker’s own electrical safety; and	14 15
(b) take reasonable care that the worker’s acts or omissions do not adversely affect the electrical safety of other persons or property; and	16 17 18
(c) comply, so far as the worker is reasonably able, with—	19
(i) any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; or	20 21 22
(ii) subject to subparagraph (i), any reasonable instruction about electrical equipment located at the workplace given by a person in control of the electrical equipment to allow the person to comply with this Act; and	23 24 25 26 27
(d) cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to electrical safety at the workplace that has been notified to workers.’.	28 29 30 31

[s 355]

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<b>355</b>	<b>Replacement of s 40 (Obligation of other person)</b>	1
	(1) Section 40—	2
	<i>omit, insert—</i>	3
<b>‘40</b>	<b>Duty of other person</b>	4
	‘(1) This section applies to a person at a place where electrical equipment is located, whether or not the person has another duty under this part.	5 6 7
	‘(2) The person must—	8
	(a) take reasonable care for the person’s electrical safety; and	9 10
	(b) take reasonable care that the person’s acts or omissions do not adversely affect the electrical safety of other persons; and	11 12 13
	(c) comply, so far as the person is reasonably able, with any reasonable instruction that is given by the person in control of the electrical equipment to allow the person to comply with this Act.’.	14 15 16 17
<b>356</b>	<b>Amendment of s 40A (Minister may make recall order)</b>	18
	Section 40A, note, ‘an obligation’—	19
	<i>omit, insert—</i>	20
	‘a duty’.	21
<b>357</b>	<b>Renumbering of pt 2, div 2A</b>	22
	(1) Part 2, division 2A—	23
	<i>renumber</i> as part 2, division 2B.	24
	(2) Sections 40A, as amended, to 40E—	25
	<i>renumber as</i> sections 40G to 40K.	26
	(3) Section 40I, as renumbered, ‘section 40B(2)’—	27
	<i>omit, insert—</i>	28



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‘section 40H(2).’	1
(4) Section 40J, as renumbered, ‘40E’—	2
<i>omit, insert—</i>	3
‘40K’.	4
<b>358 Insertion of new pt 2, div 2A</b>	5
Part 2—	6
<i>insert—</i>	7
<b>‘Division 2A Offences and penalties</b>	8
<b>‘40A Electrical safety duty</b>	9
‘ <i>Electrical safety duty</i> means a duty imposed under division 2.	10
	11
<b>‘40B Reckless conduct—category 1</b>	12
‘(1) A person commits a <i>category 1 offence</i> if—	13
(a) the person has an electrical safety duty; and	14
(b) the person, without reasonable excuse, engages in conduct that exposes an individual to whom that duty is owed to a risk of death or serious injury or illness; and	15
(c) the person is reckless as to the risk to an individual of death or serious injury or illness.	16
Maximum penalty—	17
(a) for an offence committed by an individual, other than as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—3000 penalty units or 5 years imprisonment; or	18
(b) for an offence committed by an individual as a person conducting a business or undertaking or as an officer of	19
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[s 358]

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a person conducting a business or undertaking—6000 penalty units or 5 years imprisonment; or	1 2
(c) for an offence committed by a body corporate—30000 penalty units.	3 4
‘(2) The prosecution bears the burden of proving that the conduct was engaged in without reasonable excuse.	5 6
‘(3) A category 1 offence is a crime.	7
‘40C <b>Failure to comply with electrical safety duty—category 2</b>	8 9
‘A person commits a <i>category 2 offence</i> if—	10
(a) the person has an electrical safety duty; and	11
(b) the person fails to comply with that duty; and	12
(c) the failure exposes an individual to a risk of death or serious injury or illness.	13 14
Maximum penalty—	15
(a) for an offence committed by an individual, other than as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—1500 penalty units; or	16 17 18 19
(b) for an offence committed by an individual as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—3000 penalty units; or	20 21 22 23
(c) for an offence committed by a body corporate—15000 penalty units.	24 25
‘40D <b>Failure to comply with electrical safety duty—category 3</b>	26 27
‘A person commits a <i>category 3 offence</i> if—	28
(a) the person has an electrical safety duty; and	29
(b) the person fails to comply with that duty.	30

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Maximum penalty—	1
(a) for an offence committed by an individual, other than as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—500 penalty units; or	2 3 4 5
(b) for an offence committed by an individual as a person conducting a business or undertaking or as an officer of a person conducting a business or undertaking—1000 penalty units; or	6 7 8 9
(c) for an offence committed by a body corporate—5000 penalty units.	10 11
<b>‘40E Duty prevails over particular excuses</b>	12
‘For an offence against sections 40C and 40D, the Criminal Code sections 23(1) and 24 are subject to division 2.	13 14
<i>Note—</i>	15
This rule is similar to the rule in the Criminal Code section 23(1) (extended to section 24), which makes that provision subject to express provisions of the Criminal Code relating to negligent acts and omission.	16 17 18
<b>‘40F Exceptions</b>	19
‘(1) A volunteer does not commit an offence under this division for a failure to comply with an electrical safety duty, except a duty under section 39 or 40.	20 21 22
‘(2) An unincorporated association does not commit an offence under this Act for a failure to comply with a duty imposed on the unincorporated association under this Act.	23 24 25
‘(3) However—	26
(a) an officer of an unincorporated association (other than a volunteer) may be liable for a failure to comply with a duty under section 38A; and	27 28 29
(b) a member of an unincorporated association may be liable for failure to comply with a duty under section 39 or 40.’.	30 31 32

[s 359]

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<b>359</b>	<b>Amendment of pt 2, div 3, hdg</b>	1
	Part 2, division 3, heading, ‘obligations’—	2
	<i>omit, insert—</i>	3
	‘ <b>duties</b> ’.	4
<b>360</b>	<b>Omission of s 41 (Effect of regulation for discharge of electrical safety obligation)</b>	5
	Section 41—	6
	<i>omit.</i>	7
<b>361</b>	<b>Amendment of s 42 (Ministerial notice about discharging electrical safety obligation)</b>	9
	(1) Section 42, heading, ‘obligation’—	10
	<i>omit, insert—</i>	11
	‘ <b>duty</b> ’.	12
	(2) Section 42(2), ‘obligation’—	13
	<i>omit, insert—</i>	14
	‘ <b>duty</b> ’.	15
<b>362</b>	<b>Amendment of s 43 (Effect of ministerial notice for discharge of electrical safety obligation)</b>	17
	(1) Section 43, heading ‘obligation’—	18
	<i>omit, insert—</i>	19
	‘ <b>duty</b> ’.	20
	(2) Section 43(1) and (2), ‘obligation’—	21
	<i>omit, insert—</i>	22
	‘ <b>duty</b> ’.	23
		24

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<b>363</b>	<b>Amendment of s 44 (Code of practice about discharging electrical safety obligation)</b>	1 2
(1)	Section 44, heading, ‘obligation’— <i>omit, insert—</i> ‘ <b>duty</b> ’.	3 4 5
(2)	Section 44(1), ‘obligation’— <i>omit, insert—</i> ‘duty’.	6 7 8
<b>364</b>	<b>Replacement of s 45 (Effect of code of practice for discharge of electrical safety obligation)</b>	9 10
	Section 45— <i>omit, insert—</i>	11 12
<b>‘45</b>	<b>Use of code of practice in proceedings</b>	13
‘(1)	This section applies in a proceeding for an offence against this Act.	14 15
‘(2)	A code of practice is admissible in the proceeding as evidence of whether or not a duty under this Act has been complied with.	16 17 18
‘(3)	The court may—	19
(a)	have regard to the code as evidence of what is known about a hazard or risk, risk assessment or risk control to which the code relates; and	20 21 22
(b)	rely on the code in deciding what is reasonably practicable in the circumstances to which the code relates.	23 24 25
	<i>Note—</i>	26
	See section 28 for the meaning of <i>reasonably practicable</i> .	27
‘(4)	Nothing in this section prevents a person from introducing evidence of compliance with this Act in a way that is different from the code but provides a standard of electrical safety that	28 29 30

[s 365]

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	is equivalent to or higher than the standard required in the code.’.	1 2
<b>365</b>	<b>Omission of pt 2, div 4 (Defences)</b>	3
	Part 2, division 4—	4
	<i>omit.</i>	5
<b>366</b>	<b>Omission of pt 2, div 5 (Effect of Act on civil liability)</b>	6
	Part 2, division 5—	7
	<i>omit.</i>	8
<b>367</b>	<b>Replacement of pt 3 (Enforceable undertakings)</b>	9
	Part 3—	10
	<i>omit, insert—</i>	11
<b>‘Part 3</b>	<b>Enforceable undertakings</b>	12
<b>‘49</b>	<b>Regulator may accept an electrical safety undertaking</b>	13 14
‘(1)	The regulator may accept a written undertaking (an <i>electrical safety undertaking</i> ) given by a person in connection with a matter relating to a contravention or alleged contravention by the person of this Act.	15 16 17 18
	<i>Note—</i>	19
	Section 186(4) requires the regulator to publish guidelines in relation to the acceptance of electrical safety undertakings.	20 21
‘(2)	An electrical safety undertaking can not be accepted for a contravention or alleged contravention that is a category 1 offence.	22 23 24
‘(3)	The giving of an electrical safety undertaking does not constitute an admission of guilt by the person giving it for the contravention or alleged contravention to which the undertaking relates.	25 26 27 28

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<b>‘50</b>	<b>Notice of decision and reasons for decision</b>	1
‘(1)	The regulator must give the person seeking to make an electrical safety undertaking written notice of the regulator's decision to accept or reject the undertaking and of the reasons for the decision.	2 3 4 5
‘(2)	The regulator must publish, on the regulator's website, notice of a decision to accept an electrical safety undertaking and the reasons for that decision.	6 7 8
<b>‘51</b>	<b>When an electrical safety undertaking is enforceable</b>	9
	‘An electrical safety undertaking takes effect and becomes enforceable when the regulator's decision to accept the undertaking is given to the person who made the undertaking or at any later date stated by the regulator.	10 11 12 13
<b>‘52</b>	<b>Compliance with an electrical safety undertaking</b>	14
	‘A person must not contravene an electrical safety undertaking made by that person that is in effect.	15 16
	Maximum penalty— 500 penalty units.	17
<b>‘53</b>	<b>Contravention of an electrical safety undertaking</b>	18
‘(1)	The regulator may apply to a Magistrates Court for an order if a person contravenes an electrical safety undertaking.	19 20
‘(2)	If the court is satisfied that the person who made the electrical safety undertaking has contravened the undertaking, the court, in addition to the imposition of any penalty, may make 1 or both of the following orders—	21 22 23 24
	(a) an order directing the person to comply with the undertaking;	25 26
	(b) an order discharging the undertaking.	27
‘(3)	In addition to the orders mentioned in subsection (2), the court may make any other order that the court considers appropriate	28 29

[s 367]

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in the circumstances, including orders directing the person to pay to the State—	1 2
(a) the costs of the proceedings; and	3
(b) the reasonable costs of the regulator in monitoring compliance with the electrical safety undertaking in the future.	4 5 6
‘(4) Nothing in this section prevents proceedings being taken for the contravention or alleged contravention of this Act to which the electrical safety undertaking relates.	7 8 9
<i>Note—</i>	10
Section 54A states circumstances affecting proceedings for a contravention for which an electrical safety undertaking has been given.	11 12
<b>‘54 Withdrawal or variation of electrical safety undertaking</b>	13 14
‘(1) A person who has made an electrical safety undertaking may at any time, with the written agreement of the regulator—	15 16
(a) withdraw the undertaking; or	17
(b) vary the undertaking.	18
‘(2) However, the provisions of the undertaking can not be varied to provide for a different alleged contravention of the Act.	19 20
‘(3) The regulator must publish, on the regulator’s website, notice of the withdrawal or variation of an electrical safety undertaking.	21 22 23
<b>‘54A Proceeding for alleged contravention</b>	24
‘(1) Subject to this section, no proceedings for a contravention or alleged contravention of this Act may be taken against a person if an electrical safety undertaking is in effect in relation to the contravention.	25 26 27 28
‘(2) No proceedings may be taken for a contravention or alleged contravention of this Act against a person who has made an	29 30



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	electrical safety undertaking for the contravention and has completely discharged the electrical safety undertaking.	1 2
	‘(3) The regulator may accept an electrical safety undertaking for a contravention or alleged contravention before proceedings for the contravention have been finalised.	3 4 5
	‘(4) If the regulator accepts an electrical safety undertaking before the proceedings are finalised, the regulator must take all reasonable steps to have the proceedings discontinued as soon as possible.’.	6 7 8 9
<b>368</b>	<b>Amendment of s 57AA (Employer or self-employed person must ensure workers are appropriately licensed)</b>	10 11
	(1) Section 57AA, heading, ‘Employer or self-employed person’— <i>omit, insert—</i> <b>‘Person conducting a business or undertaking’.</b>	12 13 14 15
	(2) Section 57AA(1)— <i>omit, insert—</i>	16 17
	‘(1) This section applies if a person is conducting a business or undertaking that includes the performance of electrical work.’.	18 19
	(3) Section 57AA(2), ‘employer or self-employed’— <i>omit.</i>	20 21
<b>369</b>	<b>Amendment of s 57AB (Employers or self-employed persons must keep register of licensed workers)</b>	22 23
	(1) Section 57AB, heading, ‘Employers or self-employed persons’— <i>omit, insert—</i> <b>‘Person conducting a business or undertaking’.</b>	24 25 26 27
	(2) Section 57AB(1)(a)— <i>omit, insert—</i>	28 29

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[s 370]

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‘(a) a person (the <i>relevant person</i> ) conducts a business or undertaking that includes the performance of electrical work; and’.	1 2 3
(3) Section 57AB(1)(b), (2) and (3), ‘relevant employer’ or ‘employer’— <i>omit, insert</i> — ‘relevant person’.	4 5 6 7
<b>370 Amendment of s 57AC (Licence holder engaged by employer or self-employed person must notify changes)</b>	8 9
(1) Section 57AC, heading— <i>omit, insert</i> —	10 11
<b>‘57AC Licence holder engaged by person conducting a business or undertaking must notify changes’.</b>	12 13
(2) Section 57AC(1)— <i>omit, insert</i> —	14 15
‘(1) This section applies if the holder of an electrical work license is engaged to perform or supervise electrical work for a person (the <i>relevant person</i> ) who conducts a business or undertaking that includes the performance of electrical work.’.	16 17 18 19
(3) Section 57AC(2), ‘employer’— <i>omit, insert</i> — ‘person’.	20 21 22
<b>371 Amendment of s 63 (Electrical licence conditions and restrictions)</b>	23 24
(1) Section 63, ‘chief executive’— <i>omit, insert</i> — ‘regulator’.	25 26 27
(2) Section 63, <i>Examples of restrictions</i> , second dot point, ‘an employer’—	28 29

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	<i>omit, insert—</i>	1
	‘a person conducting a business or undertaking who is’.	2
<b>372</b>	<b>Amendment of s 67 (Obligation of prescribed electricity entity)</b>	3
	Section 67, heading—	4
	<i>omit, insert—</i>	5
	‘67 Safety management system’.	6
<b>373</b>	<b>Amendment of s 77 (Composition of board)</b>	7
	Section 77(1)(b)—	8
	<i>omit, insert—</i>	9
	‘(b) the regulator;’.	10
<b>374</b>	<b>Amendment of s 94 (Functions of equipment committee)</b>	11
	Section 94(3)(f), ‘hire,’—	12
	<i>omit.</i>	13
<b>375</b>	<b>Amendment of pt 10, hdg</b>	14
	Part 10, heading—	15
	<i>omit, insert—</i>	16
<b>‘Part 10</b>	<b>Regulator, inspectors and accredited auditors’.</b>	17
		18
<b>376</b>	<b>Renumbering of pt 10, div 2</b>	19
	Part 10, division 2—	20
	<i>renumber</i> as part 10, division 3.	21
		22

[s 377]

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<b>377</b>	<b>Replacement of pt 10, div 1</b>	1
	Part 10, division 1—	2
	<i>omit, insert—</i>	3
<b>‘Division 1</b>	<b>Regulator</b>	4
<b>‘122</b>	<b>Functions of regulator</b>	5
	‘(1) The regulator has the following functions—	6
	(a) to advise and make recommendations to the Minister and report on the operation and effectiveness of this Act;	7 8
	(b) to monitor and enforce compliance with this Act;	9
	(c) to provide advice and information on electrical safety to duty holders under this Act and to the community;	10 11
	(d) to collect, analyse and publish statistics relating to electrical safety;	12 13
	(e) to foster a cooperative, consultative relationship between duty holders and the persons to whom they owe duties and their representatives in relation to electrical safety matters;	14 15 16 17
	(f) to promote and support education and training on matters relating to electrical safety;	18 19
	(g) to engage in, promote and coordinate the sharing of information to achieve the object of this Act, including the sharing of information with a corresponding regulator;	20 21 22 23
	(h) to conduct and defend proceedings under this Act before a court or tribunal;	24 25
	(i) any other function conferred on the regulator under this Act.	26 27
	‘(2) The regulator must act independently when making a decision under this Act but otherwise is subject to direction in the person’s capacity as a public service officer and an officer of the department.	28 29 30 31

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<b>‘122A Powers of regulator</b>	1
‘(1) Subject to this Act, the regulator has the power to do all things necessary or convenient to be done for or in connection with the performance of the regulator’s functions.	2 3 4
‘(2) Without limiting subsection (1), the regulator has all the powers and functions that an inspector has under this Act.	5 6
<b>‘122B Delegation by regulator</b>	7
‘(1) The regulator may delegate to an inspector, appropriately qualified public service employee or a person prescribed under a regulation a function or power of the regulator under this Act.	8 9 10 11
‘(2) In this section—	12
<i>appropriately qualified</i> includes having the qualifications, experience or standing appropriate to perform the function or exercise the power.	13 14 15
<i>Example of standing—</i>	16
a person’s classification level in the public service	17
<b>‘122C Power of regulator to obtain information</b>	18
‘(1) This section applies if the regulator has reasonable grounds to believe that a person is capable of giving information, providing documents or giving evidence in relation to a possible contravention of this Act or that will help the regulator to monitor or enforce compliance with this Act.	19 20 21 22 23
‘(2) The regulator may, by written notice served on the person, require the person to do one or more of the following—	24 25
(a) to give the regulator, in writing signed by the person (or in the case of a body corporate, by a competent officer of the body corporate) and within the time and in the way stated in the notice, that information of which the person has knowledge;	26 27 28 29 30
(b) to produce to the regulator, in accordance with the notice, those documents;	31 32

[s 377]

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- (c) to appear before a person appointed by the regulator on a day, and at a time and place, stated in the notice (being a day, time and place that are reasonable in the circumstances) and give either orally or in writing that evidence and produce those documents. 1  
2  
3  
4  
5
- ‘(3) The notice must— 6
  - (a) state that the requirement is made under this section; 7  
and 8
  - (b) contain a statement to the effect that a failure to comply 9  
with a requirement is an offence; and 10
  - (c) if the notice requires the person to provide information 11  
or documents or answer questions— 12
    - (i) contain a statement about the effect of sections 13  
141A and 192A; and 14
    - (ii) state that the person may attend with a legal 15  
practitioner. 16
- ‘(4) The regulator must not make a requirement under subsection 17  
(2)(c) unless the regulator has taken all reasonable steps to 18  
obtain the information under subsections (2)(a) and (b) and 19  
has been unable to do so. 20
- ‘(5) A person must not, without reasonable excuse, refuse or fail to 21  
comply with a requirement under this section. 22  
Maximum penalty—100 penalty units. 23
- ‘(6) Subsection (5) places an evidential burden on the defendant to 24  
show a reasonable excuse. 25
- ‘(7) Section 141A, with any necessary changes, applies to a 26  
requirement under this section. 27

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<b>‘Division 2</b>	<b>Appointment of inspectors</b>	1
<b>‘123</b>	<b>Appointment of inspectors</b>	2
‘(1)	The regulator may, by instrument, appoint any of the following as an inspector—	3 4
(a)	a public service employee;	5
(b)	an employee of a public authority;	6
(c)	the holder of a statutory office;	7
(d)	a person who is appointed as an inspector under a corresponding law;	8 9
(e)	a person of a class prescribed under a regulation.	10
‘(2)	Arrangements may be made for subsection (1)(d) under the <i>Public Service Act 2008</i> , section 183 and 184, as if a reference in the sections to the chief executive were a reference to the regulator.	11 12 13 14
‘(3)	However, the regulator may appoint a person as an inspector only if—	15 16
(a)	the regulator is satisfied the person is qualified for appointment because the person has the necessary expertise or experience; or	17 18 19
(b)	the person has satisfactorily finished training approved by the regulator.	20 21
<b>‘123A</b>	<b>Identity cards</b>	22
‘(1)	The regulator must give each inspector an identity card that states the person’s name and appointment as an inspector and includes any other matter prescribed under a regulation.	23 24 25
‘(2)	In exercising a compliance power in relation to a person, an inspector must—	26 27
(a)	produce the inspector’s identity card for the person’s inspection before exercising the power; or	28 29

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(b)	have the identity card displayed so it is clearly visible to the person when exercising the power.	1 2
‘(3)	However, if it is not practicable to comply with subsection (2), the inspector must produce the identity card for the person’s inspection at the first reasonable opportunity.	3 4 5
‘(4)	If a person to whom an identity card has been issued stops being an inspector, the person must return the identity card to the regulator as soon as practicable.	6 7 8
	Maximum penalty—40 penalty units.	9
<b>‘124</b>	<b>Accountability of inspectors</b>	10
‘(1)	An inspector must give written notice to the regulator of all interests, pecuniary or otherwise, that the inspector has, or acquires, and that conflict or could conflict with the proper performance of the inspector’s functions.	11 12 13 14
‘(2)	The regulator must give a direction to an inspector not to deal, or to no longer deal, with a matter if the regulator becomes aware that the inspector has a potential conflict of interest in relation to a matter and the regulator considers that the inspector should not deal, or should no longer deal, with the matter.	15 16 17 18 19 20
<b>‘125</b>	<b>Suspension and ending of appointment of inspectors</b>	21
‘(1)	The regulator may suspend or end the appointment of an inspector.	22 23
‘(2)	A person’s appointment as an inspector ends when the person stops being eligible for appointment as an inspector.	24 25
<b>‘126</b>	<b>Appointment of temporary inspector</b>	26
‘(1)	This division applies if—	27
(a)	the regulator considers that an inspector is required urgently to enter a place and investigate the	28 29



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circumstances of a serious electrical incident or dangerous electrical event at the place; and	1 2
(b) there is no inspector available to enter the place and investigate the circumstances.	3 4
‘(2) The regulator may appoint a person as a temporary inspector to exercise the powers of an inspector for the place.	5 6
‘(3) The person appointed as a temporary inspector need not be a person who could be appointed as an inspector.	7 8
‘(4) However, the regulator may appoint the person as a temporary inspector only if the regulator is satisfied the person has the necessary expertise or experience for what the temporary inspector can reasonably be expected to have to do.	9 10 11 12
‘(5) If practicable, the regulator must give the temporary inspector a document evidencing the temporary inspector’s appointment.	13 14 15
<b>‘127 Exercise of powers by temporary inspector</b>	16
‘(1) The temporary inspector has all the powers in relation to the place, including any person or thing at the place, that an inspector has under this part.	17 18 19
‘(2) However, the temporary inspector must not exercise a power unless the temporary inspector is directed by an inspector to exercise the power, whether by phone, fax or another form of communication.	20 21 22 23
‘(3) In exercising a power, the temporary inspector must—	24
(a) comply with any conditions the inspector directing the exercise of power attaches to the direction; and	25 26
(b) to the greatest practicable extent, show each person affected by the exercise of the power the document evidencing his or her appointment.	27 28 29
‘(4) Subject to subsections (1) to (3), the temporary inspector is taken to be an inspector under this Act.’	30 31

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<b>378</b>	<b>Insertion of new section 136B</b>	1
	Part 10, division 3, as renumbered—	2
	<i>insert</i> —	3
<b>‘136B</b>	<b>Offence to impersonate accredited auditor</b>	4
	‘A person who is not an accredited auditor must not, in any way, hold himself or herself out to be an accredited auditor.	5
	Maximum penalty—100 penalty units.’.	6
		7
<b>379</b>	<b>Replacement of pt 11</b>	8
	Part 11—	9
	<i>omit, insert</i> —	10
<b>‘Part 11</b>	<b>Securing compliance</b>	11
<b>‘Division 1</b>	<b>Functions and powers of inspectors</b>	12
<b>‘137</b>	<b>Functions and powers of inspectors</b>	13
	‘An inspector has the following functions and powers under this Act—	14
		15
	(a) to provide information and advice about compliance with this Act;	16
		17
	(b) to help in the resolution of electrical safety issues;	18
	(c) to require compliance with this Act through the issuing of notices;	19
		20
	(d) to investigate contraventions of this Act and help in the prosecution of offences.	21
		22
<b>‘137A</b>	<b>Conditions on inspectors' compliance powers</b>	23
	‘An inspector’s compliance powers are subject to any condition stated in the instrument of the inspector’s appointment.	24
		25
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<b>‘137B Inspectors subject to regulator’s directions</b>	1
‘(1) An inspector is subject to the regulator’s directions in the exercise of the inspector’s compliance powers.	2 3
‘(2) A direction under subsection (1) may be of a general nature or may relate to a stated matter or stated class of matter.	4 5
‘(3) Without limiting subsection (1), the regulator must issue directions to inspectors to ensure powers are exercised under this part in a way that minimises any adverse affect on the privacy, confidentiality and security of persons and businesses.	6 7 8 9 10
<b>‘Division 2           Powers relating to entry</b>	11
<b>‘Subdivision 1       General powers of entry</b>	12
<b>‘138   Powers of entry</b>	13
‘(1) An inspector may at any time enter a place if—	14
(a) it is a workplace under the control of a person who has an electrical safety duty under this Act, and is—	15 16
(i) open for carrying on business; or	17
(ii) otherwise open for entry; or	18
(b) the inspector reasonably suspects it is a workplace under the control of a person who has an electrical safety duty under this Act, and it is—	19 20 21
(i) open for carrying on business; or	22
(ii) otherwise open for entry; or	23
(c) the entry is urgently required to investigate the circumstances of a serious electrical incident or dangerous electrical event.	24 25 26
‘(2) An entry may be made under subsection (1) with, or without, the consent of the person with management or control of the place.	27 28 29

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‘(3) The inspector must leave the place immediately if the  
inspector finds that the place or circumstances are not as  
mentioned in subsection (1)(a) or (c). 1  
2  
3

‘(4) An inspector may enter any place if the entry is authorised by  
a search warrant. 4  
5

*Note—* 6

An inspector may enter residential premises to gain access to a  
workplace. See section 140. 7  
8

**‘138A Notification of entry** 9

‘(1) An inspector may enter a place under section 138 without  
prior notice to any person. 10  
11

‘(2) An inspector must, as soon as practicable after entry to a  
workplace or suspected workplace, take all reasonable steps to  
notify the following persons of the entry and the purpose of  
the entry— 12  
13  
14  
15

(a) the relevant person conducting a business or undertaking  
at the workplace; 16  
17

(b) the person with management or control of the  
workplace. 18  
19

‘(3) However, an inspector is not required to notify any person if  
to do so would defeat the purpose for which the place was  
entered or cause unreasonable delay. 20  
21  
22

‘(4) In this section *relevant person conducting a business or  
undertaking* means the person conducting any business or  
undertaking in relation to which the inspector is exercising the  
powers of entry. 23  
24  
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**‘138B General powers on entry** 27

‘(1) An inspector who enters a place under section 138 may do any  
of the following— 28  
29

(a) search and make inquiries at the place; 30

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- |      |   |                |
|------|---|----------------|
| (b)  | inspect and examine anything, including a document, at the place;   | 1<br>2         |
| (c)  | copy a document at the place;   | 3              |
| (d)  | bring to the place and use any equipment or materials that may be required;   | 4<br>5         |
| (e)  | take measurements, conduct tests and make sketches or recordings, including photographs, films, audio, video, digital or other recordings;            | 6<br>7<br>8    |
| (f)  | take and remove for analysis, testing or examination, a substance or thing or a sample of any substance or thing without paying for it;               | 9<br>10<br>11  |
| (g)  | make inquiries or conduct surveys and tests to assess—  | 12             |
|      | (i) the degree of electrical risk to persons or property existing at the place; or  | 13<br>14       |
|      | (ii) standards of electrical safety existing at the place;  | 15             |
| (h)  | inquire into the circumstances and probable causes of any serious electrical incident or dangerous electrical event at the place;                     | 16<br>17<br>18 |
| (i)  | require a person at the place to give the inspector reasonable help to exercise the inspector’s powers under paragraphs (a) to (h);                   | 19<br>20<br>21 |
| (j)  | exercise any compliance power or other power that is reasonably necessary to be exercised by the inspector for this Act.                              | 22<br>23<br>24 |
| ‘(2) | A person required to give reasonable help under subsection (1)(i) must not, without reasonable excuse, refuse or fail to comply with the requirement. | 25<br>26<br>27 |
|      | Maximum penalty—100 penalty units.  | 28             |
| ‘(3) | Subsection (2) places an evidential burden on the defendant to show a reasonable excuse.  | 29<br>30       |

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- ‘138C Persons assisting inspectors** 1
- ‘(1) A person, including an interpreter, may accompany the 2  
inspector entering a place under section 138 to assist the 3  
inspector if the inspector considers the assistance is necessary. 4
- ‘(2) The person— 5
- (a) may do the things at the place and in the way that the 6  
inspector reasonably requires to assist the inspector to 7  
exercise compliance powers; but 8
- (b) must not do anything that the inspector does not have 9  
power to do, except as permitted under a search warrant. 10
- ‘(3) Anything done lawfully by the person is taken for all purposes 11  
to have been done by the inspector. 12
- ‘138D Analysis** 13
- ‘(1) The regulator may have a substance, thing or sample taken by 14  
an inspector under 138B(1)(f) analysed. 15
- ‘(2) A person must not, with intent to adversely affect the analysis 16  
of the thing— 17
- (a) tamper with a substance or thing before an inspector 18  
takes a sample of the substance or thing for analysis; or 19
- (b) tamper with the substance, thing or sample after it is 20  
taken by an inspector for analysis. 21
- Maximum penalty—100 penalty units. 22
- ‘(3) If a particular method of analysis has been prescribed under a 23  
regulation, the analyst must follow the method. 24
- ‘(4) The regulator must obtain from the analyst a certificate or 25  
report stating the analysis result. 26

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<b>‘Subdivision 2</b>	<b>Search warrants</b>	1
<b>‘139</b>	<b>Search warrants</b>	2
‘(1)	An inspector may apply to a magistrate for a search warrant for a place.	3 4
‘(2)	The application must be sworn and state the grounds on which the warrant is sought.	5 6
‘(3)	The magistrate may refuse to consider the application until the inspector gives the magistrate all the information the magistrate requires about the application in the way the magistrate requires.	7 8 9 10
	<i>Example—</i>	11
	The magistrate may require additional information supporting the application to be given by statutory declaration.	12 13
‘(4)	The magistrate may issue a search warrant only if the magistrate is satisfied there are reasonable grounds for suspecting—	14 15 16
	(a) there is a particular thing or activity (the <i>evidence</i> ) that may provide evidence of an offence against this Act; and	17 18
	(b) the evidence is, or may be within the next 72 hours, at the place.	19 20
‘(5)	The search warrant must state—	21
	(a) that a stated inspector may, with necessary and reasonable help and force, enter the place and exercise the inspector’s compliance powers; and	22 23 24
	(b) the offence for which the search warrant is sought; and	25
	(c) the evidence that may be seized under the search warrant; and	26 27
	(d) the hours of the day or night when the place may be entered; and	28 29
	(e) the date, within 7 days after the search warrant’s issue, the search warrant ends.	30 31

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**‘139A Electronic application**

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- ‘(1) An application under section 139 may be made by phone, fax, email, radio, videoconferencing or another form of electronic communication if the inspector reasonably considers it necessary because of—
    - (a) urgent circumstances; or
    - (b) other special circumstances, including, for example, the inspector’s remote location.
  - ‘(2) The application—
    - (a) may not be made before the inspector prepares a written application under section 139(2); but
    - (b) may be made before the application is sworn.
  - ‘(3) The magistrate may issue the warrant (the *original warrant*) only if the magistrate is satisfied—
    - (a) it was necessary to make the application under this section; and
    - (b) the way the application was made was appropriate.
  - ‘(4) After the magistrate issues the original warrant—
    - (a) if there is a reasonably practicable way of immediately giving a copy of the warrant to the inspector, including, for example, by sending a copy by fax or email, the magistrate must immediately give a copy of the warrant to the inspector; or
    - (b) otherwise—
      - (i) the magistrate must tell the inspector the information mentioned in section 139(5); and
      - (ii) the inspector must complete a form of warrant, including by writing on it the information mentioned in section 139(5) provided by the magistrate.
  - ‘(5) The copy of the warrant mentioned in subsection (4)(a), or the form of warrant completed under subsection (4)(b) (in either



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case the *duplicate warrant*), is a duplicate of, and as effectual  
as, the original warrant. 1  
2

‘(6) The inspector must, at the first reasonable opportunity, send to  
the magistrate— 3  
4

(a) the written application complying with section 139(2);  
and 5  
6

(b) if the inspector completed a form of warrant under  
subsection (4)(b)—the completed form of warrant. 7  
8

‘(7) The magistrate must keep the original warrant and, on  
receiving the documents under subsection (6)— 9  
10

(a) attach the documents to the original warrant; and 11

(b) give the original warrant and documents to the clerk of  
the court of the relevant magistrates court. 12  
13

‘(8) Despite subsection (5), if— 14

(a) an issue arises in a proceeding about whether an  
exercise of a power was authorised by a warrant issued  
under this section; and 15  
16  
17

(b) the original warrant is not produced in evidence; 18

the onus of proof is on the person relying on the lawfulness of  
the exercise of the power to prove a warrant authorised the  
exercise of the power. 19  
20  
21

‘(9) This section does not limit section 139. 22

‘(10) In this section— 23

*relevant magistrates court*, in relation to a magistrate, means  
the Magistrates Court that the magistrate constitutes under the  
*Magistrates Act 1991*. 24  
25  
26

### ‘139B Announcement before entry on warrant 27

‘(1) Before executing a search warrant, the inspector named in the  
warrant or an assistant to the inspector must— 28  
29

(a) announce that he or she is authorised by the warrant to  
enter the place; and 30  
31

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(b)	give any person at the place an opportunity to allow that entry.	1 2
‘(2)	However, the inspector or an assistant to the inspector is not required to comply with subsection (1) if he or she believes on reasonable grounds that immediate entry to the place is needed to ensure—	3 4 5 6
(a)	the safety of any person; or	7
(b)	that the effective execution of the warrant is not frustrated.	8 9
<b>‘139C</b>	<b>Copy of warrant to be given to person with management or control of place</b>	10 11
‘(1)	If the person who has or appears to have management or control of a place is present at the place when a search warrant is being executed, the inspector must—	12 13 14
(a)	identify himself or herself to that person by producing his or her identity card for inspection; and	15 16
(b)	give that person a copy of the execution copy of the warrant.	17 18
‘(2)	In this section—	19
	<i>execution copy</i> includes a duplicate warrant mentioned in section 139A(5).	20 21
<b>‘Subdivision 3</b>	<b>Limitation on entry powers</b>	22
<b>‘140</b>	<b>Places used for residential purposes</b>	23
	‘Despite anything else in this division, the powers of an inspector under this division in relation to entering a place are not exercisable in relation to any part of a place that is used only for residential purposes except—	24 25 26 27
(a)	with the consent of the person with management or control of the place; or	28 29

- 
- (b) under the authority conferred by a search warrant; or 1
  - (c) for the purpose only of gaining access to a place the 2  
inspector may enter under section 138, but only— 3
    - (i) if the inspector reasonably believes that no 4  
reasonable alternative access is available; and 5
    - (ii) at a reasonable time having regard to the times at 6  
which the inspector believes work is being carried 7  
out at the place to which access is sought. 8

**‘Subdivision 4 Specific powers on entry 9**

**‘141 Power to require production of documents and 10  
answers to questions 11**

- ‘(1) An inspector who enters a place under section 138 may— 12
  - (a) require a person to tell the inspector who has custody of, 13  
or access to, a document; or 14
  - (b) require a person who has custody of, or access to, a 15  
document to produce that document to the inspector 16  
while the inspector is at that place or within a stated 17  
period; or 18
  - (c) require a person at the place to answer any questions put 19  
by the inspector. 20
- ‘(2) A requirement under subsection (1)(b) must be made by 21  
written notice unless the circumstances require the inspector 22  
to have immediate access to the document. 23
- ‘(3) An interview conducted by an inspector under subsection 24  
(1)(c) must be conducted in private if— 25
  - (a) the inspector considers it appropriate; or 26
  - (b) the person being interviewed so requests. 27
- ‘(4) Subsection (3) does not limit the operation of section 138C or 28  
prevent a representative of the person being interviewed from 29  
being present at the interview. 30

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- ‘(5) Subsection (3) may be invoked during an interview by— 1  
(a) the inspector; or 2  
(b) the person being interviewed; 3  
in which case the subsection applies to the remainder of the 4  
interview. 5
- ‘(6) A person must not, without reasonable excuse, refuse or fail to 6  
comply with a requirement under this section. 7  
Maximum penalty—100 penalty units 8  
*Note—* 9  
See section 141A and 141B in relation to self-incrimination and section 10  
192A in relation to legal professional privilege. 11
- ‘(7) Subsection (6) places an evidential burden on the defendant to 12  
show a reasonable excuse. 13

**‘141A Abrogation of privilege against self-incrimination 14**

- ‘(1) A person is not excused from answering a question or 15  
providing information or a document under this part on the 16  
ground that the answer to the question, or the information or 17  
document, may tend to incriminate the person or expose the 18  
person to a penalty. 19
- ‘(2) However, the answer to a question or information or a 20  
document provided by an individual, and other evidence 21  
directly or indirectly derived from the answer, information or 22  
document, is not admissible as evidence against that 23  
individual in civil or criminal proceedings other than 24  
proceedings arising out of the false or misleading nature of the 25  
answer, information or document. 26

**‘141B Warning to be given 27**

- ‘(1) Before requiring a person to answer a question or provide 28  
information or a document under this part, an inspector 29  
must— 30

- 
- (a) identify himself or herself to the person as an inspector by producing the inspector's identity card or in some other way; and
  - (b) warn the person that failure to comply with the requirement or to answer the question, without reasonable excuse, would constitute an offence; and
  - (c) warn the person about the effect of section 141A; and
  - (d) advise the person about the effect of section 192A.
- '(2) It is not an offence for an individual to refuse to answer a question put by an inspector or provide information or a document to an inspector under this part on the ground that the question, information or document might tend to incriminate him or her, unless he or she was first given the warning in subsection (1)(c).
- '(3) Nothing in this section prevents an inspector from obtaining and using evidence given to the inspector voluntarily by any person.

#### **'141C Powers to copy and retain documents**

- '(1) An inspector may—
- (a) make copies of, or take extracts from, a document given to the inspector under a requirement under this Act; and
  - (b) keep that document for the period that the inspector considers necessary.
- '(2) While an inspector retains custody of a document, the inspector must permit the following persons to inspect or make copies of the document at all reasonable times—
- (a) the person who produced the document;
  - (b) the owner of the document;
  - (c) a person authorised by a person mentioned in paragraph (a) or (b).

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<b>‘141D Power to seize evidence etc.</b>	1
‘(1) An inspector who enters a place under section 138 may—	2
(a) seize anything (including a document) at the place if the inspector reasonably believes the thing is evidence of an offence against this Act; or	3 4 5
(b) take and remove for analysis, testing or examination a substance or thing or a sample of any substance or thing without paying for it.	6 7 8
‘(2) An inspector who enters a place with a search warrant may seize the evidence for which the warrant was issued.	9 10
‘(3) An inspector may also seize anything else at the place if the inspector reasonably believes—	11 12
(a) the thing is evidence of an offence against this Act; and	13
(b) the seizure is necessary to prevent the thing being hidden, lost or destroyed or used to continue or repeat the offence.	14 15 16
‘(4) Also, an inspector may seize a thing at a place the inspector enters under section 138 if the inspector reasonably believes it has just been used in committing an offence against this Act.	17 18 19
<b>‘141E Inspector’s power to seize unsafe electrical equipment at an entered place</b>	20 21
‘(1) This section applies if—	22
(a) an inspector enters a place under section 138; and	23
(b) the inspector reasonably believes that—	24
(i) persons or property at the place are at electrical risk from electrical equipment at the place; and	25 26
(ii) it is urgent that the inspector take action to prevent, remove or minimise the risk.	27 28
‘(2) The inspector may seize the electrical equipment.	29

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<b>‘141F Inspector’s power to seize other unsafe electrical equipment</b>	1 2
‘(1) This section applies if—	3
(a) an inspector enters a place under section 138; and	4
(b) the inspector takes electrical equipment at the place for analysis, testing or examination under section 138B(1)(f); and	5 6 7
(c) the results of the analysis, testing or examination show that the equipment is not electrically safe.	8 9
‘(2) The inspector may seize the equipment.	10
<b>‘141G Powers supporting seizure</b>	11
‘(1) Having seized a thing, whether or not electrical equipment, an inspector may—	12 13
(a) move the thing from the place where it was seized (the <i>place of seizure</i> ); or	14 15
(b) leave the thing at the place of seizure but take reasonable action to restrict access to it and, if the thing is electrical equipment, to disconnect it from its supply of electricity to the extent considered appropriate; or	16 17 18 19
<i>Examples of restricting access to a thing—</i>	20
• sealing a main switch and marking it to restrict its operation	21
• disconnecting a faulty power circuit from supply	22
• sealing the entrance to a room where the seized thing is situated and marking it to show access to it is restricted	23 24
(c) if the thing is electrical equipment—dismantle it or cause it to be dismantled.	25 26
‘(2) An inspector may direct an electricity entity to give the inspector the help the inspector reasonably requires to disconnect electrical equipment under subsection (1)(b).	27 28 29
‘(3) An electricity entity must comply with a direction under subsection (2).	30 31

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- ‘(4) If an inspector restricts access to a seized thing, a person must not tamper, or attempt to tamper, with the thing or something restricting access to the thing without an inspector’s approval.  
Maximum penalty—100 penalty units.
- ‘(5) If an inspector disconnects seized electrical equipment from its supply of electricity, a person must not reconnect, or attempt to reconnect, the electrical equipment to a source of supply without an inspector’s approval.  
Maximum penalty—100 penalty units.
- ‘(6) To enable a thing to be seized, an inspector may require the person in control of it—
- (a) to take it to a stated reasonable place by a stated reasonable time; and
  - (b) if necessary, to remain in control of it at the stated place for a reasonable time.
- ‘(7) The requirement—
- (a) must be made by notice in the approved form; or
  - (b) if it is not practicable to give the notice, may be made orally and confirmed by notice in the approved form as soon as practicable.
- ‘(8) A further requirement may be made under this section in relation to the same thing if it is necessary and reasonable to make the further requirement.
- ‘(9) A person of whom a requirement is made under subsection (6) or (8) must comply with the requirement unless the person has a reasonable excuse for not complying.  
Maximum penalty—100 penalty units.
- ‘(10) Subject to the provisions of this part providing for compensation, the cost of complying with subsection (6) or (8) must be borne by the person.
- ‘(11) For this section, a person is *in control* of a thing, other than electrical equipment, if the person has, or reasonably appears



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to an inspector to have, authority to exercise control over the thing.	1 2
‘(12) Subsection (9) places an evidential burden on the defendant to show a reasonable excuse.	3 4
<b>‘141H Inspector may require thing’s return</b>	5
‘(1) If an inspector has required a person to take a thing to a stated place by a stated reasonable time under this division, the inspector may require the person to return the thing to the place from which it was taken.	6 7 8 9
‘(2) A person of whom the requirement is made under subsection (1) must comply with the requirement, unless the person has a reasonable excuse. Maximum penalty—100 penalty units.	10 11 12 13
‘(3) Subject to the provisions of this part providing for compensation, the cost of complying with subsection (1) must be borne by the person.	14 15 16
‘(4) Subsection (2) places an evidential burden on the defendant to show a reasonable excuse.	17 18
<b>‘141I Receipt for seized things</b>	19
‘(1) As soon as practicable after an inspector seizes a thing at a place entered under section 138, the inspector must give a receipt for it to the person from whom it was seized.	20 21 22
‘(2) However, if for any reason it is not practicable to comply with subsection (1), the inspector must leave the receipt in a conspicuous position and in a reasonably secure way at the place of seizure.	23 24 25 26
‘(3) The receipt must describe generally each thing seized and its condition.	27 28
‘(4) This section does not apply to a thing if it is impracticable or would be unreasonable to give the receipt required by this section (given the thing’s nature, condition and value).	29 30 31

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<b>‘141J Forfeiture of seized things</b>	1
‘(1) A seized thing is forfeited to the State if the regulator—	2
(a) can not find the person entitled to the thing after making reasonable inquiries; or	3 4
(b) can not return it to the person entitled to it, after making reasonable efforts; or	5 6
(c) reasonably believes it is necessary to forfeit the thing to prevent it being used to commit an offence against this Act.	7 8 9
‘(2) Subsection (1)(a) does not require the regulator to make inquiries if it would be unreasonable to make inquiries to find the person entitled to the thing.	10 11 12
‘(3) Subsection (1)(b) does not require the regulator to make efforts if it would be unreasonable to make efforts to return the thing to the person entitled to it.	13 14 15
‘(4) If the regulator decides to forfeit the thing under subsection (1)(c), the regulator must tell the person entitled to the thing of the decision by written notice.	16 17 18
‘(5) Subsection (4) does not apply if—	19
(a) the regulator can not find the person entitled to the thing, after making reasonable inquiries; or	20 21
(b) it is impracticable or would be unreasonable to give the notice.	22 23
‘(6) The notice must include an information notice for the decision.	24 25
‘(7) In deciding whether and, if so, what inquiries and efforts are reasonable or whether it would be unreasonable to give notice about a thing, regard must be had to the thing’s nature, condition and value.	26 27 28 29
‘(8) Any costs reasonably incurred by the State in storing or disposing of a thing forfeited under subsection (1)(c) may be recovered in a court of competent jurisdiction as a debt due to the State from that person.	30 31 32 33

- 
- ‘(9) In this section *person entitled* to a thing means the person  
from whom it was seized unless that person is not entitled to  
possess it in which case it means the owner of the thing. 1  
2  
3
- ‘(10) Without limiting subsection (1), if a seized thing is electrical  
equipment, the thing is forfeited to the State if— 4  
5
- (a) the inspector who seized the thing reasonably believes  
the thing is not electrically safe; and 6  
7
- (b) the person entitled to the thing does not require its  
return. 8  
9
- ‘141K Return of seized thing 10**
- ‘(1) If a seized thing has not been forfeited, the inspector must  
return it to the person entitled to the thing— 11  
12
- (a) at the end of 6 months; or 13
- (b) if a proceeding for an offence involving it is started  
within 6 months, at the end of the proceeding and any  
appeal from the proceeding. 14  
15  
16
- ‘(2) However, unless the thing has been forfeited, the inspector  
must immediately return a thing seized as evidence to the  
person entitled to the thing if the inspector stops being  
satisfied its continued retention as evidence is necessary. 17  
18  
19  
20
- ‘(3) This section does not apply to a seized thing if it is  
impracticable or would be unreasonable to return the thing  
given the thing’s nature, condition and value. 21  
22  
23
- Example for subsection (3)— 24*
- The seized thing is electrical equipment that has been destroyed or  
extensively damaged during analysis or testing conducted under the Act. 25  
26
- ‘141L Returning seized electrical equipment that is not  
electrically safe 27  
28**
- ‘(1) This section applies if— 29
- (a) an inspector has seized electrical equipment under this  
part; and 30  
31
-

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- (b) the inspector reasonably believes the equipment is not electrically safe; and
  - (c) the equipment is not forfeited under section 141J.
- ‘(2) If the inspector returns the equipment to the person entitled to the equipment, the inspector may, by written notice, require the person to do 1 or more of the following to make the equipment electrically safe—
- (a) have the equipment repaired;
  - (b) have the equipment altered in a stated way;
  - (c) take other stated action in relation to the equipment that is reasonable in the circumstances, including, for example, to make it incapable of operation.
- Note—*
- Section 55 provides for who may perform electrical work, including repair or alter electrical equipment.
- ‘(3) The person must comply with the requirement unless the person has a reasonable excuse for not complying.
- Maximum penalty—40 penalty units.
- ‘(4) For subsection (3), it is a reasonable excuse for the person not complying with the requirement that the person destroyed the equipment instead of complying with the requirement.
- ‘(5) Subsection (3) places an evidential burden on the defendant to show a reasonable excuse.

#### ‘141M Access to seized things

- ‘(1) Until a seized thing is forfeited or returned, the regulator must permit the following persons to inspect it and, if it is a document, to make copies of it at all reasonable times—
- (a) the person from whom the thing was seized;
  - (b) the owner of the thing;
  - (c) a person authorised by a person mentioned in paragraph (a) or (b).

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‘(2) Subsection (1) does not apply if it is impracticable or would be unreasonable to allow inspection or copying.	1 2
<b>‘Division 3                      Damage and compensation</b>	<b>3</b>
<b>‘142    Damage etc. to be minimised</b>	<b>4</b>
‘In the exercise, or purported exercise, of a compliance power, an inspector must take all reasonable steps to ensure that the inspector, and any assistant to the inspector, cause as little inconvenience, detriment and damage as is practicable.	5 6 7 8
<b>‘142A    Inspector to give notice of damage</b>	<b>9</b>
‘(1) This section applies if an inspector or an assistant to an inspector damages a thing when exercising or purporting to exercise a compliance power.	10 11 12
‘(2) The inspector must, as soon as practicable, give written notice of the damage to the person who the inspector believes on reasonable grounds, is the person in control of the thing.	13 14 15
‘(3) If the inspector believes the damage was caused by a latent defect in the thing or circumstances beyond the inspector’s or assistant’s control, the inspector may state it in the notice.	16 17 18
‘(4) If, for any reason, it is impracticable to comply with subsection (2), the inspector must leave the notice in a conspicuous position and in a reasonably secure way where the damage happened.	19 20 21 22
‘(5) This section does not apply to damage the inspector reasonably believes is trivial.	23 24
<b>‘142B    Compensation</b>	<b>25</b>
‘(1) A person may claim compensation from the State if the person incurs loss or expense because of the exercise or purported exercise of a power under division 2.	26 27 28
‘(2) Compensation may be claimed and ordered in a proceeding—	29
(a) taken in a court of competent jurisdiction; or	30

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(b)	for an offence against this Act taken against the person claiming compensation.	1 2
‘(3)	The court may order compensation to be paid only if it is satisfied it is just to make the order in the circumstances of the particular case.	3 4 5
‘(4)	A regulation may prescribe matters that may, or must, be taken into account by the court when considering whether it is just to make the order.	6 7 8
<b>‘Division 4</b>	<b>Serious electrical incident or dangerous electrical event</b>	9 10
<b>‘143</b>	<b>Power to inquire into serious electrical incident or dangerous electrical event</b>	11 12
‘(1)	This section applies if an inspector becomes aware, or reasonably suspects, that a serious electrical incident or dangerous electrical event has happened at a place.	13 14 15
‘(2)	The inspector may inquire into the circumstances and probable causes of the incident or event.	16 17
‘(3)	The inspector may require a person who has knowledge, or whom the inspector reasonably suspects to have knowledge, of the circumstances of the incident or event to give the inspector reasonable help, as stated in the requirement, to inquire under subsection (2).	18 19 20 21 22
‘(4)	A requirement under subsection (3) may be given orally or in writing.	23 24
‘(5)	A person must comply with a requirement under subsection (3) unless the person has a reasonable excuse for not complying.	25 26 27
	Maximum penalty—100 penalty units.	28
‘(6)	This section does not limit any other power an inspector has on entering a place under section 138.	29 30

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- ‘(7) Subsection (5) places an evidential burden on the defendant to show a reasonable excuse. 1  
2

**‘Division 5 Other matters 3**

**‘144 Power to require name and address 4**

- ‘(1) An inspector may require a person to provide the person’s name and residential address if— 5  
6
- (a) the inspector finds the person committing an offence against this Act; or 7  
8
  - (b) the inspector finds the person in circumstances that lead, or has information that leads, the inspector to reasonably suspect the person has just committed an offence against this Act. 9  
10  
11  
12
- ‘(2) When asking a person to provide the person’s name and residential address, the inspector must— 13  
14
- (a) tell the person the reason for the requirement to provide the person’s name and residential address; and 15  
16
  - (b) warn the person that it is an offence to fail to state that name and residential address, unless the person has a reasonable excuse. 17  
18  
19
- ‘(3) If the inspector reasonably believes that the name or residential address is false, the inspector may require the person to give evidence of its correctness. 20  
21  
22
- ‘(4) A person must not, without reasonable excuse, refuse or fail to comply with a requirement under subsection (1) or (3). 23  
24
- Maximum penalty—100 penalty units. 25
- ‘(5) Subsection (4) places an evidential burden on the defendant to show a reasonable excuse. 26  
27
- ‘(6) The person does not commit an offence against subsection (4) if— 28  
29

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(a)	the person was required to state the person’s name and address by an inspector who suspected the person had committed an offence against this Act; and	1 2 3
(b)	the person is not proved to have committed the offence.	4
<b>‘144A</b>	<b>Inspector may take affidavits</b>	5
	‘An inspector is authorised to take affidavits for any purpose relating or incidental to the exercise of his or her compliance powers.	6 7 8
<b>‘144B</b>	<b>Inspector at coronial inquests</b>	9
	‘Under and subject to the <i>Coroners Act 2003</i> , an inspector may appear at and otherwise participate in any coroners inquest into the cause of death of a person involving an issue of electrical safety.	10 11 12 13
<b>‘Division 6</b>	<b>Offences in relation to inspectors</b>	14
<b>‘145</b>	<b>Offence to hinder or obstruct inspector</b>	15
	‘A person must not intentionally hinder or obstruct an inspector in exercising his or her compliance powers, or induce or attempt to induce any other person to do so.	16 17 18
	Maximum penalty—100 penalty units.	19
<b>‘145A</b>	<b>Offence to impersonate inspector</b>	20
	‘A person who is not an inspector must not, in any way, hold himself or herself out to be an inspector.	21 22
	Maximum penalty—100 penalty units.	23



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<b>‘145B Offence to assault, threaten or intimidate inspector</b>	1
‘A person must not directly or indirectly assault, threaten or intimidate, or attempt to assault, threaten or intimidate, an inspector or a person helping an inspector.	2 3 4
Maximum penalty—500 penalty units or 2 years imprisonment.	5 6
<b>‘Part 11A Enforcement measures</b>	7
<b>‘Division 1 Improvement notices</b>	8
<b>‘146 Issue of improvement notice</b>	9
‘(1) This section applies if an inspector reasonably believes that a person—	10 11
(a) is contravening a provision of this Act; or	12
(b) has contravened a provision in circumstances that make it likely that the contravention will continue or be repeated.	13 14 15
‘(2) The inspector may issue an improvement notice requiring the person to—	16 17
(a) remedy the contravention; or	18
(b) prevent a likely contravention from occurring; or	19
(c) remedy the things or operations causing the contravention or likely contravention.	20 21
<b>‘146A Contents of improvement notice</b>	22
‘(1) An improvement notice must state—	23
(a) that the inspector believes the person—	24
(i) is contravening a provision of this Act; or	25

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(ii)	has contravened a provision in circumstances that make it likely that the contravention will continue or be repeated; and	1 2 3
(b)	the provision the inspector believes is being, or has been, contravened; and	4 5
(c)	briefly, how the provision is being, or has been, contravened; and	6 7
(d)	the day by which the person is required to remedy the contravention or likely contravention.	8 9
‘(2)	An improvement notice may include directions concerning the measures to be taken to remedy the contravention or prevent the likely contravention, or the matters or activities causing the contravention or likely contravention, to which the notice relates.	10 11 12 13 14
‘(3)	The day stated for compliance with the improvement notice must be reasonable in all the circumstances.	15 16
<b>‘146B</b>	<b>Compliance with improvement notice</b>	17
	‘The person to whom an improvement notice is issued must comply with the notice within the period stated in the notice.	18 19
	Maximum penalty—500 penalty units.	20
<b>‘146C</b>	<b>Extension of time for compliance with improvement notice</b>	21 22
‘(1)	This section applies if a person has been issued with an improvement notice.	23 24
‘(2)	An inspector may, by written notice given to the person, extend the compliance period for the improvement notice.	25 26
‘(3)	However, the inspector may extend the compliance period only if the period has not ended.	27 28
‘(4)	In this section—	29

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*compliance period* means the period stated in the improvement notice under section 146A, and includes that period as extended under this section.

## **‘Division 2                    Electrical safety protection notices                    4**

### **‘147    Electrical safety protection notice                    5**

‘(1) This section applies if an inspector reasonably believes that circumstances causing, or likely to cause, an immediate electrical risk to persons or property have arisen at a place.                    6  
7  
8

‘(2) The inspector may—                    9

(a) direct the person in control of any activity or electrical equipment that caused, or is likely to cause, the circumstances to stop the activity, or to stop using, or allowing to be used, the electrical equipment; and                    10  
11  
12  
13

*Example of direction—*                    14

A direction may be given requiring a person to stop selling, lending or otherwise disposing of particular electrical equipment.                    15  
16  
17

(b) disconnect electrical equipment from its supply of electricity to the extent the inspector considers necessary to eliminate the electrical risk.                    18  
19  
20

‘(3) An inspector may direct an electricity entity to give the inspector the help the inspector reasonably requires to disconnect electrical equipment under subsection (2)(b).                    21  
22  
23

‘(4) An electricity entity must comply with a direction under subsection (3).                    24  
25

‘(5) The direction under subsection (2)(a) may be given orally, but must be confirmed by notice (*electrical safety protection notice*) given to the person as soon as practicable.                    26  
27  
28

‘(6) The person must comply with—                    29

(a) the direction under subsection (2)(a); and                    30

(b) the electrical safety protection notice.                    31

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Maximum penalty—1000 penalty units.	1
‘(7) Subsection (2)(a) does not apply to an activity or use of electrical equipment necessary to rectify the circumstances.	2 3
‘(8) An electrical safety protection notice must state—	4
(a) the inspector believes that circumstances causing, or likely to cause, an immediate electrical risk to persons or property have arisen, or are likely to arise, at a place; and	5 6 7 8
(b) briefly, the circumstances that have caused or are likely to cause the risk; and	9 10
(c) if the inspector believes the circumstances involve a contravention, or likely contravention, of a provision of this Act—the provision contravened or likely to be contravened; and	11 12 13 14
(d) the requirements that must be complied with before any electrical equipment disconnected by the inspector from its supply of electricity may be reconnected.	15 16 17
‘(9) For this section, a person is <i>in control</i> of an activity if the person has, or reasonably appears to have, authority to exercise control over the activity.	18 19 20
<b>‘Division 3                      Unsafe equipment notices</b>	21
<b>‘148   Unsafe equipment notice</b>	22
‘(1) This section applies if an inspector reasonably believes that electrical equipment is so defective or hazardous that it is likely to cause a serious electrical incident.	23 24 25
‘(2) The inspector may, by notice ( <i>unsafe equipment notice</i> ), require the owner to make the electrical equipment—	26 27
(a) harmless; or	28
(b) incapable of operation.	29

- 
- ‘(3) The owner must comply with the unsafe equipment notice, unless the owner has a reasonable excuse for not complying. Maximum penalty—1000 penalty units.
- ‘(4) Subsection (3) places an evidential burden on the defendant to show a reasonable excuse.

## **‘Division 4                    Non-disturbance notices**

### **‘149    Issue of non-disturbance notice**

‘An inspector may issue a non-disturbance notice to the person with management or control of a place if the inspector reasonably believes that it is necessary to do so to facilitate the exercise of his or her compliance powers.

### **‘149A   Contents of non-disturbance notice**

- ‘(1) A non-disturbance notice may require the person to—
- (a) preserve the site at which a serious electrical incident or dangerous electrical event has happened for a stated period; or
  - (b) prevent the disturbance of a particular site (including the operation of plant) in other circumstances for a stated period that is reasonable in the circumstances.
- ‘(2) A non-disturbance notice must state the period (of no more than 7 days) for which it applies and set out—
- (a) the duties of the person to whom the notice is issued; and
  - (b) the measures to be taken to preserve a site or prevent disturbance of a site; and
  - (c) the penalty for contravening the notice.
- ‘(3) In subsection (1) a reference to a site includes any plant, substance, structure or thing associated with the site.
- ‘(4) A non-disturbance notice does not prevent any action—

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(a)	to assist an injured person; or	1
(b)	to remove a deceased person; or	2
(c)	that is essential to make the site safe or to prevent a further incident; or	3 4
(d)	that is associated with a police investigation; or	5
(e)	for which an inspector has given permission.	6
<b>‘149B</b>	<b>Compliance with non-disturbance notice</b>	7
‘(1)	A person must not, without reasonable excuse, refuse or fail to comply with a non-disturbance notice issued to the person.	8 9
	Maximum penalty—500 penalty units.	10
‘(2)	Subsection (1) places an evidential burden on the accused to show a reasonable excuse.	11 12
<b>‘149C</b>	<b>Issue of subsequent notices</b>	13
	‘If an inspector considers it necessary to do so, he or she may issue 1 or more subsequent non-disturbance notices to a person, whether before or after the expiry of the previous notice, each of which must comply with section 149A.	14 15 16 17
<b>‘Division 5</b>	<b>General requirements applying to notices</b>	18 19
<b>‘150</b>	<b>Application of division</b>	20
	‘In this division, <i>notice</i> means an improvement notice, electrical safety protection notice, unsafe equipment notice or non-disturbance notice.	21 22 23
<b>‘150A</b>	<b>Notice to be in writing</b>	24
	‘A notice must be in writing.	25

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<b>‘150B Directions in notice</b>	1
‘A direction included in an improvement notice or electrical safety protection notice may—	2
	3
(a) refer to a code of practice; and	4
(b) offer the person to whom it is issued a choice of ways in which to remedy the contravention.	5
	6
<b>‘150C Recommendations in notice</b>	7
‘(1) An improvement notice or electrical safety protection notice may include recommendations.	8
	9
‘(2) It is not an offence to fail to comply with recommendations in a notice.	10
	11
<b>‘150D Changes to notice by inspector</b>	12
‘(1) An inspector may make minor changes to a notice—	13
(a) for clarification; or	14
(b) to correct errors or references; or	15
(c) to reflect changes of address or other circumstances.	16
‘(2) An inspector may also, under section 146C, extend the compliance period for an improvement notice.	17
	18
<b>‘150E Regulator may vary or cancel notice</b>	19
‘Except as provided in section 150D, a notice issued by an inspector may only be varied or cancelled by the regulator.	20
	21
<b>‘150F Formal irregularities or defects in notice</b>	22
‘A notice is not invalid only because of—	23
(a) a formal defect or irregularity in the notice unless the defect or irregularity causes or is likely to cause substantial injustice; or	24
	25
	26

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- (b) a failure to use the correct name of the person to whom the notice is issued if the notice sufficiently identifies the person and is issued or given to the person under section 150G. 1  
2  
3  
4

**‘150G Issue and giving of notice** 5

- ‘(1) A notice may be issued or given to a person— 6
  - (a) by delivering it personally to the person or sending it by post or facsimile or electronic transmission to the person’s usual or last known place of residence or business; or 7  
8  
9  
10
  - (b) by leaving it for the person at the person’s usual or last known place of residence or business with a person who appears to be over 16 years and who appears to reside or work there; or 11  
12  
13  
14
  - (c) by leaving it for the person at the place to which the notice relates with a person who is or appears to be the person with management or control of the place; or 15  
16  
17
  - (d) in a way prescribed under a regulation. 18
- ‘(2) A regulation may prescribe— 19
  - (a) the way of issuing a notice; and 20
  - (b) the steps a person to whom a notice is issued must take to bring it to the attention of other persons. 21  
22

**‘150H Display of notice** 23

- ‘(1) A person to whom a notice is issued that affects a workplace must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace, at which work is being carried out that is affected by the notice. 24  
25  
26  
27  
28
- Maximum penalty—50 penalty units. 29



- 
- ‘(2) A person must not intentionally remove, destroy, damage or  
deface a notice displayed under subsection (1) while the  
notice is in force. 1  
2  
3  
Maximum penalty—50 penalty units. 4

**‘Division 6 Remedial action 5**

**‘151 When regulator may carry out action 6**

- ‘(1) This section applies if a person to whom an electrical safety  
protection notice is issued fails to take reasonable steps to  
comply with the notice. 7  
8  
9
- ‘(2) The regulator may take any remedial action the regulator  
believes reasonable to make the situation safe after giving  
written notice to the person to whom the electrical safety  
protection notice was issued of— 10  
11  
12  
13
- (a) the regulator’s intention to take that action; and 14
- (b) the owner’s or person’s liability for the costs of that  
action. 15  
16

**‘151A Power of the regulator to take other remedial action 17**

- ‘(1) This section applies if the regulator reasonably believes that— 18
- (a) circumstances in which a electrical safety protection  
notice can be issued exist; and 19  
20
- (b) an electrical safety protection notice can not be issued at  
a place because, after taking reasonable steps, the  
person with management or control of the place can not  
be found. 21  
22  
23  
24
- ‘(2) The regulator may take any remedial action necessary to make  
the place safe. 25  
26

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<b>‘151B Costs of remedial or other action</b>	1
‘The regulator may recover the reasonable costs of any remedial action taken under—	2 3
(a) section 151 from the person to whom the notice is issued; or	4 5
(b) section 151A from any person to whom the electrical safety protection notice could have been issued for the matter;	6 7 8
as a debt due to the regulator.	9
<b>‘Division 7                   Injunctions</b>	10
<b>‘152 Application of division</b>	11
‘In this division, <i>notice</i> means improvement notice electrical safety protection notice or unsafe equipment notice.	12 13
<b>‘152A Injunctions for noncompliance with notices</b>	14
‘(1) The regulator may apply to a magistrates court for an injunction—	15 16
(a) compelling a person to comply with a notice; or	17
(b) restraining a person from contravening a notice.	18
‘(2) The regulator may do so—	19
(a) whether or not proceedings have been taken for an offence against this Act in connection with any matter for which the notice was issued; and	20 21 22
(b) whether any period for compliance with the notice has expired.	23 24

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<b>‘Division 8</b>	<b>Retail entity to give information</b>	1
<b>‘153</b>	<b>Provision of information by retail entity</b>	2
‘(1)	A retail entity must, in the way and at the times the regulator reasonably requires, give the regulator information, prescribed under a regulation, the retail entity holds about—	3 4 5
(a)	premises for which, under the Electricity Act, the retail entity provides customer retail services; and	6 7
(b)	persons who, under the Electricity Act, are customers of the retail entity, and who own or occupy premises mentioned in paragraph (a).	8 9 10
‘(2)	An official may use information given to the regulator by a retail entity under subsection (1) only for administering and enforcing this Act.	11 12 13
‘(3)	In this section—	14
	<i>official</i> means—	15
(a)	the regulator; or	16
(b)	an inspector.	17
	<i>retail entity</i> means a retail entity under the Electricity Act.’.	18
<b>380</b>	<b>Replacement of pt 12, hdg (Reviews and appeals)</b>	19
	Part 12, heading—	20
	<i>omit, insert</i> —	21
<b>‘Part 12</b>	<b>Reviews’.</b>	22
<b>381</b>	<b>Replacement of pt 12, div 2 hdg (Reviews of decisions)</b>	23
	Part 12, division 2, heading—	24
	<i>omit, insert</i> —	25
<b>‘Division 2</b>	<b>Internal review’.</b>	26

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<b>382</b>	<b>Amendment of s 170 (Review of decisions)</b>	1
	Section 170(6), ‘appeal against’—	2
	<i>omit, insert</i> —	3
	‘apply for a review of’.	4
<b>383</b>	<b>Replacement of s 171 (Stay of operation of original decision)</b>	5
	Section 171—	6
	<i>omit, insert</i> —	7
<b>‘171</b>	<b>Stay of reviewable decisions on internal review</b>	9
‘(1)	An application for a review of a decision (other than a decision to issue an electrical safety protection notice, an unsafe equipment notice or a non-disturbance notice) under this division stays the operation of the decision.	10 11 12 13
‘(2)	If an application is made under this division for a review of a decision to issue an electrical safety protection notice, an unsafe equipment notice or a non-disturbance notice, the review entity for the review may stay the operation of the decision.	14 15 16 17 18
‘(3)	The review entity may make the decision to stay the operation of a decision on the review entity’s own initiative or on the application of the applicant for review.	19 20 21
‘(4)	The review entity must make a decision on an application for a stay within 1 working day after the review entity receives the application.	22 23 24
‘(5)	If the review entity has not made a decision to stay a decision within the time set out in subsection (4), the review entity is taken to have made a decision to grant a stay.	25 26 27
‘(6)	A stay of the operation of a decision pending a decision on a review under this division continues until whichever of the following is the earlier—	28 29 30

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(a)	the end of the prescribed period for applying for a review of the decision under division 3; or	1 2
(b)	an application for a review under division 3 is made.’.	3
<b>384</b>	<b>Replacement of pt 12, div 3 (Appeals)</b>	4
	Part 12, division 3—	5
	<i>omit, insert—</i>	6
<b>‘Division 3</b>	<b>External review</b>	7
<b>‘172</b>	<b>Application for external review</b>	8
	‘A person whose interests are affected by a disciplinary decision, original regulator decision, original decision or review decision may apply, as provided for under the QCAT Act, for a review of the decision.	9 10 11 12
	<i>Note—</i>	13
	See QCAT Act, chapter 2, part 1, division 3 (Review jurisdiction).’.	14
<b>385</b>	<b>Renumbering of pt 14 (Miscellaneous provisions)</b>	15
	Part 14—	16
	<i>renumber</i> as part 14A.	17
<b>386</b>	<b>Replacement of pt 13, divs 2, 2A and 3</b>	18
	Part 13, divisions 2, 2A and 3—	19
	<i>omit, insert—</i>	20
<b>‘Division 2</b>	<b>Other matters</b>	21
<b>‘186</b>	<b>Prosecutions</b>	22
	‘(1) Proceedings for an offence against this Act, other than a category 1 offence, must be taken in a summary way under the <i>Justices Act 1886</i> .	23 24 25

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- ‘(2) Subject to subsection (5), proceedings for an offence against this Act may only be taken by—
- (a) the regulator; or
  - (b) an inspector with the written authorisation of the regulator, either generally or in a particular case.
- ‘(3) An authorisation under subsection (1)(b) is sufficient authority to continue proceedings in any case where the court amends the charge, warrant or summons.
- ‘(4) The regulator must issue, and publish on the regulator’s website, general guidelines for—
- (a) the prosecution of offences under this Act; and
  - (b) the acceptance of electrical safety undertakings under this Act.
- ‘(5) Nothing in this section affects the ability of the Director of Public Prosecutions to bring proceedings for an offence against this Act.
- ‘186A Procedure if prosecution is not brought**
- ‘(1) If—
- (a) a person reasonably considers that an act or omission constitutes a category 1 offence or a category 2 offence; and
  - (b) no prosecution has been brought for the act or omission after 6 months but not later than 12 months after the act or omission happens;
- the person may make a written request to the regulator that a prosecution be brought.
- ‘(2) Within 3 months after the regulator receives a request the regulator must—
- (a) advise the person, in writing—
    - (i) whether the investigation is complete; and

- 
- (ii) if the investigation is complete, whether a prosecution has been or will be brought or give reasons why a prosecution will not be brought; and
- (b) advise the person who the applicant believes committed the offence of the application and of the matters set out in paragraph (a).
- ‘(3) If the regulator advises the person that a prosecution for a category 1 or category 2 offence will not be brought, the regulator must—
- (a) advise the person that the person may ask the regulator to refer the matter to the Director of Public Prosecutions for consideration; and
- (b) if the person makes a written request to the regulator to do so, refer the matter to the Director of Public Prosecutions within 1 month of the request.
- ‘(4) The Director of Public Prosecutions must consider the matter and advise (in writing) the regulator within 1 month as to whether the Director considers that a prosecution should be brought.
- ‘(5) The regulator must ensure a copy of the advice is given to—
- (a) the person who made the request; and
- (b) the person who the applicant believes committed the offence.
- ‘(6) If the regulator declines to follow the advice of the Director of Public Prosecutions to bring proceedings, the regulator must give written reasons for the decision to any person to whom a copy of the advice is given under subsection (5).

### ‘186B Limitation period for prosecutions

- ‘(1) Proceedings for an offence against this Act may be taken within the latest of the following periods—
- (a) within 2 years after the offence first comes to the notice of the regulator;

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(b)	within 1 year after a coronial report was made or a coronial inquiry or inquest ended, if it appeared from the report or the proceedings at the inquiry or inquest that an offence had been committed against this Act;	1 2 3 4
(c)	if an electrical safety undertaking has been given in relation to the offence, within 6 months after—	5 6
(i)	the electrical safety undertaking is contravened; or	7
(ii)	it comes to the notice of the regulator that the electrical safety undertaking has been contravened; or	8 9 10
(iii)	the regulator has agreed under section 54 to the withdrawal of the electrical safety undertaking.	11 12
‘(2)	A proceeding for a category 1 offence may be taken after the end of the applicable limitation period in subsection (1) if fresh evidence relevant to the offence is discovered and the court is satisfied that the evidence could not reasonably have been discovered within the relevant limitation period.	13 14 15 16 17
<b>‘186C</b>	<b>Multiple contraventions of electrical safety duty provision</b>	18 19
‘(1)	Two or more contraventions of an electrical safety duty provision by a person that arise out of the same factual circumstances may be charged as a single offence or as separate offences.	20 21 22 23
‘(2)	This section does not authorise contraventions of 2 or more electrical safety duty provisions to be charged as a single offence.	24 25 26
‘(3)	A single penalty only may be imposed for 2 or more contraventions of an electrical safety duty provision that are charged as a single offence.	27 28 29
‘(4)	In this section <i>electrical safety duty provision</i> means a provision of part 2, division 2.	30 31



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<b>‘Division 3</b>	<b>Sentencing for offences</b>	1
<b>‘187</b>	<b>Application of this division</b>	2
	‘This division applies if a court convicts a person (the <i>offender</i> ), of an offence against this Act.	3 4
<b>‘187A</b>	<b>Orders generally</b>	5
	‘(1) One or more orders may be made under this division against the offender.	6 7
	‘(2) Orders may be made under this division in addition to any penalty that may be imposed or any other action that may be taken in relation to the offence.	8 9 10
<b>‘187B</b>	<b>Adverse publicity order</b>	11
	‘(1) The court may make an order (an <i>adverse publicity order</i> ) in relation to the offender requiring the offender—	12 13
	(a) to take either or both of the following actions within the period stated in the order—	14 15
	(i) to publicise, in the way stated in the order, the offence, its consequences, the penalty imposed and any other related matter;	16 17 18
	(ii) to notify a stated person or stated class of persons, in the way stated in the order, of the offence, its consequences, the penalty imposed and any other related matter; and	19 20 21 22
	(b) to give the regulator, within 7 days after the end of the period stated in the order, evidence that the action or actions were taken by the offender in accordance with the order.	23 24 25 26
	‘(2) The court may make an adverse publicity order on its own initiative or on the application of the person prosecuting the offence.	27 28 29

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- ‘(3) If the offender fails to give evidence to the regulator as provided under subsection (1)(b), the regulator, or a person authorised in writing by the regulator, may take the action or actions stated in the order. 1  
2  
3  
4
- ‘(4) However, if— 5
- (a) the offender gives evidence to the regulator as provided under subsection (1)(b); and 6  
7
- (b) despite that evidence, the regulator is not satisfied that the offender has taken the action or actions stated in the order in accordance with the order; 8  
9  
10
- the regulator may apply to the court for an order authorising the regulator, or a person authorised in writing by the regulator, to take the action or actions. 11  
12  
13
- ‘(5) If the regulator or a person authorised in writing by the regulator takes an action or actions under subsection (3) or an order under subsection (4), the regulator is entitled to recover from the offender, by action in a court of competent jurisdiction, an amount for the reasonable expenses of taking the action or actions as a debt due to the regulator. 14  
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**‘187C Order for restoration 20**

- ‘(1) The court may order the offender to take such steps as are stated in the order, within the period so stated, to remedy any matter caused by the commission of the offence that appears to the court to be within the offender’s power to remedy. 21  
22  
23  
24
- ‘(2) The period in which an order under this section must be complied with may be extended, or further extended, by order of the court but only if an application for the extension is made before the end of that period. 25  
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**‘187D Electrical safety project order 29**

- ‘(1) The court may make an order requiring the offender to undertake a stated project for the general improvement of electrical safety within the period stated in the order. 30  
31  
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- ‘(2) The order may specify conditions that must be complied with 1  
in undertaking the stated project. 2
- ‘187E Release on the giving of a court-ordered electrical 3  
safety undertaking 4**
- ‘(1) The court may (with or without recording a conviction) 5  
adjourn the proceeding for a period of up to 2 years and make 6  
an order for the release of the offender on the offender giving 7  
an undertaking with stated conditions (a *court-ordered* 8  
*electrical safety undertaking*). 9
- ‘(2) A court-ordered electrical safety undertaking must specify the 10  
following conditions— 11
- (a) that the offender appears before the court if called on to 12  
do so during the period of the adjournment and, if the 13  
court so specifies, at the time to which the further 14  
hearing is adjourned; 15
- (b) that the offender does not commit, during the period of 16  
the adjournment, any offence against this Act; 17
- (c) that the offender observes any special conditions 18  
imposed by the court. 19
- ‘(3) An offender who has given a court-ordered electrical safety 20  
undertaking under this section may be called on to appear 21  
before the court by order of the court. 22
- ‘(4) An order under subsection (3) must be served on the offender 23  
not less than four days before the time stated in it for the 24  
appearance. 25
- ‘(5) If the court is satisfied at the time to which a further hearing of 26  
a proceeding is adjourned that the offender has observed the 27  
conditions of the court-ordered electrical safety undertaking, 28  
it must discharge the offender without any further hearing of 29  
the proceeding. 30

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<b>‘187F Injunction</b>	1
‘The court may issue an injunction requiring the offender to stop contravening this Act.	2 3
<b>‘187G Training order</b>	4
‘The court may make an order requiring the offender to undertake or arrange for 1 or more workers to undertake a stated course of training.	5 6 7
<b>‘187H Forfeiture on conviction</b>	8
‘(1) On the conviction of a person for an offence against this Act, the court may order the forfeiture to the State of anything used to commit the offence or anything else the subject of the offence.	9 10 11 12
‘(2) The court may make the order—	13
(a) whether or not the thing has been seized under this Act; and	14 15
(b) if the thing has been seized—whether or not the thing has been returned to its owner.	16 17
‘(3) The court may make any order to enforce the forfeiture it considers appropriate.	18 19
‘(4) This section applies to a thing only if the court is satisfied that the thing caused or may cause a serious electrical incident.	20 21
‘(5) This section does not limit the court’s powers under another law.	22 23
<b>‘187I Dealing with forfeited thing</b>	24
‘(1) On the forfeiture of a thing to the State, the thing becomes the State’s property and may be dealt with by the regulator as the regulator considers appropriate.	25 26 27
‘(2) Without limiting subsection (1), the regulator may destroy it.	28

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<b>‘187J Offence to fail to comply with order</b>	1
‘(1) A person must not, without reasonable excuse, fail to comply with an order under this division.	2 3
Maximum penalty—500 penalty units.	4
‘(2) Subsection (1) places an evidential burden on the defendant to show a reasonable excuse.	5 6
‘(3) This section does not apply to an order under section 187E or 187F.	7 8
<b>‘Division 4           Offences by bodies corporate</b>	9
<b>‘188   Imputing conduct to body corporate</b>	10
‘(1) For this Act, any conduct engaged in on behalf of a body corporate by an employee, agent or officer of the body corporate acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the body corporate.	11 12 13 14 15
‘(2) If an offence under this Act requires proof of knowledge, intention or recklessness, it is sufficient in proceedings against a body corporate for the offence to prove that the person mentioned in subsection (1) had the relevant knowledge, intention or recklessness.	16 17 18 19 20
‘(3) If for an offence against this Act mistake of fact is relevant to determining liability, it is sufficient in proceedings against a body corporate for the offence if the person mentioned in subsection (1) made the mistake of fact.	21 22 23 24

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<b>‘Division 5</b>	<b>The State, Commonwealth and other States</b>	1 2
<b>‘189</b>	<b>Offence and the State, Commonwealth and other States</b>	3 4
‘(1)	If the State, Commonwealth or another State is found guilty of an offence against this Act, the penalty to be imposed on the State, Commonwealth or other State is the penalty applicable to a body corporate.	5 6 7 8
‘(2)	For this Act, conduct engaged in on behalf of the State, Commonwealth or another State by an employee, agent or officer of the State, Commonwealth or other State acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the State, Commonwealth or other State.	9 10 11 12 13 14
‘(3)	If an offence under this Act requires proof of knowledge, intention or recklessness, it is sufficient in proceedings against the State, Commonwealth or other State for the offence to prove that the person mentioned in subsection (2) had the relevant knowledge, intention or recklessness.	15 16 17 18 19
‘(4)	If for an offence against this Act mistake of fact is relevant to determining liability, it is sufficient in proceedings against the State, Commonwealth or other State for the offence if the person mentioned in subsection (2) made the mistake of fact.	20 21 22 23
<b>‘189A</b>	<b>Officers</b>	24
‘(1)	A person who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business or undertaking of the State, Commonwealth or another State is taken to be an officer of the State, Commonwealth or other State for the purposes of this Act.	25 26 27 28 29
‘(2)	A Minister of a State or the Commonwealth is not in that capacity an officer for the purposes of this Act.	30 31

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<b>‘189B Responsible agency for the State, Commonwealth or other State</b>	1 2
‘(1) The following notices may be given to or served on the responsible agency—	3 4
(a) an improvement notice, electrical safety protection notice, unsafe equipment notice or non-disturbance notice to be given to or served on the State, Commonwealth or another State under this Act;	5 6 7 8
(b) an infringement notice for an offence against this Act to be given to or served on the State, Commonwealth or another State.	9 10 11
‘(2) If an infringement notice is to be served on the State, Commonwealth or another State for an offence against this Act, the responsible agency may be stated in the infringement notice.	12 13 14 15
‘(3) If proceedings are taken against the State, Commonwealth or another State for an offence against this Act or in relation to a contravention of this Act, the responsible agency for the offence or contravention may be stated in any document initiating, or relating to, the proceedings.	16 17 18 19 20
‘(4) The responsible agency for an offence or a contravention of this Act is entitled to act in proceedings against the State, Commonwealth or other State for the offence or relating to the contravention and, subject to any relevant rules of court, the procedural rights and obligations of the State, Commonwealth or other State as the accused or defendant in the proceedings are conferred or imposed on the responsible agency.	21 22 23 24 25 26 27
‘(5) The person prosecuting the offence or bringing the proceedings may change the responsible agency during the proceedings with the court’s leave.	28 29 30
‘(6) In this section, the <i>responsible agency</i> means—	31
(a) for an improvement notice or infringement notice—the agency of the State, Commonwealth or other State the acts or omissions of which are alleged to contravene this Act; or	32 33 34 35

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- (b) for an electrical safety protection notice—the agency of the State, Commonwealth or other State that controls the place where the electrical risk has arisen; or
  - (c) for an unsafe equipment notice—the agency of the State, Commonwealth or other State that owns or controls the electrical equipment; or
  - (d) for a non-disturbance notice—the agency of the State, Commonwealth or other State that controls the site to which the notice relates; or
  - (e) for an offence or proceedings for a contravention of this Act—
    - (i) the agency of the State, Commonwealth or other State the acts or omissions of which are alleged to constitute the offence or contravention; or
    - (ii) if that agency no longer exists, that is the successor of the agency; or
    - (iii) if that agency no longer exists and there is no clear successor, that the court declares to be the responsible agency.

**‘Division 6                      Public authorities**                      20

**‘190    Application to public authorities that are bodies corporate**                      21  
22

‘This division applies only to public authorities that are bodies corporate or are local governments.                      23  
24

**‘190A   Proceedings against public authorities**                      25

‘(1) Proceedings may be taken under this Act against a public authority in its own name.                      26  
27

‘(2) Proceedings may be taken under this Act against a local government, and a local government may be prosecuted and punished, as if it were a body corporate.                      28  
29  
30



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- ‘(3) Nothing in this division affects any privileges that a public authority may have under the State. 1  
2

**‘190B Imputing conduct to public authorities 3**

- ‘(1) For this Act, any conduct engaged in on behalf of a public authority by an employee, agent or officer of the public authority acting within the actual or apparent scope of his or her employment, or within his or her actual or apparent authority, is conduct also engaged in by the public authority. 4  
5  
6  
7  
8
- ‘(2) If an offence against this Act requires proof of knowledge, intention or recklessness, it is sufficient in proceedings against the public authority for that offence to prove that the person mentioned in subsection (1) had the relevant, knowledge or recklessness. 9  
10  
11  
12  
13
- ‘(3) If for an offence against this Act mistake of fact is relevant to determining liability, it is sufficient in proceedings against the public authority for that offence if the person mentioned in subsection (1) made that mistake of fact. 14  
15  
16  
17

**‘190C Officer of public authority 18**

‘A person who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business or undertaking of a public authority is taken to be an officer of the public authority for the purposes of this Act. 19  
20  
21  
22

**‘190D Proceedings against successors to public authorities 23**

- ‘(1) Proceedings for an offence against this Act that were instituted against a public authority before its dissolution, or that could have been instituted against a public authority if not for its dissolution, may be continued or instituted against its successor if the successor is a public authority. 24  
25  
26  
27  
28
- ‘(2) An infringement notice served on a public authority for an offence against this Act is taken to be an infringement notice served on its successor if the successor is a public authority. 29  
30  
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‘(3) Similarly, any penalty paid by a public authority for an infringement notice is taken to be a penalty paid by its successor if the successor is a public authority.	1 2 3
<b>‘Division 7                      Civil liability not affected by this Act</b>	4
<b>‘191      Civil liability not affected by this Act</b>	5
‘Nothing in this Act is to be construed as—	6
(a) conferring a right of action in civil proceedings in relation to a contravention of a provision of this Act; or	7 8
(b) conferring a defence to an action in civil proceedings or otherwise affecting a right of action in civil proceedings; or	9 10 11
(c) affecting the extent (if any) to which a right of action arises, or civil proceedings may be taken, in relation to breaches of duties or obligations imposed under a regulation.	12 13 14 15
<b>‘Part 14                      General</b>	16
<b>‘Division 1                      General provisions</b>	17
<b>‘192      Offence to give false or misleading information</b>	18
‘(1) A person must not give information in complying or purportedly complying with this Act that the person knows—	19 20
(a) to be false or misleading in a material particular; or	21
(b) omits any matter or thing without which the information is misleading.	22 23
Maximum penalty—100 penalty units.	24

- 
- ‘(2) A person must not produce a document in complying or purportedly complying with this Act that the person knows to be false or misleading in a material particular without—
- (a) indicating how it is false or misleading and, if practicable, providing correct information; or
  - (b) accompanying the document with a written statement signed by the person or, in the case of a body corporate, by a competent officer of the body corporate—
    - (i) stating that the document is, to the knowledge of the first-mentioned person, false or misleading in a material particular; and
    - (ii) setting out, or referring to, the material particular in which the document is, to the knowledge of the first-mentioned person, false or misleading.

Maximum penalty—100 penalty units.

- ‘(3) Subsection (2) places an evidential burden on the defendant to show—
- (a) that the defendant had indicated the extent to which the document was false or misleading; or
  - (b) that the accompanying document sufficiently explained the extent to which the document was false or misleading.

**‘192A Act does not affect legal professional privilege**

‘Nothing in this Act requires a person to produce a document that would disclose information, or otherwise provide information, that is the subject of legal professional privilege.

**‘192B Immunity from liability**

- ‘(1) An inspector, or other person engaged in the administration of this Act, incurs no civil liability for an act or omission done or omitted to be done in good faith and in the execution or purported execution of powers and functions under this Act.

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- ‘(2) A civil liability that would, but for subsection (1), attach to a person, attaches instead to the State. 1  
2

**‘193 Confidentiality of information 3**

- ‘(1) This section applies if a person obtains information or gains access to a document in exercising any power or function under this Act. 4  
5  
6

- ‘(2) The person must not do any of the following— 7

- (a) disclose to anyone else— 8

- (i) the information; or 9

- (ii) the contents of or information contained in the document; 10  
11

- (b) give access to the document to anyone else; 12

- (c) use the information or document for any purpose. 13

Maximum penalty—100 penalty units. 14

- ‘(3) Subsection (2) does not apply to the disclosure of information, or the giving of access to a document or the use of information or a document— 15  
16  
17

- (a) about a person, with the person’s consent; or 18

- (b) that is necessary for the exercise of a power or function under this Act; or 19  
20

- (c) that is made or given by the regulator or a person authorised by the regulator if the regulator reasonably believes the disclosure, access or use— 21  
22  
23

- (i) is necessary for administering, or monitoring or enforcing compliance with, this Act; or 24  
25

- (ii) is necessary for the administration or enforcement of another Act prescribed under a regulation; or 26  
27

- (iii) is necessary for the administration or enforcement of another Act or law, if the disclosure, access or use is necessary to lessen or prevent a serious risk to public safety; or 28  
29  
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(iv)	is necessary for the recognition of authorisations under a corresponding law; or	1 2
(v)	is required for the exercise of a power or function under a corresponding law; or	3 4
(d)	that is required by any court, tribunal, authority or person having lawful authority to require the production of documents or the answering of questions; or	5 6 7
(e)	that is required or authorised under a law; or	8
(f)	to a Minister.	9
‘(4)	A person must not intentionally disclose to another person the name of an individual who has made a complaint in relation to that other person unless—	10 11 12
(a)	the disclosure is made with the consent of the complainant; or	13 14
(b)	the disclosure is required under a law.	15
	Maximum penalty—100 penalty units.	16
<b>‘194</b>	<b>No contracting out</b>	17
	‘A term of any agreement or contract that purports to exclude, limit or modify the operation of this Act or any duty owed under this Act or to transfer to another person any duty owed under this Act is void.	18 19 20 21
<b>‘195</b>	<b>Person not to levy workers</b>	22
	‘A person conducting a business or undertaking must not impose a levy or charge on a worker, or permit a levy or charge to be imposed on a worker, for anything done, or provided, in relation to electrical safety.	23 24 25 26
	Maximum penalty—50 penalty units.’	27
<b>387</b>	<b>Replacement of ss 205–205B</b>	28
	Sections 205, 205A and 205B—	29

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<i>omit, insert—</i>	1
<b>‘205 Recovery of fee</b>	2
‘(1) A fee payable under this Act and not paid may be recovered by the regulator—	3 4
(a) in summary proceedings under the <i>Justices Act 1886</i> ; or	5
(b) by action for a debt.	6
‘(2) A fee may also be recovered in a proceeding for an offence against this Act.	7 8
‘(3) Also, an order made under subsection (2) is enforceable under the <i>Justices Act 1886</i> as an order for payment of money made by a magistrate under that Act.	9 10 11
‘(4) If an order is made under subsection (2)—	12
(a) the order may be filed in the registry of a Magistrates Court under the <i>Magistrates Courts Act 1921</i> ; and	13 14
(b) on being filed, is taken to be an order made by a Magistrates Court and may be enforced accordingly.	15 16
<b>‘205A Disciplinary action and offences</b>	17
‘The taking of disciplinary action against the holder of an electrical licence does not prevent—	18 19
(a) prosecution of the holder for an offence arising from the facts or circumstances on which the taking of disciplinary action is based; or	20 21 22
(b) a court from imposing a penalty for an offence mentioned in paragraph (a) after the court takes into account the disciplinary action taken.’.	23 24 25
<b>388 Omission of s 207 (Delegation by chief executive)</b>	26
Section 207—	27
<i>omit.</i>	28

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<b>389</b>	<b>Insertion of new pt 20</b>	1
	Before any schedule—	2
	<i>insert—</i>	3
<b>‘Part 20</b>	<b>Transitional provisions for</b>	4
	<b>Work Health and Safety Act</b>	5
	<b>2011</b>	6
<b>‘247A</b>	<b>Definitions for pt 20</b>	7
	‘In this part—	8
	<i>amended</i> includes—	9
	(a) repealed; and	10
	(b) replaced.	11
	<i>Note—</i>	12
	See also the <i>Acts Interpretation Act 1954</i> , section 36, definition <i>amend</i> .	13
	<i>amendment Act</i> means the <i>Work Health and Safety Act 2011</i> .	14
<b>‘248</b>	<b>Proceedings for offence generally</b>	15
	‘(1) This section applies if—	16
	(a) an offence is committed by a person against a provision	17
	of this Act before the provision is amended by the	18
	amendment Act; and	19
	(b) the investigation or proceedings for the offence have not	20
	been conducted, taken or completed before the	21
	amending happens.	22
	‘(2) The investigation or proceedings may be conducted, taken or	23
	continued as if this Act had not been amended by the	24
	amendment Act.	25
	‘(3) However, sections 186 and 187 as applied under subsection	26
	(2) apply to offence proceedings started after the amending of	27
	the offence provision as if a reference to the chief executive	28
	were a reference to the regulator.	29

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<b>‘249 Enforceable undertaking preserved</b>	1
‘(1) Subsection (2) applies to an electrical safety undertaking—	2
(a) made under part 3 before its amendment by the	3
amending Act (the <i>amendment</i> ); and	4
(b) in force immediately before the amendment.	5
‘(2) Part 3 continues to apply in relation to the electrical safety	6
undertaking as if the amendment had not happened.	7
‘(3) However, for subsection (2), sections 51, 53 and 54, as they	8
existed before the amendment, apply as if a reference to the	9
chief executive were a reference to the regulator.	10
‘(4) Also, the undertaking continues in force, in relation to an act	11
or omission of the identified person happening after the	12
amendment, as if it were an undertaking accepted by the	13
regulator under section 49(1) to the extent to which the future	14
behaviour assurance is material to compliance with this Act	15
after the amendment.	16
‘(5) Subsection (4) does not apply to an act or omission that	17
constitutes a category 1 offence.	18
‘(6) Subsection (7) and (8) apply if, immediately before the	19
amendment, the chief executive—	20
(a) has received an undertaking under section 49A; but	21
(b) has not made a decision whether to accept the	22
undertaking under section 50.	23
‘(7) The regulator must decide whether or not to accept the	24
undertaking.	25
‘(8) If the regulator accepts the undertaking, subsections (2) to (5)	26
and (9) and (11) apply to the undertaking.	27
‘(9) For subsection (4), a reference—	28
(a) in the undertaking to the alleged contravention; or	29
(b) in the future behaviour assurance to a contravention of	30
this Act as it existed before the amendment;	31



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is taken to include a reference to a contravention of this Act that corresponds to those contraventions.	1 2
<i>Note—</i>	3
Paragraph (a) is relevant to the continued operation of section 51 as it existed before the amendment. Paragraph (b) is relevant if future behaviour is expressed in terms of contraventions of particular sections.	4 5 6
‘(10) Despite subsections (1) to (9), the regulator may accept an electrical safety undertaking under part 3 as amended for a contravention of this Act that happened before the amendment.	7 8 9 10
‘(11) In this section—	11
<i>future behaviour assurance</i> is the assurance about future behaviour from the identified person included in the electrical safety undertaking.	12 13 14
<i>identified person</i> means the identified person for the undertaking.	15 16
<b>‘250 Appointment of inspector</b>	17
‘(1) This section applies to a person who, immediately before the amendment of part 10, division 1 by the amending Act, was an inspector appointed under the division.	18 19 20
‘(2) The person is taken to be appointed by the regulator as an inspector under section 123.	21 22
‘(3) The inspectors compliance powers continue to be subject to a condition or limit imposed under section 123 before the amendment.	23 24 25
<b>‘251 Improvement notice preserved</b>	26
‘(1) This section applies to an improvement notice—	27
(a) given by an inspector under section 153 ( <i>old section 153</i> ) as it existed before the amendment of the section by the amendment Act (the <i>amendment</i> ) for a contravention or likely contravention of a provision of this Act (the <i>notified contravention</i> ); and	28 29 30 31 32

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- (b) in force immediately before the amendment. 1
- ‘(2) The notice continues to be enforceable against the person to 2  
whom it was given for an offence against old section 153(5) 3  
that happened before the amendment as if the amendment had 4  
not happened. 5
- ‘(3) Also, the improvement notice continues in force and may be 6  
enforced after the amendment as if it were an improvement 7  
notice given to the person under section 146 for a 8  
contravention or likely contravention of a provision of this 9  
Act that is, or corresponds to, the provision to which the 10  
notified contravention relates. 11
- ‘252 Warrants and actions by inspector preserved 12**
- ‘(1) A warrant issued under part 11 before its amendment by the 13  
amending Act continues to have effect for the purposes of this 14  
Act. 15
- ‘(2) A power exercised by an inspector before the amendment of 16  
this Act by the amending Act— 17
- (a) continues to have lawful effect for the purposes of this 18  
Act; and 19
- (b) if the context permits, is taken to have been exercised 20  
under a corresponding provision of this Act as amended 21  
by the amendment Act. 22
- ‘(3) However, subsection (2) does not apply to an exercise of an 23  
inspector’s powers to which sections 249 or 251 applies. 24
- ‘(4) In this section— 25
- corresponding provision* means a provision of this Act as 26  
amended by the amendment Act that corresponds to a 27  
provision under which the power mentioned in subsection (2) 28  
was exercised. 29

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<b>‘253</b>	<b>Reviews and appeals</b>	1
‘(1)	Part 12, as it existed before being amended by the amendment Act, continues to apply to a decision made before the amendment as if it had not been amended.	2 3 4
‘(2)	Another provision of this part that would have applied to a matter if the final decision on a review or appeal under part 12 had been made before the part was amended applies to matter as if the final decision had been made before the part was amended.	5 6 7 8 9
<b>‘254</b>	<b>Replacement of chief executive by regulator</b>	10
‘(1)	This section applies to an amendment of this Act carried out by the <i>Work Health and Safety Act 2011</i> , schedule 4 replacing in each amended provision a reference to the chief executive with a reference to the regulator.	11 12 13 14
‘(2)	A decision made or action taken by the chief executive made or taken before the amendment continues to have effect after the amendment.	15 16 17
‘(3)	For subsection (2)—	18
	(a) if the context permits; and	19
	(b) to give effect to the establishment of the office of regulator;	20 21
	subsections (4) and (5) apply for the operation of the amended provision.	22 23
‘(4)	A reference to a decision or action made or taken under the provision by the regulator includes a reference to a decision or action made or taken by the chief executive before the amendment (the <i>original chief executive decision or action</i> ).	24 25 26 27
‘(5)	If—	28
	(a) any further decision or action must or may be taken in relation to the original chief executive decision or action; and	29 30 31
	(b) that decision or action would have been taken by the chief executive if the provision had not been amended;	32 33

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the decision or action must or may be taken by the regulator.	1
‘(6) Sections 179, 180, 181 and 184, as they existed before being amended, continue to apply to the appointment, signature and certificate of the chief executive to which they applied before the amendment.	2 3 4 5
‘(7) Without limiting subsection (6), the regulator may issue a certificate under section 181 or 184 as amended, even though the matter certified arose before they were amended.’.	6 7 8
<b>390 Amendment of sch 2 (Dictionary)</b>	9
(1) Schedule 2, definitions <i>bodily harm, electrical safety obligation, electrical safety protection notice, employer, executive officer, facsimile warrant, grievous bodily harm, improvement notice, obligation offence provision, official entity, original chief executive decision, recall order, regulator, responsible person, self-employed person, temporary inspector, Training and Employment Act, unsafe equipment notice, warrant form, wilfully, workplace—</i>	10 11 12 13 14 15 16 17
<i>omit.</i>	18
(2) Schedule 2—	19
<i>insert—</i>	20
<i>‘amended,</i> for part 20, see section 247A.	21
<i>amendment Act,</i> for part 20, see section 247A.	22
<i>category 1 offence</i> see section 40B.	23
<i>category 2 offence</i> see section 40C.	24
<i>category 3 offence</i> see section 40D.	25
<i>code of practice</i> means a code of practice in force under section 44.	26 27
<i>compliance powers</i> means the functions and powers conferred on an inspector under this Act.	28 29
<i>corresponding law,</i> other than for part 2A, means—	30

- 
- (a) a law of another State corresponding, or substantially corresponding, to this Act; or 1  
2
- (b) a law of another State that is declared under a regulation to be a corresponding law, whether or not the law corresponds, or substantially corresponds, to this Act. 3  
4  
5
- corresponding regulator*** means a person who, in relation to the administration of a corresponding law, has functions similar to the regulator in relation to the administration of this Act. 6  
7  
8  
9
- design***, in relation to electrical equipment or an electrical installation, includes— 10  
11
- (a) design of part of the equipment or installation; and 12
- (b) redesign or modify a design. 13
- electrical safety duty*** see section 40A. 14
- electrical safety protection notice*** see section 147. 15
- electrical safety undertaking*** see section 49. 16
- engages in conduct*** means doing an act or omitting to do an act. 17  
18
- improvement notice*** see section 146. 19
- infringement notice*** means an infringement notice under the *State Penalties Enforcement Act 1999*. 20  
21
- non-disturbance notice*** see section 149. 22
- officer*** means— 23
- (a) an officer within the meaning of section 9 of the *Corporations Act 2001* of the Commonwealth other than a partner in a partnership; or 24  
25  
26
- (b) an officer of the State, Commonwealth or another State within the meaning of section 189A; or 27  
28
- (c) an officer of a public authority within the meaning of section 190C; 29  
30
- other than an elected member of a local government acting in that capacity. 31  
32

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<i>original regulator decision</i> for part 12, see section 167.	1
<i>person conducting a business or undertaking</i> see section 21.	2
<i>public authority</i> means—	3
(a) an authority or body established or incorporated for a public purpose by a law of the State, another State or of the Commonwealth, including a body corporate incorporated under a law of the State, another State or of the Commonwealth in which the State, the other State or the Commonwealth has a controlling interest; or	4 5 6 7 8 9
(b) a GOC;	10
(c) local government; or	11
(d) a statutory body under the <i>Statutory Bodies Financial Arrangements Act 1982</i> .	12 13
<i>reasonably practicable</i> , in relation to a duty to ensure electrical safety, see section 28.	14 15
<i>recall order</i> see section 40G(2).	16
<i>regulator</i> means—	17
(a) for section 76(3)—see the section; or	18
(b) for part 15—see section 211; or	19
(c) otherwise—the regulator under the <i>Work Health and Safety Act 2011</i> .	20 21
<i>responsible person</i> , in relation to a recall order, see section 40G(2)(a).	22 23
<i>temporary inspector</i> means a temporary inspector appointed under section 126.	24 25
<i>unsafe equipment notice</i> see section 148.	26
<i>volunteer</i> means a person who is acting on a voluntary basis (irrespective of whether the person receives out-of-pocket expenses).	27 28 29
<i>workplace</i> means a workplace under the <i>Work Health and Safety Act 2011</i> , section 8.?	30 31

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<b>Division 3</b>	<b>Amendment of Electrical Safety and Other Legislation Amendment Act 2011</b>	1 2 3
<b>391</b>	<b>Act amended</b>	4
	This division amends the <i>Electrical Safety and Other Legislation Amendment Act 2011</i> .	5 6
<b>392</b>	<b>Omission of s 4 (Amendment of s 26 (Obligations for electrical safety))</b>	7 8
	Section 4—	9
	<i>omit.</i>	10
<b>393</b>	<b>Amendment of s 5 (Amendment of s 32 (Obligation of manufacturer of electrical equipment))</b>	11 12
	(1) Section 5, heading—	13
	<i>omit, insert—</i>	14
<b>'5</b>	<b>Amendment of s 32 (Duty of person conducting business or undertaking that manufactures electrical equipment)'</b>	15 16
	(2) Section 5, 'after subsection (2)'—	17
	<i>omit, insert—</i>	18
	'after subsection (3)'	19
<b>394</b>	<b>Amendment of s 6 (Amendment of s 33 (Obligation of importer of electrical equipment))</b>	20 21
	(1) Section 6, heading—	22
	<i>omit, insert—</i>	23
<b>'6</b>	<b>Amendment of s 33 (Duty of person conducting business or undertaking that imports electrical equipment)'</b>	24 25

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(2) Section 6, ‘after subsection (2)’—	1
<i>omit, insert</i> —	2
‘after subsection (3)’.	3
<b>395 Amendment of s 7 (Insertion of new s 40AA)</b>	4
Section 7, inserted section 40AA—	5
<i>omit, insert</i> —	6
<b>‘40AA Duty of person conducting business or undertaking that conducts a recognised external certification scheme</b>	7
‘(1) This section applies to a person who conducts a business or undertaking—	9
(a) that conducts a recognised external certification scheme;	11
and	12
(b) that certifies in-scope electrical equipment under the scheme.	13
‘(2) The person must ensure that the in-scope electrical equipment to which the certification relates is electrically safe.’.	14
15	16
<b>396 Amendment of s 8 (Insertion of new pt 2A)</b>	17
(1) Section 8, inserted section 48A, definition <i>responsible supplier</i> —	18
<i>omit, insert</i> —	19
‘ <i>responsible supplier</i> , of in-scope electrical equipment, means—	20
(a) a person who conducts a business or undertaking that manufactures the electrical equipment in, or imports the electrical equipment into, Australia; or	21
(b) if New Zealand is a participating jurisdiction, a person who conducts a business or undertaking that manufactures the electrical equipment in, or imports the electrical equipment into, New Zealand.’.	22
23	24
24	25
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|-----|--|----|
| (2) | Section 8, inserted section 48D, heading ‘Chief executive’—    | 1  |
|     | <i>omit, insert</i> —  | 2  |
|     | <b>‘Regulator’.</b>  | 3  |
| (3) | Section 8, inserted section 48D(1) and (5), ‘chief executive’— | 4  |
|     | <i>omit, insert</i> —  | 5  |
|     | ‘regulator’.   | 6  |
| (4) | Section 8, inserted section 48H, heading ‘Chief executive’—    | 7  |
|     | <i>omit, insert</i> —  | 8  |
|     | <b>‘Regulator’.</b>  | 9  |
| (5) | Section 8, inserted section 48H(1) and (2), ‘chief executive’— | 10 |
|     | <i>omit, insert</i> —  | 11 |
|     | ‘regulator’.   | 12 |
| (6) | Section 8, inserted section 48I(2), ‘chief executive’—         | 13 |
|     | <i>omit, insert</i> —  | 14 |
|     | ‘regulator’.   | 15 |
| (7) | Section 8, inserted section 48J(1), ‘chief executive’—         | 16 |
|     | <i>omit, insert</i> —  | 17 |
|     | ‘regulator’.   | 18 |
| (8) | Section 8, inserted section 48K, heading, ‘Chief executive’—   | 19 |
|     | <i>omit, insert</i> —  | 20 |
|     | <b>‘Regulator’.</b>  | 21 |
| (9) | Section 8, inserted section 48K(1), (5) and (7), ‘chief        | 22 |
|     | executive’—  | 23 |
|     | <i>omit, insert</i> —  | 24 |
|     | ‘regulator’.   | 25 |

[s 397]

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<b>397</b>	<b>Amendment of s 10 (Insertion of new pt 14, div 1A)</b>	1
(1)	Section 10, heading, ‘pt 14’—	2
	<i>omit, insert—</i>	3
	‘pt 14A’.	4
(2)	Section 10, inserted section 204B(3), ‘chief executive’—	5
	<i>omit, insert—</i>	6
	‘regulator’.	7
<b>398</b>	<b>Amendment of s 13 (Amendment of sch 2 (Dictionary))</b>	8
	Section 13, inserted definition <i>corresponding law</i> , before	9
	‘see’—	10
	<i>insert—</i>	11
	‘, for part 2A’.	12
<b>399</b>	<b>Amendment of s 15 (Replacement of pt 6 and insertion of new pt 6A)</b>	13
	Section 15, inserted section 126, definition <i>particular</i>	15
	<i>electrical equipment</i> , ‘, testing, maintenance, repair,	16
	alteration, removal, or replacement’—	17
	<i>omit.</i>	18
<b>400</b>	<b>Amendment of s 19 (Amendment of sch 9 (Dictionary))</b>	19
	Section 19(1), after ‘ <i>nonprescribed electrical equipment</i> ’—	20
	<i>insert—</i>	21
	‘ <i>particular electrical equipment</i> ’.	22
<b>401</b>	<b>Commencement provisions</b>	23
(1)	Subsections (2) to (4) apply if the amendments of the	24
	<i>Electrical Safety Act 2002</i> carried out by the <i>Electrical Safety</i>	25
	<i>and Other Legislation Amendment Act 2011</i> (the <b>ESOLAA</b> )	26

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<i>amendments</i> ) mentioned in the other sections of this division	1
commence before the other sections of this division	2
commence.	3
(2) Sections 392 to 394 and 397(1) are repealed.	4
(3) References in sections 395, 396, 397(2), 398 and 399 to	5
particular inserted provisions are taken to be references to	6
those provisions as commenced in the <i>Electrical Safety Act</i>	7
<i>2002</i> or the <i>Electrical Safety Regulation 2002</i> .	8
(4) Section 400 takes effect as an amendment omitting the	9
definition <i>particular electrical equipment</i> from the <i>Electrical</i>	10
<i>Safety Regulation 2002</i> , schedule 9.	11
(5) This section is repealed if the amendments carried out by the	12
other sections of this division commence before the ESOLAA	13
amendments.	14
(6) If subsection (5) does not apply, this section expires	15
immediately after it commences.	16
<b>Division 4</b>	
<b>Amendment of Penalties and</b>	17
<b>Sentences Act 1992</b>	18
<b>402 Act amended</b>	19
This division amends the <i>Penalties and Sentences Act 1992</i> .	20
<b>403 Amendment of s 5 (Meaning of penalty unit)</b>	21
Section 5(1)—	22
<i>omit, insert</i> —	23
‘(1) The value of a penalty unit is—	24
(a) for the <i>State Penalties Enforcement Act 1999</i> or an	25
infringement notice under that Act, other than an	26
infringement notice for an offence against a law	27
mentioned in paragraph (b) or (c)—\$100; or	28

[s 404]

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- (b) for a local law, or an infringement notice under the *State Penalties Enforcement Act 1999* for an offence against a local law—the amount, not more than \$100, prescribed under a regulation; or 1  
2  
3  
4
- (c) for the *Work Health and Safety Act 2011*, the *Electrical Safety Act 2002* or an infringement notice under the *State Penalties Enforcement Act 1999* for an offence against those Acts—\$100; or 5  
6  
7  
8
- (d) in any other case, for this or another Act—\$100. 9

**Division 5                      General** 10

**404      Amendments in sch 4 (Minor and consequential amendments)** 11  
12

Schedule 4 amends the legislation mentioned in it. 13

**Part 19                      Amendment of Workers' Compensation and Rehabilitation Act 2003** 14  
15  
16

**405      Act amended** 17

This part amends the *Workers' Compensation and Rehabilitation Act 2003*. 18  
19

**406      Amendment of s 108 (Compensation entitlement)** 20

(1) Section 108(3)— 21  
*omit.* 22

(2) Section 108— 23  
*insert—* 24

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<i>Note—</i>	1
See also division 5 in relation to the effect of compensation on a worker's leave entitlements.'	2 3
<b>407 Insertion of new ch 3, pt 2, div 5</b>	4
Chapter 3, part 2—	5
<i>insert—</i>	6
<b>'Division 5 Compensation and leave entitlements</b>	7 8
<b>'119A Compensation entitlement does not restrict taking or accrual of leave</b>	9 10
'(1) This section applies to a worker who is entitled to compensation, including compensation payable as weekly payments.	11 12 13
'(2) The worker is entitled to take or accrue annual leave, sick leave and long service leave under an Industrial Act or industrial instrument during the period to which the compensation relates.	14 15 16 17
<i>Note—</i>	18
In relation to entitlements under the <i>Fair Work Act 2009</i> (Cwlth), this section removes the restriction under section 130(1) of that Act.'	19 20
<b>408 Insertion of new ch 14, pt 1A</b>	21
Chapter 14—	22
<i>insert—</i>	23

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[s 408]

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<b>'Part 1A</b>	<b>Information provisions for building and construction industry</b>	1
		2
		3
<b>'576A</b>	<b>Definitions for pt 1A</b>	4
	'In this part—	5
	<i>building and construction industry</i> see the <i>Building and Construction Industry (Portable Long Service Leave) Act 1991</i> , section 3AA.	6
		7
		8
	<i>construction project</i> means a project involving construction work, if the total of all costs relating directly or indirectly to the construction work is at least \$80 000.	9
		10
		11
	<i>Examples of costs relating to construction work—</i>	12
	costs of labour, materials, plant, equipment, design, project management, consultancy, prefabricated goods, commissioning, installation	13
		14
		15
	<i>construction work</i> means work in the building and construction industry.	16
		17
	<i>principal contractor</i> , for a construction project, see section 576B.	18
		19
	<i>relevant contractor</i> , for a construction project, means a person who has made a contract with someone else for the performance of construction work, or the provision of a service in the building and construction industry, for the construction project.	20
		21
		22
		23
		24
<b>'576B</b>	<b>Who is the <i>principal contractor</i> for a construction project</b>	25
		26
	(1) For this part, a person who commissions a construction project is the <i>principal contractor</i> for the construction project.	27
		28
		29
	(2) However, if the person mentioned in subsection (1) engages another person as the principal contractor for the construction	30
		31

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project and authorises the person engaged to have the management and control of the construction project, the person engaged is the *principal contractor* for the construction project.

- (3) If 2 or more persons are the principal contractor for the construction project under subsection (1) or (2), those persons must perform the functions, or exercise the powers, of the principal contractor by acting jointly.

**576C Principal contractor may require relevant contractor to give document confirming insurance status**

- (1) This section applies in relation to a relevant contractor for a construction project who is an employer.

- (2) The principal contractor for the construction project may, by written notice, ask the relevant contractor to give the principal contractor a copy of the following document (the *required document*)—

(a) if the relevant contractor is a self-insurer—the relevant contractor's licence to be a self-insurer;

(b) otherwise—

(i) a certificate of currency for the relevant contractor's policy of insurance required under section 48; or

(ii) evidence of an exemption under section 49 and a certificate of currency for the relevant contractor's policy of insurance for the relevant contractor's workers under another law.

- (3) The relevant contractor must, unless the relevant contractor has a reasonable excuse, give the principal contractor the required document within 10 business days after being given the notice under subsection (2).

Maximum penalty—25 penalty units.

[s 408]

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- ‘(4) In this section— 1
- certificate of currency*, for a policy of insurance, means a 2  
certificate issued by the insurer stating at least each of the 3  
following— 4
- (a) the name of the policy holder; 5
  - (b) the policy holder’s ABN or ACN; 6
  - (c) the policy number; 7
  - (d) the name of the insurer; 8
  - (e) the amount and type of insurance; 9
  - (f) the period of insurance for which the certificate is 10  
issued. 11

**‘576D Injury data for construction projects 12**

- ‘(1) WorkCover may— 13
- (a) compile injury data for a construction project, to the 14  
extent the data relates to relevant contractors for the 15  
construction project who are not self-insurers; and 16
  - (b) give the injury data to the principal contractor for the 17  
construction project. 18
- ‘(2) The Authority may, on the request of the principal contractor 19  
for the construction project, give the principal contractor 20  
injury data for the construction project, to the extent the data 21  
relates to relevant contractors who are self-insurers. 22
- ‘(3) In this section— 23
- injury data*, for a construction project, means the following 24  
information about each relevant contractor for the 25  
construction project— 26
- (a) the relevant contractor’s name; 27
  - (b) the number and type of injuries sustained by workers on 28  
the project for which applications for compensation 29  
have been made under section 132; 30
  - (c) the date the injuries were sustained; 31



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(d)	the address of the site at which the injuries were sustained.	1 2
<b>'576E</b>	<b>Restriction on disclosure by principal contractor of information obtained under this part</b>	3 4
'(1)	This section applies to a person who is or has been the principal contractor, or a director or employee of the principal contractor, for a construction project.	5 6 7
'(2)	The person must not disclose any information received under this part if it identifies, directly or indirectly, any person to whom it relates. Maximum penalty—100 penalty units.'	8 9 10 11
<b>409</b>	<b>Insertion of new s 584A</b>	12
	Chapter 14, part 5—	13
	<i>insert—</i>	14
<b>'584A</b>	<b>Reviews of workers' compensation scheme</b>	15
'(1)	The Minister must ensure a review of the operation of the workers' compensation scheme is completed at least once in every 5 year period.	16 17 18
'(2)	The Minister must prepare a report about the outcome of the review and, as soon as practicable after the review is completed, table the report in the Legislative Assembly.	19 20 21
'(3)	The first review under this section must be completed no later than 30 June 2013.'	22 23
<b>410</b>	<b>Amendment of sch 6 (Dictionary)</b>	24
(1)	Schedule 6—	25
	<i>insert—</i>	26
	<b>'building and construction industry</b> , for chapter 14, part 1A, see section 576A.	27 28

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[s 410]

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<i>construction project</i> , for chapter 14, part 1A, see section 576A.	1 2
<i>construction work</i> , for chapter 14, part 1A, see section 576A.	3
<i>principal contractor</i> , for a construction project for chapter 14, part 1A, see section 576B.	4 5
<i>relevant contractor</i> , for a construction project for chapter 14, part 1A, see section 576A.’.	6 7
(2) Schedule 6, definition <i>Industrial Act</i> , ‘, for chapter 3, part 1A,’—	8 9
<i>omit</i> .	10

<b>Schedule 1</b>	<b>Application of Act</b>	1
	section 12	2
<b>Part 1</b>	<b>Dangerous goods and high risk plant</b>	3
		4
<b>1</b>	<b>Application to storage and handling of dangerous goods</b>	5
(1)	This Act applies to the storage and handling of dangerous goods even if the dangerous goods are not at a workplace or for use in carrying out work.	6 7 8
(2)	For subsection (1)—	9
(a)	a reference in this Act to carrying out work includes a reference to the storage or handling of dangerous goods; and	10 11 12
(b)	a reference in this Act to a workplace includes a reference to the premises at or in which the dangerous goods are stored or handled; and	13 14 15
(c)	a reference in this Act to work health and safety (however expressed) includes a reference to public health and safety.	16 17 18
(3)	This Act applies to the operation or use of high risk plant, affecting public safety, even if the plant is not situated, operated or used at a workplace or for use in carrying out work.	19 20 21 22
(4)	For subsection (3)—	23
(a)	a reference in this Act to carrying out work includes a reference to the operation and use of high risk plant affecting public safety; and	24 25 26
(b)	a reference in this Act to a workplace includes a reference to any high risk plant affecting public safety and the premises at or in which the plant is situated or used; and	27 28 29 30

Schedule 1

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- (c) a reference in this Act to work health and safety (however expressed) includes a reference to public health and safety. 1  
2  
3
- (5) The operation of this section is subject to any exclusions or modifications prescribed under a regulation. 4  
5
- (6) In this section— 6
- ADG Code*** means the Australian Code for the Transport of Dangerous Goods by Road and Rail approved by the Australian Transport Council, as in force from time to time. 7  
8  
9
- airconditioning unit*** means a unit of plant that provides airconditioning and that either— 10  
11
- (a) incorporates a cooling tower; or 12
- (b) consists of 1 or more compressors and the power rating required for operation of the airconditioning unit is 50kW or more. 13  
14  
15
- amusement device*** means a device— 16
- (a) used for commercial purposes; and 17
- (b) used or designed to be used for amusement, games, recreation, sightseeing or entertainment, and on which persons may be carried, raised, lowered or supported by any part of the device (including, for example, any car, carriage, platform, cage, boat, plank, chair, seat or thing) while the part of the device is in motion. 18  
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23
- asbestos*** means the asbestiform varieties of mineral silicates belonging to the serpentine or amphibole groups of rock-forming minerals, including the following— 24  
25  
26
- (a) actinolite asbestos; 27
- (b) grunerite (or amosite) (brown) asbestos; 28
- (c) anthophyllite asbestos; 29
- (d) chrysotile (white); 30
- (e) crocidolite (blue); 31
- (f) tremolite asbestos; 32

- 
- (g) a mixture containing 1 or more of the minerals mentioned in paragraphs (a) to (f). 1  
2
- Note—* 3
- Paragraphs (a), (b), (c) and (f) mention mineral silicates that use the same mineral term for both the asbestiform and nonasbestiform varieties. The word ‘asbestos’ has been included when listing these minerals to emphasise that only the asbestiform habit of these minerals is regulated as asbestos. 4  
5  
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7  
8
- cooling tower*** means a device for lowering the temperature of water by evaporative cooling in which atmospheric air passes through sprayed water exchanging heat, and includes a device incorporating a refrigerant or water heat exchanger. 9  
10  
11  
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- dangerous goods*** means— 13
- (a) asbestos; or 14
- (b) anything defined under the ADG Code as— 15
- (i) dangerous goods; or 16
- (ii) goods too dangerous to be transported. 17
- escalator*** means a power driven inclined continuous stairway used for raising or lowering passengers, and includes a moving walkway. 18  
19  
20
- high risk plant*** means the following— 21
- (a) airconditioning unit; 22
- (b) amusement device; 23
- (c) cooling tower; 24
- (d) escalator; 25
- (e) lift; 26
- (f) LP gas cylinder. 27
- lift*** means any machinery— 28
- (a) having a platform or cage the direction or movement of which is restricted by a guide or guides; and 29  
30
- (b) used or designed for use for raising or lowering persons, goods or materials (and includes any and all machinery, supports, and enclosures) and all equipment of them 31  
32  
33
-

	(whether or not detachable) used or designed for use for operating a lift.	1 2
	<b><i>LP gas cylinder</i></b> means a cylinder with a water capacity of more than 0.1kg that contains liquefied petroleum gas under pressure.	3 4 5
<b>Part 2</b>	<b>Relationship with other Acts</b>	6
<b>Division 1</b>	<b>Mining safety and related matters</b>	7
<b>2</b>	<b>Relationship with mining Acts</b>	8
(1)	Subject to subsections (2) and (3), this Act does not apply to—	9 10
(a)	a coal mine to which the <i>Coal Mining Safety and Health Act 1999</i> applies; or	11 12
(b)	a mine to which the <i>Mining and Quarrying Safety and Health Act 1999</i> applies; or	13 14
(c)	operating plant, within the meaning of the <i>Petroleum and Gas (Production and Safety) Act 2004</i> , on land the subject of—	15 16 17
(i)	a 1923 Act petroleum tenure under the <i>Petroleum Act 1923</i> ; or	18 19
(ii)	a petroleum authority under the <i>Petroleum and Gas (Production and Safety) Act 2004</i> ; or	20 21
(iii)	a GHG authority under the <i>Greenhouse Gas Storage Act 2009</i> ; or	22 23
(d)	a facility or plant used for geothermal exploration, within the meaning of the <i>Geothermal Exploration Act 2004</i> , section 132A(1), if the facility or plant is used for drilling or drilling related purposes.	24 25 26 27

(2)	A regulation under this Act applying in relation to a hazardous chemical applies in relation to the hazardous chemical even though it is at a mine, plant or facility mentioned in subsection (1).	1 2 3 4
(3)	A regulation under this Act applying in relation to a major hazard facility applies in relation to the major hazard facility even though it is, or is at, a mine, plant or facility mentioned in subsection (1).	5 6 7 8
(4)	In this section—	9
	<i>hazardous chemical</i> means a hazardous chemical under a regulation.	10 11
	<i>major hazard facility</i> means a major hazard facility under a regulation.	12 13
<b>3</b>	<b>Relationship with other Acts relating to design or manufacture of operating plant</b>	14 15
(1)	This section applies if—	16
(a)	this Act, in the absence of this section, would have application to a matter, relating to the design or construction of proposed operating plant, that impacts on the integrity or safe use of the plant; and	17 18 19 20
(b)	a relevant Act also has application to the matter.	21
(2)	This Act does not have application to the matter to the extent that the relevant Act has application to the matter.	22 23
(3)	In this section—	24
	<i>operating plant</i> , for application of a relevant Act to a matter, means—	25 26
(a)	for the <i>Petroleum and Gas (Production and Safety) Act 2004</i> —operating plant within the meaning of that Act; or	27 28 29
(b)	for the <i>Geothermal Exploration Act 2004</i> —a facility or plant used for geothermal exploration, within the meaning of section 132A(1) of that Act.	30 31 32

- relevant Act* means— 1
- (a) the *Geothermal Exploration Act 2004*; or 2
  - (b) the *Petroleum and Gas (Production and Safety) Act 2004*. 3  
4

**Division 2                      Electrical safety** 5

**4                      Relationship with Electrical Safety Act 2002** 6

- (1) This section applies if— 7
  - (a) this Act, in the absence of this section, would have 8  
application in particular circumstances; and 9
  - (b) the *Electrical Safety Act 2002* also has application in the 10  
circumstances. 11
- (2) This Act does not have application in the circumstances to the 12  
extent that the *Electrical Safety Act 2002* has application. 13

*Example for subsection (2)—* 14

Section 19(1) of this Act provides, among other matters, for 15  
circumstances in which a duty is imposed on a person who conducts a 16  
business or undertaking to ensure, so far as reasonably practicable, the 17  
health and safety of workers mentioned in the section while the workers 18  
are at work in the business or undertaking. 19

The *Electrical Safety Act 2002*, section 30(1), provides for 20  
circumstances (the *electrical safety circumstances*) in which a duty is 21  
imposed on that person to ensure the person’s business or undertaking is 22  
conducted in a way that is electrically safe. 23

Accordingly, the duty under section 19(1) of this Act to the extent it is 24  
mentioned above, that apart from this section would apply to the 25  
electrical safety circumstances, does not include a duty to ensure the 26  
person’s business or undertaking is conducted in a way that is 27  
electrically safe. 28



<b>Division 3</b>	<b>Transport rail safety</b>	1
<b>5</b>	<b>Relationship with Transport (Rail Safety) Act 2010</b>	2
(1)	This section applies if—	3
(a)	this Act, in the absence of this section, would have application in particular circumstances; and	4 5
(b)	the <i>Transport (Rail Safety) Act 2010</i> , part 3, division 2 also has application in the circumstances.	6 7
(2)	This Act does not have application in the circumstances to the extent that the <i>Transport (Rail Safety) Act 2010</i> , part 3, division 2 has application.	8 9 10
	<i>Note—</i>	11
	See the <i>Transport (Rail Safety) Act 2010</i> , part 2 for an explanation of the operation of that Act and this Act in circumstances in which both that Act and this Act apply.	12 13 14
	<i>Example for subsection (2)—</i>	15
	Section 19(1) of this Act provides, among other matters, for circumstances in which a duty is imposed on a person who conducts a business or undertaking to ensure, so far as reasonably practicable, the health and safety of workers mentioned in the section while the workers are at work in the business or undertaking.	16 17 18 19 20
	The <i>Transport (Rail Safety) Act 2010</i> , part 3, division 2, also provides for circumstances (the <b><i>rail safety circumstances</i></b> ) in which a duty is imposed on a rail transport operator to ensure, so far as is reasonably practicable, that rail safety is not affected by the carrying out of the operator's prescribed railway operations.	21 22 23 24 25
	Accordingly, the duty under section 19(1) of this Act to the extent it is mentioned above, that apart from this section, would apply to the rail safety circumstances, does not include a duty to ensure, so far as is reasonably practicable, that rail safety is not affected by the carrying out of the operator's prescribed railway operations.	26 27 28 29 30

<b>Division 4</b>	<b>Other legislation</b>	1
<b>6</b>	<b>Generally</b>	2
(1)	Subject to divisions 1 to 3, a person on whom a health and safety duty is imposed must discharge the duty even though another Act may prescribe a lesser duty in the same circumstances.	3 4 5 6
(2)	This Act does not limit the following Acts—	7
(a)	the <i>Explosives Act 1999</i>	8
(b)	the <i>Public Safety Preservation Act 1986</i>	9
(c)	the <i>Radiation Safety Act 1999</i>	10
(d)	the <i>Transport Operations (Marine Safety) Act 1994</i>	11
(e)	the <i>Transport Operations (Road Use Management) Act 1995</i>	12 13
(3)	Subject to subsection (1), to the extent to which an Act mentioned in subsection (2) is inconsistent with this Act, that Act prevails.	14 15 16

<b>Schedule 2</b>	<b>The regulator and local tripartite consultation arrangements and other local arrangements</b>	1 2 3 4
<b>Part 1</b>	<b>The regulator</b>	5
<b>1</b>	<b>Appointment of regulator</b>	6
	(1) The Governor in Council may appoint a public service officer as the regulator.	7 8
	(2) The regulator is appointed under the <i>Public Service Act 2008</i> and may hold the office in conjunction with his or her other public service office.	9 10 11
	(3) The regulator must act independently when making a decision under this Act but otherwise is subject to direction in the person's capacity as a public service officer and an officer of the department.	12 13 14 15
<b>Part 2</b>	<b>Industry consultative arrangements</b>	16 17
<b>Division 1</b>	<b>Purposes of part</b>	18
<b>2</b>	<b>Purposes of part</b>	19
	The purposes of this part are—	20
	(a) to establish the work health and safety board; and	21
	(b) to provide for the establishment of industry sector standing committees of the board.	22 23

<b>Division 2</b>	<b>The board and its functions</b>	1
<b>3</b>	<b>Work health and safety board</b>	2
	The work health and safety board (the <i>board</i> ) is established.	3
<b>4</b>	<b>Functions of board</b>	4
(1)	The primary function of the board is to give advice and make recommendations to the Minister about policies, strategies, allocation of resources, and legislative arrangements, for work health and safety.	5 6 7 8
(2)	Without limiting subsection (1), the board may discharge its primary function by—	9 10
(a)	developing a 5 year strategic plan for improving work health and safety; and	11 12
(b)	examining whether the 5 year strategic plan meets the existing and future needs of industry and the community; and	13 14 15
(c)	advising the Minister about state, national and international work health and safety issues; and	16 17
(d)	considering other issues referred to it by the Minister; and	18 19
(e)	reviewing the appropriateness of provisions of this Act, a regulation, or code of practice; and	20 21
(f)	considering recommendations made to it by an industry sector standing committee; and	22 23
(g)	reviewing the performance of an industry sector standing committee; and	24 25
(h)	recommending to the Minister the establishment of industry sector standing committees; and	26 27
(i)	reviewing the membership of an industry sector standing committee; and	28 29
(j)	establishing working parties on the recommendation of an industry sector standing committee; and	30 31

	(k) deciding procedures for the operation of working parties; and	1 2
	(l) appointing members to a working party; and	3
	(m) considering the most effective and efficient way of applying funds allocated for work health and safety; and	4 5
	(n) ensuring industry has been adequately consulted on proposed codes of practice; and	6 7
	(o) promoting work health and safety to industry and the community to encourage a healthy and safe culture at workplaces.	8 9 10
	(3) The regulator must give the board reasonable help to enable it to perform its functions.	11 12
<b>5</b>	<b>Annual report</b>	13
	(1) As soon as practical, but within 4 months, after the end of each financial year, the board must prepare and give to the Minister a report on the board's operations for the year.	14 15 16
	(2) The Minister must table a copy of the report in the Legislative Assembly within 14 sitting days after receiving it.	17 18
<b>Division 3</b>	<b>Membership and conduct of board proceedings</b>	19 20
<b>6</b>	<b>Membership of board</b>	21
	(1) The board consists of a chairperson, and at least 6 other members, appointed by the Minister.	22 23
	(2) The person the Minister appoints as chairperson must be representative of industry.	24 25
	(3) In appointing a person as a member, the Minister must consider the person's practical experience, and competence, in the management of work health and safety.	26 27 28

Schedule 2

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- (4) The Minister must ensure the number of members representing employers equals the number of members representing workers. 1  
2  
3
- (5) The Minister must seek to appoint both men and women members to the board. 4  
5
- 7 Times of board meetings** 6
- (1) The board may hold its meetings when it decides. 7
- (2) However, the board must meet at least 4 times a year. 8
- (3) The chairperson of the board— 9
- (a) may call a meeting of the board at any time; and 10
- (b) must call a meeting if asked by at least a third of the other members. 11  
12
- (4) Also, the Minister may call a meeting of the board at any time. 13
- 8 Conduct of proceedings** 14
- (1) The chairperson of the board presides at all board meetings at which the chairperson is present. 15  
16
- (2) If the chairperson is absent, the member chosen by the members present is to preside. 17  
18
- (3) At a meeting of the board— 19
- (a) a quorum is at least 4 members; and 20
- (b) a question is decided by a majority of the votes of the members present and voting; and 21  
22
- (c) each member present has a vote on each question to be decided and, if the votes are equal, the member presiding has a casting vote. 23  
24  
25
- (4) The board may otherwise conduct its proceedings (including its meetings) as it considers appropriate. 26  
27
- (5) The board may hold meetings, or permit members to take part in meetings, by telephone, closed-circuit television or another form of communication. 28  
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- |           |   |                                  |
|-----------|---|----------------------------------|
| (6)       | A member who takes part in a board meeting under a permission under subsection (5) is taken to be present at the meeting.   | 1<br>2<br>3                      |
| (7)       | A resolution is a valid resolution of the board, even though it is not passed at a board meeting, if—   | 4<br>5                           |
| (a)       | at least half the members give written agreement to the resolution; and   | 6<br>7                           |
| (b)       | notice of the resolution is given under procedures approved by the board.   | 8<br>9                           |
| <b>9</b>  | <b>Disclosure of interests</b>  | <b>10</b>                        |
| (1)       | If a member reasonably believes, or should reasonably believe, that an issue being considered or about to be considered by the board may give the member, or an entity associated with the member, a possible professional or commercial advantage, the member must disclose the possible advantage to the board. | 11<br>12<br>13<br>14<br>15<br>16 |
| (2)       | The disclosure must be recorded in the board's minutes and, unless the board otherwise directs, the member must not be present when the board considers the issue, or take part in a decision of the board on the issue.  | 17<br>18<br>19<br>20             |
| (3)       | If, because of this section, a member is not present at a meeting of the board for the deliberation of the board about an issue, but there would be a quorum if the member were present, the remaining members present are a quorum for the board's deliberation or decision about the issue at the meeting.      | 21<br>22<br>23<br>24<br>25<br>26 |
| (4)       | For this section, an entity is <i>associated with</i> a member if the member is an employee or member of, or an adviser to, the entity.   | 27<br>28<br>29                   |
| <b>10</b> | <b>Minutes</b>  | <b>30</b>                        |
|           | The board must keep minutes of its proceedings.   | 31                               |
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<b>Division 4</b>	<b>Provisions about appointed board members</b>	1 2
<b>11</b>	<b>Duration of appointment</b>	3
(1)	The appointment of a member is for the term, not longer than 3 years, decided by the Minister.	4 5
(2)	The office of a member becomes vacant if—	6
(a)	the member resigns by signed notice of resignation given to the Minister; or	7 8
(b)	the member is found guilty of an indictable offence or an offence against this Act; or	9 10
(c)	the member is absent, without the Minister’s leave and without reasonable excuse, from 3 consecutive ordinary meetings of the board; or	11 12 13
(d)	the member’s appointment is ended by the Minister under subsection (3).	14 15
(3)	The Minister may, at any time, end the appointment of a member for any reason or none.	16 17
<b>12</b>	<b>Leave of absence</b>	18
(1)	The Minister may approve a leave of absence for a member.	19
(2)	If a leave of absence is approved, the Minister may appoint someone else as an acting member during the member’s approved leave of absence.	20 21 22
<b>13</b>	<b>Conditions of appointment</b>	23
(1)	A member is appointed on a part-time basis.	24
(2)	A member is entitled to be paid the remuneration and allowances fixed by the Minister.	25 26



<b>Division 5</b>	<b>Industry sector standing committees</b>	1 2
<b>14</b>	<b>Industry sector standing committees</b>	3
	(1) The following industry sector standing committees of the board are established—	4 5
	(a) construction sector standing committee;	6
	(b) manufacturing sector standing committee;	7
	(c) rural sector standing committee;	8
	(d) health and community services sector standing committee;	9 10
	(e) retail and wholesale sector standing committee;	11
	(f) transport and storage sector standing committee.	12
	(2) Also, the Minister may, by gazette notice, establish other industry sector standing committees for industry sectors.	13 14
<b>15</b>	<b>Functions of industry sector standing committees</b>	15
	(1) The primary function of an industry sector standing committee is to give advice and make recommendations to the work health and safety board about work health and safety in the industry sector for which the committee is established.	16 17 18 19
	(2) Without limiting subsection (1), the committee may discharge its primary function by—	20 21
	(a) examining the appropriateness of, and need for, setting work health and safety standards; and	22 23
	(b) considering issues referred to it by the board; and	24
	(c) recommending to the board that working parties be established to respond to work health and safety issues; and	25 26 27
	<i>Examples of responses under paragraph (c)—</i>	28
	1 developing a code of practice	29

Schedule 2

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2	organising a workplace health and safety promotional program	1 2
(d)	recommending to the board who should be a member of a working party; and	3 4
(e)	recommending to the board procedures for the operation of working parties.	5 6
<b>Division 6</b>	<b>Membership and conduct of industry sector standing committee proceedings</b>	7 8 9
<b>16</b>	<b>Membership of industry sector standing committee</b>	10
(1)	An industry sector standing committee consists of a chairperson, and at least 6 other members, appointed by the Minister.	11 12 13
(2)	In appointing a person as a member, the Minister must consider the person's practical experience, and competence, in the management of work health and safety.	14 15 16
(3)	The Minister must ensure the number of members representing employers equals the number of members representing workers.	17 18 19
(4)	The Minister must seek to appoint both men and women members to the committee.	20 21
<b>17</b>	<b>Times of industry sector standing committee meetings</b>	22
(1)	An industry sector standing committee may hold its meetings when it decides.	23 24
(2)	However, the committee must meet at least 4 times a year.	25
(3)	The chairperson of the committee—	26
(a)	may call a meeting of the committee at any time; and	27
(b)	must call a meeting if asked by at least a third of the other members.	28 29

	(4) Also, the Minister or the board may call a meeting of the committee at any time.	1 2
<b>18</b>	<b>Conduct of industry sector standing committee proceedings</b>	3 4
	(1) The chairperson of an industry sector standing committee presides at all meetings of the committee at which the chairperson is present.	5 6 7
	(2) If the chairperson is absent, the member chosen by the members present is to preside.	8 9
	(3) At a meeting of the committee—	10
	(a) a quorum is at least half the members; and	11
	(b) a question is decided by a majority of the votes of the members present and voting; and	12 13
	(c) each member present has a vote on each question to be decided and, if the votes are equal, the member presiding has a casting vote.	14 15 16
	(4) An industry sector standing committee may otherwise conduct its proceedings (including its meetings) as it considers appropriate.	17 18 19
	(5) An industry sector standing committee may hold meetings, or permit members to take part in meetings, by telephone, closed-circuit television or another form of communication.	20 21 22
	(6) A member who takes part in an industry sector standing committee meeting under a permission under subsection (5) is taken to be present at the meeting.	23 24 25
	(7) A resolution is a valid resolution of an industry sector standing committee, even though it is not passed at an industry sector standing committee meeting, if—	26 27 28
	(a) at least half the members give written agreement to the resolution; and	29 30
	(b) notice of the resolution is given under procedures approved by the industry sector standing committee.	31 32

<b>19</b>	<b>Disclosure of interests</b>	1
(1)	If a member reasonably believes, or should reasonably believe, that an issue being considered or about to be considered by the industry sector standing committee may give the member, or an entity associated with the member, a possible professional or commercial advantage, the member must disclose the possible advantage to the committee.	2 3 4 5 6 7
(2)	The disclosure must be recorded in the industry sector standing committee's minutes and, unless the committee otherwise directs, the member must not be present when the committee considers the issue, or take part in a decision of the committee on the issue.	8 9 10 11 12
(3)	If, because of this section, a member is not present at a meeting of the industry sector standing committee for the deliberation of the committee about an issue, but there would be a quorum if the member were present, the remaining members present are a quorum for the committee's deliberation or decision about the issue at the meeting.	13 14 15 16 17 18
(4)	For this section, an entity is <i>associated with</i> a member if the member is an employee or member of, or an adviser to, the entity.	19 20 21
<b>20</b>	<b>Minutes</b>	22
	An industry sector standing committee must keep minutes of its proceedings.	23 24
<b>Division 7</b>	<b>Provisions about industry sector standing committee members</b>	25 26
<b>21</b>	<b>Duration of appointment</b>	27
(1)	The appointment of a member is for the term, not longer than 3 years, decided by the Minister.	28 29
(2)	The office of a member becomes vacant if—	30

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(a)	the member resigns by signed notice of resignation given to the Minister; or	1 2
(b)	the member is found guilty of an indictable offence or an offence against this Act; or	3 4
(c)	the member is absent, without the Minister's leave and without reasonable excuse, from 3 consecutive ordinary meetings of the committee; or	5 6 7
(d)	the member's appointment is ended by the Minister under subsection (3).	8 9
(3)	The Minister may, at any time, end the appointment of a member for any reason or none.	10 11
<b>22</b>	<b>Leave of absence</b>	12
(1)	The Minister may approve a leave of absence for a member.	13
(2)	If a leave of absence is approved, the Minister may appoint someone else as an acting member during the member's approved leave of absence.	14 15 16
(3)	The Minister must have regard to the committee's membership requirements under section 57 when appointing someone as an acting member.	17 18 19
<b>23</b>	<b>Conditions of appointment</b>	20
(1)	A member is appointed on a part-time basis.	21
(2)	A member is entitled to be paid the remuneration and allowances fixed by the Minister.	22 23

<b>Part 3</b>	<b>Self-insurance report</b>	1
<b>24</b>	<b>Application for report relating to workers' compensation self-insurance</b>	2 3
(1)	The Workers' Compensation Regulatory Authority must apply to the regulator for a report about the occupational health and safety performance of an employer or a group employer for the purpose of an application or renewal for self-insurance under the <i>Workers' Compensation and Rehabilitation Act 2003</i> .	4 5 6 7 8 9
(2)	The employer or group employer must pay the fee calculated under a regulation for the preparation of the report.	10 11
(3)	The regulator must—	12
(a)	prepare the report having regard to the occupational health and safety performance standards published by the regulator; and	13 14 15
(b)	give the report to the Authority within 3 months after receiving the application for the report.	16 17
(4)	In this section—	18
	<b>employer</b> see the <i>Workers' Compensation and Rehabilitation Act 2003</i> , section 30.	19 20
	<b>group employer</b> see the <i>Workers' Compensation and Rehabilitation Act 2003</i> , schedule 6.	21 22

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## Schedule 2A      Reviewable decisions 1

section 223 2

Item	Provision under which reviewable decision is made	Eligible person in relation to reviewable decision	External review body
1	Section 54(2)  decision following failure to commence negotiations	<ul style="list-style-type: none"> <li>(1) A worker whose interests are affected by the decision or his or her representative appointed for the purpose of section 52(1)(b).</li> <li>(2) A person conducting a business or undertaking whose interests are affected by the decision.</li> <li>(3) A health and safety representative who represents a worker whose interests are affected by the decision.</li> </ul>	commission
2	Section 72(6)  decision in relation to training health and safety representative	<ul style="list-style-type: none"> <li>(1) A person conducting a business or undertaking whose interests are affected by the decision.</li> <li>(2) A health and safety representative whose interests are affected by the decision.</li> </ul>	commission

<b>Item</b>	<b>Provision under which reviewable decision is made</b>	<b>Eligible person in relation to reviewable decision</b>	<b>External review body</b>
3	Section 76(6)  decision relating to health and safety committee	(1) A worker whose interests are affected by the decision.  (2) A person conducting a business or undertaking whose interests are affected by the decision.  (3) A health and safety representative who represents a worker whose interests are affected by the decision.	commission



Item	Provision under which reviewable decision is made	Eligible person in relation to reviewable decision	External review body
4	Section 102 decision on review of provisional improvement notice	<ul style="list-style-type: none"> <li data-bbox="554 402 944 502">(1) The person to whom the provisional improvement notice was issued.</li> <li data-bbox="554 538 944 675">(2) The health and safety representative who issued the provisional improvement notice.</li> <li data-bbox="554 702 944 802">(3) A worker whose interests are affected by the decision.</li> <li data-bbox="554 829 944 1002">(4) A health and safety representative who represents a worker whose interests are affected by the decision.</li> <li data-bbox="554 1030 944 1166">(5) A person conducting a business or undertaking whose interests are affected by the decision.</li> </ul>	QCAT
5	Section 179 forfeiture of thing	The person entitled to the thing.	QCAT
6	Section 180 return of seized things	The person entitled to the thing.	QCAT

Item	Provision under which reviewable decision is made	Eligible person in relation to reviewable decision	External review body
7	Section 191  issue of improvement notice	(1) The person to whom the notice was issued.  (2) A person conducting a business or undertaking whose interests are affected by the decision.  (3) A worker whose interests are affected by the decision.  (4) A health and safety representative who represents a worker whose interests are affected by the decision.	QCAT
8	Section 194  extension of time for compliance with improvement notice	(1) The person to whom the notice was issued.  (2) A person conducting a business or undertaking whose interests are affected by the decision.  (3) A worker whose interests are affected by the decision.  (4) A health and safety representative who represents a worker whose interests are affected by the decision.	QCAT

Item	Provision under which reviewable decision is made	Eligible person in relation to reviewable decision	External review body
9	Section 195  issue of prohibition notice	<ul style="list-style-type: none"> <li data-bbox="554 405 948 478">(1) The person to whom the notice was issued.</li> <li data-bbox="554 505 948 642">(2) The person with management or control of the workplace, plant or substance.</li> <li data-bbox="554 669 948 806">(3) A person conducting a business or undertaking whose interests are affected by the decision.</li> <li data-bbox="554 833 948 933">(4) A worker whose interests are affected by the decision.</li> <li data-bbox="554 960 948 1133">(5) A health and safety representative who represents a worker whose interests are affected by the decision.</li> <li data-bbox="554 1161 948 1370">(6) A health and safety representative who gave a direction under section 85 to cease work, that is relevant to the prohibition notice.</li> </ul>	QCAT

<b>Item</b>	<b>Provision under which reviewable decision is made</b>	<b>Eligible person in relation to reviewable decision</b>	<b>External review body</b>
10	Section 198  issue of a non-disturbance notice	<ul style="list-style-type: none"> <li data-bbox="554 402 948 465">(1) The person to whom the notice was issued.</li> <li data-bbox="554 502 948 602">(2) The person with management or control of the workplace.</li> <li data-bbox="554 638 948 766">(3) A person conducting a business or undertaking whose interests are affected by the decision.</li> <li data-bbox="554 802 948 902">(4) A worker whose interests are affected by the decision.</li> <li data-bbox="554 939 948 1101">(5) A health and safety representative who represents a worker whose interests are affected by the decision.</li> </ul>	QCAT

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<b>Item</b>	<b>Provision under which reviewable decision is made</b>	<b>Eligible person in relation to reviewable decision</b>	<b>External review body</b>
11	Section 201  issue of subsequent notice	<ol style="list-style-type: none"><li>(1) The person to whom the notice was issued.</li><li>(2) The person with management or control of the workplace.</li><li>(3) A person conducting a business or undertaking whose interests are affected by the decision.</li><li>(4) A worker whose interests are affected by the decision.</li><li>(5) A health and safety representative who represents a worker whose interests are affected by the decision.</li></ol>	QCAT

Item	Provision under which reviewable decision is made	Eligible person in relation to reviewable decision	External review body
12	Section 207  decision of regulator to vary or cancel notice	<ul style="list-style-type: none"> <li data-bbox="554 402 948 465">(1) The person to whom the notice was issued.</li> <li data-bbox="554 502 948 602">(2) The person with management or control of the workplace.</li> <li data-bbox="554 629 948 766">(3) A person conducting a business or undertaking whose interests are affected by the decision.</li> <li data-bbox="554 793 948 893">(4) A worker whose interests are affected by the decision.</li> <li data-bbox="554 920 948 1093">(5) A health and safety representative who represents a worker whose interests are affected by the decision.</li> <li data-bbox="554 1121 948 1370">(6) In the case of a prohibition notice, a health and safety representative whose direction under section 85 to cease work gave rise to the notice.</li> </ul>	QCAT

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<b>Item</b>	<b>Provision under which reviewable decision is made</b>	<b>Eligible person in relation to reviewable decision</b>	<b>External review body</b>
13	A provision prescribed under a regulation	A person prescribed under a regulation as eligible to apply for review of the reviewable decision.	QCAT or the commission as prescribed under a regulation

<b>Schedule 3</b>	<b>Regulation-making powers</b>	1
	section 276(2)	2
<b>1</b>	<b>Duties</b>	3
(1)	Matters relating to the way in which duties imposed by this Act are to be performed.	4 5
(2)	Matters relating to the regulation or prohibition of stated activities or a stated class of activities—	6 7
(a)	at workplaces or a stated class of workplaces; or	8
(b)	by a stated class of persons on whom duties or obligations are imposed by this Act;	9 10
	to eliminate or minimise risks to health and safety.	11
(3)	Imposing duties on persons in relation to any matter provided for under a regulation.	12 13
<b>2</b>	<b>Incidents</b>	14
	Matters relating to incidents at workplaces including—	15
(a)	regulating or requiring the taking of any action to avoid an incident at a workplace or in the course of conducting a business or undertaking; and	16 17 18
(b)	regulating, requiring or prohibiting the taking of any action in the event of an incident at a workplace or in the conduct of a business or undertaking.	19 20 21
<b>3</b>	<b>Plant, substances or structures</b>	22
	Matters relating to plant, substances or structures, including—	23
(a)	regulating the storage and handling of plant, substances and structures; and	24 25
(b)	regulating or requiring—	26



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	(i) the examination, testing, labelling, maintenance or repair of plant and structures; or	1 2
	(ii) the examination, testing, analysis or labelling of any substance.	3 4
<b>4</b>	<b>Protection and welfare of workers</b>	5
	Matters relating to the protection and welfare of workers including—	6 7
	(a) regulating or requiring the provision and use of protective clothing or equipment, or rescue equipment, in stated circumstances; and	8 9 10
	(b) regulating or requiring the provision of stated facilities for the welfare of workers at the workplace; and	11 12
	(c) matters relating to health and safety in relation to accommodation provided to workers.	13 14
<b>5</b>	<b>Hazards and risks</b>	15
	Matters relating to hazards and risks including—	16
	(a) the prescribing of standards relating to the use of or exposure to any physical, biological, chemical or psychological hazard; and	17 18 19
	(b) matters relating to safety cases, safety management plans and safety management systems, however described; and	20 21 22
	(c) matters relating to measures to control risks.	23
<b>6</b>	<b>Records and notices</b>	24
	(1) The keeping and availability of records of health and safety representatives and deputy health and safety representatives.	25 26
	(2) The keeping of records in relation to incidents.	27
	(3) The keeping of records of stated activities, matters or things to be kept by stated persons.	28 29

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(4)	The giving of notice of or information about stated activities, matters or things to the regulator, an inspector or other stated person.	1 2 3
<b>7</b>	<b>Authorisations</b>	4
(1)	Matters relating to authorisations (including licences, registrations and permits) and qualifications, and experience for the purposes of part 4 or a regulation including providing for—	5 6 7 8
(a)	applications for the grant, issue, renewal, variation, suspension and cancellation of authorisations, including the minimum age to be eligible for an authorisation; and	9 10 11
(b)	the evidence and information to be provided in relation to applications including the provision of statutory declarations; and	12 13 14
(c)	exemptions; and	15
(d)	variations of authorisations by the regulator whether on application or otherwise; and	16 17
(e)	authorisation of persons as trainers and assessors; and	18
(f)	examination of applicants for authorisations; and	19
(g)	conditions of authorisations; and	20
(h)	fees for applications for the grant, issue, renewal and variation of authorisations.	21 22
(2)	The recognition of authorisations under corresponding laws and exceptions to recognition.	23 24
(3)	The sharing of information with corresponding regulators relating to the grant, issue, renewal, variation, suspension or cancellation of authorisations.	25 26 27
<b>8</b>	<b>Work groups</b>	28
	Matters relating to work groups and variation of work groups and agreements or variations of agreements relating to the determination of work groups.	29 30 31

<b>9</b>	<b>Health and safety committees and health and safety representatives</b>	1 2
	Matters relating to health and safety committees and health and safety representatives.	3 4
<b>10</b>	<b>Issue resolution</b>	5
	Matters relating to issue resolution including—	6
	(a) the minimum requirements for an agreed procedure for resolving an issue; and	7 8
	(b) the requirements for a default issue resolution procedure where there is no agreed procedure.	9 10
<b>11</b>	<b>WHS entry permits</b>	11
	Matters relating to WHS entry permits, including providing for—	12 13
	(a) eligibility for WHS entry permits; and	14
	(b) procedures for applications for WHS entry permits and objections to applications for WHS entry permits; and	15 16
	(c) conditions of WHS entry permits; and	17
	(d) the form of WHS entry permits; and	18
	(e) requirements for training; and	19
	(f) records of WHS entry permits.	20
<b>12</b>	<b>Identity cards</b>	21
	Matters relating to identity cards.	22
<b>13</b>	<b>Forfeiture</b>	23
	Matters relating to—	24
	(a) costs of forfeiture and disposal of forfeited things; and	25
	(b) disposal of seized things and forfeited things.	26

<b>14</b>	<b>Review of decisions</b>	1
	Matters relating to the review of decisions under a regulation including—	2 3
	(a) prescribing decisions as reviewable decisions for the purposes of part 12 or for the purposes of a regulation; and	4 5 6
	(b) prescribing procedures for internal and external review of decisions under a regulation; and	7 8
	(c) conferring jurisdiction on a court, the commission or QCAT to conduct reviews under a regulation.	9 10

<b>Schedule 4</b>	<b>Minor and consequential amendments</b>	1 2
	section 404	3
<b>Part 1</b>	<b>Particular legislation</b>	4
	<b>Electrical Safety Act 2002</b>	5
<b>1</b>	<b>Replacement of general reference to chief executive</b>	6
	(1) In each of the following provisions, omit the words ‘chief executive’ insert the word ‘regulator’—	7 8
	• section 40J(1)(b)(iv) (as renumbered)	9
	• section 57A, heading, (1) and (2)	10
	• section 57B(1), (2), (3) and (4)	11
	• section 58, definition <i>electrical licence application</i>	12
	• section 59 (1), (3) and (4)	13
	• section 60(1), (3), (4) and (6)	14
	• section 61(1), (3) and (4)	15
	• section 62(1) and (2)	16
	• section 64(1) and (2)	17
	• section 64A(1) and (2)	18
	• section 66, definition <i>safety management system</i> , paragraph (e)(ii)	19 20
	• section 76(4)	21
	• section 82(2)	22
	• section 88(1)(c), (2)(f) and (3)	23
	• section 91(3)	24
	• section 94(4)	25

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• section 109, heading, (1) and (3)	1
• section 111, heading	2
• section 129(1) and (2)	3
• section 130(3)	4
• section 131(1)	5
• section 134	6
• section 135(1)	7
• section 136	8
• section 136A(1), (2) and (4)	9
• section 167, definitions <i>decision</i> , <i>original chief executive decision</i> (including the defined term), <i>original decision</i> , <i>review entity</i>	10 11 12
• section 170(2) and (3)	13
• section 179(a) and (b)	14
• section 180	15
• section 181(5)	16
• section 184	17
• section 201	18
• section 202(1), (3) and (4)	19
• section 204	20
• section 206(1), (2) and (3)	21
• section 208	22
• section 209(1) (2) and (3)	23
• section 210(2)(l)(v)	24
• section 223(2)	25
• schedule 2, definition <i>approved form</i>	26
(2) Sections 64, 64A and 136A, heading, ‘Chief executive’—	27
<i>omit, insert—</i>	28
‘ <b>Regulator</b> ’.	29

<b>2</b>	<b>Section 9—</b>	1
	<i>omit.</i>	2
<b>Electrical Safety Regulation 2002</b>		3
<b>1</b>	<b>Schedule 9, definition <i>WHS Act</i>, ‘<i>Workplace Health and Safety Act 1995</i>’—</b>	4
	<i>omit, insert—</i>	5
	‘ <i>Work Health and Safety Act 2011</i> ’.	6
		7
<b>Environmental Protection Act 1994</b>		8
<b>1</b>	<b>Schedule 1, section 3(d), ‘<i>Workplace Health and Safety Act 1995</i>, section 9’—</b>	9
	<i>omit, insert—</i>	10
	‘ <i>Work Health and Safety Act 2011</i> , section 8’.	11
		12
<b>Environmental Protection (Air) Policy 2008</b>		13
<b>1</b>	<b>Section 8(6), definition <i>workplace</i>, ‘<i>Workplace Health and Safety Act 1995</i>, section 9’—</b>	14
	<i>omit, insert—</i>	15
	‘ <i>Work Health and Safety Act 2011</i> , section 8’.	16
		17

	<b>Environmental Protection (Noise) Policy 2008</b>	1
1	<b>Section 8(5), definition <i>workplace</i>, ‘<i>Workplace Health and Safety Act 1995</i>, section 9’—</b>	2
	<i>omit, insert—</i>	3
	‘ <i>Work Health and Safety Act 2011</i> , section 8’.	4
		5
	<b>Fire and Rescue Service Act 1990</b>	6
1	<b>Sections 95(2), 137(4) and schedule 5, item 8, ‘<i>Workplace Health and Safety Act 1995</i>’—</b>	7
	<i>omit, insert—</i>	8
	‘ <i>Work Health and Safety Act 2011</i> ’.	9
		10
2	<b>Schedule 6, definition <i>flammable and combustible liquids standard</i>—</b>	11
	<i>omit, insert—</i>	12
	‘ <i>flammable and combustible liquids standard</i> means—	13
	(a) if a standard is prescribed under a regulation under the	14
	<i>Work Health and Safety Act 2011</i> —that standard; or	15
	(b) otherwise—AS 1940.’.	16
		17
3	<b>Schedule 6—</b>	18
	<i>insert—</i>	19
	‘ <i>AS 1940</i> means Australian Standard AS 1940 The Storage	20
	and Handling of Flammable and Combustible Liquids made	21
	by Standards Australia, as in force from time to time.’.	22



<b>Industrial Relations Act 1999</b>		1
<b>1</b>	<b>Section 36(2)(b)—</b>	2
	<i>omit, insert—</i>	3
	‘(b) the employer’s duties under the <i>Work Health and Safety Act 2011</i> .’	4 5
<b>2</b>	<b>Section 73(2)(aa)(i)(D)—</b>	6
	<i>omit.</i>	7
<b>3</b>	<b>Section 104(1)(o), ‘<i>Workplace Health and Safety Act 1995</i>—</b>	8 9
	<i>omit, insert—</i>	10
	‘ <i>Work Health and Safety Act 2011</i> ’.	11
 <b>Mining and Quarrying Safety and Health Act 1999</b>		 12
<b>1</b>	<b>Section 9, editor’s note—</b>	13
	<i>omit, insert—</i>	14
	‘ <i>Editor’s note—</i>	15
	If a declaration is made, the <i>Work Health and Safety Act 2011</i> applies to the place because schedule 1, part 2, division 1, section 2(1)(b) of that Act would not apply.’	16 17 18
<b>2</b>	<b>Section 11(3), definition <i>construction work</i>—</b>	19
	<i>omit, insert—</i>	20
	‘ <i>construction work</i> see the <i>Work Health and Safety Regulation 2011</i> .’	21 22

<b>3</b>	<b>Section 130(5), ‘Workplace Health and Safety Act 1995’—</b>	1
	<i>omit, insert—</i>	2
	<i>‘Work Health and Safety Act 2011’.</i>	3
 <b>Petroleum and Gas (Production and Safety) Act 2004</b>		4
<b>1</b>	<b>Section 670(3), ‘the <i>Dangerous Goods Safety Management Act 2001</i>’—</b>	5
	<i>omit, insert—</i>	6
	<i>‘a regulation under the <i>Work Health and Safety Act 2011</i>’.</i>	7
<b>2</b>	<b>Section 675(1)(s), ‘<i>Workplace Health and Safety Act 1995</i>, section 3(1)’—</b>	9
	<i>omit, insert—</i>	10
	<i>‘<i>Work Health and Safety Act 2011</i>, schedule 1. part 2, division 1’.</i>	11
<b>3</b>	<b>Section 727(3)(c), ‘<i>Dangerous Goods Safety Management Act 2001</i>’—</b>	12
	<i>omit, insert—</i>	13
	<i>‘<i>Work Health and Safety Act 2011</i>’.</i>	14
		15
		16
		17

<b>Petroleum and Gas (Production and Safety) Regulation 2004</b>		1
		2
<b>1</b>	<b>Section 135(2)(c)(iv)(A), ‘Dangerous Goods Safety Management Act 2001’—</b>	3
	<i>omit, insert—</i>	4
	<i>‘Work Health and Safety Regulation 2011’.</i>	5
		6
<b>2</b>	<b>Schedule 2, column 1, incident entries, ‘Workplace Health and Safety Act 1995’—</b>	7
	<i>omit, insert—</i>	8
	<i>‘Work Health and Safety Act 2011’.</i>	9
		10
<b>3</b>	<b>Schedule 9, part 8, section 5(1)(d), ‘Dangerous Goods Safety Management Act 2001’—</b>	11
	<i>omit, insert—</i>	12
	<i>‘Work Health and Safety Regulation 2011’.</i>	13
		14
<b>4</b>	<b>Schedule 12, definition <i>Dangerous Goods Act</i>—</b>	15
	<i>omit.</i>	16
<b>Petroleum (Submerged Lands) Act 1982</b>		17
<b>1</b>	<b>Section 14A(3), definition <i>prescribed occupational health and safety laws</i>, paragraph (a)—</b>	18
	<i>omit.</i>	19
		20

<b>2</b>	<b>Section 14A(3), definition <i>prescribed occupational health and safety laws</i>, paragraph (e)—</b>	1
	<i>omit, insert—</i>	2
	<i>‘(e) Work Health and Safety Act 2011;’.</i>	3
		4
	<b>Right to Information Act 2009</b>	5
<b>1</b>	<b>Schedule 3, section 10(1)(h), example—</b>	6
	<i>omit.</i>	7
	<b>Statutory Instruments Act 1992</b>	8
<b>1</b>	<b>Section 46(1)(k), ‘<i>Workplace Health and Safety Act 1995</i>, section 41’—</b>	9
	<i>omit, insert—</i>	10
	<i>‘Work Health and Safety Act 2011, section 274’.</i>	11
		12
	<b>Sustainable Planning Act 2009</b>	13
<b>1</b>	<b>Section 724(1)(z)—</b>	14
	<i>omit.</i>	15

<b>Tourism Services (Code of Conduct for Inbound Tour Operators) Regulation 2003</b>	1 2
<b>1 Schedule, section 13(b), ‘obligations under the Workplace Health and Safety Act 1995’—</b>	3 4
<i>omit, insert—</i>	5
‘duties and obligations under the <i>Work Health and Safety Act 2011</i> ’.	6 7
<b>Transport Infrastructure Act 1994</b>	8
<b>1 Section 107(3), definition <i>amusement railway</i>, paragraph (a)(ii)—</b>	9 10
<i>omit, insert—</i>	11
‘(ii) is an amusement device required to be registered under a regulation under the <i>Work Health and Safety Act 2011</i> ; and’.	12 13 14
<b>2 Section 283ZX(2), from ‘chief to ‘2001’—</b>	15
<i>omit, insert—</i>	16
‘regulator under the <i>Work Health and Safety Act 2011</i> ’.	17
<b>3 Section 283ZX(7), definition <i>major hazard facility</i>—</b>	18
<i>omit, insert—</i>	19
‘ <i>major hazard facility</i> means a major hazard facility under a regulation under the <i>Work Health and Safety Act 2011</i> ’.	20 21

## **Transport (Rail Safety) Act 2010**

- |          |  |                                  |
|----------|--|----------------------------------|
|          |  | 1                                |
| <b>1</b> | <b>Sections 4(2), first mention, 5(2)(e)(ii), 9, note and 10(2), note 2, part 2, hdg, sections 13, 14, 15(hdg), 16, 20, 21, note, 22(3), note, 26(a), note, 27(b), note, 29(2), note, 32(1), note, 41, note 2, 44(3), note, 55(4), note, 66(b), 198, 206 and 268, 'Workplace Health and Safety Act'—</b>   | 2<br>3<br>4<br>5<br>6            |
|          | <i>omit, insert—</i>   | 7                                |
|          | 'Work Health and Safety Act'.  | 8                                |
| <b>2</b> | <b>Sections 9, note, 10(2), note 2, 14(2), note 2, 15(1), 16, note, 22(3), note, 26(a), note, 27(b), note, 32(1), note, 41, note 2, 44(3), note and 55(4), note, 'obligations'—</b>  | 9<br>10<br>11                    |
|          | <i>omit, insert—</i>   | 12                               |
|          | 'duties'.  | 13                               |
| <b>3</b> | <b>Section 4(2), note—</b>   | 14                               |
|          | <i>omit, insert—</i>   | 15                               |
|          | 'Note—   | 16                               |
|          | The Work Health and Safety Act and the Electrical Safety Act also imposes duties on other persons whose activities could affect rail safety, including for example, persons who conduct a business or undertaking that designs, manufactures, supplies, installs, constructs or commissions a thing that is to be used as or in connection with rail infrastructure or rolling stock.' | 17<br>18<br>19<br>20<br>21<br>22 |
| <b>4</b> | <b>Section 5(2)(e)(ii), note—</b>  | 23                               |
|          | <i>omit.</i>   | 24                               |
| <b>5</b> | <b>Section 6(3), 'electrical safety obligation'—</b>   | 25                               |
|          | <i>omit, insert—</i>   | 26                               |
|          | 'electrical safety duty'.  | 27                               |

<b>6</b>	<b>Sections 6(3), example and 14(4)(a), ‘an obligation’—</b>	1
	<i>omit, insert—</i>	2
	‘a duty’.	3
<b>7</b>	<b>Section 6(3), example, ‘an employer to ensure the employer’s’—</b>	4
	<i>omit, insert—</i>	5
	‘a person conducting a business or undertaking to ensure the’.	6
		7
<b>8</b>	<b>Section 6(3), note ‘Workplace Health and Safety Act, section 3A’—</b>	8
	<i>omit, insert—</i>	9
	‘Work Health and Safety Act, schedule 1, part 2, division 2’.	10
		11
<b>9</b>	<b>Section 14(1), note, ‘section 3C’—</b>	12
	<i>omit, insert—</i>	13
	‘schedule 1, part 2, division 3’.	14
<b>10</b>	<b>Section 14(2), note 2, ‘section 3’—</b>	15
	<i>omit, insert—</i>	16
	‘schedule 1, part 2, division 4’.	17
<b>11</b>	<b>Section 14(2), note 2, ‘workplace’—</b>	18
	<i>omit.</i>	19
<b>12</b>	<b>Section 15(2), definition <i>workplace health and safety obligations</i>—</b>	20
	<i>omit, insert—</i>	21
	‘ <i>workplace health and safety duties</i> , of a person, means—	22
	(a) the person’s health and safety duties under the Work	23
	Health and Safety Act, part 2; or	24
		25

Schedule 4

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	(b) the person’s duty to comply with a direction, notice or order under the Work Health and Safety Act, part 10, divisions 1 to 3.’.	1 2 3
<b>13</b>	<b>Section 16, note, ‘section 3(3)’—</b> <i>omit, insert—</i> ‘schedule 1, part 2, division 4’.	4 5 6
<b>14</b>	<b>Section 20(5)(b), ‘workplace health and safety obligations’—</b> <i>omit, insert—</i> ‘health and safety duties’.	7 8 9 10
<b>15</b>	<b>Section 20(5), note, ‘section 3C’—</b> <i>omit, insert—</i> ‘schedule 1, part 2, division 3’.	11 12 13
<b>16</b>	<b>Section 21, example, ‘workplace health and safety obligation under the Workplace Health and Safety Act, section 28’—</b> <i>omit, insert—</i> ‘health and safety duty under the Work Health and Safety Act, section 19’.	14 15 16 17 18 19
<b>17</b>	<b>Section 66(b), ‘workplace health and safety representatives’—</b> <i>omit, insert—</i> ‘health and safety representatives’.	20 21 22 23



<b>18</b>	<b>Schedule 3, definition <i>Workplace Health and Safety Act</i>—</b>	1
	<i>omit, insert—</i>	2
	<i>‘Work Health and Safety Act means the Work Health and Safety Act 2011.’.</i>	3
		4
	<b>Vocational Education, Training and Employment Act 2000</b>	5
		6
<b>1</b>	<b>Section 64(11), definitions <i>dangerous event, serious bodily injury and work caused injury</i>—</b>	7
	<i>omit.</i>	8
		9
<b>2</b>	<b>Section 64(11), definition <i>serious misconduct</i>, paragraph (d)(ii)—</b>	10
	<i>omit, insert—</i>	11
	<i>‘(ii) causing an imminent risk of serious injury or illness or a dangerous incident happening; or’.</i>	12
		13
		14
<b>3</b>	<b>Section 64(11), definitions—</b>	15
	<i>insert—</i>	16
	<i>‘dangerous incident see the Work Health and Safety Act 2011, section 37.</i>	17
		18
	<i>serious injury or illness see the Work Health and Safety Act 2011, section 36.’.</i>	19
		20
<b>4</b>	<b>Sections 83(4)(c) and 115, ‘<i>Workplace Health and Safety Act 1995</i>—</b>	21
	<i>omit, insert—</i>	22
		23
	<i>‘Work Health and Safety Act 2011’.</i>	24

<b>Workers' Compensation and Rehabilitation Act 2003</b>	1
<b>1 Sections 71(2), 72(2) and 573(1A) and (3), 'Workplace Health and Safety Act 1995'—</b>	2 3
<i>omit, insert—</i>	4
' <i>Work Health and Safety Act 2011</i> '.	5
<b>2 Schedule 6, definition <i>OHS report</i>, 'Workplace Health and Safety Act 1995, part 14, division 1A'—</b>	6 7
<i>omit, insert—</i>	8
' <i>Work Health and Safety Act 2011, schedule 2, part 3</i> '.	9
<b>Part 2</b>	
<b>References in other legislation to repealed Acts</b>	10 11
<b>Division 1</b>	
<b>Workplace Health and Safety Act 1995 (repealed)</b>	12 13
<b>1 Replacement of general reference</b>	14
In the following provisions of the mentioned legislation, omit ' <i>Workplace Health and Safety Act 1995</i> ' and insert ' <i>Work Health and Safety Act 2011</i> '—	15 16 17
• <i>Coal Mining Safety and Health Act 1999, section 133(5), definition workplace</i>	18 19
• <i>Education (Work Experience) Act 1996, section 10(3)(a)</i>	20
• <i>Electricity Act 1994, section 135AB(2)(h)</i>	21
• <i>Health Quality and Complaints Commission Act 2006, schedule 1, part 2, item 2</i>	22 23

•	<i>Marine Parks (Great Sandy) Zoning Plan 2006</i> , section 32(6), definition <i>electro-acoustic or mechanical apparatus</i> , paragraph (b)(i), examples, second dot point	1 2 3
•	<i>Marine Parks (Moreton Bay) Zoning Plan 2008</i> , section 32(6), definition <i>electro-acoustic or mechanical apparatus</i> , paragraph (b)(i), examples, second dot point	4 5 6
•	<i>Nature Conservation (Wildlife Management) Regulation 2006</i> , section 74(2)	7 8
•	<i>Pest Management Act 2001</i> , schedule 3, definition <i>relevant offence</i> , paragraph (c)(i)	9 10
•	<i>Private Employment Agents (Code of Conduct) Regulation 2005</i> , schedule, section 5, examples, ninth dot point	11 12 13
•	<i>Prostitution Regulation 2000</i> , schedule 1, entry for Department in which the <i>Workplace Health and Safety Act 1995</i> is administered	14 15 16
•	<i>Public Health Act 2005</i> , sections 11(3), definition <i>workplace</i> and 150(2)(a)	17 18
•	<i>Public Health Regulation 2005</i> , sections 2B, definition <i>non-workplace area</i> , 2D and 2E	19 20
•	<i>Sustainable Planning Regulation 2009</i> , schedule 7, table 1, column 2, items 4 and 7	21 22
<b>Division 2</b>	<b>Dangerous Goods Safety Management Act 2001 (repealed)</b>	23 24
<b>1</b>	<b>Replacement of general reference</b>	25
	In the following provisions of the mentioned legislation, omit ‘ <i>Dangerous Goods Safety Management Act 2001</i> ’ and insert ‘ <i>Work Health and Safety Act 2011</i> ’—	26 27 28
•	<i>Sustainable Planning Regulation 2009</i> , schedule 3, part 1, Table 2, item 5, schedule 5, part 1, Table 2, item 6, schedule 6, Table 3, item 4 and schedule 7, table 2, item 8	29 30 31 32

Schedule 4

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- *Transport Security (Counter-Terrorism) Act 2008*, sections 6(a) and 17(2)(f)(i) 1  
2

<b>Schedule 5</b>	<b>Dictionary</b>	1
	section 4	2
	<i>applicant</i> , for part 5, division 3, subdivision 4A, see section 67A.	3 4
	<i>approved code of practice</i> means a code of practice approved under part 14.	5 6
	<i>authorised</i> , for part 4, see section 40.	7
	<i>category 1 offence</i> see section 31.	8
	<i>category 2 offence</i> see section 32.	9
	<i>category 3 offence</i> see section 33.	10
	<i>cease work under this division</i> , for part 5, division 6, see section 83.	11 12
	<i>commission</i> means the Queensland Industrial Relations Commission.	13 14
	<i>compliance powers</i> means the functions and powers conferred on an inspector under this Act.	15 16
	<i>condition</i> includes limitation and restriction.	17
	<i>construct</i> includes assemble, erect, reconstruct, reassemble and re-erect.	18 19
	<i>corresponding regulator</i> means the holder of a public office, or a public authority, of the Commonwealth, or of a State, who or which is responsible for administering a corresponding law.	20 21 22 23
	<i>corresponding WHS law</i> means—	24
	(a) a law of another State corresponding, or substantially corresponding, to this Act; or	25 26
	(b) a law of another State that is declared under a regulation to be a corresponding law, whether or not the law corresponds, or substantially corresponds, to this Act.	27 28 29
	<i>court</i> , for part 13, division 7, see section 255.	30

<i>dangerous incident</i> , for part 3 and section 176, see section 37	1
<i>demolition</i> includes deconstruction.	2
<i>design</i> , in relation to plant, a substance or a structure includes—	3 4
(a) design of part of the plant, substance or structure; and	5
(b) redesign or modify a design.	6
<i>disclose</i> , in relation to information, includes divulge or communicate to any person or publish.	7 8
<i>discriminatory conduct</i> , for part 6, see section 105.	9
<i>document</i> includes record.	10
<i>employee record</i> , in relation to an employee, has the same meaning as it has in the <i>Privacy Act 1988</i> of the Commonwealth.	11 12 13
<i>employer organisation</i> means an organisation of employers.	14
<i>engages in conduct</i> means doing an act or omitting to do an act.	15 16
<i>external review body</i> see section 223(1)(c).	17
<i>Fair Work Act</i> means the <i>Fair Work Act 2009</i> of the Commonwealth.	18 19
<i>handling</i> includes transport.	20
<i>health</i> means physical and psychological health.	21
<i>health and safety duty</i> see section 30.	22
<i>health and safety representative</i> , in relation to a worker, means the health and safety representative elected under part 5 for the work group of which the worker is a member.	23 24 25
<i>import</i> means to bring into Queensland from outside Australia.	26 27
<i>improvement notice</i> see section 191.	28
<i>industrial officer authority</i> means an authority issued under the <i>Industrial Relations Act 1999</i> , section 364.	29 30

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<b><i>industrial registrar</i></b> means the registrar appointed under the <i>Industrial Relations Act 1999</i> , section 297.	1 2
<b><i>infringement notice</i></b> means an infringement notice under the <i>State Penalties Enforcement Act 1999</i> .	3 4
<b><i>inspector</i></b> means an inspector appointed under part 9.	5
<b><i>internal reviewer</i></b> means—	6
(a) the regulator; or	7
(b) a person appointed by the regulator under section 225.	8
<b><i>medical treatment</i></b> means treatment by a doctor.	9
<b><i>non-disturbance notice</i></b> see section 198.	10
<b><i>notifiable incident</i></b> see section 35.	11
<b><i>offender</i></b> , for part 13, division 2, see section 234.	12
<b><i>officer</i></b> means—	13
(a) an officer within the meaning of section 9 of the <i>Corporations Act 2001</i> of the Commonwealth other than a partner in a partnership; or	14 15 16
(b) an officer of the State, Commonwealth or another State within the meaning of section 247; or	17 18
(c) an officer of a public authority within the meaning of section 252;	19 20
other than an elected member of a local government acting in that capacity.	21 22
<b><i>official of a union</i></b> , for part 7, see section 116.	23
<b><i>person conducting a business or undertaking</i></b> see section 5.	24
<b><i>personal information</i></b> has the same meaning as it has in the <i>Privacy Act 1988</i> of the Commonwealth.	25 26
<b><i>plant</i></b> includes—	27
(a) any machinery, equipment, appliance, container, implement and tool; and	28 29
(b) any component of any of those things; and	30
(c) anything fitted or connected to any of those things.	31

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<i>prohibited reason</i> , for part 6, see section 106.	1
<i>prohibition notice</i> see section 195.	2
<i>public authority</i> means—	3
(a) an authority or body established or incorporated for a public purpose by a law of the State, another State or of the Commonwealth, including a body corporate incorporated under a law of the State, another State or of the Commonwealth in which the State, the other State or the Commonwealth has a controlling interest; or	4 5 6 7 8 9
(b) a GOC; or	10
(c) local government; or	11
(d) a statutory body under the <i>Statutory Bodies Financial Arrangements Act 1982</i> .	12 13
<i>reasonably practicable</i> , in relation to a duty to ensure health and safety, see section 18.	14 15
<i>regulator</i> see schedule 2, part 1.	16
<i>relevant person conducting a business or undertaking</i> , for part 7, see section 116.	17 18
<i>relevant union</i> , for part 7, see section 116.	19
<i>relevant worker</i> , for part 7, see section 116.	20
<i>repeal</i> , for—	21
(a) part 16, division 1, see section 279; or	22
(b) part 16, division 2, see section 298.	23
<i>repealed Act</i> , for—	24
(a) part 16, division 1, see section 279; or	25
(b) part 16, division 2, see section 298.	26
<i>representative</i> , in relation to a worker, means—	27
(a) the health and safety representative for the worker; or	28
(b) a union representing the worker; or	29
(c) any other person the worker authorises to represent him or her.	30 31



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<i>serious injury or illness</i> , for part 3 and section 176, see section 36.	1 2
<i>State or Territory industrial law</i> has the same meaning as it has in the Fair Work Act.	3 4
<i>structure</i> means anything that is constructed, whether fixed or moveable, temporary or permanent, and includes—	5 6
(a) buildings, masts, towers, framework, pipelines, transport infrastructure and underground works (shafts or tunnels); and	7 8 9
(b) any component of a structure; and	10
(c) part of a structure.	11
<i>substance</i> means any natural or artificial substance, whether in the form of a solid, liquid, gas or vapour.	12 13
<i>supply</i> see section 6.	14
<i>union</i> means—	15
(a) an employee organisation that is registered, or taken to be registered, under the <i>Fair Work (Registered Organisations) Act 2009</i> of the Commonwealth; or	16 17 18
(b) an employee organisation under the <i>Industrial Relations Act 1999</i> ; or	19 20
(c) an association of employees or independent contractors, or both, that is registered or recognised as such an association (however described) under a State or Territory industrial law.	21 22 23 24
<i>volunteer</i> means a person who is acting on a voluntary basis (irrespective of whether the person receives out-of-pocket expenses).	25 26 27
<i>WHS civil penalty provision</i> see section 254.	28
<i>WHS entry permit</i> means a WHS entry permit issued under part 7.	29 30
<i>WHS entry permit holder</i> means a person who holds a WHS entry permit.	31 32

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Schedule 5

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<b>WHS undertaking</b> means an undertaking given under section 216(1).	1 2
<b>work group</b> means a work group determined under part 5.	3
<b>worker</b> see section 7.	4
<b>workplace</b> see section 8.	5 6

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