



Work Health and Safety Act 2011

Current as at 27 March 2026

Amendments not yet in force

There are amendments for this title that have been enacted but have not yet commenced. The following amendments that have not commenced are not incorporated in this reprint but are annotated on the website for information—2024 Act No. 11.

These annotations were incorporated on 27 March 2026. See the List of legislation in the Legislative history for uncommenced amendments enacted after this date.

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Queensland

Work Health and Safety Act 2011

Contents

		Page
Part 1	Preliminary	
Division 1	Introduction	
1	Short title	21
2	Commencement	21
Division 2	Object	
3	Object	22
Division 3	Interpretation	
Subdivision 1	Definitions	
4	Definitions	23
Subdivision 2	Other important terms	
5	Meaning of person conducting a business or undertaking	23
6	Meaning of supply	24
7	Meaning of worker	25
8	Meaning of workplace	26
9	Section number not used	26
Division 4	Application of Act	
10	Act binds all persons	26
11	Section number not used	27
12	Scope: application of Act to particular matters	27
Part 2	Health and safety duties	
Division 1	Introductory	
Subdivision 1	Principles that apply to duties	
13	Principles that apply to duties	27
14	Duties not transferable	27
15	Person may have more than 1 duty	27
16	More than 1 person can have a duty	28
17	Management of risks	28

Contents

Subdivision 2	What is reasonably practicable	
18	What is reasonably practicable in ensuring health and safety . . .	28
Division 2	Primary duty of care	
19	Primary duty of care	29
Division 3	Further duties of persons conducting businesses or undertakings	
20	Duty of persons conducting businesses or undertakings involving management or control of workplaces	31
21	Duty of persons conducting businesses or undertakings involving management or control of fixtures, fittings or plant at workplaces	31
22	Duties of persons conducting businesses or undertakings that design plant, substances or structures	32
23	Duties of persons conducting businesses or undertakings that manufacture plant, substances or structures	34
24	Duties of persons conducting businesses or undertakings that import plant, substances or structures	36
25	Duties of persons conducting businesses or undertakings that supply plant, substances or structures	38
26	Duty of persons conducting businesses or undertakings that install, construct or commission plant or structures	40
26A	Duty of persons conducting business or undertaking—codes of practice 40	
Division 4	Duty of officers, workers and other persons	
27	Duty of officers	41
28	Duties of workers	42
29	Duties of other persons at the workplace	43
Division 5	Offences and penalties	
30	Health and safety duty	43
31	Negligent or reckless conduct—category 1	44
32	Failure to comply with health and safety duty—category 2	44
33	Failure to comply with health and safety duty—category 3	45
33A	Duty prevails over particular excuses	46
34	Exceptions	46
Part 2A	Industrial manslaughter	
34A	Definitions for part	46
34B	Exceptions	47
34C	Industrial manslaughter—person conducting business or undertaking 47	
34D	Industrial manslaughter—senior officer	48
34E	Alternative offences to industrial manslaughter	48

Part 3	Incident notification	
35	What is a notifiable incident	49
36	What is a serious injury or illness	49
37	What is a dangerous incident	50
38	Duty to notify of notifiable incidents	50
39	Duty to preserve incident sites	51
Part 4	Authorisations	
40	Meaning of authorised	52
41	Requirements for authorisation of workplaces	52
42	Requirements for authorisation of plant or substance	53
43	Requirements for authorisation of work	53
44	Requirements for prescribed qualifications or experience	54
45	Requirement to comply with conditions of authorisation	54
Part 5	Consultation, representation and participation	
Division 1AA	Preliminary	
45A	Definitions for part	55
45B	Meaning of excluded entity	56
Division 1	Consultation, cooperation and coordination between duty holders	
46	Duty to consult with other duty holders	57
Division 2	Consultation with workers	
47	Duty to consult workers	57
48	Nature of consultation	57
49	When consultation is required	59
Division 3	Health and safety representatives	
Subdivision 1	Request for election of health and safety representatives	
50	Request for election of health and safety representative	60
50A	Prohibition of hindering etc. request for election of health and safety representative	60
50B	Invitation to request election of health and safety representatives	60
Subdivision 2	Determination of work groups	
51	Determination of work groups	62
52	Negotiations for agreement for work group	62
53	Notice to workers	64
54	Failure of negotiations	64
Subdivision 3	Multiple-business work groups	
55	Determination of work groups of multiple businesses	66

Contents

56	Negotiation of agreement for work groups of multiple businesses	66
57	Notice to workers	67
58	Withdrawal from negotiations or agreement involving multiple businesses	68
59	Effect of subdivision on other arrangements	68
Subdivision 4	Election of health and safety representatives	
60	Eligibility to be elected	68
61	Procedure for election of health and safety representatives	69
62	Eligibility to vote	69
62A	Prohibition of hindering etc. election of health and safety representative	69
63	When election not required	70
64	Term of office of health and safety representative	70
65	Disqualification of health and safety representatives	70
66	Immunity of health and safety representatives	71
67	Deputy health and safety representatives	71
Subdivision 4A	Disqualification process	
67A	Definition for subdivision	72
67B	Application of subdivision	72
67C	Decision on application may be given on the papers or at a hearing	73
67D	Applications decided on the papers	73
67E	Applications decided at a hearing	74
67F	Notice of decision	74
Subdivision 5	Powers and functions of health and safety representatives	
68	Powers and functions of health and safety representatives	75
69	Powers and functions generally limited to the particular work group	77
Subdivision 6	Obligations of person conducting business or undertaking to health and safety representatives	
70	General obligations of person conducting business or undertaking	78
71	Exceptions from obligations under s 70(1)	81
72	Obligation to train health and safety representatives	82
73	Obligation to share costs if multiple businesses or undertakings	84
74	List of health and safety representatives	85
Division 4	Health and safety committees	
75	Health and safety committees	85
76	Constitution of committee	86
77	Functions of committee	87

78	Meetings of committee	87
79	Duties of person conducting business or undertaking	88
Division 5	Issue resolution	
80	Parties to an issue	89
81	Resolution of health and safety issues	90
82	Referral of issue to regulator for resolution by inspector	90
Division 6	Right to cease or direct cessation of unsafe work	
83	Definition of cease work under this division	91
84	Right of worker to cease unsafe work	91
85	Health and safety representative may direct that unsafe work cease	91
85A	Contents of cease work notice	93
86	Worker to notify if ceases work	94
87	Alternative work	94
88	Continuity of engagement of worker	94
89	Request to regulator to appoint inspector to assist	95
Division 7	Provisional improvement notices	
90	Provisional improvement notices	95
91	Provisional improvement notice to be in writing	96
92	Contents of provisional improvement notice	96
93	Provisional improvement notice may give directions to remedy contravention	97
94	Changes to provisional improvement notice	97
95	Issue of provisional improvement notice	98
96	Health and safety representative may cancel notice	98
97	Display of provisional improvement notice	98
97A	Person conducting business or undertaking to give copy of provisional improvement notice to regulator	98
98	Formal irregularities or defects in notice	99
99	Offence to contravene a provisional improvement notice	99
100	Request for review of provisional improvement notice	99
101	Regulator to appoint inspector to review notice	100
102	Decision of inspector on review of provisional improvement notice	100
Division 7A	Work health and safety disputes	
102A	Definitions for division	100
102AA	Application of division	102
102B	Notice of dispute may be given to commission	102

Contents

102BA	Effect of notice of dispute on involvement of inspector	103
102C	Action for settling dispute	103
102D	Review of particular decisions made by inspector	104
102E	Decision not to deal with dispute	105
102F	Costs	106
102G	Appeal	106
Division 8	Part not to apply to prisoners and detainees	
103	Part does not apply to prisoners and detainees	107
Part 5A	Work health and safety officers	
103A	Appointment	107
103B	General functions of work health and safety officer who is not the person conducting the business or undertaking	107
103C	General functions of work health and safety officer who is the person conducting the business or undertaking	108
103D	Assessment functions	109
103E	Assessment reports	109
103F	General obligations of person conducting business or undertaking to work health and safety officer	110
103G	Immunity for work health and safety officers	111
103H	Appointment of work health and safety officers does not affect duties and obligations under this Act	111
103I	Displaying identities	112
Part 6	Discriminatory, coercive and misleading conduct	
Division 1	Prohibition of discriminatory, coercive or misleading conduct	
104	Prohibition of discriminatory conduct	112
105	What is discriminatory conduct	113
106	What is a prohibited reason	113
107	Prohibition of requesting, instructing, inducing, encouraging, authorising or assisting discriminatory conduct	115
108	Prohibition of coercion or inducement	115
109	Misrepresentation	116
Division 2	Criminal proceedings in relation to discriminatory conduct	
110	Proof of discriminatory conduct	117
111	Order for compensation or reinstatement	117
Division 3	Civil proceedings in relation to discriminatory or coercive conduct	
112	Civil proceedings in relation to engaging in or inducing discriminatory or coercive conduct	118
113	Procedure for civil actions for discriminatory conduct	119

Division 4	General	
114	General provisions relating to orders	120
115	Prohibition of multiple actions	120
Part 7	Workplace entry by WHS entry permit holders	
Division 1	Introductory	
116	Definitions	121
Division 2	Entry to inquire into suspected contraventions	
117	Entry to inquire into suspected contraventions	122
118	Rights that may be exercised while at workplace	122
119	Notice of entry	123
120	Entry to inspect employee records or information held by another person 124	
Division 3	Entry to consult and advise workers	
121	Entry to consult and advise workers	125
122	Notice of entry	125
Division 4	Requirements for WHS entry permit holders	
123	Contravening WHS entry permit conditions	126
124	WHS entry permit holder must also hold permit under other law	126
125	WHS entry permit to be available for inspection	126
126	When right may be exercised	127
127	Where the right may be exercised	127
128	Work health and safety requirements	127
129	Residential premises	128
130	WHS entry permit holder not required to disclose names of workers	128
Division 5	WHS entry permits	
131	Application for WHS entry permit	128
132	Consideration of application	129
133	Eligibility criteria	129
134	Issue of WHS entry permit	129
135	Conditions on WHS entry permit	129
136	Term of WHS entry permit	130
137	Expiry of WHS entry permit	130
138	Application to revoke WHS entry permit	130
139	Commission must permit WHS entry permit holder to show cause	131
140	Determination of application	132
Division 6	Dealing with disputes	

Contents

Subdivision 1	Role of inspectors	
141	Application for assistance of inspector to resolve dispute	133
Subdivision 2	Role of commission	
142	Commission may deal with a dispute about a right of entry under this Act 133	
143	Contravening order made to deal with dispute	134
Division 7	Prohibitions	
144	Person must not refuse or delay entry of WHS entry permit holder	135
145	Person must not hinder or obstruct WHS entry permit holder . . .	135
146	WHS entry permit holder must not delay, hinder or obstruct any person or disrupt work at workplace	135
147	Misrepresentations about things authorised by this part	136
148	Unauthorised use or disclosure of information or documents . . .	136
Division 8	General	
149	Return of WHS entry permits	137
150	Union to provide information to industrial registrar	138
151	Register of WHS entry permit holders	138
Part 8	The regulator	
Division 1	Functions of regulator	
152	Functions of regulator	139
153	Powers of regulator	140
154	Delegation by regulator	140
Division 2	Powers of regulator relating to information	
155	Powers of regulator to obtain information	140
Part 9	Securing compliance	
Division 1	Appointment of inspectors	
156	Appointment of inspectors	142
157	Identity cards	143
158	Accountability of inspectors	143
159	Suspension and ending of appointment of inspectors	144
Division 2	Functions and powers of inspectors	
160	Functions and powers of inspectors	144
161	Conditions on inspectors' compliance powers	144
162	Inspectors subject to regulator's directions	145
Division 3	Powers relating to entry	
Subdivision 1	General powers of entry	

163	Powers of entry	145
164	Notification of entry	145
165	General powers on entry	146
166	Persons assisting inspectors	147
Subdivision 2	Search warrants	
167	Search warrants	148
167A	Electronic application	149
168	Announcement before entry on warrant	150
169	Copy of warrant to be given to person with management or control of place	151
Subdivision 3	Limitation on entry powers	
170	Places used for residential purposes	151
Subdivision 4	Specific powers on entry	
171	Power to require production of documents and answers to questions 152	
172	Abrogation of privilege against self-incrimination	154
173	Warning to be given	155
174	Powers to copy and retain documents	156
175	Power to seize evidence etc.	156
176	Inspector's power to seize dangerous workplaces and things ..	157
177	Powers supporting seizure	157
178	Receipt for seized things	158
179	Forfeiture of seized things	159
180	Return of seized things	160
181	Access to seized things	161
Division 4	Damage and compensation	
182	Damage etc. to be minimised	161
183	Inspector to give notice of damage	161
184	Compensation	162
Division 5	Other matters	
185	Power to require name and address	162
186	Inspector may take affidavits	163
187	Inspector at coronial inquests	163
Division 6	Offences in relation to inspectors	
188	Offence to hinder or obstruct inspector	164
189	Offence to impersonate inspector	164

Contents

190	Offence to assault, threaten or intimidate inspector	164
Part 10	Enforcement measures	
Division 1	Improvement notices	
191	Issue of improvement notices	164
192	Contents of improvement notices	165
193	Compliance with improvement notice	166
194	Extension of time for compliance with improvement notices	166
Division 2	Prohibition notices	
195	Power to issue prohibition notice	166
196	Contents of prohibition notice	167
197	Compliance with prohibition notice	168
Division 3	Non-disturbance notices	
198	Issue of non-disturbance notice	168
199	Contents of non-disturbance notice	168
200	Compliance with non-disturbance notice	169
201	Issue of subsequent notices	169
Division 4	General requirements applying to notices	
202	Application of division	169
203	Notice to be in writing	169
204	Directions in notices	170
205	Recommendations in notice	170
206	Changes to notice by inspector	170
207	Regulator may vary or cancel notice	170
208	Formal irregularities or defects in notice	170
209	Issue and giving of notice	171
210	Display of notice	171
Division 5	Remedial action	
211	When regulator may carry out action	172
212	Power of the regulator to take other remedial action	172
213	Costs of remedial or other action	173
Division 6	Injunctions	
214	Application of division	173
215	Injunctions for noncompliance with notices	173
Part 11	Enforceable undertakings	
216	Regulator may accept WHS undertakings	174
217	Notice of decision and reasons for decision	174

218	When a WHS undertaking is enforceable	175
219	Compliance with WHS undertaking	175
220	Contravention of WHS undertaking	175
221	Withdrawal or variation of WHS undertaking	176
222	Proceeding for alleged contravention	176
Part 12	Review of decisions	
Division 1	Reviewable decisions	
223	Which decisions are reviewable	177
Division 2	Internal review	
224	Application for internal review	178
225	Internal reviewer	178
226	Decision of internal reviewer	179
227	Decision on internal review	179
228	Stay of reviewable decisions on internal review	179
Division 3	External review	
229	Application for external review	180
Division 4	Review by commission	
229A	Decision	181
229B	How to start review	181
229C	Stay of operation of decision	181
229D	Hearing procedures	182
229E	Powers of commission on application	182
229EA	Costs of review	183
229F	Appeals	183
Part 13	Legal proceedings	
Division 1	General matters	
230	Prosecutions	183
231	Procedure if prosecution is not brought	184
232	Limitation period for prosecutions	186
233	Multiple contraventions of health and safety duty provision	187
233A	Alternative offence to category 1 offence	187
Division 2	Sentencing for offences	
234	Application of this division	188
235	Orders generally	188
236	Adverse publicity orders	188
237	Orders for restoration	189

Contents

238	Work health and safety project orders	189
239	Release on the giving of a court-ordered WHS undertaking	190
240	Injunctions	191
241	Training orders	191
242	Offence to fail to comply with order	191
Division 3		
243	Division and section number not used	191
Division 4 Offences by bodies corporate		
244	Imputing conduct to bodies corporate	192
Division 5 The State, Commonwealth and other States		
245	Offences and the State, Commonwealth and other States	192
246	WHS civil penalty provisions and the State, Commonwealth and other States	193
247	Officers	193
248	Responsible agency for the State, Commonwealth or another State	194
Division 6 Public authorities		
249	Application to public authorities that are bodies corporate or local governments	195
250	Proceedings against public authorities	196
251	Imputing conduct to public authorities	196
252	Officer of public authority	196
253	Proceedings against successors to public authorities	197
Division 7 WHS civil penalty provisions		
254	When is a provision a WHS civil penalty provision	197
255	Proceedings for contravention of WHS civil penalty provision . .	198
256	Involvement in contravention treated in same way as actual contravention	198
257	Contravening a WHS civil penalty provision is not an offence . .	199
258	Civil proceeding rules and procedure to apply	199
259	Proceeding for a contravention of a WHS civil penalty provision	199
260	Who may apply for order in relation to contravention of WHS civil penalty provision	199
261	Limitation period for application in relation to contravention of WHS civil penalty provision	200
262	Recovery of a monetary penalty	200
263	Civil double jeopardy	201
264	Criminal proceedings during civil proceedings	201

265	Criminal proceedings after civil proceedings	201
266	Evidence given in proceedings for contravention of WHS civil penalty provision not admissible in criminal proceedings	201
Division 8	Civil liability not affected by this Act	
267	Civil liability not affected by this Act	202
Part 14	General	
Division 1	General provisions	
268	Offence to give false or misleading information	203
269	Act does not affect legal professional privilege	204
270	Immunity from liability	204
271	Confidentiality of information	204
271A	Additional ways that regulator may use and share information . .	205
272	No contracting out	206
272A	Insurance or other indemnity against penalties	206
272B	Officer may be taken to have committed offence against s 272A	207
273	Person not to levy workers	208
273A	Evidentiary aids	208
Division 2	Codes of practice	
274	Approved codes of practice	208
275	Use of codes of practice in proceedings	209
Division 2A	Review of Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Act 2024	
275A	Review	210
Division 3	Regulation-making power	
276	Regulation-making power	210
Part 15	Repeals	
277	Repeal of Workplace Health and Safety Act 1995	211
278	Repeal of Dangerous Goods Safety Management Act 2001 . . .	211
Part 16	Transitional provisions	
Division 1	Provisions for the repeal of the Workplace Health and Safety Act 1995	
Subdivision 1	Preliminary	
279	Definitions for div 1	212
Subdivision 2	Proceedings	
280	Application of this Act and repealed Act in relation to particular provisions	212
281	Application of this Act and repealed Act in relation to other particular	

Contents

	provisions	213
282	Investigations and proceedings generally	214
Subdivision 3	Status of persons, bodies, processes and other matters	
283	Principal contractor	215
284	Code of practice preserved	215
285	Enforceable undertaking	216
286	Appointment to particular board and committee preserved	218
287	Election of workplace health and safety representative preserved	218
288	Training requirements for workplace health and safety representative 219	
289	Provisional improvement notices preserved	219
290	Suspension or cancellation relating to workplace health and safety representative preserved	220
291	Workplace health and safety committee preserved	221
292	Appointment of authorised representative preserved	221
293	Appointment of inspector	222
294	Warrants and actions by inspectors preserved	222
295	Improvement notice preserved	223
296	Prohibition notice preserved	223
297	Appeals	224
Division 2	Provisions for repeal of Dangerous Goods Safety Management Act 2001	
298	Definitions for pt 15, div 2	224
299	Application of this Act and repealed Act in relation to particular provisions224	
300	Application of this Act and repealed Act in relation to other particular provisions	225
301	Investigations and proceedings generally	226
302	Directive by authorised officer preserved	226
303	Warrants and actions by authorised officer preserved	227
304	Cost recovery notice	228
305	Appeals	228
306	Regulation-making power for major hazard facility	228
Division 3	Transitional provisions for Work Health and Safety and Other Legislation Amendment Act 2014	
307	Definitions	229
308	Existing directions to cease unsafe work	229
309	Entry to workplace under former s 119	229

Division 4	Transitional provisions for Rail Safety National Law (Queensland) Act 2017	
310	Definitions for division	230
311	Continuation of former rail safety provision	230
Division 5	Transitional provisions for Work Health and Safety and Other Legislation Amendment Act 2017	
312	Definitions for division	231
313	Existing proceedings	231
314	Appealing decisions made on proceedings decided before commencement	232
315	Application of s 232(1) to offences allegedly committed before commencement	232
316	Requests made to the regulator under s 231	232
317	Adverse publicity orders made before commencement	233
318	Application of s 261 to alleged contraventions of WHS civil penalty provisions before commencement	233
319	Review proceedings for decisions mentioned in sch 2A, items 4–12	233
320	Appeal against review decisions mentioned in sch 2A, items 4–12	234
Division 6	Transitional provisions for Community Services Industry (Portable Long Service Leave) Act 2020	
321	Definitions for division	234
322	Application of former s 142A to decision made before commencement 234	
323	Review proceedings under former s 142A	235
324	Application of amended WHS civil penalty provisions	235
Division 7	Transitional provision for Public Service and Other Legislation Amendment Act 2020	
325	Validation of entries in relation to electrical safety contraventions	236
Division 8	Transitional provisions for Work Health and Safety and Other Legislation Amendment Act 2024	
Subdivision 1	Provision commencing on assent	
326	Application of s 272A	237
Subdivision 2	Provisions commencing by proclamation	
327	Definitions for subdivision	237
328	Existing procedures for consultation	237
329	Existing work group negotiations	238
330	Health and safety representatives to be given particular notices	239
331	Period for establishing health and safety committee	239
332	Resolution of existing issue relating to work health and safety . .	240

Contents

333	Existing directions to cease unsafe work	240
334	Time for compliance with provisional improvement notices	240
335	Existing proceedings in relation to discriminatory or coercive conduct 241	
336	Application of s 229EA	241
337	Existing proceedings in relation to WHS civil penalty provisions	241
338	Application of new s 274	241
339	Existing industry sector standing committees	242
340	Change in committee name	242
Division 9	Transitional provisions for Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Act 2024	
Subdivision 1	Preliminary	
341	Definitions for division	243
342	Particular terms have meaning given under repealed Act	243
Subdivision 2	Prostitution Licensing Authority and office	
343	Authority, office and executive director	243
344	State is successor in law of Authority	244
345	Assets and liabilities	244
346	Records and other documents	244
347	Proceedings not yet started	244
348	Current proceedings	245
349	Matters relating to employment	245
350	Effect on legal relationships	246
351	References to Authority	247
352	Annual report	247
353	Prostitution Licensing Authority Fund	247
Subdivision 3	Other transitional provisions	
354	Applications for brothel licence made but not decided before commencement	248
355	Applications for approved manager’s certificate made but not decided before commencement	248
356	Relevant applications under Planning Act made but not decided before commencement	249
357	Confidentiality	250
358	Protection of officials from liability	251
359	Proceedings for offences generally	251
360	Proceedings for particular offences	251

361	Transitional regulation-making power	252
Division 10	Transitional provisions for Brisbane Olympic and Paralympic Games Arrangements and Other Legislation Amendment Act 2024	
362	Definitions for division	253
363	Existing directions to cease unsafe work given under former s 85(1) 253	
364	Entry to workplace before commencement	253
Schedule 1	Application of Act	255
Part 1	Dangerous goods and high risk plant	
1	Application to storage and handling of dangerous goods	255
Part 2	Relationship with other Acts	
Division 1	Mining safety and related matters	
1	Definition for div 1	258
2	Relationship with mining Acts	258
3	Relationship with P&G Act relating to design or manufacture of operating plant	260
Division 2	Electrical safety	
4	Relationship with Electrical Safety Act 2002	260
Division 4	Recreational water activities	
6	Relationship with Safety in Recreational Water Activities Act 2011	262
Division 5	Other legislation	
7	Generally	263
Schedule 2	The regulator and local tripartite consultation arrangements and other local arrangements	264
Part 1	The regulator	
1	Appointment of regulator	264
Part 2	Industry consultative arrangements	
Division 1	Purposes of part	
2	Purposes of part	264
Division 2	The board and its functions	
3	Work health and safety board	265
4	Functions of board	265
5	Annual report	266
Division 3	Membership and conduct of board proceedings	
6	Membership of board	266
7	Times of board meetings	267
8	Conduct of proceedings	267

Contents

9	Disclosure of interests	268
10	Minutes	268
Division 4	Provisions about appointed board members	
11	Duration of appointment	269
12	Leave of absence	269
13	Conditions of appointment	269
Division 5	Industry sector standing committees	
14	Industry sector standing committees	270
15	Functions of industry sector standing committees	270
Division 6	Membership and conduct of industry sector standing committee proceedings	
16	Membership of industry sector standing committee	271
17	Times of industry sector standing committee meetings	271
18	Conduct of industry sector standing committee proceedings	271
19	Disclosure of interests	272
20	Minutes	273
Division 7	Provisions about industry sector standing committee members	
21	Duration of appointment	273
22	Leave of absence	274
23	Conditions of appointment	274
Part 2A	Consultative committee	
Division 1	Preliminary	
23A	Definitions for part	274
Division 2	Establishment and functions	
23B	Establishment	275
23C	Functions	275
Division 3	Membership	
23D	Membership	276
23E	Term of appointment	276
23F	Vacancy in office	277
23G	Conditions of appointment	277
23H	Leave of absence	277
Division 4	Proceedings	
23I	Conduct of business	278
23J	Quorum	278
23K	Meetings	278

23L	Presiding at meetings	278
23M	Minutes	279
Division 5	Other matters	
23N	Disclosure of interests	279
23O	Annual report	280
Part 3	Self-insurance report	
24	Application for report relating to workers' compensation self-insurance 280	
Part 4	WHS prosecutor	
Division 1	Office of the WHS prosecutor	
25	Establishment	281
26	WHS prosecutor represents the State	281
Division 2	Functions and powers	
27	Functions of WHS prosecutor	281
28	Powers	282
29	Not under Ministerial control	282
30	Delegation	282
Division 3	Appointment of WHS prosecutor and related matters	
31	Appointment	282
32	WHS prosecutor appointed under this Act	283
33	Term of office	283
34	Conditions of appointment	283
35	Preservation of rights of WHS prosecutor	283
36	Other employment limited	284
37	WHS prosecutor's previous involvement does not prevent or limit performance of functions	284
38	Vacancy in office	285
39	Acting WHS prosecutor	285
40	Not a statutory body for particular Acts	286
Division 4	Office and staff	
41	Establishment	286
42	Function	286
43	Staff	287
44	Control of office	287
Division 5	Information exchange	
45	Definition for division	287

Contents

46	WHS prosecutor may ask regulator for information	287
47	Regulator’s duty to disclose information to WHS prosecutor . . .	287
Division 6	Miscellaneous	
48	Guidelines	288
49	Annual report	289
Schedule 2A	Reviewable decisions	290
Schedule 3	Regulation-making powers	295
1	Duties	295
2	Incidents	295
3	Plant, substances or structures	295
4	Protection and welfare of workers	296
5	Hazards and risks	296
6	Records and notices	296
7	Authorisations	297
8	Work groups	298
9	Health and safety committees and health and safety representatives 298	
9A	Work health and safety officers	298
10	Issue resolution	299
11	WHS entry permits	299
12	Identity cards	299
13	Forfeiture	299
14	Review of decisions	300
Schedule 5	Dictionary	301

Work Health and Safety Act 2011

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

Part 1 Preliminary

Division 1 Introduction

1 Short title

This Act may be cited as the *Work Health and Safety Act 2011*.

2 Commencement

- (1) The following provisions commence on 1 January 2014—
 - (a) part 18, division 2;
 - (b) sections 391 and 401;
 - (c) schedule 4, part 1.
- (2) Sections 395, 396, 397(2) and 398 to 400 commence immediately after the commencement of sections 391 and 401.
- (3) The remaining provisions commence on a day to be fixed by proclamation.

Division 2 Object

3 Object

- (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—
 - (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
 - (b) providing for fair and effective workplace representation, consultation, cooperation and issue resolution in relation to work health and safety; and
 - (c) encouraging unions and employer organisations to take a constructive role in promoting improvements in work health and safety practices, and assisting persons conducting businesses or undertakings and workers to achieve a healthier and safer working environment; and
 - (d) promoting the provision of advice, information, education and training in relation to work health and safety; and
 - (e) securing compliance with this Act through effective and appropriate compliance and enforcement measures; and
 - (f) ensuring appropriate scrutiny and review of actions by persons exercising powers and performing functions under this Act; and
 - (g) providing a framework for continuous improvement and progressively higher standards of work health and safety; and
 - (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.

- (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.

Note—

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.

Division 3 Interpretation

Subdivision 1 Definitions

4 Definitions

The dictionary in schedule 5 defines particular words used in this Act.

Subdivision 2 Other important terms

5 Meaning of *person conducting a business or undertaking*

- (1) For this Act, a person conducts a business or undertaking—
- (a) whether the person conducts the business or undertaking alone or with others; and
 - (b) whether or not the business or undertaking is conducted for profit or gain.

[s 6]

- (2) A business or undertaking conducted by a person includes a business or undertaking conducted by a partnership or an unincorporated association.
- (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.
- (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) An elected member of a local government does not in that capacity conduct a business or undertaking.
- (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.
- (7) A volunteer association does not conduct a business or undertaking for the purposes of this Act.
- (8) In this section, *volunteer association* 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.

6 Meaning of *supply*

- (1) A *supply* of a thing includes a supply and a resupply of the thing by way of sale, exchange, lease, hire or hire-purchase, whether as principal or agent.
- (2) A supply of a thing occurs on the passing of possession of the thing to the person or an agent of the person to be supplied.
- (3) A supply of a thing does not include—
 - (a) the return of possession of a thing to the owner of the thing at the end of a lease or other agreement; or
 - (b) a prescribed supply.

-
- (4) A financier is taken not to supply plant, a substance or a structure for the purposes of this Act if—
- (a) the financier has, in the course of the financier's business as a financier, acquired ownership of, or another right in, the plant, substance or structure on behalf of a customer of the financier; and
 - (b) the action by the financier, that would be a supply but for this subsection, is taken by the financier for, or on behalf of, that customer.
- (5) If subsection (4) applies, the person (other than the financier) who had possession of the plant, substance or structure immediately before the financier's customer obtained possession of the plant, substance or structure is taken for the purposes of this Act to have supplied the plant, substance or structure to the financier's customer.

7 **Meaning of *worker***

- (1) A person is a ***worker*** if the person carries out work in any capacity for a person conducting a business or undertaking, including work as—
- (a) an employee; or
 - (b) a contractor or subcontractor; or
 - (c) an employee of a contractor or subcontractor; or
 - (d) an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or
 - (e) an outworker; or
 - (f) an apprentice or trainee; or
 - (g) a student gaining work experience; or
 - (h) a volunteer; or
 - (i) a person of a prescribed class.
- (2) For this Act, a police officer is—

- (a) a worker; and
 - (b) at work throughout the time when the officer is on duty or lawfully performing the functions of a police officer, but not otherwise.
- (3) The person conducting the business or undertaking is also a *worker* if the person is an individual who carries out work in that business or undertaking.

8 Meaning of *workplace*

- (1) A *workplace* is a place where work is carried out for a business or undertaking and includes any place where a worker goes, or is likely to be, while at work.
- (2) In this section, *place* includes—
 - (a) a vehicle, vessel, aircraft or other mobile structure; and
 - (b) any waters and any installation on land, on the bed of any waters or floating on any waters.

9 Section number not used

See note to section 3.

Division 4 Application of Act

10 Act binds all persons

- (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.
- (2) The State, the Commonwealth and the other States are liable for an offence against this Act.
- (3) Without limiting subsection (1), the State, the Commonwealth and the other States are liable for a contravention of a WHS civil penalty provision.

11 Section number not used

See note to section 3.

12 Scope: application of Act to particular matters

Schedule 1 provides for the application of this Act to—

- (a) dangerous goods and high risk plant; and
- (b) matters dealt with under other legislation.

Part 2 Health and safety duties

Division 1 Introductory

Subdivision 1 Principles that apply to duties

13 Principles that apply to duties

This subdivision sets out the principles that apply to all duties that persons have under this Act.

Note—

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.

14 Duties not transferable

A duty can not be transferred to another person.

15 Person may have more than 1 duty

A person can have more than 1 duty by virtue of being in more than 1 class of duty holder.

16 More than 1 person can have a duty

- (1) More than 1 person can concurrently have the same duty.
- (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.
- (3) If more than 1 person has a duty for the same matter, each person—
 - (a) retains responsibility for the person’s duty in relation to the matter; and
 - (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
- (d) the availability and suitability of ways to eliminate or minimise the risk; and
- (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.

Division 2 Primary duty of care

19 Primary duty of care

- (1) A person conducting a business or undertaking must ensure, so far as is reasonably practicable, the health and safety of—
 - (a) workers engaged, or caused to be engaged by the person; and
 - (b) workers whose activities in carrying out work are influenced or directed by the person;while the workers are at work in the business or undertaking.
- (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.

- (3) Without limiting subsections (1) and (2), a person conducting a business or undertaking must ensure, so far as is reasonably practicable—
- (a) the provision and maintenance of a work environment without risks to health and safety; and
 - (b) the provision and maintenance of safe plant and structures; and
 - (c) the provision and maintenance of safe systems of work; and
 - (d) the safe use, handling and storage of plant, structures and substances; and
 - (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.

Division 3 Further duties of persons conducting businesses or undertakings

20 Duty of persons conducting businesses or undertakings involving management or control of workplaces

- (1) In this section, *person with management or control of a workplace* 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—
- (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
 - (b) a prescribed person.
- (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.

21 Duty of persons conducting businesses or undertakings involving management or control of fixtures, fittings or plant at workplaces

- (1) In this section, *person with management or control of fixtures, fittings or plant at a workplace* means a person conducting a business or undertaking to the extent that the business or undertaking involves the management or control

[s 22]

of fixtures, fittings or plant, in whole or in part, at a workplace, but does not include—

- (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
 - (b) a prescribed person.
- (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
- (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).

23 Duties of persons conducting businesses or undertakings that manufacture plant, substances or structures

- (1) This section applies to a person (the *manufacturer*) who conducts a business or undertaking that manufactures—
 - (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 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—
 - (a) who, at a workplace, use the plant, substance or structure for a purpose for which it was designed or manufactured; 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 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
 - (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

- (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

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 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).
 - (4) The manufacturer must give adequate information to each person to whom the manufacturer provides the plant, substance or structure concerning—
 - (a) each purpose for which the plant, substance or structure was designed or manufactured; 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 manufactured or when carrying out any activity mentioned in subsection (2)(a) to (e).
 - (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).

24 Duties of persons conducting businesses or undertakings that import plant, substances or structures

- (1) This section applies to a person (the *importer*) who conducts a business or undertaking that imports—
 - (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 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—
 - (a) who, at a workplace, use the plant, substance or structure for a purpose for which it was designed or manufactured; 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 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
 - (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
 - (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

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 importer must—
 - (a) 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); or
 - (b) ensure that the calculations, analysis, testing or examination have been carried out.
 - (4) The importer must give adequate information to each person to whom the importer provides the plant, substance or structure concerning—
 - (a) each purpose for which the plant, substance or structure was designed or manufactured; 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 manufactured or when carrying out any activity mentioned in subsection (2)(a) to (e).
 - (5) The importer, 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).

25 Duties of persons conducting businesses or undertakings that supply plant, substances or structures

- (1) This section applies to a person (the *supplier*) who conducts a business or undertaking that supplies—
 - (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 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—
 - (a) who, at a workplace, use the plant or substance or structure for a purpose for which it was designed or manufactured; 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 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
 - (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
 - (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

Example—

inspection, storage, 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 supplier must—
- (a) 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); or
 - (b) ensure that the calculations, analysis, testing or examination have been carried out.
- (4) The supplier must give adequate information to each person to whom the supplier supplies the plant, substance or structure concerning—
- (a) each purpose for which the plant, substance or structure was designed or manufactured; 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 manufactured or when carrying out any activity mentioned in subsection (2)(a) to (e).
- (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).

26 Duty of persons conducting businesses or undertakings that install, construct or commission plant or structures

- (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.
- (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—
 - (a) who install or construct the plant or structure at a workplace; or
 - (b) who use the plant or structure at a workplace for a purpose for which it was installed, constructed or commissioned; or
 - (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
 - (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).

26A Duty of persons conducting business or undertaking—codes of practice

A person conducting a business or undertaking must, if the Minister approves a code of practice for the purposes of this Act—

- (a) comply with the code; or
- (b) manage hazards and risks arising from the work carried out as part of the conduct of the business or undertaking in a way that is different to the code but provides a standard of health and safety that is equivalent to or higher than the standard required under the code.

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

27 **Duty of officers**

- (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.
- (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.
- (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.
- (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.
- (5) In this section, *due diligence* includes taking reasonable steps—
 - (a) to acquire and keep up-to-date knowledge of work health and safety matters; and
 - (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

- (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
- (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
- (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

Example—

For paragraph (e), the duties or obligations under this Act of a person conducting a business or undertaking may include—

- reporting notifiable incidents
 - consulting with workers
 - ensuring compliance with notices issued under this Act
 - ensuring the provision of training and instruction to workers about work health and safety
 - ensuring that health and safety representatives receive their entitlements to training.
- (f) to verify the provision and use of the resources and processes mentioned in paragraphs (c) to (e).

28 Duties of workers

While at work, a worker must—

- (a) take reasonable care for his or her own health and safety; and

-
- (b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and
 - (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
 - (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.

29 Duties of other persons at the workplace

A person at a workplace, whether or not the person has another duty under this part, must—

- (a) take reasonable care for his or her own health and safety; and
- (b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and
- (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 person conducting the business or undertaking to comply with this Act.

Division 5 Offences and penalties

30 Health and safety duty

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

31 Negligent or reckless conduct—category 1

- (1) A person commits a *category 1 offence* if—
- (a) the person has a health and safety duty; and
 - (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
 - (c) the person—
 - (i) engages in the conduct with negligence; or
 - (ii) is reckless as to the risk to the individual of death or serious injury or illness.

Maximum penalty—

- (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—3,000 penalty units or 5 years imprisonment; or
- (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—6,000 penalty units or 5 years imprisonment; or
- (c) for an offence committed by a body corporate—30,000 penalty units.

Note—

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.

- (2) The prosecution bears the burden of proving that the conduct was engaged in without reasonable excuse.
- (3) A category 1 offence is a crime.

32 Failure to comply with health and safety duty—category 2

A person commits a *category 2 offence* if—

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- (a) the person has a health and safety duty; and
 - (b) the person fails to comply with that duty; and
 - (c) the failure exposes an individual to a risk of death or serious injury or illness.

Maximum penalty—

- (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—1,500 penalty units; or
- (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—3,000 penalty units; or
- (c) for an offence committed by a body corporate—15,000 penalty units.

Note—

See also the note to section 31(1).

33 Failure to comply with health and safety duty—category 3

A person commits a *category 3 offence* if—

- (a) the person has a health and safety duty; and
- (b) the person fails to comply with that duty.

Maximum penalty—

- (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
- (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—1,000 penalty units; or
- (c) for an offence committed by a body corporate—5,000 penalty units.

Note—

See also the note to section 31(1).

33A Duty prevails over particular excuses

For an offence against section 32 or 33, the Criminal Code sections 23(1) and 24 are subject to divisions 1 to 4.

34 Exceptions

- (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.
- (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.
- (3) However—
 - (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
 - (b) a member of an unincorporated association may be liable for failure to comply with a duty under section 28 or 29.

Part 2A Industrial manslaughter

34A Definitions for part

- (1) In this part—

conduct means an act or omission to perform an act.

executive officer, of a corporation, means a person who is concerned with, or takes part in, the corporation's management, whether or not the person is a director or the person's position is given the name of executive officer.

senior officer, of a person conducting a business or undertaking, means—

- (a) if the person is a corporation—an executive officer of the corporation; or
 - (b) otherwise—the holder of an executive position (however described) in relation to the person who makes, or takes part in making, decisions affecting all, or a substantial part, of the person’s functions.
- (2) For this part, a person’s conduct *causes* death if it substantially contributes to the death.

Note—

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

34B Exceptions

- (1) A volunteer does not commit an offence under this part.
- (2) Despite section 34(2), a senior officer of an unincorporated association (other than a volunteer) may commit an offence under this part.
- (3) The Criminal Code, section 23 does not apply to an offence under this part.

34C Industrial manslaughter—person conducting business or undertaking

- (1) A person conducting a business or undertaking commits an offence if—
 - (a) an individual to whom the person has a health and safety duty—
 - (i) dies; or
 - (ii) is injured and later dies; and
 - (b) the person’s conduct causes the death of the individual; and

[s 34D]

- (c) the person is negligent about causing the death of the individual by the conduct.

Maximum penalty—

- (a) for an individual—20 years imprisonment; or
 - (b) for a body corporate—100,000 penalty units.
- (2) An offence against subsection (1) is a crime.

34D Industrial manslaughter—senior officer

- (1) A senior officer of a person conducting a business or undertaking commits an offence if—
- (a) an individual to whom the person has a health and safety duty—
 - (i) dies; or
 - (ii) is injured and later dies; and
 - (b) the senior officer's conduct causes the death of the individual; and
 - (c) the senior officer is negligent about causing the death of the individual by the conduct.

Maximum penalty—20 years imprisonment.

- (2) An offence against subsection (1) is a crime.

34E Alternative offences to industrial manslaughter

- (1) On an indictment charging a person with an offence against this part, the person may alternatively be convicted of a category 1 offence or a category 2 offence (in either case an *alternative offence*) if the alternative offence is established by the evidence.
- (2) A person may be convicted under subsection (1) of an alternative offence even if the applicable limitation period under section 232(1) for the alternative offence ended before the proceedings for the offence against this part were taken.

Part 3 Incident notification

35 What is a *notifiable incident*

In this Act, *notifiable incident* means—

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

36 What is a *serious injury or illness*

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

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

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

37 What is a *dangerous incident*

In this part, a *dangerous incident* means an incident in relation to a workplace that exposes a worker or any other person to a serious risk to a person's health or safety emanating from an immediate or imminent exposure to—

- (a) an uncontrolled escape, spillage or leakage of a substance; or
 - (b) an uncontrolled implosion, explosion or fire; or
 - (c) an uncontrolled escape of gas or steam; or
 - (d) an uncontrolled escape of a pressurised substance; or
 - (e) electric shock; or
 - (f) the fall or release from a height of any plant, substance or thing; or
 - (g) the collapse, overturning, failure or malfunction of, or damage to, any plant that is required to be authorised for use under a regulation; or
 - (h) the collapse or partial collapse of a structure; or
 - (i) the collapse or failure of an excavation or of any shoring supporting an excavation; or
 - (j) the inrush of water, mud or gas in workings, in an underground excavation or tunnel; or
 - (k) the interruption of the main system of ventilation in an underground excavation or tunnel; or
 - (l) any other event prescribed under a regulation;
- but does not include an incident of a prescribed kind.

38 Duty to notify of notifiable incidents

- (1) A person who conducts a business or undertaking must ensure that the regulator is notified immediately after becoming aware that a notifiable incident arising out of the conduct of the business or undertaking has occurred.

Maximum penalty—100 penalty units.

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- (2) The notice must be given as required under this section and by the fastest possible means.
 - (3) The notice must be given—
 - (a) by telephone; or
 - (b) in writing.

Example—

The written notice can be given by facsimile, email or other electronic means.

- (4) A person giving notice by telephone must—
 - (a) give the details of the incident requested by the regulator; and
 - (b) if required by the regulator, give a written notice of the incident within 48 hours of that requirement being made.
- (5) A written notice must be in a form, or contain the details, approved by the regulator.
- (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—
 - (a) details of the information received; or
 - (b) an acknowledgement of receiving the notice.
- (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.

Maximum penalty—50 penalty units.

39 Duty to preserve incident sites

- (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.

Maximum penalty—100 penalty units.

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

Part 4 Authorisations

40 Meaning of *authorised*

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

41 Requirements for authorisation of workplaces

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

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

Maximum penalty—500 penalty units.

42 Requirements for authorisation of plant or substance

- (1) A person must not use plant or a substance at a workplace if—
- (a) a regulation requires the plant or substance or its design to be authorised; and
 - (b) the plant or substance or its design is not authorised under the regulation.

Maximum penalty—200 penalty units.

- (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—
- (a) a regulation requires the plant or substance or its design to be authorised; and
 - (b) the plant or substance or its design is not authorised in under a regulation.

Maximum penalty—200 penalty units.

43 Requirements for authorisation of work

- (1) A person must not carry out work at a workplace if—
- (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
 - (b) the person, or the person on whose behalf the work is carried out, is not authorised under a regulation.

Maximum penalty—200 penalty units.

- (2) A person who conducts a business or undertaking must not direct or allow a worker to carry out work at a workplace if—
- (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
 - (b) the person, or the person on whose behalf the work is to be carried out, is not authorised under a regulation.

Maximum penalty—200 penalty units.

44 Requirements for prescribed qualifications or experience

- (1) A person must not carry out work at a workplace if—
- (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
 - (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.

Maximum penalty—200 penalty units.

- (2) A person who conducts a business or undertaking must not direct or allow a worker to carry out work at a workplace if—
- (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
 - (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.

Maximum penalty—200 penalty units.

45 Requirement to comply with conditions of authorisation

A person must comply with the conditions of any authorisation given to that person under a regulation.

Maximum penalty—200 penalty units.

45B Meaning of *excluded entity*

- (1) Each of the following entities is an *excluded entity* for representing or assisting a worker or the health and safety representative for a worker—
 - (a) the following entities (each an *excluded body*)—
 - (i) an entity, other than a union, that is an association of employees or independent contractors, or both;
 - (ii) an entity, other than a union or an association mentioned in subparagraph (i), that represents, or purports to represent, the industrial interests of the worker or representative;
 - (iii) an entity that demands or receives a fee from another excluded body, for representing, or purporting to represent, the industrial interests of the worker or representative;
 - (iv) a union that is not a relevant union for the worker;
 - (b) an individual who—
 - (i) is an officer or employee of an excluded body; or
 - (ii) is acting as an agent of an excluded body; or
 - (iii) is otherwise representing or purporting to represent an excluded body.
- (2) An association of a type mentioned in subsection (1)(a)(i) is an excluded entity whether or not the association is registered or recognised as an association of that type (however described) under a State or Territory industrial law.
- (3) Despite subsection (1)(b), an individual is not an excluded entity under subsection (1)(b)(iii) only because the individual is a member of an excluded body.

Division 1 Consultation, cooperation and coordination between duty holders

46 Duty to consult with other duty holders

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.

Maximum penalty—200 penalty units.

Division 2 Consultation with workers

47 Duty to consult workers

- (1) The person conducting a business or undertaking must, so far as is reasonably practicable, consult, as required under 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.

Maximum penalty—200 penalty units.

- (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.
- (3) The agreed procedures must not be inconsistent with section 48.

48 Nature of consultation

- (1) Consultation under this division requires—
 - (a) that relevant information about the matter is shared with workers; and
 - (b) that workers be given a reasonable opportunity—

- (i) to express their views and to raise work health or safety issues in relation to the matter; and
 - (ii) to contribute to the decision-making process relating to the matter; and
 - (c) that the views of workers are taken into account by the person conducting the business or undertaking; and
 - (d) that the workers consulted are advised of the outcome of the consultation in a timely way.
- (2) If the workers are represented by a health and safety representative, the consultation must involve that representative.
- (3) Also, if 1 or more of the workers ask the person conducting the business or undertaking to consult with their representative, the consultation must involve that representative.
- (4) Subsection (5) applies if—
- (a) the consultation involves a representative under subsection (3); and
 - (b) the parties to the consultation agree that the consultation is to be carried out at a workplace where 1 or more of the workers work.
- (5) The person conducting the business or undertaking must carry out the consultation only at the time and place agreed to by the parties.
- (6) Subsection (1)(a) does not require the person conducting the business or undertaking to allow a representative to have access to—
- (a) personal or medical information concerning a worker without the worker's consent, unless the information is in a form that—
 - (i) does not identify the worker; and
 - (ii) could not reasonably be expected to lead to the identification of the worker; or

- (b) information that is confidential commercial information.

49 When consultation is required

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

- (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;
- (b) when making decisions about ways to eliminate or minimise those risks;
- (c) when making decisions about the adequacy of facilities for the welfare of workers;
- (d) when proposing changes that may affect the health or safety of workers;
- (e) when making decisions about the procedures for—
 - (i) consulting with workers; or
 - (ii) resolving work health or safety issues at the workplace; or
 - (iii) monitoring the health of workers; or
 - (iv) monitoring the conditions at any workplace under the management or control of the person conducting the business or undertaking; or
 - (v) providing information and training for workers; or
- (f) when carrying out any other activity prescribed under a regulation for this section.

Division 3 Health and safety representatives

Subdivision 1 Request for election of health and safety representatives

50 Request for election of health and safety representative

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.

50A Prohibition of hindering etc. request for election of health and safety representative

A person conducting a business or undertaking must not intentionally hinder, prevent or discourage a worker from making a request under section 50 to facilitate the conduct of an election for 1 or more health and safety representatives.

Maximum penalty—200 penalty units.

50B Invitation to request election of health and safety representatives

- (1) This section applies to a person conducting a business or undertaking if—
 - (a) a health and safety representative has not been elected to represent workers who carry out work for the business or undertaking; or
 - (b) the term of office of a health and safety representative for a work group ends under section 64(1); or
 - (c) a health and safety representative for a work group ceases to hold office under section 64(2).
- (2) The person conducting the business or undertaking must, at the time or within the period required under subsection (3)—

- (a) notify the workers who work for the business or undertaking in writing about the following matters—
 - (i) that a worker may request an election for 1 or more health and safety representatives under section 50;
 - (ii) the process for the determination of work groups;
 - (iii) who may represent the workers in negotiations under section 52;
 - (iv) the process for the election of health and safety representatives;
 - (v) the powers and functions of health and safety representatives; and
 - (b) invite the workers to ask the person to facilitate an election for 1 or more health and safety representatives under section 50.
- (3) The person conducting the business or undertaking must take the action mentioned in subsection (2)(a) and (b)—
- (a) if subsection (1)(a) applies—
 - (i) as soon as possible after the business or undertaking is first conducted; or
 - (ii) as soon as possible after the commencement; or
 - (iii) if a notification and invitation mentioned in subsection (2) have been given to the workers—within 1 year after the notification and invitation were last given; or
 - (b) if subsection (1)(b) applies—as soon as reasonably practicable after the day the term of office of the health and safety representative ends; or
 - (c) if subsection (1)(c) applies—as soon as reasonably practicable after the day the health and safety representative ceased to hold office.

Subdivision 2 Determination of work groups

51 Determination of work groups

- (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.
- (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.
- (3) A work group may be determined for workers at 1 or more workplaces.

52 Negotiations for agreement for work group

- (1) A work group must be determined by negotiation and agreement among the following parties—
 - (a) the person conducting the business or undertaking;
 - (b) the workers who are proposed to form the work group or their representatives;
 - (c) a relevant union for a worker who is proposed to form part of the work group if the union notifies the person conducting the business or undertaking, in writing, that the union wants to be a party to the negotiation and agreement.
- (2) The person conducting the business or undertaking must take all reasonable steps to complete the negotiations within 14 days after a request is made under section 50.
- (3) The purpose of the negotiations is to determine—
 - (a) the number and composition of work groups to be represented by health and safety representatives; and
 - (b) the number of health and safety representatives and deputy health and safety representatives (if any) to be elected; and

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- (c) the workplace or workplaces to which the work groups will apply; and
 - (d) the businesses or undertakings to which the work groups will apply.
- (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.
- (4A) Subsection (4B) applies if—
- (a) negotiations for a variation of an agreement concerning the determination of a work group or groups are started by the parties to the agreement; and
 - (b) a relevant union is not a party to the agreement.
- (4B) The relevant union may become a party to the negotiations by notifying the person conducting the business or undertaking, in writing, that the union wants to be a party to the negotiations.
- (5) For negotiations under subsection (1) or (4), the person conducting the business or undertaking must negotiate with and must not exclude from the negotiations—
- (a) if a worker has asked the person to negotiate with a representative of the worker—the worker’s representative; or
 - (b) if a relevant union has become a party to the negotiations under subsection (1)(c) or (4B)—the relevant union.

Maximum penalty—100 penalty units.

- (5A) Subsection (5B) applies if—
- (a) a representative for a worker or a relevant union is a party to the negotiations under subsection (1) or (4); and
 - (b) the parties to the negotiations agree that the negotiations are to be carried out at a workplace where 1 or more of the workers work.
- (5B) The parties must—

[s 53]

- (a) agree on when and where in the workplace the negotiations are to be carried out; and
 - (b) carry out the negotiations only at the agreed time and place.
- (5C) The parties to the negotiations under subsection (1) or (4) may agree to extend the period for the negotiations.
- (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.

53 Notice to workers

- (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.

Maximum penalty—20 penalty units.

- (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.

Maximum penalty—20 penalty units.

54 Failure of negotiations

- (1) If negotiations to make or vary an agreement fail, 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.
- (2) For this section, negotiations have failed if agreement is not reached on a matter mentioned in section 52(3), or a matter relating to the variation of the agreement, at the end of—

- (a) for negotiations to make an agreement—14 days after a request is made under section 50; or
 - (b) for negotiations to vary an agreement—14 days after a party to the agreement requests a variation; or
 - (c) for negotiations for which the parties have agreed to extend the period under section 52(5C)—the extended period.
- (3) An inspector appointed under subsection (1) must attempt to assist the parties to agree on any matter mentioned in section 52(3) that is in dispute.
- (4) Subsection (5) applies if the inspector reasonably believes that the parties are unlikely to reach an agreement on a matter mentioned in subsection (3) within 7 days after the appointment.
- (5) The inspector must, within 7 days after the appointment—
- (a) for negotiations to make an agreement—
 - (i) decide any matter mentioned in section 52(3) that has not been determined by the parties; or
 - (ii) decide that a work group should not be determined; or
 - (b) for negotiations to vary an agreement—
 - (i) decide a matter that is the subject of the proposed variation; or
 - (ii) decide that the agreement should not be varied.
- (6) A decision under subsection (5)(a) or (b) is taken to be an agreement between the parties under section 52.
- (7) A failure to comply with subsection (3), (4) or (5) does not invalidate a decision or a purported decision under subsection (5)(a) or (b).

Subdivision 3 Multiple-business work groups

55 Determination of work groups of multiple businesses

- (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.
- (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.
- (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.
- (4) The determination of 1 or more work groups under this subdivision does not—
 - (a) prevent the determination under this subdivision or subdivision 2 of any other work group of the workers concerned; or
 - (b) affect any work groups of those workers that have already been determined under this subdivision or subdivision 2.

56 Negotiation of agreement for work groups of multiple businesses

- (1) Negotiations concerning work groups under this subdivision must be directed only at the following—
 - (a) the number and composition of work groups to be represented by health and safety representatives;
 - (b) the number of health and safety representatives and deputy health and safety representatives (if any) for each work group;
 - (c) the workplace or workplaces to which the work groups will apply;

- (d) the businesses or undertakings to which the work groups will apply.
- (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.
- Maximum penalty—100 penalty units.
- (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.
- (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.

57 Notice to workers

- (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.
- Maximum penalty—20 penalty units.
- (2) A 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.
- Maximum penalty—20 penalty units.

58 Withdrawal from negotiations or agreement involving multiple businesses

- (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.
- (2) If a party withdraws from an agreement concerning a work group under this subdivision—
 - (a) the other parties must negotiate a variation to the agreement under section 56; and
 - (b) the withdrawal does not affect the validity of the agreement between the other parties in the meantime.

59 Effect of subdivision on other arrangements

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.

Subdivision 4 Election of health and safety representatives

60 Eligibility to be elected

A worker is—

- (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
- (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.

61 Procedure for election of health and safety representatives

- (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.
- (2) However, an election must comply with the procedures (if any) prescribed under a regulation.
- (3) If a majority of the workers in a work group so determine, a suitable entity for assisting 1 or more of the workers may assist in conducting the election.
- (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.

Maximum penalty—100 penalty units.

62 Eligibility to vote

- (1) A health and safety representative for a work group is to be elected by members of that work group.
- (2) All workers in a work group are entitled to vote for the election of a health and safety representative for that work group.

62A Prohibition of hindering etc. election of health and safety representative

A person conducting a business or undertaking must not intentionally hinder, prevent or discourage—

- (a) the election of a health and safety representative or a deputy health and safety representative under this subdivision; or
- (b) the person conducting the election from following the procedures mentioned in section 61(2).

Maximum penalty—200 penalty units.

63 When election not required

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 candidate is to be taken to have been elected as a health and safety representative for the work group.

64 Term of office of health and safety representative

- (1) A health and safety representative for a work group holds office for 3 years.
- (2) However a person ceases to hold office as a health and safety representative for a work group if—
 - (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
 - (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
 - (c) the person is disqualified under section 65 from acting as a health and safety representative; or
 - (d) the person is removed from that position by a majority of the members of the work group under a regulation.
- (3) A health and safety representative is eligible for re-election.

65 Disqualification of health and safety representatives

- (1) An application may be made to the commission to disqualify a health and safety representative on the ground that the representative has—
 - (a) exercised a power or performed a function as a health and safety representative for an improper purpose; or
 - (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.

- (2) The following persons may make an application under this section—
 - (a) any person adversely affected by—
 - (i) the exercise of a power or the performance of a function mentioned in subsection (1)(a); or
 - (ii) the use or disclosure of information mentioned in subsection (1)(b);
 - (b) the regulator.
- (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.
- (4) A person dissatisfied with the decision of the commission may appeal under the *Industrial Relations Act 2016*, chapter 11, part 6.

Note—

See the *Industrial Relations Act 2016*, chapter 11, part 6.

66 Immunity of health and safety representatives

A health and safety representative is not personally liable for anything done or omitted to be done in good faith—

- (a) in exercising a power or performing a function under this Act; or
- (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.

67 Deputy health and safety representatives

- (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.

[s 67A]

- (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—
 - (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.

67D Applications decided on the papers

- (1) This section applies if the commission decides to decide the application after a consideration of the documents filed and without a hearing.
- (2) The commission must give the applicant and the representative a written notice stating—
 - (a) the commission is considering whether to disqualify the representative for a period or indefinitely (the *proposed action*); and
 - (b) the reason for the proposed action; and
 - (c) if the proposed action is disqualification for a period—the proposed suspension period; and
 - (d) an invitation—
 - (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
 - (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.
- (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).
- (4) Under section 65(3), the commission may—
 - (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

- (b) if the proposed action is to disqualify the representative for an indefinite period—disqualify the representative indefinitely or for a period.

67E Applications decided at a hearing

- (1) This section applies if the commission decides to decide the application at a hearing.
- (2) The commission must give the applicant and the representative at least 14 days notice of the hearing date.
- (3) To the extent practicable, the hearing is to be conducted under the rules applying to hearings of the commission under the *Industrial Relations Act 2016* with necessary changes or, if the rules make no provision or insufficient provision, in accordance with directions of the commission.
- (4) The commission may take action under section 65(3) after considering the evidence and submissions in relation to the application.
- (5) The commission may—
 - (a) disqualify the representative for a stated period; or
 - (b) disqualify the representative indefinitely.

67F Notice of decision

The commission must give the applicant and the representative a written notice stating—

- (a) the decision; and
- (b) the reasons for the decision; and
- (c) that the applicant or the representative may appeal against the decision under the *Industrial Relations Act 2016*, chapter 11, part 6.

Subdivision 5 Powers and functions of health and safety representatives

68 Powers and functions of health and safety representatives

- (1) The powers and functions of a health and safety representative for a work group are—
 - (a) to represent the workers in the work group in matters relating to work health and safety; and
 - (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
 - (c) to investigate complaints from members of the work group relating to work health and safety; and
 - (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.
- (2) In exercising a power or performing a function, the health and safety representative may—
 - (a) inspect the workplace or any part of the workplace at which a worker in the work group works—
 - (i) at any time after giving reasonable notice to the person conducting the business or undertaking at that workplace; and
 - (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
 - (aa) accompany a WHS entry permit holder if—
 - (i) the WHS entry permit holder enters, under part 7, a workplace where a worker in the work group works; and

- (ii) the WHS entry permit holder's reason for entry relates to the work group or a part of the workplace where a worker in the work group works; and
- (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
- (c) with the consent of a worker that the health and safety representative represents, 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
- (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—
 - (i) an inspector; or
 - (ii) the person conducting the business or undertaking at that workplace or the person's representative; and
- (e) request the establishment of a health and safety committee; and
- (f) request and receive information concerning the work health and safety of workers in the work group; and
- (g) whenever necessary, request the assistance of a suitable entity for the health and safety representative.

Note—

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.

- (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—

- (a) does not identify the worker; and
 - (b) could not reasonably be expected to lead to the identification of the worker.
- (4) Nothing in this Act imposes or is taken to impose a duty on a health and safety representative in that capacity.

69 Powers and functions generally limited to the particular work group

- (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.
- (2) Subsection (1) does not apply if—
 - (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
 - (b) a member of another work group asks for the representative's assistance;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.
- (3) In this section, ***another work group*** 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.

Subdivision 6 Obligations of person conducting business or undertaking to health and safety representatives

70 General obligations of person conducting business or undertaking

- (1) The person conducting a business or undertaking must—
 - (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
 - (b) confer with a health and safety representative for a work group, whenever reasonably requested by the 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 (including any information requested by a health and safety representative under section 68(2)(f)) 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
 - (ca) if the person becomes aware a notice of entry under part 7 or a notice under part 10 relating to a work group (a *relevant notice*) has been given, but the person has not been given a copy of the notice—inform a health and safety representative for the work group about the relevant notice as soon as reasonably practicable after becoming aware of the notice; and
 - (cb) if the person is given a relevant notice—give a copy of the relevant notice to a health and safety representative

- for the work group as soon as reasonably practicable after being given the notice; and
- (cc) if a notifiable incident arising out of the conduct of the business or undertaking has occurred that affects a work group—give to a health and safety representative for the work group a copy of either of the following relating to the work group—
 - (i) the written notice given to the regulator under section 38, as soon as practicable after it is given;
 - (ii) the information received by the person from the regulator under section 38(6), as soon as practicable after it is received; 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 suitable entity 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

Note—

The issue resolution procedures in division 5 and the dispute resolution process in division 7A can be used to resolve a dispute arising in relation to paragraph (c), (cb), (cc) or (g). See also section 71(8) and (9).

- (ga) inform a health and safety representative for a work group, as soon as possible, if—
 - (i) a WHS entry permit holder or an inspector has entered a workplace where a worker in the work group works; and
 - (ii) the WHS entry permit holder or inspector's purpose for entering the workplace is relevant to the work group or a part of the workplace where a worker in the work group works; and
- (h) permit a health and safety representative for the work group to accompany—
 - (i) the WHS entry permit holder while the WHS entry permit holder is exercising a right relating to a worker in the work group or a part of the workplace where a worker in the work group works; or
 - (ii) 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.

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- (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) The person conducting the business or undertaking must pay a health and safety representative exercising the representative's powers or functions under this Act the amount, including any overtime, penalties or allowances, the representative would be entitled to receive if the representative were performing their normal duties for the person during the same 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.

- (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)(g).
- (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—
 - (a) if the assistant has had his or her WHS entry permit revoked; or

- (b) during any period that the assistant's WHS entry permit is suspended or the assistant is disqualified from holding a WHS entry permit.
- (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.
- (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.
- (7) The person conducting a business or undertaking may refuse to grant access to the information mentioned in section 70(1)(c) if the information is confidential commercial information.
- (8) Subsection (9) applies if a dispute arises between the person conducting a business or undertaking and a health and safety representative about—
 - (a) the refusal under subsection (7) to grant access to information mentioned in section 70(1)(c); or
 - (b) whether or not information to which access is refused is information to which section 70(1)(c) applies; or
 - (c) the refusal to give a copy of a notice or information mentioned in section 70(1)(cb) or (cc).
- (9) The health and safety representative may ask the regulator to appoint an inspector to assist in resolving the dispute.

Note—

The issue resolution procedures in division 5 and the dispute resolution process in division 7A can also be used to resolve a dispute about the refusal of access to a workplace under subsection (5) or a dispute about a matter mentioned in subsection (8)(a), (b) or (c).

72 Obligation to train health and safety representatives

- (1) The person conducting a business or undertaking must ensure, so far as is reasonably practicable, a health and safety

representative for a work group for that business or undertaking has completed the training prescribed by regulation.

Maximum penalty—100 penalty units.

- (2) The person conducting a business or undertaking must—
- (aa) allow a health and safety representative to choose the training; and
 - (a) allow a health and safety representative to attend the training; and
 - (b) pay the training fees and any other reasonable costs associated with the health and safety representative's attendance at the training.

Maximum penalty—100 penalty units.

- (3) If—
- (a) a health and safety representative represents a work group of the workers of more than 1 business or undertaking; and
 - (b) the person conducting any of those businesses or undertakings has complied with this section in relation to the representative;

each of the persons conducting those businesses or undertakings is to be taken to have complied with this section in relation to the representative.

- (4) The person conducting the business or undertaking must pay a health and safety representative for a day (a **relevant day**) the health and safety representative attends a course of training—
- (a) if the health and safety representative usually works for the person on the relevant day—the amount, including any overtime, penalties or allowances, the health and safety representative would otherwise be entitled to receive if the representative performed their normal duties for the person on that day; or
 - (b) if the health and safety representative usually works for the person on a weekend day but attends training on the

- relevant day instead of working on the weekend day—the amount, including any overtime, penalties or allowances, the health and safety representative would otherwise be entitled to receive if the representative worked on the weekend day for the person; or
- (c) if paragraphs (a) and (b) do not apply—the amount the health and safety representative would be entitled to receive if the representative performed their normal duties for the person during the hours the representative attends the training.
- (5) If agreement can not be reached between the person conducting a business or undertaking and a health and safety representative about a matter mentioned in subsection (2)(aa), (a) or (b) or (4)(a), (b) or (c), either party may ask the regulator to appoint an inspector to assist in resolving the matter.

Note—

The issue resolution procedures in division 5, and the dispute resolution process in division 7A, can also be used to resolve an issue in relation to a matter mentioned in subsection (2)(aa), (a) or (b) or (4)(a), (b) or (c).

73 Obligation to share costs if multiple businesses or undertakings

- (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—
- (a) the costs of the representative exercising powers and performing functions under this Act; and
- (b) the costs mentioned in section 72(2)(b);
- 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.

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- (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.

74 List of health and safety representatives

A person conducting a business or undertaking must ensure that—

- (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
- (b) as soon as practicable after the list is prepared or amended, a copy is given to the regulator; and
- (c) a copy of the up-to-date list is displayed, in a way that is readily accessible to workers in each of the work groups—
 - (i) at the principal place of business of the business or undertaking; and
 - (ii) at any other workplace that is appropriate, taking into account the constitution of each work group.

Maximum penalty—20 penalty units.

Division 4 Health and safety committees

75 Health and safety committees

- (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) as soon as practicable but not later than 28 days 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

- (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.
- (2) The membership of the committee must include—
 - (a) if there is a health and safety representative at a workplace and the representative consents to being a member—the representative; and
 - (b) if there is a work health and safety officer at the workplace—the officer.
- (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) At least half of the members of the committee must be workers who are not nominated by the person conducting the business or undertaking.
- (5) If a party considers that the parties are unlikely to reach agreement within the period mentioned in section 75(1), the party may ask the regulator to appoint an inspector for the purposes of this section.

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- (6) An inspector appointed under subsection (5) must attempt to assist the parties to reach agreement about the constitution of a health and safety committee under this section.
 - (6A) Subsection (6B) applies if the inspector reasonably believes the parties are unlikely to reach agreement under this section within 7 days after the appointment.
 - (6B) The inspector must, within 7 days after the appointment—
 - (a) decide the constitution of the health and safety committee; or
 - (b) decide that a health and safety committee should not be established.
 - (7) A decision of an inspector under this section is taken to be an agreement under this section between the parties.
 - (8) A failure to comply with subsection (6), (6A) or (6B) does not invalidate a decision or purported decision under subsection (6B)(a) or (b).

77 Functions of committee

The functions of a health and safety committee are—

- (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
- (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
- (c) any other functions prescribed under a regulation or agreed between the person conducting the business or undertaking and the committee.

78 Meetings of committee

A health and safety committee must meet—

- (a) at least once every 3 months; and

- (b) at any reasonable time if—
 - (i) at least half the members of the committee request that the committee meet; or
 - (ii) if there is a work health and safety officer at the workplace—the work health and safety officer requests that the committee meet.

79 Duties of person conducting business or undertaking

- (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.

Maximum penalty—100 penalty units.

- (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.
- (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—
 - (a) hazards (including associated risks) at the workplace; and
 - (b) the health and safety of the workers at the workplace.

Maximum penalty—100 penalty units.

- (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—
 - (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.

Division 5 Issue resolution

80 Parties to an issue

- (1) In this division, *parties*, in relation to an issue, means the following—
 - (a) the person conducting the business or undertaking or the person's representative;
 - (b) if the issue involves more than 1 business or undertaking, the person conducting each business or undertaking or the person's representative;
 - (c) if the worker or workers affected by the issue are in a work group for which a health and safety representative has been elected—the health and safety representative or a suitable entity representing the health and safety representative;
 - (ca) if the worker or workers affected by the issue are in a work group for which a health and safety representative has not been elected—the worker or workers or a suitable entity representing the worker or workers;
 - (d) if the worker or workers affected by the issue are not in a work group, the worker or workers or their representative;
 - (e) if a relevant union for a worker affected by the issue notifies the person conducting the business or undertaking, in writing, that the union wants to be a party to the issue—the relevant union.
- (2) A person conducting a business or undertaking must ensure that the person's representative (if any) for the purposes of this division—
 - (a) is not a health and safety representative; and

- (b) has an appropriate level of seniority, and is sufficiently competent, to act as the person's representative.

81 Resolution of health and safety issues

- (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.
- (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.
- (3) The person conducting the business or undertaking must allow all the parties to the issue to enter and remain at the workplace for the purpose of attending discussions with a view to resolving the issue.

82 Referral of issue to regulator for resolution by inspector

- (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.
- (2) A party to the issue may ask the regulator to appoint an inspector to attend the workplace to assist in resolving the issue.

Note—

The dispute resolution process in division 7A can be used to resolve the issue.

- (3) A request to the regulator under this section does not prevent—
 - (a) a worker from exercising the right under division 6 to cease work; or

- (b) a health and safety representative from issuing a provisional improvement notice or a direction under division 6 to cease work.
- (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.

Division 6 Right to cease or direct cessation of unsafe work

83 Definition of *cease work under this division*

In this division, *cease work under this division* means—

- (a) to cease, or refuse, to carry out work under section 84; or
- (b) to cease work on a direction under section 85.

84 Right of worker to cease unsafe work

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.

85 Health and safety representative may direct that unsafe work cease

- (1) A health and safety representative may, by giving a written notice stating the matters mentioned in section 85A (a *cease work notice*) to a worker, direct the worker to cease work if—
 - (a) the worker is in a work group represented by the health and safety representative; and
 - (b) the health and safety 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.

- (2) However, the health and safety representative must not give a direction under subsection (1) unless the matter is not resolved after—
 - (a) consulting about the matter with the person conducting the business or undertaking for whom the worker is carrying out work; and
 - (b) attempting to resolve the matter as an issue under division 5.
- (2A) As soon as practicable after giving a cease work notice under subsection (1), the health and safety representative must—
 - (a) give the person conducting the business or undertaking a copy of the cease work notice; and
 - (b) display, in a prominent way in an area used by the workers who are in the work group, a copy of the cease work notice.
- (3) The health and safety representative may direct the worker or workers to cease work without consulting about the matter with the person conducting the business or undertaking 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.
- (4) A direction given under subsection (3) may be given orally.
- (5) As soon as possible after giving a direction under subsection (3), the health and safety representative must—
 - (a) give the person conducting the business or undertaking a cease work notice to inform the person of the direction given to the worker or workers under subsection (3); and
 - (b) display, in a prominent way in an area used by the workers who are in the work group, a copy of the cease work notice mentioned in paragraph (a); and
 - (c) consult with the person conducting the business or undertaking to attempt to resolve the matter.

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- (6) A health and safety representative can not give a direction under this section unless the representative has—
- (a) completed initial training prescribed by regulation under section 72(1); or
 - (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.
- (7) A direction given under this section remains effective until—
- (a) the direction given under subsection (1) or (3) is withdrawn in writing by the health and safety representative; or
 - (b) the issue is resolved with the assistance of an inspector under section 89; or
 - (c) an inspector issues a prohibition notice in relation to the matter; or
 - (d) the commission decides or deals with the dispute under division 7A.

85A Contents of cease work notice

A cease work notice, in relation to a direction given under section 85(1) or (3), must state—

- (a) briefly, the health and safety representative's concern and the basis for that concern by reference to—
 - (i) the risk to the worker's health or safety; and
 - (ii) the work that, if carried out, will expose the worker to a serious risk to the worker's health or safety; and
- (b) whether the direction is given under section 85(1) or (3); and
- (c) a description of the work group, or the name of the worker, subject to the direction; and

- (d) the day and time—
 - (i) if the direction is given under section 85(1)—the notice is given to the worker; or
 - (ii) if the direction is given under section 85(3)—the direction was given to the worker; and
- (e) if the direction is given under section 85(1)—confirmation the health and safety representative has—
 - (i) consulted about the matter with the person conducting the business or undertaking; and
 - (ii) attempted to resolve the matter as an issue under division 5; and
- (f) the name of the health and safety representative.

86 Worker to notify if ceases work

A worker who ceases work under this division must—

- (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
- (b) remain available to carry out suitable alternative work.

87 Alternative work

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.

88 Continuity of engagement of worker

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—

- (a) at the same or another workplace; and
- (b) that was safe and appropriate for the worker to carry out.

89 Request to regulator to appoint inspector to assist

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.

Note—

The issue resolution procedures in division 5, and the dispute resolution process in division 7A, can also be used to resolve an issue arising in relation to the cessation of work.

Division 7 Provisional improvement notices

90 Provisional improvement notices

- (1) This section applies if a health and safety representative reasonably believes that a person—
 - (a) is contravening a provision of this Act; or
 - (b) has contravened a provision of this Act in circumstances that make it likely that the contravention will continue or be repeated.
- (2) The health and safety representative may issue a provisional improvement notice requiring the person to—
 - (a) remedy the contravention; or
 - (b) prevent a likely contravention from occurring; or
 - (c) remedy the things or operations causing the contravention or likely contravention.

[s 91]

- (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.
- (4) A health and safety representative can not issue a provisional improvement notice unless the representative has—
 - (a) completed initial training prescribed by regulation under section 72(1); or
 - (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 4 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 contravention or prevent the likely contravention or the matters or activities causing the contravention or likely contravention to which the notice relates.
- (2) A direction included in a provisional improvement notice may—
 - (a) refer to a code of practice; and
 - (b) offer the person to whom it is issued a choice of ways in which to remedy the contravention.

94 Changes to provisional improvement notice

- (1) A health and safety representative may make minor changes to a provisional improvement notice—
 - (a) for clarification; or
 - (b) to correct errors or references; or
 - (c) to reflect changes of address or other circumstances.
- (2) Also, a health and safety representative may change the day by which the person is required to remedy the contravention or likely contravention with the agreement of—
 - (a) the person to whom the notice was issued; or
 - (b) if the person mentioned in paragraph (a) is a worker, the person conducting the business or undertaking at the workplace at which the worker carries out work.

95 Issue of provisional improvement notice

A provisional improvement notice may be issued to a person under section 209.

96 Health and safety representative may cancel notice

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.

97 Display of provisional improvement notice

- (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.

Maximum penalty—50 penalty units.

- (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.

Maximum penalty—50 penalty units.

97A Person conducting business or undertaking to give copy of provisional improvement notice to regulator

- (1) This section applies if a health and safety representative issues a provisional improvement notice to a person conducting a business or undertaking.
- (2) As soon as practicable after the provisional improvement notice is issued, the person conducting the business or undertaking must give the regulator a copy of the notice.

Maximum penalty—50 penalty units.

98 Formal irregularities or defects in notice

A provisional improvement notice is not invalid only because of—

- (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.

99 Offence to contravene a provisional improvement notice

- (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.
- (2) The person must comply with the provisional improvement notice within the time stated in the notice.

Maximum penalty—500 penalty units.

100 Request for review of provisional improvement notice

- (1) Within 3 days after a provisional improvement notice is issued to a person—
 - (a) the person to whom it was issued; or
 - (b) if the person is a worker, the person conducting the business or undertaking at the workplace at which the worker carries out work;

may ask the regulator to appoint an inspector to review the notice.

- (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.

101 Regulator to appoint inspector to review notice

- (1) The regulator must ensure that an inspector attends the workplace as soon as practicable after a request is made under section 100.
- (2) The inspector must review the provisional improvement notice and inquire into the circumstances that are the subject of the provisional improvement notice.
- (3) An inspector may review a provisional improvement notice even if the period for compliance with the notice has expired.

102 Decision of inspector on review of provisional improvement notice

- (1) After reviewing the provisional improvement notice, the inspector must—
 - (a) confirm the provisional improvement notice; or
 - (b) confirm the provisional improvement notice with changes; or
 - (c) cancel the provisional improvement notice.
- (2) The inspector must give a copy of his or her decision to—
 - (a) the applicant for the review of the provisional improvement notice; and
 - (b) the health and safety representative who issued the notice.
- (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.

Division 7A Work health and safety disputes

102A Definitions for division

In this division—

dispute means a dispute about a WHS matter that exists between any of the following persons—

- (a) a person conducting a business or undertaking;
- (b) a worker affected by the WHS matter;
- (c) a health and safety representative affected by the WHS matter;
- (d) a relevant union for a worker affected by the WHS matter;
- (e) a representative for a worker affected by the WHS matter.

health and safety committee matter means the constitution of a health and safety committee under section 76.

WHS matter means any of the following matters—

- (a) a work group determination matter;
- (b) a work group variation matter;
- (c) access to information by a health and safety representative under section 70(1)(c);
- (d) the giving of a notice or information to a health and safety representative under section 70(1)(cb) or (cc);
- (e) a request by a health and safety representative for a person assisting the representative to have access to the workplace under section 70(1)(g);
- (f) a matter mentioned in section 72(2)(aa), (a) or (b) or (4)(a), (b) or (c) relating to training for a health and safety representative;
- (g) a health and safety committee matter;
- (h) a matter about work health and safety that is an issue to which division 5 applies;
- (i) an issue about cessation of work under division 6.

work group determination matter means the negotiation for the determination of a work group under section 52(1).

work group variation matter means the negotiation for a variation of an agreement concerning the determination of a work group under section 52(4).

Note—

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

102AA Application of division

This division applies in relation to any of the following disputes—

- (a) a dispute about a WHS matter that is a work group determination matter, work group variation matter or health and safety committee matter, if—
 - (i) an inspector has been appointed to assist the parties to the dispute to reach an agreement about the matter; and
 - (ii) the inspector has made a decision relating to the dispute under section 54(5)(a) or (b) or 76(6B);
- (b) a dispute about a WHS matter, other than a WHS matter mentioned in paragraph (a), whether or not an inspector has been appointed to assist in resolving the dispute.

102B Notice of dispute may be given to commission

- (1) A party to the dispute may give the industrial registrar written notice of the dispute.
- (2) The notice must state each of the following matters—
 - (a) the names of the parties to the dispute;
 - (b) the workplace where the dispute exists;
 - (c) the WHS matter the subject of the dispute;
 - (d) if, under this part, an inspector has been appointed to assist the parties reach an agreement or resolve the dispute—whether a decision made by the inspector to exercise, or not to exercise, compliance powers under part 10 is subject to review under part 12.

- (3) On receiving the notice, the industrial registrar must immediately publish it on the QIRC website within the meaning of the *Industrial Relations Act 2016*.
- (4) If a relevant union for a worker affected by the WHS matter is not named as a party to the dispute in the notice, the union may notify the industrial registrar, in writing, that the union wants to participate in the resolution of the dispute.
- (5) A relevant union that gives notice under subsection (4) is taken to be a party to the dispute for the purposes of this division.

102BA Effect of notice of dispute on involvement of inspector

- (1) This section applies if—
 - (a) the dispute is a dispute mentioned in section 102AA(b); and
 - (b) notice of the dispute is given under section 102B(1).
- (2) A party to the dispute must not ask the regulator to appoint an inspector to assist in resolving the dispute and the regulator must not appoint an inspector to assist in resolving the dispute.
- (3) If an inspector has already been appointed to assist in resolving the dispute, the inspector must take no further action to attempt to assist to resolve the dispute.
- (4) Subsection (3) applies subject to any order made by the commission in relation to the dispute, including, for example, an order mentioned in section 102C(3) or directions mentioned in section 102D(2)(a)(iii).

102C Action for settling dispute

- (1) This section applies if notice of a dispute has been given under section 102B.
- (2) The commission may deal with the dispute in any way it thinks fit, including by means of mediation, conciliation or arbitration.

[s 102D]

- (3) Without limiting subsection (2), if the commission deals with the dispute by arbitration, the commission may make any order it considers appropriate for the prompt settlement of the dispute.
- (4) A person must not contravene an order made under subsection (3).

WHS civil penalty provision.

Maximum penalty—100 penalty units.

102D Review of particular decisions made by inspector

- (1) Subsections (1A) to (2A) apply if the dispute relates to any of the following decisions (each an *original decision*) made by an inspector—
 - (a) a decision under section 54(5) or 76(6B);
 - (b) a decision (a *compliance decision*) to exercise, or not to exercise, compliance powers under part 10 to assist in resolving the dispute.
- (1A) In dealing with the dispute under this division, the commission may review the decision.
- (2) If the commission reviews the original decision under subsection (1A), the commission—
 - (a) may decide to—
 - (i) confirm or vary the original decision; or
 - (ii) set aside the original decision and substitute another decision the commission considers appropriate; or
 - (iii) set aside the original decision and return the matter to the inspector who made it with directions the commission considers appropriate; and
 - (b) must give the regulator notice of—
 - (i) the commission's decision to review the original decision; and

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- (ii) any decision made by the commission under paragraph (a) (the *review decision*).
- (2A) Despite section 102C(3), the commission must not make an order under this division staying the operation of the original decision.
- (2B) Subsections (3) to (6) apply if the dispute relates to an original decision that is a compliance decision.
- (3) A notice mentioned in subsection (2)(b)(i) must state that any review of the compliance decision, or any stay of the operation of the compliance decision, under part 12 ends on the making of the commission's decision to review the compliance decision under this section.
- (5) A compliance decision reviewed by the commission under this section is, from the time the commission decides to review the decision, taken not to be a reviewable decision under section 223.
- (6) If the compliance decision is or has been the subject of review proceedings under part 12—
- (a) any review of the compliance decision, or any stay of the operation of the compliance decision, under that part ends when the commission decides to review the compliance decision; and
 - (b) subsection (5) does not affect the validity of any action taken under part 12 before the making of the commission's decision to review the compliance decision.

102E Decision not to deal with dispute

- (1) The commission may decide not to deal with a dispute about a WHS matter if—
- (a) notice of the dispute was not given in accordance with section 102B; or

[s 102F]

- (b) the commission considers the WHS matter the subject of the dispute is frivolous, vexatious, misconceived or lacking in substance.
- (2) Subsection (1) does not limit the grounds on which the commission may decide not to deal with the dispute.
- (3) The commission may make a decision under subsection (1) on its own initiative.

102F Costs

- (1) A party to a dispute notified to the commission under this division must bear the party's own costs in relation to the dispute.
- (2) However, the commission may order a party (the *first party*) to pay costs incurred by another party in relation to the dispute if the commission is satisfied—
 - (a) the WHS matter the subject of the dispute is frivolous, vexatious, misconceived or lacking in substance; and
 - (b) the first party notified the dispute to the commission or has otherwise acted without reasonable cause in relation to the dispute.
- (3) If the commission orders the payment of costs, the amount ordered may be recovered as a debt.
- (4) Subsection (3) does not limit other ways in which amounts may be recovered on an order of the commission.

102G Appeal

A person dissatisfied with a decision made by the commission under this division may appeal under the *Industrial Relations Act 2016*, chapter 11, part 6.

Division 8 Part not to apply to prisoners and detainees

103 Part does not apply to prisoners and detainees

Nothing in this part applies to a worker who is—

- (a) under the *Corrective Services Act 2006*, a prisoner detained in a corrective services facility; or
- (b) under the *Youth Justice Act 1992*, a person detained in a detention centre; or
- (c) under the *Police Powers and Responsibilities Act 2000*, a person in custody in a watch-house.

Part 5A Work health and safety officers

103A Appointment

- (1) A person conducting a business or undertaking may appoint, as a work health and safety officer for that business or undertaking, a person who holds a certificate of authority for appointment as a work health and safety officer.
- (2) A person conducting a business or undertaking may appoint himself or herself as a work health and safety officer for that business or undertaking under subsection (1).

Note—

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

103B General functions of work health and safety officer who is not the person conducting the business or undertaking

- (1) This section applies to a work health and safety officer if the officer is not the person conducting the business or undertaking.
- (2) The functions of the work health and safety officer are—

[s 103C]

- (a) to notify the person conducting the business or undertaking about work health and safety matters; and
- (b) to identify hazards and risks to health and safety arising from the work carried out as part of the conduct of the business or undertaking; and
- (c) to report, in writing to the person conducting the business or undertaking, any hazards and risks identified under paragraph (b); and
- (d) to immediately notify the person conducting the relevant business or undertaking about—
 - (i) any incident the work health and safety officer is aware has occurred at the business or undertaking; or
 - (ii) any immediate or imminent risk to health and safety at the business or undertaking; and
- (e) to investigate, or assist in the investigation of, any incidents that occurred at the business or undertaking; and
- (f) to accompany and assist an inspector during an inspection of the business or undertaking; and
- (g) to establish educational and training programs on matters relating to work health and safety; and
- (h) any other function prescribed by regulation.

103C General functions of work health and safety officer who is the person conducting the business or undertaking

- (1) This section applies to a work health and safety officer if the officer is the person conducting the business or undertaking.
- (2) The functions of the work health and safety officer are—
 - (a) to investigate, or assist in the investigation of, any incidents that occurred at the business or undertaking; and

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- (b) to accompany and assist an inspector during an inspection of the business or undertaking; and
 - (c) to establish educational and training programs on matters relating to work health and safety; and
 - (d) any other function prescribed by regulation.

103D Assessment functions

- (1) A work health and safety officer must, at least every 12 months or within any other intervals agreed under subsection (2) for the business or undertaking—
 - (a) assess risks to health and safety arising from work carried out as part of the conduct of the business or undertaking; and
 - (b) if there is a work health and safety criteria for the business or undertaking—assess the risks in accordance with the criteria; and
 - (c) comply with section 103E in relation to the assessment.
- (2) If there is a health and safety committee at the business or undertaking, the committee and the work health and safety officer may agree on the intervals within which the officer must carry out the functions mentioned in subsection (1).
- (3) In this section—

work health and safety criteria, for a business or undertaking, means a work health and safety criteria approved by a health and safety committee for the business or undertaking.

103E Assessment reports

- (1) The work health and safety officer must—
 - (a) prepare a report (an *assessment report*) for the assessment carried out under section 103D(1); and
 - (b) if the assessment identifies any risks to health and safety arising from the work carried out as part of the conduct

[s 103F]

of the business or undertaking—include in the report recommendations about managing the risks.

- (2) The work health and safety officer must, within 30 days after the assessment has been carried out, give a copy of the assessment report to—
 - (a) if the work health and safety officer is not the person conducting the business or undertaking—the person conducting the business or undertaking; and
 - (b) if there is a health and safety committee at the business or undertaking—the committee.

103F General obligations of person conducting business or undertaking to work health and safety officer

- (1) This section applies to a person conducting a business or undertaking if the person has appointed another person as a work health and safety officer for the business or undertaking.
- (2) The person conducting the business or undertaking must—
 - (a) give the work health and safety officer information that the person has about risks to the health and safety of workers and any other person at the business or undertaking; and
 - (b) with the consent of a worker, allow the work health and safety officer to be present at an interview concerning work health and safety matters between the worker and the person; and
 - (c) consult, so far as is reasonably practicable, with the work health and safety officer about any proposed changes to workplace practices that affect, or may affect, work health and safety at the business or undertaking; and
 - (d) allow the work health and safety officer to inspect the business or undertaking and carry out assessments at the business or undertaking during normal working hours; and

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- (e) take appropriate action to manage—
 - (i) any hazards and risks notified to the person by the work health and safety officer or included in an assessment report prepared by the work health and safety officer; and
 - (ii) any incidents or immediate or imminent risks that have been notified to the person by the work health and safety officer; and
 - (f) provide resources and assistance to the work health and safety officer that are reasonably necessary to enable the officer to exercise the officer's functions under this Act; and
 - (g) keep an assessment report given to the person for at least 5 years.

Maximum penalty—50 penalty units.

- (3) The person conducting the business or undertaking may instruct the work health and safety officer to take reasonable action to eliminate or minimise risks to health and safety.

103G Immunity for work health and safety officers

A work health and safety officer who is not the person conducting the business or undertaking is not personally liable for anything done or omitted to be done in good faith—

- (a) in performing a function under this Act; or
- (b) in the reasonable belief that the thing was done or omitted to be done in the performance of a function under this Act.

103H Appointment of work health and safety officers does not affect duties and obligations under this Act

The appointment of a work health and safety officer at a business or undertaking by a person conducting the business or undertaking does not affect any duty or obligation owed by the person under this Act.

103I Displaying identities

- (1) The person conducting a business or undertaking must display, under this section, an up-to-date list of each work health and safety officer for the business or undertaking.

Maximum penalty—40 penalty units.

- (2) The list must—
 - (a) be displayed within 5 days after the day a work health and safety officer is appointed for that business or undertaking; and
 - (b) be displayed in at least 1 conspicuous place at the business or undertaking and in a way that ensures it can be seen by workers at the business or undertaking.

Part 6 Discriminatory, coercive and misleading conduct

Division 1 Prohibition of discriminatory, coercive or misleading conduct

104 Prohibition of discriminatory conduct

- (1) A person must not engage in discriminatory conduct for a prohibited reason.

Maximum penalty—1,000 penalty units.

- (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.

Note—

Civil proceedings may be taken under division 3 in relation to discriminatory conduct engaged in for a prohibited reason.

105 What is *discriminatory conduct*

- (1) For this part, a person engages in *discriminatory conduct* if—
- (a) the person—
 - (i) dismisses a worker; or
 - (ii) terminates a contract for services with a worker; or
 - (iii) puts a worker to his or her detriment in the engagement of the worker; or
 - (iv) alters the position of a worker to the worker's detriment; or
 - (v) treats a worker less favourably than other workers of the person; or
 - (b) the person—
 - (i) refuses or fails to offer to engage a prospective worker; or
 - (ii) treats a prospective worker less favourably than another prospective worker would be treated in offering terms of engagement; or
 - (c) the person terminates a commercial arrangement with another person; or
 - (d) the person refuses or fails to enter into a commercial arrangement with another person.
- (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.

106 What is a *prohibited reason*

Conduct mentioned in section 105 is engaged in for a *prohibited reason* 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)—

- (a) is, has been or proposes to be a work health and safety officer, a health and safety representative or a member of a health and safety committee; or
- (b) undertakes, has undertaken or proposes to undertake another role under this Act; or
- (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 work health and safety officer, as a health and safety representative or as a member of a health and safety committee; or
- (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
- (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
- (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
- (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
- (h) raises or has raised or proposes to raise an issue or concern about work health and safety with—
 - (i) the person conducting a business or undertaking; or
 - (ii) an inspector; or
 - (iii) a WHS entry permit holder; or
 - (iv) a health and safety representative; or

- (v) a work health and safety officer who is not the person conducting the business or undertaking; or
- (vi) a member of a health and safety committee; or
- (vii) another worker; or
- (viii) any other person who has a duty under this Act in relation to the matter; or
- (ix) any other person exercising a power or performing a function under this Act; or
- (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
- (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.

107 Prohibition of requesting, instructing, inducing, encouraging, authorising or assisting discriminatory conduct

A person must not request, instruct, induce, encourage, authorise or assist another person to engage in discriminatory conduct in contravention of section 104.

Maximum penalty—1,000 penalty units.

Note—

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.

108 Prohibition of coercion or inducement

- (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—
 - (a) to exercise or not to exercise a power, or to propose to exercise or not to exercise a power, under this Act; or

- (b) to perform or not to perform a function, or to propose to perform or not to perform a function, under this Act; or
- (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
- (d) to refrain from seeking, or continuing to undertake, a role under this Act.

Maximum penalty—1,000 penalty units.

Note—

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

- (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.
- (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.
- (4) In this section—

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

109 Misrepresentation

- (1) A person must not knowingly or recklessly make a false or misleading representation to another person about that other person's—
 - (a) rights or obligations under this Act; or
 - (b) ability to initiate, or participate in, a process or proceedings under this Act; or
 - (c) ability to make a complaint or inquiry to a person or body empowered under this Act to seek compliance with this Act.

Maximum penalty—1,000 penalty units.

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

Division 2 Criminal proceedings in relation to discriminatory conduct

110 Proof of discriminatory conduct

- (1) This section applies if in proceedings for an offence of contravening section 104 or 107, the prosecution—
- (a) proves that the discriminatory conduct was engaged in; and
 - (b) proves that a circumstance mentioned in section 106(a) to (j) existed at the time the discriminatory conduct was engaged in.
- (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.
- (3) To remove doubt it is declared that, the burden of proof on the defendant under subsection (2) is a legal burden of proof.

111 Order for compensation or reinstatement

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—

- (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;
- (b) in relation to a person who was or is an employee or prospective employee, an order that—

- (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
- (ii) the person be employed in the position for which he or she had applied or a similar position.

Division 3 Civil proceedings in relation to discriminatory or coercive conduct

112 Civil proceedings in relation to engaging in or inducing discriminatory or coercive conduct

- (1) An eligible person may apply to the commission for an order under this section.
- (2) The commission may make 1 or more of the orders set out in subsection (3) in relation to a person who has—
 - (a) engaged in discriminatory conduct for a prohibited reason; or
 - (b) requested, instructed, induced, encouraged, authorised or assisted another person to engage in discriminatory conduct for a prohibited reason; or
 - (c) contravened section 108.
- (3) For subsection (2), the orders that the commission may make are—
 - (a) an injunction; or
 - (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 commission considers appropriate; or
 - (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—

- (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
 - (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 commission 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 commission.
- (6) For this section, each of the following is an *eligible person*—
 - (a) a person affected by the contravention;
 - (b) if a worker is affected by the contravention as a worker—a suitable entity representing the worker;
 - (c) if a person is affected by the contravention other than as a worker—someone who is authorised as a representative by the person.

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

114 General provisions relating to orders

- (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.
- (2) If the commission 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.
- (3) If a court makes an order under section 111 in a proceeding for an offence under section 104 or 107, the commission 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.

115 Prohibition of multiple actions

A person can not—

- (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
- (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
 - (c) commence or continue an application under division 3 if the person has failed in a proceeding, application or 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.

Part 7 **Workplace entry by WHS entry permit holders**

Division 1 **Introductory**

116 **Definitions**

In this part—

official of a union means a person who holds an office in, or is an employee of, the union.

relevant person conducting a business or undertaking 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.

relevant union means the union that a WHS entry permit holder represents.

relevant worker, in relation to a workplace, means a worker—

- (a) who is a member, or eligible to be a member, of a relevant union; and
- (b) whose industrial interests the relevant union is entitled to represent; and

- (c) who works at that workplace.

Division 2 Entry to inquire into suspected contraventions

117 Entry to inquire into suspected contraventions

- (1) A WHS entry permit holder may enter a workplace for the purpose of inquiring into a suspected contravention of this Act or the *Electrical Safety Act 2002* that relates to, or affects, a relevant worker.
- (2) The WHS entry permit holder must reasonably suspect before entering the workplace that the contravention has occurred or is occurring.

118 Rights that may be exercised while at workplace

- (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 or the *Electrical Safety Act 2002*—
 - (a) inspect any work system, plant, substance, structure or other thing relevant to the suspected contravention;
 - (b) consult with the relevant workers in relation to the suspected contravention;
 - (c) consult with the relevant person conducting a business or undertaking about the suspected contravention;
 - (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—
 - (i) is kept at the workplace; or
 - (ii) is accessible from a computer that is kept at the workplace;

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- (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;
 - (f) remain at the workplace for the time necessary to achieve the purpose of the entry, subject to section 126.
- (2) Also, 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.
- (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).

WHS civil penalty provision.

Maximum penalty—100 penalty units.

- (4) Subsection (3) places an evidential burden on the defendant to show a reasonable excuse.

Note—

The use or disclosure of personal information obtained under this section is regulated under the *Privacy Act 1988* of the Commonwealth.

119 Notice of entry

- (1) Before entering a workplace under section 117, a WHS entry permit holder must give notice of the proposed entry and the suspected contravention of this Act or the *Electrical Safety Act 2002* to—
- (a) the relevant person conducting a business or undertaking; and
 - (b) the person with management or control of the workplace.
- (2) The notice must comply with a regulation made for this section.

[s 120]

- (3) 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.
- (4) Subsection (5) applies if a WHS entry permit holder reasonably believes that a relevant worker is exposed to a serious risk to their health and safety, emanating from an immediate or imminent exposure to a hazard.
- (5) Despite subsections (1) and (3), the WHS entry permit holder may give the notice to the persons mentioned in subsection (1) as soon as reasonably practicable after entering the workplace.
- (6) A notice given or purported to be given under this section is not invalid only because of—
 - (a) a formal defect or irregularity in the notice; or
 - (b) a failure to use the correct name of a person or relevant union mentioned in the notice if the notice sufficiently identifies the person or union.

120 Entry to inspect employee records or information held by another person

- (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 or the *Electrical Safety Act 2002*.
- (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—
 - (a) employee records that are directly relevant to a suspected contravention; or
 - (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.
- (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.

- (4) The notice must comply with a regulation made for this section.
- (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.

Note—

The use or disclosure of personal information obtained under this section is regulated under the *Privacy Act 1988* of the Commonwealth.

Division 3 Entry to consult and advise workers

121 Entry to consult and advise workers

- (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.
- (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.

122 Notice of entry

- (1) Before entering a workplace under this division, a WHS entry permit holder must give notice of the proposed entry to—
 - (a) the relevant person conducting a business or undertaking; and
 - (b) the person with management or control of the workplace.
- (2) The notice must comply with a regulation made for this section.

[s 123]

- (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.

Division 4 Requirements for WHS entry permit holders

123 Contravening WHS entry permit conditions

A WHS entry permit holder must not contravene a condition imposed on the WHS entry permit.

WHS civil penalty provision.

Maximum penalty—100 penalty units.

124 WHS entry permit holder must also hold permit under other law

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.

WHS civil penalty provision.

Maximum penalty—100 penalty units.

125 WHS entry permit to be available for inspection

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.

WHS civil penalty provision.

Maximum penalty—100 penalty units.

126 When right may be exercised

A WHS entry permit holder may exercise a right under division 2 or 3 only during the usual working hours at the workplace.

WHS civil penalty provision.

Maximum penalty—100 penalty units.

127 Where the right may be exercised

A WHS entry permit holder may exercise a right of entry to a workplace only in relation to—

- (a) the area of the workplace where the relevant workers work; or
- (b) any other work area that directly affects the health or safety of those workers.

128 Work health and safety requirements

- (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—

- (a) any work health and safety requirement that applies to the workplace; and
- (b) any other legislated requirement that applies to that type of workplace.

WHS civil penalty provision.

Maximum penalty—100 penalty units.

- (2) A request to comply with a work health and safety requirement under subsection (1)(a) is not reasonable if complying with the request would unduly delay or unreasonably prevent or hinder the WHS entry permit holder exercising a right of entry to a workplace under division 2 or 3.

129 Residential premises

A WHS entry permit holder must not enter any part of a workplace that is used only for residential purposes.

WHS civil penalty provision.

Maximum penalty—100 penalty units.

130 WHS entry permit holder not required to disclose names of workers

- (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.
- (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.

Division 5 WHS entry permits

131 Application for WHS entry permit

- (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.
- (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—
 - (a) is an official of the union; and
 - (b) has satisfactorily completed the prescribed training; and
 - (c) holds, or will hold, an entry permit under the Fair Work Act or an industrial officer authority.

132 Consideration of application

In considering whether to issue a WHS entry permit, the industrial registrar must take into account—

- (a) the object of this Act and the purpose of the *Electrical Safety Act 2002*; and
- (b) the object of allowing union right of entry to workplaces for work health and safety purposes.

133 Eligibility criteria

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—

- (a) is an official of the union; and
- (b) has satisfactorily completed the prescribed training; and
- (c) holds, or will hold, an entry permit under the Fair Work Act or an industrial officer authority.

134 Issue of WHS entry permit

- (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) A person dissatisfied with the decision of the industrial registrar may appeal under the *Industrial Relations Act 2016*, chapter 11, part 6.

Note—

See the *Industrial Relations Act 2016*, chapter 11, part 6.

135 Conditions on WHS entry permit

The industrial registrar may impose conditions on a WHS entry permit.

136 Term of WHS entry permit

A WHS entry permit has effect for a term of 3 years from the date it is issued.

137 Expiry of WHS entry permit

- (1) Unless it is earlier revoked, a WHS entry permit expires at the first of the following to occur—
 - (a) at the end of the term of the WHS entry permit;
 - (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;
 - (c) when the permit holder ceases to be an official of the union that applied for the permit;
 - (d) the union that applied for the permit ceases to be—
 - (i) an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (Cwlth); or
 - (ii) an employee organisation registered under the *Industrial Relations Act 2016*, chapter 12.
- (2) An application may be made for the issue of a subsequent WHS entry permit before or after the current WHS entry permit expires.

138 Application to revoke WHS entry permit

- (1) The following persons may apply to the commission for a WHS entry permit held by a person to be revoked—
 - (a) the regulator;
 - (b) the relevant person conducting a business or undertaking;
 - (c) any other person in relation to whom the WHS entry permit holder has exercised or purported to exercise a right under this part;

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- (d) any other person affected by the exercise or purported exercise of a right under this part by a WHS entry permit holder.
- (2) The grounds for an application for revocation of a WHS entry permit are—
 - (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
 - (b) that the permit holder has contravened any condition of the WHS entry permit; or
 - (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
 - (d) in exercising or purporting to exercise a right under this part, that the permit holder has intentionally hindered or obstructed a person conducting the business or undertaking or workers at a workplace.
 - (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.
 - (4) The person who holds the WHS entry permit and the union that the WHS entry permit holder represents are parties to the application.

139 Commission must permit WHS entry permit holder to show cause

- (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—
 - (a) give the WHS entry permit holder written notice (a *show cause notice*); and

- (b) if the commission considers it appropriate, suspend the operation of the WHS entry permit until the commission decides the application for revocation.
- (2) The show cause notice must—
- (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
 - (b) be accompanied by a summary of the reasons for the application; and
 - (c) if applicable, be accompanied by a notice of suspension of the permit.

140 Determination of application

- (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—
- (a) an order imposing conditions on the WHS entry permit;
 - (b) an order suspending the WHS entry permit;
 - (c) an order revoking the WHS entry permit;
 - (d) an order about the future issue of a WHS entry permit to the person whose WHS entry permit is revoked;
 - (e) an order imposing any alternative action the commission considers appropriate.
- (2) In deciding what action to take under subsection (1), in relation to a person, the commission must take into account—
- (a) the seriousness of any findings of the commission having regard to the object of this Act and, if relevant, the purpose of the *Electrical Safety Act 2002*; and
 - (b) any other matters the commission considers relevant.

- (3) A person dissatisfied with the decision of the commission may appeal under the *Industrial Relations Act 2016*, chapter 11, part 6.

Note—

See the *Industrial Relations Act 2016*, chapter 11, part 6.

Division 6 Dealing with disputes

Subdivision 1 Role of inspectors

141 Application for assistance of inspector to resolve dispute

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.

Subdivision 2 Role of commission

142 Commission may deal with a dispute about a right of entry under this Act

- (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).
- (2) The commission may deal with the dispute in any way it thinks fit, including by means of mediation, conciliation or arbitration.
- (3) If the commission deals with the dispute by arbitration, it may make 1 or more of the following orders—
 - (a) an order imposing conditions on a WHS entry permit;
 - (b) an order suspending a WHS entry permit;

- (c) an order revoking a WHS entry permit;
 - (d) an order about the future issue of WHS entry permits to 1 or more persons;
 - (e) any other order it considers appropriate.
- (4) The commission may deal with the dispute—
- (a) on its own initiative; or
 - (b) on application by any of the following to whom the dispute relates—
 - (i) a WHS entry permit holder;
 - (ii) the relevant union;
 - (iii) the relevant person conducting a business or undertaking;
 - (iv) any other person in relation to whom the WHS entry permit holder has exercised or purported to exercise the right of entry;
 - (v) any other person affected by the exercise or purported exercise of the right of entry by a WHS entry permit holder;
 - (vi) the regulator.
- (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.
- (6) A person dissatisfied with the decision of the commission may appeal under the *Industrial Relations Act 2016*, chapter 11, part 6.

Note—

See the *Industrial Relations Act 2016*, chapter 11, part 6.

143 Contravening order made to deal with dispute

A person must not contravene an order under section 142(3).
WHS civil penalty provision.

Maximum penalty—100 penalty units.

Division 7 Prohibitions

144 Person must not refuse or delay entry of WHS entry permit holder

- (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.

Maximum penalty—500 penalty units.

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

145 Person must not hinder or obstruct WHS entry permit holder

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.

WHS civil penalty provision.

Maximum penalty—500 penalty units.

146 WHS entry permit holder must not delay, hinder or obstruct any person or disrupt work at workplace

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.

WHS civil penalty provision.

Maximum penalty—500 penalty units.

147 Misrepresentations about things authorised by this part

- (1) A person must not take action—
- (a) with the intention of giving the impression; or
 - (b) reckless as to whether the impression is given;
- that the doing of a thing is authorised by this part if it is not so authorised.
- WHS civil penalty provision.
Maximum penalty—500 penalty units.
- (2) Subsection (1) does not apply if the person reasonably believes that the doing of the thing is authorised.

148 Unauthorised use or disclosure of information or documents

A person must not use or disclose information or a document obtained under division 2 in an inquiry into a suspected contravention of this Act or the *Electrical Safety Act 2002* mentioned in section 117(1) for a purpose that is not related to the inquiry or rectifying the suspected contravention, unless—

- (a) the person reasonably believes that the use or disclosure is necessary to lessen or prevent—
 - (i) a serious risk to a person's health or safety; or
 - (ii) a serious threat to public health or safety, whether in relation to the suspected contravention or generally; or
- (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
- (c) the use or disclosure is required or authorised by or under law; or
- (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 *Privacy Act 1988* of the Commonwealth)—

- (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;
 - (ii) the enforcement of laws relating to the confiscation of the proceeds of crime;
 - (iii) the protection of the public revenue;
 - (iv) the prevention, detection, investigation or remedying of seriously improper conduct or prescribed conduct;
 - (v) the preparation for, or conduct of, proceedings before any court or tribunal, or implementation of the orders of a court or tribunal; or
- (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.

WHS civil penalty provision.

Maximum penalty—500 penalty units.

Note—

The use or disclosure of personal information obtained under division 2 is also regulated under the *Privacy Act 1988* (Cwlth).

Division 8 General

149 Return of WHS entry permits

- (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—
- (a) the permit is revoked or suspended;

(b) the permit expires.

WHS civil penalty provision.

Maximum penalty—20 penalty units.

- (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—
- (a) the person, or the person's union, applies to the industrial registrar for the return of the permit; and
 - (b) the permit has not expired.

150 Union to provide information to industrial registrar

The relevant union must advise the industrial registrar if—

- (a) the WHS entry permit holder resigns from or otherwise leaves the union; or
- (b) the WHS entry permit holder has had any entry permit granted under a corresponding WHS law, or the Fair Work Act or the *Workplace Relations Act 1996* of the Commonwealth (no matter when in force), or an industrial officer authority, cancelled or suspended; or
- (c) the union ceases to be—
 - (i) an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (Cwlth); or
 - (ii) an employee organisation registered under the *Industrial Relations Act 2016*, chapter 12.

WHS civil penalty provision.

Maximum penalty—50 penalty units.

151 Register of WHS entry permit holders

The industrial registrar must keep available for public access an up-to-date register of WHS entry permit holders as provided under a regulation.

Part 8 The regulator

Division 1 Functions of regulator

152 Functions of regulator

The regulator has the following functions—

- (a) to advise and make recommendations to the Minister and report on the operation and effectiveness of this Act;
- (b) to monitor and enforce compliance with this Act;
- (c) to provide advice and information on work health and safety to duty holders under this Act and to the community;
- (d) to collect, analyse and publish statistics relating to work health and safety;
- (e) to foster a cooperative, consultative relationship between duty holders and the persons to whom they owe duties and their representatives in relation to work health and safety matters;
- (f) to promote and support education and training on matters relating to work health and safety;
- (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;
- (h) any other function conferred on the regulator under this Act.

Note—

The regulator is appointed under schedule 2, part 1.

153 Powers of regulator

- (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) Without limiting subsection (1), the regulator has all the powers and functions that an inspector has under this Act.

154 Delegation by regulator

- (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.
- (2) In this section—
appropriately qualified includes having the qualifications, experience or standing appropriate to perform the function or exercise the power.

Example of standing—

a person's classification level in the public service

Division 2 Powers of regulator relating to information

155 Powers of regulator to obtain information

- (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.
- (2) The regulator may, by written notice served on the person, require the person to do one or more of the following—
 - (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;
- (b) to produce to the regulator, in accordance with the notice, those documents;
 - (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.
- (2A) The notice may be served in any way that a notice may be issued or given under section 209.
- (3) The notice must—
- (a) state that the requirement is made under this section; and
 - (b) contain a statement to the effect that a failure to comply with a requirement, without a reasonable excuse, is an offence; and
 - (c) if the notice requires the person to provide information or documents or answer questions—
 - (i) contain a statement about the effect of sections 172 and 269; and
 - (ii) state that the person may attend with a legal practitioner.
- (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.
- (5) A person must not, without reasonable excuse, refuse or fail to comply with a requirement under this section.
- Maximum penalty—100 penalty units.
- (6) Subsection (5) places an evidential burden on the accused to show a reasonable excuse.

- (7) Section 172, with any necessary changes, applies to a requirement under this section.
- (8) A notice may be served on a person under this section even though—
 - (a) the person is outside the State; or
 - (b) the notice relates to information, documents or evidence—
 - (i) outside the State; or
 - (ii) relating to a matter outside the State.

Part 9 Securing compliance

Division 1 Appointment of inspectors

156 Appointment of inspectors

- (1) The regulator may, by instrument, appoint any of the following as an inspector—
 - (a) a public service employee;
 - (b) an employee of a public authority;
 - (c) the holder of a statutory office;
 - (d) a person who is appointed as an inspector under a corresponding WHS law;
 - (e) a person of a class prescribed under a regulation.
- (2) Without limiting subsection (1)(d), arrangements may be made for that paragraph under the *Public Sector Act 2022*, section 82 as if a reference in that section to the chief executive were a reference to the regulator.

157 Identity cards

- (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) In exercising a compliance power in relation to a person, an inspector must—
 - (a) produce the inspector's identity card for the person's inspection before exercising the power; or
 - (b) have the identity card displayed so it is clearly visible to the person when exercising the power.
- (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.
- (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.

Maximum penalty—40 penalty units.

158 Accountability of inspectors

- (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.
- (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.

Note—

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 *Public Sector Act 2022*.

159 Suspension and ending of appointment of inspectors

- (1) The regulator may suspend or end the appointment of an inspector.
- (2) A person's appointment as an inspector ends when the person ceases to be eligible for appointment as an inspector.

Division 2 Functions and powers of inspectors

160 Functions and powers of inspectors

An inspector has the following functions and powers under this Act—

- (a) to provide information and advice about compliance with this Act;
- (b) to assist in the resolution of—
 - (i) work health and safety issues at workplaces; and
 - (ii) issues related to access to a workplace by an assistant to a health and safety representative; and
 - (iii) issues related to the exercise or purported exercise of a right of entry under part 7;
- (c) to review disputed provisional improvement notices;
- (d) to require compliance with this Act through the issuing of notices;
- (e) to investigate contraventions of this Act and assist in the prosecution of offences;
- (f) any other function or power conferred on the inspector under this Act.

161 Conditions on inspectors' compliance powers

An inspector's compliance powers are subject to any conditions stated in the instrument of the inspector's appointment.

162 Inspectors subject to regulator's directions

- (1) An inspector is subject to the regulator's directions in the exercise of the inspector's compliance powers.
- (2) A direction under subsection (1) may be of a general nature or may relate to a stated matter or stated class of matter.
- (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.

Division 3 Powers relating to entry

Subdivision 1 General powers of entry

163 Powers of entry

- (1) An inspector may at any time enter a place that is, or that the inspector reasonably suspects is, a workplace.
- (2) An entry may be made under subsection (1) with, or without, the consent of the person with management or control of the workplace.
- (3) If an inspector enters a place under subsection (1) and it is not a workplace, the inspector must leave the place immediately.
- (4) An inspector may enter any place if the entry is authorised by a search warrant.

Note—

An inspector may enter residential premises to gain access to a workplace (see section 170(c)).

164 Notification of entry

- (1) An inspector may enter a place under section 163 without prior notice to any person.

- (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;
 - (d) any work health and safety officer 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;

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- (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.
- (2) The application must be sworn and state the grounds on which the warrant is sought.
- (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.

Example—

The magistrate may require additional information supporting the application to be given by statutory declaration.

- (4) The magistrate may issue a search warrant only if the magistrate is satisfied there are reasonable grounds for suspecting—
 - (a) there is a particular thing or activity (the *evidence*) that may provide evidence of an offence against this Act; and
 - (b) the evidence is, or may be within the next 72 hours, at the place.
- (5) The search warrant must state—
 - (a) that a stated inspector may, with necessary and reasonable help and force, enter the place and exercise the inspector's compliance powers; and
 - (b) the offence for which the search warrant is sought; and
 - (c) the evidence that may be seized under the search warrant; and
 - (d) the hours of the day or night when the place may be entered; and
 - (e) the date, within 7 days after the search warrant's issue, the search warrant ends.

167A Electronic application

- (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—
 - (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 167(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 167(5); and
 - (ii) the inspector must complete a form of warrant, including by writing on it the information mentioned in section 167(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

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

- (6) The inspector must, at the first reasonable opportunity, send to the magistrate—
 - (a) the written application complying with section 167(2); and
 - (b) if the inspector completed a form of warrant under subsection (4)(b)—the completed form of warrant.
- (7) The magistrate must keep the original warrant and, on receiving the documents under subsection (6)—
 - (a) attach the documents to the original warrant; and
 - (b) give the original warrant and documents to the clerk of the court of the relevant Magistrates Court.
- (8) Despite subsection (5), if—
 - (a) an issue arises in a proceeding about whether an exercise of a power was authorised by a warrant issued under this section; and
 - (b) the original warrant is not produced in evidence;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.
- (9) This section does not limit section 167.
- (10) In this section—

relevant Magistrates Court, in relation to a magistrate, means the Magistrates Court that the magistrate constitutes under the *Magistrates Act 1991*.

Note—

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

168 Announcement before entry on warrant

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

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- (a) announce that he or she is authorised by the warrant to enter the place; and
 - (b) give any person at the place an opportunity to allow that entry.
- (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—
- (a) the safety of any person; or
 - (b) that the effective execution of the warrant is not frustrated.

169 Copy of warrant to be given to person with management or control of place

- (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—
- (a) identify himself or herself to that person by producing his or her identity card for inspection; and
 - (b) give that person a copy of the execution copy of the warrant.
- (2) In this section—
- execution copy* includes a duplicate warrant mentioned in section 167A(5).

Subdivision 3 Limitation on entry powers

170 Places used for residential purposes

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—

- (a) with the consent of the person with management or control of the place; or
- (b) under the authority conferred by a search warrant; or
- (c) for the purpose only of gaining access to a suspected workplace, but only—
 - (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) If an inspector enters a workplace under this division, the inspector or another inspector 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 mentioned in paragraph (a) to give the document to the inspector; or
 - (c) require a person at the workplace to attend before the inspector at a stated reasonable time and place to answer 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.
- (2A) Also, within 30 days after the day an inspector enters a workplace under this division, the inspector or another inspector may give a written notice to a person requiring the person—

- (a) if the person has custody of, or access to, a particular document—to produce the document to the inspector within a particular period; or
- (b) to give written answers to particular questions within a particular period; or
- (c) to attend before the inspector and answer any questions put by the inspector—
 - (i) at a particular time and place; or
 - (ii) at a particular time by audiovisual link or audio link.

Note—

See section 173(1A) in relation to matters required to be stated in the notice.

- (2B) If a requirement is made of a person under subsection (2A)(c)(i) to attend before the inspector in person—
 - (a) the person may ask to attend by audiovisual link or audio link instead; and
 - (b) the inspector must agree to the request if it would be reasonable in the circumstances.
- (2C) If a requirement is made of a person under subsection (2A)(c)(ii) to attend before the inspector by audiovisual link or audio link—
 - (a) the person may ask to attend in person; and
 - (b) the inspector must agree to the request if it is reasonable in the circumstances.
- (2D) A requirement under subsection (2A) may only relate to a document or question relevant to the purpose for which the workplace was entered.
- (2E) A notice under subsection (2A) may be served in any way that a notice may be issued or given under section 209.

[s 172]

- (3) An interview conducted by an inspector under subsection (1)(c) or subsection (2A)(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
 - (b) the person being interviewed;in which case the subsection applies to the remainder of the interview.
- (6) A person must not, without reasonable excuse, refuse or fail to comply with a requirement under this section.

Maximum penalty—100 penalty units.

Note—

See sections 172 and 173 in relation to self-incrimination and section 269 in relation to legal professional privilege.

- (7) Subsection (6) places an evidential burden on the accused to show a reasonable excuse.

172 Abrogation of privilege against self-incrimination

- (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.
- (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.

173 Warning to be given

- (1) Before requiring a person to answer a question or provide information or a document under this part other than by a written notice under section 171(2A), an inspector must—
 - (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 172; and
 - (d) advise the person about the effect of section 269.
- (1A) A written notice under section 171(2A) must—
 - (a) state that the notice is given under section 171(2A); and
 - (b) state the purpose of the entry to the workplace to which the notice relates; and
 - (c) contain a statement to the effect that it is an offence to refuse or fail to comply with a requirement in the notice without reasonable excuse; and
 - (d) contain a statement about the effect of sections 172 and 269; and
 - (e) if the notice requires the person to attend before an inspector—state that the person may attend with a legal practitioner or other representative.
- (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) or the statement mentioned in subsection (1A)(d).

- (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

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- (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
 - (b) leave the thing at the place of seizure but take reasonable action to restrict access to it; or

Examples—

- 1 sealing a thing and marking it to show access to it is restricted
 - 2 sealing the entrance to a room where the seized thing is situated and marking it to show access to it is restricted
- (c) if the thing is plant or a structure—dismantle or cause to be dismantled the plant or structure.

- (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.
Maximum penalty—100 penalty units.
- (3) 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.
- (4) The requirement—
 - (a) must be made by written notice; or
 - (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.
- (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.
- (6) The person must not, without reasonable excuse, refuse or fail to comply with a requirement under subsection (3) or (5).
Maximum penalty—100 penalty units.
- (7) Subsection (6) places an evidential burden on the defendant to show a reasonable excuse.

178 Receipt for seized things

- (1) As soon as practicable after an inspector seizes a thing, the inspector must give a receipt for it to the person from whom it was seized.
- (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.

- (3) The receipt must describe generally each thing seized and its condition.
- (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).

179 Forfeiture of seized things

- (1) A seized thing is forfeited to the State if the regulator—
 - (a) can not find the person entitled to the thing after making reasonable inquiries; or
 - (b) can not return it to the person entitled to it, after making reasonable efforts; or
 - (c) reasonably believes it is necessary to forfeit the thing to prevent it being used to commit an offence against this Act.
- (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.
- (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.
- (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.
- (5) Subsection (4) does not apply if—
 - (a) the regulator can not find the person entitled to the thing, after making reasonable inquiries; or
 - (b) it is impracticable or would be unreasonable to give the notice.
- (6) The notice must state—
 - (a) the reasons for the decision; and

- (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
 - (c) how the person may apply for the review; and
 - (d) that the person may apply for a stay of the decision if the person applies for a review.
- (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.
- (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.
- (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.

180 Return of seized things

- (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.
- (2) The regulator must return the thing to the applicant under subsection (1) unless the regulator has reasonable grounds to retain the thing.
- (3) The regulator may impose any conditions on the return of the thing under this section that the regulator considers appropriate to eliminate or minimise any risk to work health or safety related to the thing.
- (4) In this section, *person entitled* to a thing means the person entitled to possess the thing or the owner of the thing.

181 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).
- (2) Subsection (1) does not apply if it is impracticable or would be unreasonable to allow inspection or copying.

Division 4 Damage and compensation

182 Damage etc. to be minimised

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.

183 Inspector to give notice of damage

- (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.
- (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.
- (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.
- (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.

- (5) This section does not apply to damage the inspector reasonably believes is trivial.

184 Compensation

- (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.
- (2) Compensation may be claimed and ordered in a proceeding—
- (a) taken in a court of competent jurisdiction; or
 - (b) for an offence against this Act taken against the person claiming compensation.
- (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.
- (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.

Division 5 Other matters

185 Power to require name and address

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

187 Inspector at coronial inquests

Under and subject to the *Coroners Act 2003*, section 36, an inspector may appear at and otherwise participate in any coroners inquest into the cause of death of a worker while carrying out work.

Division 6 Offences in relation to inspectors

188 Offence to hinder or obstruct inspector

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.

Maximum penalty—500 penalty units.

189 Offence to impersonate inspector

A person who is not an inspector must not, in any way, hold himself or herself out to be an inspector.

Maximum penalty—500 penalty units.

190 Offence to assault, threaten or intimidate inspector

A person must not directly or indirectly assault, threaten or intimidate, or attempt to assault, threaten or intimidate, an inspector or a person assisting an inspector.

Maximum penalty—1,000 penalty units or 2 years imprisonment.

Part 10 Enforcement measures

Division 1 Improvement notices

191 Issue of improvement notices

- (1) This section applies if an inspector reasonably believes that a person—
 - (a) is contravening a provision of this Act; or

- (b) has contravened a provision in circumstances that make it likely that the contravention will continue or be repeated.
- (2) The inspector may issue an improvement notice requiring the person to—
 - (a) remedy the contravention; or
 - (b) prevent a likely contravention from occurring; or
 - (c) remedy the things or operations causing the contravention or likely contravention.

192 Contents of improvement notices

- (1) An improvement notice must state—
 - (a) that the inspector believes the person—
 - (i) is contravening a provision of this Act; or
 - (ii) has contravened a provision in circumstances that make it likely that the contravention will continue or be repeated; and
 - (b) the provision the inspector believes is being, or has been, contravened; and
 - (c) briefly, how the provision is being, or has been, contravened; and
 - (d) the day by which the person is required to remedy the contravention or likely contravention.
- (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.
- (3) The day stated for compliance with the improvement notice must be reasonable in all the circumstances.

193 Compliance with improvement notice

The person to whom an improvement notice is issued must comply with the notice within the period stated in the notice.

Maximum penalty—500 penalty units.

194 Extension of time for compliance with improvement notices

- (1) This section applies if a person has been issued with an improvement notice.
- (2) An inspector may, by written notice given to the person, extend the compliance period for the improvement notice.
- (3) However, the inspector may extend the compliance period only if the period has not ended.
- (4) In this section—

compliance period means the period stated in the improvement notice under section 192, and includes that period as extended under this section.

Division 2 Prohibition notices

195 Power to issue prohibition notice

- (1) This section applies if an inspector reasonably believes that—
 - (a) an activity is occurring at a workplace that involves or will involve a serious risk to the health or safety of a person emanating from an immediate or imminent exposure to a hazard; or
 - (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.
- (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.

- (3) The direction may be given orally, but must be confirmed by written notice (a *prohibition notice*) issued to the person as soon as practicable.

196 Contents of prohibition notice

- (1) A prohibition notice must state—
- (a) that the inspector believes that grounds for the issue of the prohibition notice exist and the basis for that belief; and
 - (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
 - (c) the provision of this Act that the inspector believes is being, or is likely to be, contravened by that activity.
- (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).
- (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—
- (a) a workplace, or part of a workplace, at which the activity is not to be carried out;
 - (b) anything that is not to be used in connection with the activity;
 - (c) any procedure that is not to be followed in connection with the activity.

197 Compliance with prohibition notice

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.

Maximum penalty—1,000 penalty units.

Division 3 Non-disturbance notices

198 Issue of non-disturbance notice

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.

199 Contents of non-disturbance notice

- (1) A non-disturbance notice may require the person to—
 - (a) preserve the site at which a notifiable incident has occurred 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 obligations 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—

- (a) to assist an injured person; or
- (b) to remove a deceased person; or
- (c) that is essential to make the site safe or to prevent a further incident; or
- (d) that is associated with a police investigation; or
- (e) for which an inspector has given permission.

200 Compliance with non-disturbance notice

- (1) A person must not, without reasonable excuse, refuse or fail to comply with a non-disturbance notice issued to the person.
Maximum penalty—500 penalty units.
- (2) Subsection (1) places an evidential burden on the defendant to show a reasonable excuse.

201 Issue of subsequent notices

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.

Division 4 General requirements applying to notices

202 Application of division

In this division *notice* means improvement notice, prohibition notice or non-disturbance notice.

203 Notice to be in writing

A notice must be in writing.

204 Directions in notices

A direction included in an improvement notice or prohibition notice may—

- (a) refer to a code of practice; and
- (b) offer the person to whom it is issued a choice of ways in which to remedy the contravention.

205 Recommendations in notice

- (1) An improvement notice or prohibition notice may include recommendations.
- (2) It is not an offence to fail to comply with recommendations in a notice.

206 Changes to notice by inspector

- (1) An inspector may make minor changes to a notice—
 - (a) for clarification; or
 - (b) to correct errors or references; or
 - (c) to reflect changes of address or other circumstances.
- (2) An inspector may also, under section 194, extend the compliance period for an improvement notice.

207 Regulator may vary or cancel notice

Except as provided in section 206, a notice issued by an inspector may only be varied or cancelled by the regulator.

208 Formal irregularities or defects in notice

A notice is not invalid only because of—

- (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.

Maximum penalty—50 penalty units.

[s 211]

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

Maximum penalty—50 penalty units.

Division 5 Remedial action

211 When regulator may carry out action

- (1) This section applies if a person to whom a prohibition notice is issued fails to take reasonable steps to comply with the notice.
- (2) The regulator may take any remedial action the regulator believes reasonable to make the workplace or situation safe after giving written notice to the person to whom the prohibition notice was issued of—
 - (a) the regulator's intention to take that action; and
 - (b) the owner's or person's liability for the costs of that action.

212 Power of the regulator to take other remedial action

- (1) This section applies if the regulator reasonably believes that—
 - (a) circumstances in which a prohibition notice can be issued exist; and
 - (b) a prohibition notice can not be issued at a workplace because, after taking reasonable steps, the person with management or control of the workplace can not be found.
- (2) The regulator may take any remedial action necessary to make the workplace safe.

213 Costs of remedial or other action

The regulator may recover the reasonable costs of any remedial action taken under—

- (a) section 211 from the person to whom the notice is issued; or
 - (b) section 212 from any person to whom the prohibition notice could have been issued in relation to the matter;
- as a debt due to the regulator.

Division 6 Injunctions

214 Application of division

In this division, *notice* means improvement notice, prohibition notice or non-disturbance notice.

215 Injunctions for noncompliance with notices

- (1) The regulator may apply to a Magistrates Court for an injunction—
 - (a) compelling a person to comply with a notice; or
 - (b) restraining a person from contravening a notice.
- (2) The regulator may do so—
 - (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
 - (b) whether any period for compliance with the notice has expired.

Part 11 Enforceable undertakings

216 Regulator may accept WHS undertakings

- (1) The regulator may accept a written undertaking (a **WHS undertaking**) given by a person in connection with a matter relating to a contravention or alleged contravention by the person of this Act.
- (2) A WHS undertaking can not be accepted for a contravention or alleged contravention that is—
 - (a) a category 1 offence; or
 - (b) a category 2 offence, if the person's failure to comply with a health and safety duty results in the death of an individual; or
 - (c) an offence against part 2A.
- (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.
- (4) The regulator must issue, and publish on the regulator's website, general guidelines in relation to the acceptance of WHS undertakings under this Act.

217 Notice of decision and reasons for decision

- (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.
- (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.

218 When a WHS undertaking is enforceable

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.

219 Compliance with WHS undertaking

A person must not contravene a WHS undertaking made by that person that is in effect.

Maximum penalty—500 penalty units.

220 Contravention of WHS undertaking

- (1) The regulator may apply to a Magistrates Court for an order if a person contravenes a WHS undertaking.
- (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—
 - (a) an order directing the person to comply with the undertaking;
 - (b) an order discharging the undertaking.
- (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—
 - (a) the costs of the proceedings; and
 - (b) the reasonable costs of the regulator in monitoring compliance with the WHS undertaking in the future.
- (4) Nothing in this section prevents proceedings being taken for the contravention or alleged contravention of this Act to which the WHS undertaking relates.

Note—

Section 222 specifies circumstances affecting proceedings for a contravention for which a WHS undertaking has been given.

221 Withdrawal or variation of WHS undertaking

- (1) A person who has made a WHS undertaking may at any time, with the written agreement of the regulator—
 - (a) withdraw the undertaking; or
 - (b) vary the undertaking.
- (2) However, the provisions of the undertaking can not be varied to provide for a different alleged contravention of the Act.
- (3) The regulator must publish, on the regulator's website, notice of the withdrawal or variation of a WHS undertaking.

222 Proceeding for alleged contravention

- (1) Subject to this section, no proceedings for a contravention or alleged contravention of this Act may be taken against a person if a WHS undertaking is in effect in relation to that contravention.
- (2) No proceedings may be taken for a contravention or alleged contravention of this Act against a person who has made a WHS undertaking in relation to that contravention and has completely discharged the WHS undertaking.
- (3) The regulator may accept a WHS undertaking in relation to a contravention or alleged contravention, other than a contravention or alleged contravention mentioned in section 216(2)(a), (b) or (c), before proceedings in relation to that contravention have been finalised.
- (4) If the regulator accepts a WHS undertaking before the proceedings are finalised—
 - (a) the regulator must immediately notify the WHS prosecutor; and

- (b) the WHS prosecutor must take all reasonable steps to have the proceedings discontinued as soon as possible.

Part 12 Review of decisions

Division 1 Reviewable decisions

223 Which decisions are reviewable

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

Note—

See, however, section 102D(5) in relation to particular decisions that are taken not to be reviewable decisions under this section.

- (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

224 Application for internal review

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

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

226 Decision of internal reviewer

- (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.
- (2) The decision may be—
 - (a) to confirm or vary the reviewable decision; or
 - (b) to set aside the reviewable decision and substitute another decision that the internal reviewer considers appropriate.
- (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.
- (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.
- (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.
- (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.

227 Decision on internal review

As soon as practicable after reviewing the decision, the internal reviewer must give the applicant in writing—

- (a) the decision on the internal review; and
- (b) the reasons for the decision.

228 Stay of reviewable decisions on internal review

- (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.

[s 229]

- (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.
- (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.
- (4) The reviewer must make a decision on an application for a stay within 1 working day after the reviewer receives the application.
- (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.
- (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

229 Application for external review

- (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

229A Decision

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.

Note—

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

229B How to start review

- (1) A review is started by—
 - (a) filing a written application for a review with the industrial registrar; and
 - (b) complying with the rules applying to applications for reviews by the commission under the *Industrial Relations Act 2016*.
- (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.
- (3) The commission may at any time extend the period for filing the application for a review.
- (4) The application for a review must state fully the grounds of the application and the facts relied on.

229C Stay of operation of decision

- (1) The commission may grant a stay of the decision to secure the effectiveness of the review.
- (2) A stay—

[s 229D]

- (a) may be given on the conditions the commission considers appropriate; and
 - (b) operates for the period fixed by the commission; and
 - (c) may be revoked or amended by the commission.
- (3) The period of a stay must not extend past the time when the commission decides the application.
- (4) An application affects the decision, or carrying out of the decision, only if the decision is stayed.

229D Hearing procedures

- (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 *Industrial Relations Act 2016* or, if the rules make no provision or insufficient provision, in accordance with directions of the commission.
- (2) An application for a review is to be dealt with by way of rehearing, unaffected by the decision.

229E Powers of commission on application

- (1) In deciding an application for a review, the commission may—
- (a) confirm the decision; or
 - (b) vary the decision; or
 - (c) set aside the decision and make a decision in substitution for it; or
 - (d) set aside the decision and return the issue to the decision-maker with directions the commission considers appropriate.
- (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.

229EA Costs of review

- (1) The commission may, following a hearing of an application for a review, order that a person pay the costs of the hearing.
- (2) Subject to subsection (1), a person must bear the person's own costs in relation to the application.
- (3) The commission may not make any other order in relation to the costs of an application for a review.
- (4) This section applies despite the *Industrial Relations Act 2016*, section 545.

229F Appeals

A person dissatisfied with the decision of the commission may appeal under the *Industrial Relations Act 2016*, chapter 11, part 6.

Note—

See the *Industrial Relations Act 2016*, chapter 11, part 6.

Part 13 Legal proceedings

Division 1 General matters

230 Prosecutions

- (1AA) Proceedings for an offence against this Act, other than a category 1 offence or an offence against part 2A, must be taken in a summary way under the *Justices Act 1886*.

Note—

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

- (1) Subject to subsection (4), proceedings for an offence against this Act may only be taken by—
 - (a) the WHS prosecutor; or

- (aa) an appropriately qualified member of the WHS prosecutor's staff, with the written authorisation of the WHS prosecutor, either generally or in a particular case; or
 - (b) for a category 3 offence—an inspector with the written authorisation of the WHS prosecutor, either generally or in a particular case.
- (2) An authorisation under subsection (1)(aa) or (b) is sufficient authority to continue proceedings in any case where the court amends the charge, warrant or summons.
 - (3) In deciding whether to bring a prosecution for an offence under this Act, the WHS prosecutor must have regard to any guidelines issued under the *Director of Public Prosecutions Act 1984*, section 11.
 - (4) Nothing in this section affects the ability of the director of public prosecutions to bring proceedings for an offence against this Act.

231 Procedure if prosecution is not brought

- (1) Subsection (1A) applies if—
 - (a) a person (the *applicant*) reasonably considers—
 - (i) that an act or omission constitutes a category 1 offence or category 2 offence; or
 - (ii) that an act or omission constitutes an offence under part 2A; or
 - (iii) from a coronial report or the proceedings at a coronial inquiry or inquest that an act or omission constitutes a category 1 or category 2 offence; and
 - (b) no prosecution has been brought in relation to the act or omission.
- (1A) The applicant may make a written request to the WHS prosecutor that a prosecution be brought in relation to the act or omission.

- (1B) However, the request may only be made if—
- (a) if subsection (1)(a)(i) applies—it has been at least 6 months but not more than 18 months since the act or omission happened; or
 - (b) if subsection (1)(a)(ii) applies—it has been at least 6 months since the act or omission happened; or
 - (c) if subsection (1)(a)(iii) applies—it has been not more than 6 months since the report was made or the inquiry or inquest ended.
- (2) Within 3 months after the WHS prosecutor receives a request under subsection (1A) the WHS prosecutor must—
- (a) advise the applicant, 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).
- (2A) If, under subsection (2)(a)(i), the WHS prosecutor advises the applicant that the investigation is not complete—
- (a) the regulator must give the applicant a written update about the investigation at least every 3 months until the investigation is complete; and
 - (b) when the investigation is complete, the WHS prosecutor must—
 - (i) advise the applicant, in writing, whether a prosecution will be brought or give reasons a prosecution will not be brought; and
 - (ii) advise the person who the applicant believes committed the offence about the request and the matters mentioned in subparagraph (i).

- (3) If the WHS prosecutor advises the applicant that a prosecution for a category 1 or category 2 offence or an offence against part 2A will not be brought, the WHS prosecutor must—
 - (a) advise the applicant that the applicant may ask the WHS prosecutor to refer the matter to the director of public prosecutions for consideration; and
 - (b) if the applicant makes a written request to the WHS prosecutor 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 WHS prosecutor within 1 month as to whether the director considers that a prosecution should be brought.
- (5) The WHS prosecutor must ensure a copy of the advice mentioned in subsection (4) is given to—
 - (a) the applicant; and
 - (b) the person who the applicant believes committed the offence.
- (6) If the WHS prosecutor declines to follow the advice of the director of public prosecutions to bring proceedings, the WHS prosecutor 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 WHS prosecutor;
 - (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;

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- (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.
- (3) Subsection (1) does not apply to a proceeding for an offence against part 2A.

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.
- (2) This section does not authorise contraventions of 2 or more health and safety duty provisions to be charged as a single offence.
- (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) In this section *health and safety duty provision* means a provision of part 2, division 2, 3 or 4.

233A Alternative offence to category 1 offence

On an indictment charging a person with a category 1 offence, the person may alternatively be convicted of a category 2 offence if that offence is established by the evidence.

Division 2 Sentencing for offences

234 Application of this division

This division applies if a court convicts a person, or finds a person guilty (the *offender*), of an offence against this Act.

235 Orders generally

- (1) One or more orders may be made under this division against the offender.
- (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.

236 Adverse publicity orders

- (1) The court may make an order (an *adverse publicity order*) in relation to the offender requiring the offender—
 - (a) to take either or both of the following actions within the period stated in the order—
 - (i) to publicise, in the way stated in the order, the offence, its consequences, the penalty imposed and any other related matter;
 - (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
 - (b) to give the WHS prosecutor, 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.

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- (3) If the offender fails to give evidence to the WHS prosecutor as provided under subsection (1)(b), the WHS prosecutor, or a person authorised in writing by the WHS prosecutor, may take the action or actions stated in the order.
- (4) However, if—
- (a) the offender gives evidence to the WHS prosecutor as provided under subsection (1)(b); and
 - (b) despite that evidence, the WHS prosecutor is not satisfied that the offender has taken the action or actions stated in the order in accordance with the order;
- the WHS prosecutor may apply to the court for an order authorising the WHS prosecutor, or a person authorised in writing by the WHS prosecutor, to take the action or actions.
- (5) If the WHS prosecutor or a person authorised in writing by the WHS prosecutor takes an action or actions under subsection (3) or an order under subsection (4), the WHS prosecutor 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 WHS prosecutor.

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.
- (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.

238 Work health and safety project orders

- (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.

- (2) The order may state conditions that must be complied with in undertaking the project.

239 Release on the giving of a court-ordered WHS undertaking

- (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 *court-ordered WHS undertaking*).
- (2) A court-ordered WHS undertaking must state the following conditions—
 - (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;
 - (b) that the offender does not commit, during the period of the adjournment, any offence against this Act;
 - (c) that the offender observes any special conditions imposed by the court.
- (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.
- (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.
- (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.

240 Injunctions

The court may issue an injunction requiring the offender to cease contravening this Act.

Note—

An injunction may also be obtained under section 215 for noncompliance with a non-disturbance notice, improvement notice or prohibition notice.

241 Training orders

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.

242 Offence to fail to comply with order

- (1) A person must not, without reasonable excuse, fail to comply with an order under this division.

Maximum penalty—500 penalty units.

- (2) Subsection (1) places an evidential burden on the defendant to show a reasonable excuse.
- (3) This section does not apply to an order or injunction under section 239 or 240.

Division 3

243 Division and section number not used

See the note to section 3.

Division 4 Offences by bodies corporate

244 Imputing conduct to bodies corporate

- (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.
- (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.
- (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.

Division 5 The State, Commonwealth and other States

245 Offences and the State, Commonwealth and other States

- (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.
- (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.
- (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.

- (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.

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

- (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.
- (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.
- (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.

247 Officers

- (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) A Minister of a State or the Commonwealth is not in that capacity an officer for the purposes of this Act.

248 Responsible agency for the State, Commonwealth or another State

- (1) The following notices may be given to or served on the responsible agency—
 - (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;
 - (b) an infringement notice for an offence against this Act to be given to or served on the State, Commonwealth or another State.
- (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.
- (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.
- (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 defendant in the proceedings are conferred or imposed on the responsible agency.
- (5) The person prosecuting the offence or bringing the proceedings may change the responsible agency during the proceedings with the court's leave.
- (6) In this section, the *responsible agency*—
 - (a) in relation to a notice mentioned in subsection (1) is the following—

- (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;
 - (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);
 - (iii) for a non-disturbance notice—the agency of the State, Commonwealth or other State with the management and control of the workplace;
 - (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
- (b) in relation to an offence or proceedings for a contravention of this Act, is the agency of the State, Commonwealth or other State—
- (i) the acts or omissions of which are alleged to constitute the offence or contravention; or
 - (ii) if that agency has ceased to exist—that is the successor of that agency; or
 - (iii) if that agency has ceased to exist and there is no clear successor—that the court declares to be the responsible agency.

Division 6 Public authorities

249 Application to public authorities that are bodies corporate or local governments

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

250 Proceedings against public authorities

- (1) Proceedings may be taken under this Act against a public authority in its own name.
- (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.
- (2) Nothing in this division affects any privileges that a public authority may have under the State, Commonwealth or another State.

251 Imputing conduct to public authorities

- (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.
- (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.
- (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.

252 Officer of public authority

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.

253 Proceedings against successors to public authorities

- (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.
- (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.
- (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.

Division 7 WHS civil penalty provisions

254 When is a provision a WHS civil penalty provision

- (1) A subsection of a section of part 5, division 7A or part 7 (or a section of part 5, division 7A or part 7 that is not divided into subsections) is a *WHS civil penalty provision* if—
 - (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 part 5, division 7A or part 7 states that the subsection (or section) is a WHS civil penalty provision.
- (2) A subsection of a section of a regulation (or a section of a regulation that is not divided into subsections) is a *WHS civil penalty provision* if—
 - (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, an application may be made to the commission for an order in relation to a contravention, or alleged contravention, of a WHS civil penalty provision.
- (2) If a body corporate contravenes a WHS 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 WHS 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*, schedule 1, 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 WHS civil penalty provision if, and only if, the person—
 - (a) has aided, abetted, counselled or procured the contravention; or
 - (b) has induced the contravention, whether by threats or promises or otherwise; or
 - (c) has been in any way, by act or omission, directly or indirectly, knowingly concerned in or party to the contravention; or
 - (d) has conspired with others to effect the contravention.

257 Contravening a WHS civil penalty provision is not an offence

A contravention of a WHS civil penalty provision is not an offence.

258 Civil proceeding rules and procedure to apply

The commission must apply the rules of evidence and procedure for civil proceedings when hearing proceedings for a contravention of a WHS civil penalty provision.

259 Proceeding for a contravention of a WHS civil penalty provision

- (1) In a proceeding for a contravention of a WHS civil penalty provision, if the commission is satisfied that a person has contravened a WHS civil penalty provision, the commission may—
 - (a) order the person to pay a monetary penalty that the commission considers appropriate; and
 - (b) make any other order that the commission considers appropriate, including an injunction.
- (2) A monetary penalty imposed under subsection (1) must not exceed the relevant maximum amount of monetary penalty provided under part 5, division 7A, part 7 or a regulation in relation to a contravention of that WHS civil penalty provision.

260 Who may apply for order in relation to contravention of WHS civil penalty provision

- (1) The WHS prosecutor may apply to the commission for an order in relation to a contravention, or alleged contravention, of any WHS civil penalty provision.
- (2) Also, the WHS prosecutor may authorise in writing an appropriately qualified member of the WHS prosecutor's

staff, either generally or in a particular case, to apply for an order under subsection (1).

- (3) Subsection (4) applies in relation to each of the following WHS civil penalty provisions—
 - (a) section 126;
 - (b) section 144(1);
 - (c) section 145;
 - (d) section 146;
 - (e) section 147(1).
- (4) The following entities may apply to the commission for an order in relation to a contravention, or alleged contravention, of the WHS civil penalty provision—
 - (a) a relevant union under part 7;
 - (b) a WHS entry permit holder;
 - (c) a person who is affected by the contravention or alleged contravention.

261 Limitation period for application in relation to contravention of WHS civil penalty provision

An application under section 260 for an order in relation to a contravention, or alleged contravention, of a WHS civil penalty provision must be made within 2 years after the contravention or alleged contravention first comes to the notice of the applicant.

262 Recovery of a monetary penalty

If the commission orders a person to pay a monetary penalty—

- (a) the penalty is payable to the State; and
- (b) the State may enforce the order as if it were an order of the commission.

263 Civil double jeopardy

The commission 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.

264 Criminal proceedings during civil proceedings

- (1) Proceedings against a person for a contravention of a WHS civil penalty provision are stayed if—
 - (a) criminal proceedings are commenced or have already commenced against the person for an offence; and
 - (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.
- (2) The proceedings for the order may be resumed if the person is not convicted or found guilty of the offence.
- (3) Otherwise, the proceedings for the order are dismissed.

265 Criminal proceedings after civil proceedings

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.

266 Evidence given in proceedings for contravention of WHS civil penalty provision not admissible in criminal proceedings

- (1) Evidence of information given, or evidence of production of documents, by an individual is not admissible in criminal proceedings against the individual if—

[s 267]

- (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
 - (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.
- (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.

Division 8 Civil liability not affected by this Act

267 Civil liability not affected by this Act

Except as provided in part 6 and part 7 and division 7, nothing in this Act is to be construed as—

- (a) conferring a right of action in civil proceedings in relation to a contravention of a provision of this Act; or
- (b) conferring a defence to an action in civil proceedings or otherwise affecting a right of action in civil proceedings; or
- (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.

Part 14 General

Division 1 General provisions

268 Offence to give false or misleading information

- (1) A person must not give information in complying or purportedly complying with this Act that the person knows—
- (a) to be false or misleading in a material particular; or
 - (b) omits any matter or thing without which the information is misleading.

Maximum penalty—100 penalty units.

- (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 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.

271 Confidentiality of information

- (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) The person must not do any of the following—
 - (a) disclose to anyone else—
 - (i) the information; or
 - (ii) the contents of or information contained in the document;
 - (b) give access to the document to anyone else;
 - (c) use the information or document for any purpose.

Maximum penalty—100 penalty units.
- (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—
 - (a) about a person, with the person’s consent; or
 - (b) that is necessary for the exercise of a power or function under this Act; or

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- (c) that is made or given by the regulator or a person authorised by the regulator and is authorised under section 271A; or
 - (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
 - (e) that is required or authorised under a law; or
 - (f) to a Minister.

Note—

The use or disclosure of personal information is also regulated under the *Privacy Act 1988* (Cwlth).

- (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—
 - (a) the disclosure is made with the consent of the complainant; or
 - (b) the disclosure is required under a law.

Maximum penalty—100 penalty units.

271A Additional ways that regulator may use and share information

- (1) This section applies in relation to information or a document mentioned in section 271(1).
- (2) The regulator or a person authorised by the regulator may, in the circumstances stated in subsection (3)—
 - (a) disclose the information, or the contents of or information contained in the document, to any other person including a corresponding regulator; or
 - (b) give access to the document to any other person including a corresponding regulator; or
 - (c) use the information or document.
- (3) The circumstances are that the regulator reasonably believes the disclosure, access or use—

[s 272]

- (a) is necessary for administering, or monitoring or enforcing compliance with this Act; or
 - (b) is necessary for the administration or enforcement of another Act or law prescribed by regulation; or
 - (c) 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
 - (d) is necessary for the recognition of an authorisation under a corresponding WHS law; or
 - (e) is required for the exercise of a power or function under a corresponding WHS law.
- (4) This section does not limit the operation of section 271(3)(a), (b), (d), (e) or (f) in relation to the disclosure of information, giving of access to a document or use of information by the regulator or a person authorised by the regulator.

272 No contracting out

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.

272A Insurance or other indemnity against penalties

- (1) A person must not, without reasonable excuse—
- (a) enter into a contract of insurance or other arrangement that purports to insure or indemnify a person for a liability for all or part of a monetary penalty under this Act; or
 - (b) provide a contract of insurance or an indemnity for a liability for all or part of a monetary penalty under this Act; or
 - (c) take the benefit of a contract of insurance or other arrangement, or an indemnity, that purports to insure or

indemnify a person for a liability for all or part of a monetary penalty under this Act.

Maximum penalty—500 penalty units.

- (2) Subsection (1) places an evidential burden on the accused to show a reasonable excuse.
- (3) A term of a contract of insurance or other arrangement, or an indemnity, is void to the extent it purports to insure or indemnify a person for a liability for all or part of a monetary penalty under this Act.

Note—

For the application of this section, see section 326.

272B Officer may be taken to have committed offence against s 272A

- (1) If a body corporate commits an offence against section 272A, each officer of the body corporate is taken to have also committed the offence if—
 - (a) the officer authorised or permitted the body corporate's conduct constituting the offence; or
 - (b) the officer was, directly or indirectly, knowingly concerned in the body corporate's conduct constituting the offence.
- (2) The officer of the body corporate may be proceeded against for, and convicted of, the offence against section 272A whether or not the body corporate has been proceeded against for, or convicted of, the offence.
- (3) This section does not affect either of the following—
 - (a) the liability of the body corporate for the offence against section 272A;
 - (b) the liability, under the Criminal Code, chapter 2, of any person, whether or not the person is an officer of the body corporate, for the offence against section 272A.

273 Person not to levy workers

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.

Maximum penalty—50 penalty units.

273A Evidentiary aids

- (1) This section applies in a proceeding against a person conducting a business or undertaking for an offence against this Act.
- (2) Evidence that there was a person holding office as a work health and safety officer or a health and safety representative for the business or undertaking when the offence was alleged to have been committed is admissible in the proceeding as evidence of whether or not a duty or obligation under this Act has been complied with.

Division 2 Codes of practice

274 Approved codes of practice

- (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) 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—
 - (a) with or without modification; or
 - (b) as in force at a particular time or from time to time.
 - (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.
- (4A) A notice under subsection (4) is subordinate legislation.

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- (4B) A code of practice, or an instrument varying or revoking a code of practice, commences on the later of the following—
- (a) the day the notice under subsection (4) commences; or
 - (b) the day the code or instrument provides that it commences.
- (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 revocation is published in a newspaper circulating generally throughout the State.
- (6) The regulator must ensure that a copy of—
- (a) each code of practice that is currently approved; and
 - (b) each document applied, adopted or incorporated, to any extent, by an approved code of practice;
- is available for inspection by members of the public without charge at the office of the regulator during normal business hours.
- (7) The Minister must ensure a code of practice is reviewed at least every 5 years.

275 Use of codes of practice in proceedings

- (1) This section applies in a proceeding for an offence against this Act.
- (2) An approved code of practice is admissible in the proceeding as evidence of whether or not a duty or obligation under this Act has been complied with.
- (3) The court may—
 - (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
 - (b) rely on the code in determining what is reasonably practicable in the circumstances to which the code relates.

Note—

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

- (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 work health and safety that is equivalent to or higher than the standard required in the code.

Division 2A Review of Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Act 2024

275A Review

- (1) The Minister must ensure the operation of the amendments and repeal effected by the *Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Act 2024* is reviewed at least 4 years, but not more than 5 years, after the commencement of this section.
- (2) The review must be carried out by an independent and appropriately qualified entity.
- (3) As soon as practicable after the review is completed, the Minister must table a report about its outcome in the Legislative Assembly.

Division 3 Regulation-making power

276 Regulation-making power

- (1) The Governor in Council may make regulations under this Act.
- (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.

- (3) A regulation may—
 - (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
 - (b) prescribe fees for doing any act or providing any service for the purposes of this Act; or
 - (c) prescribe a penalty for any contravention of the regulations not exceeding 300 penalty units.
- (4) Subsection (1) applies as provided under, and subsections (2) and (3) do not limit, the *Statutory Instruments Act 1992*.
- (5) For the *Statutory Instruments Act 1992*, to remove doubt it is declared that—
 - (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
 - (b) a reference in section 30B(1)(b) of that Act to waiving payment of a fee includes reducing or refunding the fee.

Part 15 Repeals

277 Repeal of Workplace Health and Safety Act 1995

The Workplace Health and Safety Act 1995, No. 25 is repealed.

278 Repeal of Dangerous Goods Safety Management Act 2001

The Dangerous Goods Safety Management Act 2001, No. 28 is repealed.

Part 16 **Transitional provisions**

Division 1 **Provisions for the repeal of the Workplace Health and Safety Act 1995**

Subdivision 1 **Preliminary**

279 **Definitions for div 1**

In this division—

repeal means the repeal of the repealed Act.

repealed Act means the repealed *Workplace Health and Safety Act 1995*.

Subdivision 2 **Proceedings**

280 **Application of this Act and repealed Act in relation to particular provisions**

- (1) This section applies to an obligation imposed by any of the following provisions of the repealed Act—
 - (a) section 28;
 - (b) section 30;
 - (c) section 30C;
 - (d) section 31;
 - (e) section 34C;
 - (f) section 34D;
 - (g) section 35;
 - (h) section 36.

- (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.
- (3) If—
- (a) the acts or omissions constituting the contravention continue after the repeal; and
 - (b) the continuing acts or omissions contravene a duty imposed by a provision of this Act;
- 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.

281 Application of this Act and repealed Act in relation to other particular provisions

- (1) This section applies to an obligation imposed by any of the following provisions of the repealed Act—
- (a) section 30A;
 - (b) section 30B;
 - (c) section 32;
 - (d) section 32A;
 - (e) section 32B;
 - (f) section 33;
 - (g) section 34;
 - (h) section 34A.
- (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.
- (3) If—

[s 282]

- (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 the provisions mentioned in subsection (1)(b), (c) or (f) relate—within 2 years after the repeal; or
 - (b) 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.

282 Investigations and proceedings generally

- (1) This section does not limit sections 280 and 281.
- (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.
- (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.

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- (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—
- (a) a reference in the repealed Act, section 161(1), to the chief executive is taken to include a reference to the regulator; and
 - (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.

Subdivision 3 Status of persons, bodies, processes and other matters

283 Principal contractor

- (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.
- (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).
- (3) Subsection (2) does not apply if—
 - (a) a regulation in effect defines or limits who is a principal contractor for the principal contractor regulation; and
 - (b) the person is not a principal contractor as so defined or limited.

284 Code of practice preserved

- (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*).

- (2) The old code is taken to be made under section 274 of this Act (a *preserved code*).
- (3) A preserved code—
 - (a) is taken to be effective without compliance with section 274(2) or (5) of this Act; and
 - (b) may be varied or revoked under this Act without compliance with section 274(2) of this Act.

285 Enforceable undertaking

- (1) Subsection (2) applies to a workplace health and safety undertaking—
 - (a) made under the part 5 of the repealed Act; and
 - (b) in force immediately before the repeal of the part.
- (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.
- (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.
- (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) Subsection (4) does not apply to an act or omission that constitutes a category 1 offence.
- (6) Subsections (7) and (8) apply if, immediately before the repeal of the repealed Act, the chief executive—

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- (a) has received an undertaking under section 42DA of the repealed Act; but
 - (b) has not made a decision whether to accept the undertaking under section 42E of the repealed Act.
- (7) The chief executive must decide whether or not to accept the undertaking.
- (8) If the chief executive accepts the undertaking, subsections (2) to (5) and (9) and (12) apply to the undertaking.
- (9) For subsection (4), a reference—
- (a) in the undertaking to the alleged contravention; or
 - (b) in the future behaviour assurance to a contravention of the repealed Act;

is taken to include a reference to a contravention of this Act that corresponds to those contraventions.

Note—

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.

- (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.
- (11) For subsection (10), a reference in part 11 to this Act is taken to include a reference to the repealed Act.
- (12) In this section—

future behaviour assurance is the assurance about future behaviour from the identified person included in the workplace health and safety undertaking.

identified person means the identified person for the undertaking.

286 Appointment to particular board and committee preserved

- (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—
 - (a) section 46;
 - (b) section 57.
- (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.
- (3) In this section—

corresponding provision, of this Act, means—

 - (a) for an appointment made under the repealed Act, section 46—schedule 2, section 6 of this Act; or
 - (b) for an appointment made under the repealed Act, section 57—schedule 2, section 16 of this Act.

287 Election of workplace health and safety representative preserved

- (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.
- (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.
- (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.

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- (4) The election may be continued to be conducted under the repealed Act despite the repeal but within 3 months after the repeal.
 - (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.
 - (6) The work group of the health and safety representative mentioned in subsection (1) or (5) is taken to be—
 - (a) the representative’s workplace; or
 - (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.

288 Training requirements for workplace health and safety representative

- (1) This section applies to a health and safety representative mentioned in section 287(1) and (5).
- (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*);

[s 290]

- (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 under the repealed Act has been suspended or cancelled under section 81P of that Act; and
 - (b) the suspension or cancellation is in effect immediately before the repeal.
- (2) The representative is taken not to satisfy section 90(4)(a) of this Act—
 - (a) for a suspension—until the day the suspension would have ended if section 81P of the repealed Act had not been repealed; or
 - (b) for a cancellation—indefinitely.
- (3) Section 288(2) does not apply to the representative for the period that subsection (2) applies to the representative.

291 Workplace health and safety committee preserved

- (1) This section applies to a workplace health and safety committee established for a workplace under the repealed Act, section 86 and in existence immediately before the repeal of the repealed Act.
- (2) From the repeal, the committee continues as the health and safety committee for the workplace taken to be established under part 5, division 4 of this Act.
- (3) However, if the constitution of the committee is inconsistent with the requirements for a health and safety committee under section 76 of this Act, the constitution must be adjusted to comply with section 76 within 1 year after the repeal (the *transitional period*).
- (4) After the transitional period, if subsection (3) has not been complied with, the person conducting the business undertaking or the workers who must agree to the constitution of the committee under section 76(1) of this Act may ask the regulator to appoint an inspector to decide the matter.
- (5) The inspector must decide the appropriate constitution of the committee.

292 Appointment of authorised representative preserved

- (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) The person's WHS entry permit is taken to be the identity card issued to the person under the repealed Act, section 90H.
- (3) For deciding the term of the permit, and despite section 136, the permit is taken to have been issued—
 - (a) when the person was appointed as an authorised representative under the repealed Act; and
 - (b) for the period until the expiry date stated on the identity card.

- (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.
- (5) If the industrial registrar issues the person with a WHS permit under section 134, subsections (1) to (3) stop applying to the person.
- (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.

293 Appointment of inspector

- (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.
- (2) The person is taken to be appointed by the regulator as an inspector under section 156.
- (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.
- (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.

294 Warrants and actions by inspectors preserved

- (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.
- (2) A power exercised by an inspector 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.

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- (3) However, subsection (2) does not apply to an exercise of an inspector's power to which section 289, 295 or 296 applies.
 - (4) In this section—
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.

295 Improvement notice preserved

- (1) This section applies to an improvement notice—
 - (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
 - (b) in force immediately before the repeal.
- (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.
- (3) Also, the notice continues in force and may be enforced as if it were an improvement notice given to the person under the repealed Act, section 117 for a contravention or likely contravention of this Act that corresponds to the notified contravention.

296 Prohibition notice preserved

- (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.
- (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.

297 Appeals

- (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.
- (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.

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

298 Definitions for pt 15, div 2

repeal means the repeal of the repealed Act.

repealed Act means the repealed *Dangerous Goods Safety Management Act 2001*.

299 Application of this Act and repealed Act in relation to particular provisions

- (1) This section applies to an obligation imposed by any of the following provisions of the repealed Act—
 - (a) section 16;
 - (b) section 23;
 - (c) section 24.
- (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.
- (3) If—
 - (a) the acts or omissions constituting the contravention continue after the repeal; and

- (b) the continuing acts or omissions contravene a duty imposed by a provision of this Act;

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.

300 Application of this Act and repealed Act in relation to other particular provisions

- (1) This section applies to an obligation imposed by any of the following provisions of the repealed Act—

- (a) section 25;
- (b) section 26;
- (c) section 27.

- (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.

- (3) If—

- (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; or
- (b) for an activity to which section 26(2) of the repealed Act applies—within 2 years after the repeal; or

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

302 Directive by authorised officer preserved

- (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.
- (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.
- (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.

Example—

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.

- (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.
- (5) Under subsections (2) and (3), for the purpose of—
 - (a) an application for a review under the repealed Act, section 102 made after the repeal; or
 - (b) an action taken by the administering executive after the repeal on an application for review made before the repeal;

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

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.

[s 304]

- (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.

305 Appeals

- (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) 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.

306 Regulation-making power for major hazard facility

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.

Examples—

- 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.
- 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.

Division 3 Transitional provisions for Work Health and Safety and Other Legislation Amendment Act 2014

307 Definitions

In this division—

amendment Act means the *Work Health and Safety and Other Legislation Amendment Act 2014*.

commencement means the commencement of this section.

former, in relation to a provision of this Act, means the provision as in force before the commencement.

308 Existing directions to cease unsafe work

- (1) This section applies if, before the commencement, a health and safety representative directed a worker to cease work under former section 85.
- (2) Former section 85 continues to apply in relation to the direction as if the section had not been repealed by the amendment Act.

309 Entry to workplace under former s 119

- (1) This section applies if—

[s 310]

- (a) before the commencement, a WHS entry permit holder entered a workplace under part 7, division 2; and
 - (b) at the commencement, the WHS permit holder has not given notice of the entry and the suspected contravention under former section 119.
- (2) Former section 119 continues to apply in relation to the entry as if the amendment Act had not been enacted.

Division 4 Transitional provisions for Rail Safety National Law (Queensland) Act 2017

310 Definitions for division

In this division—

amending division means the *Rail Safety National Law (Queensland) Act 2017*, part 7, division 6.

commencement means the commencement of the amending division.

former rail safety provision means schedule 1, part 2, division 3 of this Act as in force before the commencement.

311 Continuation of former rail safety provision

The former rail safety provision continues to apply in relation to circumstances that existed before the commencement as if that provision had not been replaced by the amending division.

Division 5 **Transitional provisions for Work Health and Safety and Other Legislation Amendment Act 2017**

312 **Definitions for division**

In this division—

amending Act means the *Work Health and Safety and Other Legislation Amendment Act 2017*.

pre-amended, in relation to a provision of this Act, means the provision as in force from time to time before the commencement.

313 **Existing proceedings**

- (1) This section applies to the following proceedings started before the commencement—
 - (a) a proceeding for an offence against this Act started by—
 - (i) the regulator; or
 - (ii) for a category 1 offence or category 2 offence—an inspector under section 230(1)(b) of the pre-amended Act;
 - (b) a proceeding for a contravention of a WHS civil penalty provision;
 - (c) an appeal against a decision made on a proceeding mentioned in paragraph (a) or (b).
- (2) If, immediately before the commencement, the proceeding had not been finally dealt with, on the commencement the WHS prosecutor becomes a party to the proceeding in place of—
 - (a) the regulator; or
 - (b) for a proceeding mentioned in subsection (1)(a)(ii) or a proceeding mentioned in subsection (1)(b) taken by an

inspector under section 260(b) of the pre-amended Act—the inspector.

- (3) Schedule 2, section 47 applies to the regulator in relation to the proceeding.

314 Appealing decisions made on proceedings decided before commencement

- (1) This section applies to a decision of a court in a proceeding for a contravention of a WHS civil penalty provision made before the commencement if, immediately before the commencement, an appeal against the decision has not been started.
- (2) From the commencement, the WHS prosecutor is taken to have been a party to the proceeding for the purposes of appealing against the decision.

315 Application of s 232(1) to offences allegedly committed before commencement

- (1) This section applies to an offence against this Act allegedly committed before the commencement, if a proceeding for the offence had not been started before the commencement.
- (2) If the offence first came to the notice of the regulator before the commencement, section 232(1), as in force immediately before the commencement, continues to apply to the offence.
- (3) Subject to subsection (2), section 232(1) as in force on the commencement applies to the offence.

316 Requests made to the regulator under s 231

- (1) This section applies to a request made to the regulator under section 231 of the pre-amended Act before the commencement.
- (2) Section 231 as in force on the commencement applies in relation to the request as if it had been made to the WHS prosecutor.

317 Adverse publicity orders made before commencement

- (1) This section applies to an adverse publicity order made before the commencement under section 236 of the pre-amended Act.
- (2) If the period mentioned in section 236(1)(b) ends after the commencement, that section is taken to require evidence of compliance with the order to be given to the WHS prosecutor in place of the regulator.

318 Application of s 261 to alleged contraventions of WHS civil penalty provisions before commencement

- (1) This section applies to a contravention of a WHS civil penalty provision allegedly committed before the commencement, if a proceeding for the contravention had not been started before the commencement.
- (2) If the contravention first came to the notice of the regulator before the commencement, section 261 as in force immediately before the commencement continues to apply to the contravention.
- (3) Subject to subsection (2), section 261 as in force on the commencement applies to the contravention.

319 Review proceedings for decisions mentioned in sch 2A, items 4–12

- (1) This section applies to a reviewable decision mentioned in schedule 2A, items 4 to 12 made before the commencement.
- (2) If an application for external review of the decision was made but not decided before the commencement, the review may continue to be decided by QCAT under the QCAT Act as if the amending Act had not commenced.
- (3) Subject to subsection (2), schedule 2A as in force on the commencement applies in relation to the decision.

320 Appeal against review decisions mentioned in sch 2A, items 4–12

- (1) This section applies to a decision made by QCAT on an external review of a reviewable decision mentioned in schedule 2A, items 4 to 12—
 - (a) before the commencement, if—
 - (i) an appeal against QCAT’s decision was started but not completed under the QCAT Act before the commencement; or
 - (ii) the period for starting an appeal against the decision started but had not ended before the commencement; or
 - (b) after the commencement under section 319.
- (2) The QCAT Act continues to apply to an appeal against QCAT’s decision as if the amending Act had not commenced.

**Division 6 Transitional provisions for
Community Services Industry
(Portable Long Service Leave) Act
2020**

321 Definitions for division

In this division—

amending Act means the *Community Services Industry (Portable Long Service Leave) Act 2020*.

former, for a provision of this Act, means the provision as in force from time to time before the commencement.

322 Application of former s 142A to decision made before commencement

- (1) This section applies if—

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- (a) an inspector made a decision, before the commencement, under former section 141A in relation to a dispute; and
 - (b) immediately before the commencement, the dispute had not been dealt with by the commission.
- (2) From the commencement, the commission may review the decision under section 142A, as in force immediately before the commencement, as if the amending Act had not commenced.

323 Review proceedings under former s 142A

- (1) This section applies if, before the commencement—
- (a) the commission was dealing with a dispute under section 142; and
 - (b) an inspector had made a decision under former section 141A in relation to the dispute.
- (2) If, immediately before the commencement, the proceeding had not been finally dealt with, the commission may continue to review the decision as if the amending Act had not commenced.
- (3) A person dissatisfied with the commission's decision on the review may appeal the commission's decision under section 142A(4), as in force immediately before the commencement, as if the amending Act had not commenced.

324 Application of amended WHS civil penalty provisions

- (1) This section applies if—
- (a) the maximum penalty for a WHS civil penalty provision is amended by the amending Act; and
 - (b) a monetary penalty for contravention is imposed under section 259(1) after the commencement.
- (2) For section 259(2), the maximum amount of the monetary penalty for the provision is the penalty for the former WHS

civil penalty provision in effect at the time of the contravention.

Division 7 Transitional provision for Public Service and Other Legislation Amendment Act 2020

325 Validation of entries in relation to electrical safety contraventions

- (1) Subsections (2) and (3) apply to an entry to a workplace by a WHS entry permit holder, made before the commencement purportedly under section 117, to inquire into an electrical safety contravention.
- (2) The entry is taken to be, and always to have been, as lawful as it would have been had section 117(1) applied in relation to electrical safety contraventions at the time of the entry.
- (3) An exercise of a right under section 118 while at the workplace is taken to be, and always to have been, as lawful as the exercise of the right would have been had section 118(1) applied in relation to electrical safety contraventions at the time of the entry.
- (4) Subsection (5) applies to an entry to a workplace by a WHS entry permit holder, made before the commencement purportedly under section 120, to inspect or make copies of employee records or other documents relevant to an electrical safety contravention.
- (5) The entry is taken to be, and always to have been, as lawful as it would have been had section 120 applied in relation to electrical safety contraventions at the time of the entry.
- (6) In this section—
electrical safety contravention means a suspected contravention of the *Electrical Safety Act 2002* that occurred on or after 1 January 2012.

Division 8 Transitional provisions for Work Health and Safety and Other Legislation Amendment Act 2024

Subdivision 1 Provision commencing on assent

326 Application of s 272A

- (1) Section 272A(1)(a) and (b) applies in relation to a contract of insurance or other arrangement entered into, or an indemnity provided, on or after the day that is 6 months after the commencement.
- (2) Section 272A(1)(c) applies to a person on or after the day that is 18 months after the commencement.
- (3) Section 272A(3) applies in relation to a contract of insurance or other arrangement entered into, or an indemnity provided, on or after the commencement.

Subdivision 2 Provisions commencing by proclamation

327 Definitions for subdivision

In this subdivision—

amendment Act means the *Work Health and Safety and Other Legislation Amendment Act 2024*.

former, in relation to a provision, means the provision as in force immediately before the commencement.

new, in relation to a provision of this Act, means the provision as in force from the commencement.

328 Existing procedures for consultation

- (1) This section applies if—

- (a) before the commencement—
 - (i) the person conducting a business or undertaking started to consult with workers under section 47(1); and
 - (ii) the parties had agreed to procedures for the consultation under section 47(2); and
 - (b) immediately before the commencement, the consultation had not ended.
- (2) Former section 48 continues to apply in relation to the consultation as if the amendment Act had not been enacted.

329 Existing work group negotiations

- (1) This section applies if—
- (a) before the commencement, negotiations to determine a work group under section 52(1), as in force from time to time before the commencement, had started; and
 - (b) immediately before the commencement, the work group had not been determined.
- (2) This section also applies if—
- (a) before the commencement, negotiations under section 52(4) to vary an agreement concerning the determination of a work group had started; and
 - (b) immediately before the commencement, the agreement had not been varied.
- (3) From the commencement, a relevant union may not become a party to the negotiations under new section 52(1)(c) or (4B).
- (4) Subject to subsection (3), from the commencement, former section 52(2) and (5) continues to apply in relation to the negotiations as if the amendment Act had not been enacted.

330 Health and safety representatives to be given particular notices

- (1) New section 70 and new part 5, division 7A apply only in relation to a notice given by an inspector or a notice of entry given by a WHS entry permit holder after the commencement.
- (2) New section 70 and new part 5, division 7A apply only in relation to 1 or more of the following that happen after the commencement—
 - (a) a written notice about a notifiable incident is given to the regulator;
 - (b) the regulator gives a person conducting the business or undertaking details of information received about a notifiable incident;
 - (c) the regulator gives a person conducting a business or undertaking an acknowledgement of receiving a notice about a notifiable incident.

331 Period for establishing health and safety committee

- (1) This section applies if—
 - (a) before the commencement, a request mentioned in section 75(1)(a) was made to establish a health and safety committee; and
 - (b) immediately before the commencement, the former establishment period had not ended and the committee had not been established.
- (2) Former section 75(1)(a) continues to apply for establishing the health and safety committee as if the amendment Act had not been enacted.
- (3) In this section—

former establishment period means the 2-month period for establishing the health and safety committee mentioned in former section 75(1)(a).

332 Resolution of existing issue relating to work health and safety

- (1) Subsection (2) applies if—
 - (a) an issue relating to a matter about work health and safety mentioned in section 81(1) arose before the commencement; and
 - (b) immediately before the commencement, the issue had not been resolved or settled, whether by a written agreement between the parties, the exercise of an inspector's compliance powers or the commission acting under section 102C(2) or (3).
- (2) From the commencement, a relevant union may not become a party to the dispute under new section 80(1)(e).

333 Existing directions to cease unsafe work

- (1) This section applies if, before the commencement, a health and safety representative gave a direction under former section 85.
- (2) Former section 85 continues to apply in relation to the direction as if the amendment Act had not been enacted.

334 Time for compliance with provisional improvement notices

- (1) This section applies if—
 - (a) a provisional improvement notice was issued before the commencement; and
 - (b) immediately before the commencement, the provisional improvement notice had not been cancelled.
- (2) Former sections 92, 94 and 100 continue to apply in relation to the provisional improvement notice as if the amendment Act had not been enacted.

335 Existing proceedings in relation to discriminatory or coercive conduct

- (1) This section applies in relation to proceedings—
 - (a) started before the commencement under section 112, as in force from time to time before the commencement; and
 - (b) that had not been decided before the commencement.
- (2) The Magistrates Court may continue to hear, and decide, the proceedings under former section 112 as if the amendment Act had not been enacted.

336 Application of s 229EA

Section 229EA applies in relation to an application for review filed after the commencement.

337 Existing proceedings in relation to WHS civil penalty provisions

- (1) This section applies in relation to WHS civil penalty proceedings—
 - (a) started before the commencement under part 13, division 7, as in force from time to time before the commencement; and
 - (b) that had not been decided before the commencement.
- (2) The Magistrates Court may continue to hear, and decide, the proceedings under former part 13, division 7 as if the amendment Act had not been enacted.

338 Application of new s 274

- (1) This section applies in relation to a code of practice if—
 - (a) the code of practice was approved by the Minister after 23 October 2017; and

- (b) immediately before the commencement the code of practice had not expired.
- (2) New section 274 applies in relation to the code of practice.
- (3) For calculating when the code of practice must be reviewed, a review carried out by the Minister before the commencement is taken to be a review for the purpose of new section 274.

339 Existing industry sector standing committees

On the commencement, the industry sector standing committees established under former schedule 2, section 14 are taken to have been established by the Minister under new schedule 2, section 14.

340 Change in committee name

- (1) To remove any doubt, it is declared that the replacement of schedule 2, section 23B by the amendment Act has effect only to change the name of the committee established under that section and does not establish a new committee.
- (2) From the commencement, if the context permits, a reference in an instrument to the affected persons committee or the Persons Affected by Work-related Fatalities and Serious Incidents Consultative Committee is taken to be a reference to the Consultative Committee for Work-related Fatalities and Serious Incidents.

Division 9 **Transitional provisions for Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Act 2024**

Subdivision 1 **Preliminary**

341 **Definitions for division**

In this division—

amendment Act means the *Criminal Code (Decriminalising Sex Work) and Other Legislation Amendment Act 2024*.

relevant department means the department in which the repealed *Prostitution Act 1999* was administered immediately before its repeal.

repealed Act means the repealed *Prostitution Act 1999*.

342 **Particular terms have meaning given under repealed Act**

In this division, a term defined under the repealed Act but not under this Act has the meaning it had under the repealed Act.

Subdivision 2 **Prostitution Licensing Authority and office**

343 **Authority, office and executive director**

(1) On the commencement—

- (a) the Authority is abolished; and
- (b) each member of the Authority goes out of office; and
- (c) the office of the Authority is abolished; and
- (d) the executive director of the office goes out of office.

- (2) No compensation is payable to a person because of subsection (1).
- (3) To remove any doubt, it is declared that subsection (2) does not limit or otherwise affect a person's right to a benefit or entitlement that had accrued before the commencement.

344 State is successor in law of Authority

- (1) The State is the successor in law of the Authority.
- (2) Subsection (1) is not limited by another provision of this subdivision.

345 Assets and liabilities

On the commencement, the assets and liabilities of the Authority immediately before the commencement become assets and liabilities of the State held in the relevant department.

346 Records and other documents

On the commencement, the records and other documents of the Authority immediately before the commencement become records and documents of the relevant department.

347 Proceedings not yet started

- (1) This section applies if, immediately before the commencement, a proceeding could have been started by or against the Authority within a particular period.
- (2) The proceeding may be started by or against the State within the period.

348 Current proceedings

- (1) This section applies to a proceeding that, immediately before the commencement, had not ended and to which the Authority was a party.
- (2) On the commencement, the State becomes a party to the proceeding in place of the Authority.

349 Matters relating to employment

- (1) This section applies to each person who was an employee of the office of the Authority immediately before the commencement, other than the executive director.
- (2) On the commencement—
 - (a) the person becomes a public service employee of the relevant department; and
 - (b) the person stops being an employee of the office of the Authority; and
 - (c) the office's liability for recreation, sick or long service leave accrued but not taken by the person before the commencement is transferred to the State held in the relevant department; and
 - (d) the office's records, to the extent they relate to the person's employment, become records of the State held in the relevant department.
- (3) Without limiting subsection (2)(a), if the person is employed under a contract of employment, the person's contract of employment with the office is taken to be a contract of employment between the person and the chief executive and applies with any necessary changes to give effect to the contract.
- (4) The change under subsection (2) has effect despite any contract, instrument or other law and does not—
 - (a) reduce the person's total remuneration; or

- (b) prejudice the person's existing or accruing rights to superannuation or recreation, sick, long service or other leave; or
- (c) interrupt the person's continuity of service, except that the person is not entitled to claim the benefit of a right or entitlement more than once in relation to the same period of service; or
- (d) constitute a termination of employment by the office, retrenchment or redundancy; or
- (e) entitle the person to a payment or other benefit merely because the person is no longer employed by the office; or
- (f) require a payment to be made in relation to the person's accrued rights to recreation, sick, long service or other leave irrespective of any arrangement between the office and the person; or
- (g) terminate or otherwise end a contract.

350 Effect on legal relationships

- (1) Anything done under this subdivision—
 - (a) does not make the State liable for a civil wrong or a contravention of a law or for a breach of contract or confidence; and
 - (b) does not make the State in breach of any instrument, including an instrument prohibiting, restricting or regulating the assignment, novation or transfer of a right or liability or the disclosure of information; and
 - (c) does not fulfil a condition that—
 - (i) terminates, or allows a person to terminate, an instrument or obligation; or
 - (ii) modifies, or allows a person to modify, the operation or effect of an instrument or obligation; or

- (iii) allows a person to avoid or enforce an obligation or liability contained in an instrument; or
 - (iv) requires a person to perform an obligation or liability contained in an instrument; or
 - (v) requires any money to be paid before its stated maturity; and
- (d) does not release a surety or other obligee, wholly or partly, from an obligation.
- (2) If, apart from this section, the advice, consent or approval of a person would be necessary to do something under this subdivision, the advice is taken to have been obtained or the consent or approval is taken to have been given unconditionally.
- (3) If giving notice to a person would be necessary to do something under this subdivision, the notice is taken to have been given.
- (4) A reference in this section to the State includes a reference to an employee or agent of the State.

351 References to Authority

In an Act or document, a reference to the Authority is, if the context permits, taken to be a reference to the State.

352 Annual report

Despite its repeal, section 108I(4) of the repealed Act applies in relation to an annual report of the Authority prepared after the commencement.

353 Prostitution Licensing Authority Fund

- (1) Despite the commencement of the amendment Act, section 35, the fund continues in existence from the commencement until it is abolished under subsection (2).

- (2) The fund is abolished on the day that is 1 year after the commencement.
- (3) Until the fund is abolished—
 - (a) sections 125(1)(a) and (b) and 126 of the repealed Act continue to apply in relation to the fund; and
 - (b) a reference to the Authority in section 125(1) of the repealed Act is taken to be a reference to the State.
- (4) Any amounts held in the fund on the day the fund is abolished must be paid to the consolidated fund.

Subdivision 3 Other transitional provisions

354 Applications for brothel licence made but not decided before commencement

- (1) This section applies if an application for a brothel licence was made under the repealed Act, part 3, division 1 and, before the commencement, the application had not been—
 - (a) withdrawn under the repealed Act, section 12; or
 - (b) decided under the repealed Act, section 18.
- (2) On the commencement—
 - (a) the application lapses; and
 - (b) the State—
 - (i) may, at its discretion, direct the refund of the whole or part of the application fee; and
 - (ii) must direct the refund of the licence fee.

355 Applications for approved manager's certificate made but not decided before commencement

- (1) This section applies if an application for an approved manager's certificate was made under the repealed Act, part 3,

division 2 and before the commencement, the application had not been—

- (a) withdrawn under the repealed Act, section 37; or
 - (b) decided under the repealed Act, section 43.
- (2) On the commencement—
- (a) the application lapses; and
 - (b) the State—
 - (i) may, at its discretion, direct the refund of the whole or part of the application fee; and
 - (ii) must direct the refund of the certificate fee.

356 Relevant applications under Planning Act made but not decided before commencement

- (1) This section applies if—
- (a) before the commencement, a relevant application was made to which the repealed Act, part 4 applied; and
 - (b) immediately before the commencement, the application has not been decided under the Planning Act; and
 - (c) before the commencement, no application had been made under the repealed Act, section 64A.
- (2) On the commencement, the application may continue to be decided under the Planning Act as if the repealed Act, part 4 had never applied.
- (3) However, if, before the commencement, an application had been made to QCAT for a review of a decision under the repealed Act, section 64A or 64B—
- (a) the application may continue to be heard and decided under the repealed Act, part 4, division 3; and
 - (b) the repealed Act, part 4, division 3 continues to apply in relation to the application as if the amendment Act, section 35 had not commenced.

- (4) If, immediately before the commencement, a development approval had been suspended because of the operation of the repealed Act, section 64E and no application had been made to QCAT for a review as mentioned in subsection (3), on the commencement the suspension ends.
- (5) If this section is inconsistent with a provision of the Planning Act, this section prevails to the extent of the inconsistency.

357 Confidentiality

- (1) Despite the repeal of the repealed Act, each of the following provisions of the repealed Act continues to apply in relation to a report or information to which the provision applied immediately before the commencement—
 - (a) section 108B(7);
 - (b) section 110KA(7);
 - (c) section 110P(5);
 - (d) section 110T(5).
- (2) Also, despite the repeal of the repealed Act—
 - (a) section 133 of the repealed Act continues to apply in relation to the disclosure of information obtained before the commencement; and
 - (b) section 133A of the repealed Act continues to apply in relation to information or a document acquired or accessed before the commencement; and
 - (c) section 136 of the repealed Act continues to apply in relation to identifying particulars obtained before the commencement; and
 - (d) section 138 of the repealed Act continues to apply in relation to a decision of the Authority made before the commencement.
- (3) Without limiting the *Acts Interpretation Act 1954*, section 20, a proceeding for an offence against section 133 or 133A of the repealed Act may be continued or started, and the person may

be convicted of and punished for the offence, as if the amendment Act, section 35 had not commenced.

- (4) Subsection (3) applies—
- (a) despite the Criminal Code, section 11; and
 - (b) whether the disclosure of information mentioned in section 133(1) or 133A(1) occurred before or occurs after the commencement.

358 Protection of officials from liability

Despite its repeal, section 134 of the repealed Act continues to apply in relation to an official in relation to an act done, or omission made, before the commencement.

359 Proceedings for offences generally

- (1) This section applies in relation to an offence against the repealed Act committed by a person before the commencement, other than an offence against a relevant offence provision under section 360.
- (2) The person may not be convicted of or punished for the offence unless the person was charged with the offence before the commencement.
- (3) If the person was charged with the offence before the commencement, a proceeding for the offence may be continued, and the person may be convicted of and punished for the offence, as if the amendment Act, section 35 had not commenced.

360 Proceedings for particular offences

- (1) This section applies in relation to an offence against a relevant offence provision committed by a person before the commencement.
- (2) Without limiting the *Acts Interpretation Act 1954*, section 20, a proceeding for the offence may be continued or started, and

the person may be convicted of and punished for the offence, as if the amendment Act, section 35 had not commenced.

(3) Subsection (2) applies despite the Criminal Code, section 11.

(4) In this section—

relevant offence provision means each of the following provisions of the repealed Act—

- (a) section 77;
- (b) section 97;
- (c) section 98;
- (d) section 108;
- (e) section 108C;
- (f) section 108D;
- (g) section 110S.

361 Transitional regulation-making power

(1) A regulation (a ***transitional regulation***) may make provision about a matter for which—

- (a) it is necessary to make provision—
 - (i) to allow or facilitate the doing of anything to achieve the transition associated with the repeal of the *Prostitution Act 1999*; or
 - (ii) to allow or facilitate the doing of anything to help the operation of the amendment Act in relation to the repeal of the *Prostitution Act 1999*; and
- (b) the amendment Act does not provide or sufficiently provide.

(2) A transitional regulation may have retrospective operation to a day that is not earlier than the day this section commences.

(3) A transitional regulation must declare it is a transitional regulation.

- (4) This section and any transitional regulation expire on the day that is 2 years after the day this section commences.

Division 10 Transitional provisions for Brisbane Olympic and Paralympic Games Arrangements and Other Legislation Amendment Act 2024

362 Definitions for division

In this division—

amendment Act means the *Brisbane Olympic and Paralympic Games Arrangements and Other Legislation Amendment Act 2024*.

former, for a provision of this Act, means the provision as in force immediately before the commencement.

363 Existing directions to cease unsafe work given under former s 85(1)

- (1) This section applies if, before the commencement, a health and safety representative gave a direction under former section 85(1).
- (2) Former section 85 continues to apply in relation to the direction as if the amendment Act, section 47 had not commenced.

364 Entry to workplace before commencement

- (1) This section applies if—
- (a) a WHS entry permit holder entered a workplace under section 117 before the commencement; and
- (b) immediately before the commencement, the WHS permit holder had not given notice of the entry and the suspected contravention under former section 119.

[s 364]

- (2) Former section 119 continues to apply in relation to the entry as if the amendment Act, section 50 had not commenced.

Schedule 1 Application of Act

section 12

Part 1 Dangerous goods and high risk plant

1 Application to storage and handling of dangerous goods

- (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.
- (2) For subsection (1)—
 - (a) a reference in this Act to carrying out work includes a reference to the storage or handling of dangerous goods; and
 - (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
 - (c) a reference in this Act to work health and safety (however expressed) includes a reference to public health and safety.
- (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.
- (4) For subsection (3)—
 - (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
 - (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

- (c) a reference in this Act to work health and safety (however expressed) includes a reference to public health and safety.
- (5) The operation of this section is subject to any exclusions or modifications prescribed under a regulation.
- (6) In this section—

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.

air conditioning unit means a unit of plant that provides air conditioning and that either—

- (a) incorporates a cooling tower; or
- (b) consists of 1 or more compressors and the power rating required for operation of the air conditioning unit is 50kW or more.

amusement device means a device—

- (a) used for commercial purposes; and
- (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.

asbestos means the asbestiform varieties of mineral silicates belonging to the serpentine or amphibole groups of rock-forming minerals, including the following—

- (a) actinolite asbestos;
- (b) grunerite (or amosite) (brown) asbestos;
- (c) anthophyllite asbestos;
- (d) chrysotile (white);
- (e) crocidolite (blue);
- (f) tremolite asbestos;

- (g) a mixture containing 1 or more of the minerals mentioned in paragraphs (a) to (f).

Note—

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.

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.

dangerous goods means—

- (a) asbestos; or
- (b) anything defined under the ADG Code as—
 - (i) dangerous goods; or
 - (ii) goods too dangerous to be transported.

escalator means a power driven inclined continuous stairway used for raising or lowering passengers, and includes a moving walkway.

high risk plant means the following—

- (a) air conditioning unit;
- (b) amusement device;
- (c) cooling tower;
- (d) escalator;
- (e) lift;
- (f) LP gas cylinder.

lift means any machinery—

- (a) having a platform or cage the direction or movement of which is restricted by a guide or guides; and
- (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

(whether or not detachable) used or designed for use for operating a lift.

LP gas cylinder means a cylinder with a water capacity of more than 0.1kg that contains liquefied petroleum gas under pressure.

Part 2 Relationship with other Acts

Division 1 Mining safety and related matters

1 Definition for div 1

In this division—

P&G Act means the *Petroleum and Gas (Production and Safety) Act 2004*.

2 Relationship with mining Acts

- (1) This Act does not apply to—
- (a) a coal mine to which the *Coal Mining Safety and Health Act 1999* applies; or
 - (b) a mine to which the *Mining and Quarrying Safety and Health Act 1999* applies; or
 - (c) subject to subsections (2) and (3), operating plant under the P&G Act, other than specified P&G Act authorised activity, for any of the following—
 - (i) a 1923 Act petroleum tenure under the *Petroleum Act 1923*;
 - (ii) a petroleum authority under the P&G Act;
 - (iii) a GHG authority under the *Greenhouse Gas Storage Act 2009*;
 - (iv) a geothermal tenure under the *Geothermal Energy Act 2010*;

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- (v) a mining tenement under the *Mineral Resources Act 1989*.
- (2) Despite subsection (1)(c)—
- (a) this Act applies to construction work for operating plant under the P&G Act, unless the work is—
- (i) the commissioning of an operating plant; or
- (ii) the process called ‘rigging up and down’ of a drill rig; and
- (b) both this Act and the P&G Act apply to construction work for a stage of operating plant or proposed operating plant mentioned in section 672(2) of that Act, unless the work is work mentioned in paragraph (a)(i) or (ii).
- (3) Despite subsection (1)(c), a regulation under this Act applying in relation to a hazardous chemical or major hazard facility applies in relation to the chemical or facility even though it is at, or is, operating plant excluded from the application of this Act by subsection (1)(c).
- (4) Subject to subsection (3), if this Act, for a health and safety matter, conflicts with the P&G Act, that Act prevails to the extent of the inconsistency.
- (5) This section is subject to schedule 2, part 4, division 2.
- (6) In this section—

hazardous chemical means a hazardous chemical under a regulation.

major hazard facility means a major hazard facility under a regulation.

specified P&G Act authorised activity means an authorised activity mentioned in the P&G Act, section 670(6) that is not operating plant under the P&G Act, because of section 670(7)(b) of that Act.

3 Relationship with P&G Act relating to design or manufacture of operating plant

- (1) This section applies if—
 - (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 under the P&G Act, that impacts on the integrity or safe use of the plant; and
 - (b) the P&G Act also has application to the matter.
- (2) This Act does not have application to the matter to the extent that the P&G Act has application to the matter.

Division 2 Electrical safety

4 Relationship with Electrical Safety Act 2002

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

Example for subsection (2)—

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.

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

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 electrical safety circumstances, does not include a duty to ensure the

person's business or undertaking is conducted in a way that is electrically safe.

Division 3 Vocational education and training regulation

5 Relationship with National Vocational Education and Training Regulator Act 2011 (Cwlth)

- (1) The State competency regulation provisions are declared to be an excluded matter for the purposes of the Commonwealth Act, section 10 in relation to section 9(1) of that Act to the extent only that section 9(1) prevents the application of the State competency regulation provisions to an NVR registered training organisation (within the meaning of the Commonwealth Act) providing—
 - (a) training, assessment or instruction for an authorisation under this Act; or
 - (b) training, assessment or instruction about working safely in a workplace in a particular industry.
- (2) Without limiting subsection (1), each provision of this Act is declared to be a VET legislation displacement provision for the purposes of the Commonwealth Act, section 11.
- (3) In this section—

Commonwealth Act means the *National Vocational Education and Training Regulator Act 2011 (Cwlth)*.

State competency regulation provisions means—

- (a) the provisions under this Act—
 - (i) regulating organisations providing training, assessment or instruction—
 - (A) for an authorisation; or
 - (B) about working safely in a workplace in a particular industry; or
 - (ii) regulating the standard of training, assessment or instruction required—

- (A) for an authorisation; or
- (B) for training about working safely in a workplace in a particular industry; or
- (iii) providing for the approval of the training, assessment and instruction provided by an organisation—
 - (A) for an authorisation as suitable for the authorisation; or
 - (B) for training about working safely in a workplace in a particular industry; or
- (iv) providing for the approval of an organisation to provide training, assessment and instruction—
 - (A) for an authorisation; or
 - (B) about working safely in a workplace in a particular industry; or
- (b) the provisions under this Act or another Act providing for the exercise of investigative powers, sanctions and enforcement for the purposes of this Act in relation to those matters.

Division 4 Recreational water activities

6 Relationship with Safety in Recreational Water Activities Act 2011

- (1) This section applies if—
 - (a) this Act, in the absence of this section, would have application in particular circumstances; and
 - (b) the *Safety in Recreational Water Activities Act 2011*, section 16 also has application in the circumstances.
- (2) This Act does not have application in the circumstances to the extent that the *Safety in Recreational Water Activities Act 2011*, section 16 has application.

Example for subsection (2)—

Section 19 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 persons mentioned in the section.

If the business or undertaking provides recreational water activities, the *Safety in Recreational Water Activities Act 2011*, section 16, provides that a duty is imposed on the person conducting the business or undertaking to ensure it is conducted in a way that ensures the health and safety of persons for whom the activities are provided.

Accordingly, the duty under section 19(1) of this Act continues to apply to persons covered by section 19 (for example, workers) for whom the recreational water activities are not being provided, and the *Safety in Recreational Water Activities Act 2011* applies to the persons for whom the recreational water activities are provided.

Division 5 Other legislation

7 Generally

- (1) Subject to divisions 1 to 4, 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.
- (2) This Act does not limit the following—
 - (a) the *Explosives Act 1999*;
 - (b) the Heavy Vehicle National Law (Queensland);
 - (c) the *Public Safety Preservation Act 1986*;
 - (d) the *Radiation Safety Act 1999*;
 - (e) the *Transport Operations (Marine Safety) Act 1994*;
 - (f) the *Transport Operations (Road Use Management) Act 1995*.
- (3) Subject to subsection (1), to the extent to which an Act or Law mentioned in subsection (2) is inconsistent with this Act, that Act or Law prevails.

Schedule 2 The regulator and local tripartite consultation arrangements and other local arrangements

Part 1 The regulator

1 Appointment of regulator

- (1) The Governor in Council may appoint a public service officer as the regulator.
- (2) The regulator is appointed under the *Public Sector Act 2022* and may hold the office in conjunction with his or her other public service office.
- (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.

Part 2 Industry consultative arrangements

Division 1 Purposes of part

2 Purposes of part

The purposes of this part are—

- (a) to establish the work health and safety board; and
- (b) to provide for the establishment of industry sector standing committees of the board.

Division 2 The board and its functions

3 Work health and safety board

The work health and safety board (the *board*) is established.

4 Functions of board

- (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.
- (2) Without limiting subsection (1), the board may discharge its primary function by—
 - (a) developing a 5 year strategic plan for improving work health and safety; and
 - (b) examining whether the 5 year strategic plan meets the existing and future needs of industry and the community; and
 - (c) advising the Minister about state, national and international work health and safety issues; and
 - (d) considering other issues referred to it by the Minister; and
 - (e) reviewing the appropriateness of provisions of this Act, a regulation, or code of practice; and
 - (f) considering recommendations made to it by an industry sector standing committee; and
 - (g) reviewing the performance of an industry sector standing committee; and
 - (h) recommending to the Minister the establishment of industry sector standing committees; and
 - (i) reviewing the membership of an industry sector standing committee; and
 - (j) establishing working parties on the recommendation of an industry sector standing committee; and

- (k) deciding procedures for the operation of working parties; and
 - (l) appointing members to a working party; and
 - (m) considering the most effective and efficient way of applying funds allocated for work health and safety; and
 - (n) ensuring industry has been adequately consulted on proposed codes of practice; and
 - (o) promoting work health and safety to industry and the community to encourage a healthy and safe culture at workplaces.
- (3) The regulator must give the board reasonable help to enable it to perform its functions.

5 Annual report

- (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.
- (2) The Minister must table a copy of the report in the Legislative Assembly within 14 sitting days after receiving it.

Division 3 Membership and conduct of board proceedings

6 Membership of board

- (1) The board consists of a chairperson, and at least 6 other members, appointed by the Minister.
- (2) The person the Minister appoints as chairperson must be representative of industry.
- (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.

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- (4) The Minister must ensure the number of members representing employers equals the number of members representing workers.
 - (5) The Minister must seek to appoint both men and women members to the board.

7 Times of board meetings

- (1) The board may hold its meetings when it decides.
- (2) However, the board must meet at least 4 times a year.
- (3) The chairperson of the board—
 - (a) may call a meeting of the board at any time; and
 - (b) must call a meeting if asked by at least a third of the other members.
- (4) Also, the Minister may call a meeting of the board at any time.

8 Conduct of proceedings

- (1) The chairperson of the board presides at all board meetings at which the chairperson is present.
- (2) If the chairperson is absent, the member chosen by the members present is to preside.
- (3) At a meeting of the board—
 - (a) a quorum is at least 4 members; and
 - (b) a question is decided by a majority of the votes of the members present and voting; and
 - (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.
- (4) The board may otherwise conduct its proceedings (including its meetings) as it considers appropriate.
- (5) The board may hold meetings, or permit members to take part in meetings, by telephone, closed-circuit television or another form of communication.

- (6) A member who takes part in a board meeting under a permission under subsection (5) is taken to be present at the meeting.
- (7) A resolution is a valid resolution of the board, even though it is not passed at a board meeting, if—
 - (a) at least half the members give written agreement to the resolution; and
 - (b) notice of the resolution is given under procedures approved by the board.

9 Disclosure of interests

- (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.
- (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.
- (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.
- (4) For this section, an entity is *associated with* a member if the member is an employee or member of, or an adviser to, the entity.

10 Minutes

The board must keep minutes of its proceedings.

Division 4 Provisions about appointed board members

11 Duration of appointment

- (1) The appointment of a member is for the term, not longer than 3 years, decided by the Minister.
- (2) The office of a member becomes vacant if—
 - (a) the member resigns by signed notice of resignation given to the Minister; or
 - (b) the member is found guilty of an indictable offence or an offence against this Act; or
 - (c) the member is absent, without the Minister's leave and without reasonable excuse, from 3 consecutive ordinary meetings of the board; or
 - (d) the member's appointment is ended by the Minister under subsection (3).
- (3) The Minister may, at any time, end the appointment of a member for any reason or none.

12 Leave of absence

- (1) The Minister may approve a leave of absence for a member.
- (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.

13 Conditions of appointment

- (1) A member is appointed on a part-time basis.
- (2) A member is entitled to be paid the remuneration and allowances fixed by the Minister.

Division 5 Industry sector standing committees

14 Industry sector standing committees

- (1) The Minister may, by gazette notice, establish industry sector standing committees.
- (2) However, no more than 10 industry sector standing committees may exist at any particular time.

15 Functions of industry sector standing committees

- (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.
- (2) Without limiting subsection (1), the committee may discharge its primary function by—
 - (a) examining the appropriateness of, and need for, setting work health and safety standards; and
 - (b) considering issues referred to it by the board; and
 - (c) recommending to the board that working parties be established to respond to work health and safety issues; and

Examples of responses under paragraph (c)—

- 1 developing a code of practice
 - 2 organising a workplace health and safety promotional program
- (d) recommending to the board who should be a member of a working party; and
 - (e) recommending to the board procedures for the operation of working parties.

Division 6 Membership and conduct of industry sector standing committee proceedings

16 Membership of industry sector standing committee

- (1) An industry sector standing committee consists of a chairperson, and at least 6 other members, appointed by the Minister.
- (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.
- (3) The Minister must ensure the number of members representing employers equals the number of members representing workers.
- (4) The Minister must seek to appoint both men and women members to the committee.

17 Times of industry sector standing committee meetings

- (1) An industry sector standing committee may hold its meetings when it decides.
- (2) However, the committee must meet at least 4 times a year.
- (3) The chairperson of the committee—
 - (a) may call a meeting of the committee at any time; and
 - (b) must call a meeting if asked by at least a third of the other members.
- (4) Also, the Minister or the board may call a meeting of the committee at any time.

18 Conduct of industry sector standing committee proceedings

- (1) The chairperson of an industry sector standing committee presides at all meetings of the committee at which the chairperson is present.

- (2) If the chairperson is absent, the member chosen by the members present is to preside.
- (3) At a meeting of the committee—
 - (a) a quorum is at least half the members; and
 - (b) a question is decided by a majority of the votes of the members present and voting; and
 - (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.
- (4) An industry sector standing committee may otherwise conduct its proceedings (including its meetings) as it considers appropriate.
- (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.
- (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.
- (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—
 - (a) at least half the members give written agreement to the resolution; and
 - (b) notice of the resolution is given under procedures approved by the industry sector standing committee.

19 Disclosure of interests

- (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) 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.
- (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.
- (4) For this section, an entity is *associated with* a member if the member is an employee or member of, or an adviser to, the entity.

20 Minutes

An industry sector standing committee must keep minutes of its proceedings.

Division 7 Provisions about industry sector standing committee members

21 Duration of appointment

- (1) The appointment of a member is for the term, not longer than 3 years, decided by the Minister.
- (2) The office of a member becomes vacant if—
 - (a) the member resigns by signed notice of resignation given to the Minister; or
 - (b) the member is found guilty of an indictable offence or an offence against this Act; or
 - (c) the member is absent, without the Minister's leave and without reasonable excuse, from 3 consecutive ordinary meetings of the committee; or

- (d) the member's appointment is ended by the Minister under subsection (3).
- (3) The Minister may, at any time, end the appointment of a member for any reason or none.

22 Leave of absence

- (1) The Minister may approve a leave of absence for a member.
- (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.
- (3) The Minister must have regard to the committee's membership requirements under section 16 when appointing someone as an acting member.

23 Conditions of appointment

- (1) A member is appointed on a part-time basis.
- (2) A member is entitled to be paid the remuneration and allowances fixed by the Minister.

Part 2A Consultative committee

Division 1 Preliminary

23A Definitions for part

In this part—

affected person means a person who is affected, directly or indirectly, by a workplace incident that involves death or a serious injury or illness.

committee member see section 23D(1).

consultative committee see section 23B.

workplace incident means an incident that happens at a workplace, including a workplace to which this Act does not apply.

Division 2 Establishment and functions

23B Establishment

The Consultative Committee for Work-related Fatalities and Serious Incidents (the *consultative committee*) is established.

23C Functions

- (1) The primary function of the consultative committee is to give advice and make recommendations to the Minister about the information and support needs of affected persons.
- (2) Without limiting subsection (1), the consultative committee may discharge its primary function by—
 - (a) providing advice about, and contributing to the development and review of, policies, practices and strategies for liaising with and providing information and support to affected persons; and
 - (b) considering and making recommendations about other matters relating to the information and support needs of affected persons referred to the committee by the Minister.
- (3) The regulator must give the consultative committee the necessary administrative and other support to enable the committee to perform its functions efficiently and effectively.

Division 3 Membership

23D Membership

- (1) The consultative committee consists of the following members (each a *committee member*) appointed by the Minister—
 - (a) the chairperson;
 - (b) the deputy chairperson;
 - (c) at least 4 other members, each of whom represents—
 - (i) an affected person; or
 - (ii) a person affected, directly or indirectly, by a relevant incident.
- (2) A person may be appointed as the chairperson or deputy chairperson if—
 - (a) the person has or had a serious injury or illness as a result of a workplace incident or a relevant incident; or
 - (b) a relative of the person died, or has or had a serious injury or illness, as a result of a workplace incident or a relevant incident.
- (3) In appointing a committee member, the Minister must have regard to providing for balanced gender representation in the membership of the committee.
- (4) In this section—

relevant incident means an incident, other than a workplace incident, involving death or serious injury or illness, if the circumstances of the incident are relevant to securing the health and safety of workers and workplaces.

23E Term of appointment

- (1) A committee member holds office for the term, not longer than 3 years, decided by the Minister.
- (2) Subsection (1) does not prevent a committee member from being reappointed.

23F Vacancy in office

- (1) A committee member's office becomes vacant if—
 - (a) the member completes the member's term of office and is not reappointed; or
 - (b) the member resigns office by signed notice given to the Minister; or
 - (c) the member is found guilty of an indictable offence or an offence against this Act; or
 - (d) the member is absent, without the Minister's leave and without reasonable excuse, from 3 consecutive ordinary meetings of the consultative committee; or
 - (e) the member's appointment is ended by the Minister under subsection (2).
- (2) The Minister may, at any time, end the appointment of a committee member for any reason or none.

23G Conditions of appointment

- (1) A committee member is appointed on a part-time basis.
- (2) A committee member is to be paid the remuneration and allowances decided by the Minister.
- (3) A committee member holds office on the terms, not otherwise provided for by this Act, decided by the Minister.
- (4) A committee member is appointed under this Act and not the *Public Sector Act 2022*.

23H Leave of absence

The Minister may—

- (a) approve a leave of absence for a committee member; and
- (b) appoint someone else to act in the office of the committee member while the member is absent on leave.

Division 4 Proceedings

23I Conduct of business

Subject to this division, the consultative committee may conduct its business, including its meetings, in the way it considers appropriate.

23J Quorum

A quorum for the consultative committee is one-half the number of its committee members, or if one-half is not a whole number, the next highest whole number.

23K Meetings

- (1) Meetings of the consultative committee are to be held at the times and places the chairperson decides.
- (2) However, the chairperson must call a meeting if asked in writing to do so by—
 - (a) the Minister; or
 - (b) at least the number of committee members forming a quorum for the committee.

23L Presiding at meetings

- (1) The chairperson presides at all meetings of the consultative committee at which the chairperson is present.
- (2) If the chairperson is absent from a meeting, the deputy chairperson is to preside.
- (3) If neither the chairperson nor the deputy chairperson is present at a meeting, the committee member chosen by the members present is to preside.

23M Minutes

The consultative committee must keep minutes of its meetings.

Division 5 Other matters**23N Disclosure of interests**

- (1) This section applies to a committee member if—
 - (a) the member has a direct interest in an issue being considered, or about to be considered, by the consultative committee; and
 - (b) the interest could conflict with the proper performance of the member's duties about the consideration of the issue.
- (2) As soon as practicable after the relevant facts come to the committee member's knowledge, the member must disclose the nature of the interest to a meeting of the consultative committee.
- (3) Unless the consultative committee otherwise decides, the committee member must not—
 - (a) be present when the committee considers the issue; or
 - (b) take part in a decision of the committee about the issue.
- (4) The committee member must not be present when the consultative committee is considering its decision under subsection (3).
- (5) If there is another person who must, under subsection (2), also disclose an interest in the issue, the other person must not—
 - (a) be present when the consultative committee is considering its decision under subsection (3); or
 - (b) take part in making the decision.
- (6) Subsection (7) applies if—

- (a) because of this section, a committee member is not present at a meeting for considering or deciding an issue, or making a decision under subsection (3); and
 - (b) there would be a quorum if the committee member were present.
- (7) The remaining committee members present are a quorum of the consultative committee for considering or deciding the issue, or making a decision under subsection (3), for the meeting.

230 Annual report

- (1) As soon as practicable, but within 4 months, after the end of each financial year, the consultative committee must give the Minister a written report about the performance of its functions during the year.
- (2) The Minister must table a copy of the report in the Legislative Assembly within 14 sitting days after receiving it.

Part 3 Self-insurance report

24 Application for report relating to workers' compensation self-insurance

- (1) The Workers' Compensation Regulator 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 *Workers' Compensation and Rehabilitation Act 2003*.
- (2) The employer or group employer must pay the fee calculated under a regulation for the preparation of the report.
- (3) The regulator must—
 - (a) prepare the report having regard to the occupational health and safety performance standards published by the regulator; and

- (b) give the report to the Workers' Compensation Regulator within 3 months after receiving the application for the report.
- (4) In this section—
- employer* see the *Workers' Compensation and Rehabilitation Act 2003*, section 30.
- group employer* see the *Workers' Compensation and Rehabilitation Act 2003*, schedule 6.

Part 4 **WHS prosecutor**

Division 1 **Office of the WHS prosecutor**

25 **Establishment**

There must be a Work Health and Safety Prosecutor (the *WHS prosecutor*).

26 **WHS prosecutor represents the State**

- (1) The WHS prosecutor represents the State.
- (2) Without limiting subsection (1), the WHS prosecutor has the status, privileges and immunities of the State.

Division 2 **Functions and powers**

27 **Functions of WHS prosecutor**

The functions of the WHS prosecutor are—

- (a) to conduct and defend proceedings under this Act before a court or tribunal; and
- (b) to advise the regulator on matters relating to this Act; and

- (c) any other function given to the WHS prosecutor under this Act or another Act.

28 Powers

- (1) The WHS prosecutor has the powers given under this Act or another Act.
- (2) Also, the WHS prosecutor has the power to do all things necessary or convenient to be done in performing his or her functions.

29 Not under Ministerial control

In performing the functions and exercising the powers of the WHS prosecutor, the WHS prosecutor is not under the control or direction of the Minister.

30 Delegation

The WHS prosecutor may delegate the WHS prosecutor's functions and powers under this Act or another Act to an appropriately qualified member of the WHS prosecutor's staff.

Division 3 Appointment of WHS prosecutor and related matters

31 Appointment

- (1) The WHS prosecutor is appointed by the Governor in Council on the recommendation of the Minister.
- (2) The Minister may recommend a person for appointment only if—
 - (a) the person is a lawyer who has been admitted to practise for at least 5 years; and

- (b) the Minister is satisfied the person has demonstrated qualities of leadership, management and innovation in a senior government or private sector role.

32 WHS prosecutor appointed under this Act

The WHS prosecutor is appointed under this Act and not under the *Public Sector Act 2022*.

33 Term of office

Subject to this division, the WHS prosecutor—

- (a) holds office for not more than 5 years, as stated in the WHS prosecutor's instrument of appointment; and
- (b) is eligible for reappointment on the ending of the WHS prosecutor's term of appointment.

34 Conditions of appointment

- (1) The WHS prosecutor is to be paid the remuneration and allowances decided by the Governor in Council.
- (2) The WHS prosecutor holds office on the terms and conditions decided by the Governor in Council, to the extent the terms and conditions are not provided for by this Act.

35 Preservation of rights of WHS prosecutor

- (1) This section applies if a public service officer is appointed as the WHS prosecutor.
- (2) The person keeps all rights accrued or accruing to the person as a public service officer as if service as the WHS prosecutor were a continuation of service as a public service officer.
- (3) At the end of the person's term of office or on resignation as the WHS prosecutor, the person's service as the WHS prosecutor is taken to be service of a like nature in the public service for deciding the person's rights as a public service officer.

36 Other employment limited

Other than under this Act, the WHS prosecutor must not, without the Minister's consent, engage in any work relating to—

- (a) a person conducting a business or undertaking who has been charged with an offence under this Act; or
- (b) consultancy on work health and safety matters with a person conducting a business or undertaking.

37 WHS prosecutor's previous involvement does not prevent or limit performance of functions

(1) This section applies to a person appointed as the WHS prosecutor if—

- (a) before the appointment, the person was involved in a matter in the practice of the person's profession; and
- (b) at the time of the appointment, the matter has not been finally decided or otherwise dealt with.

(2) The involvement does not prevent the person from, or limit the person in, performing the person's functions as WHS prosecutor.

(3) However, the person must not—

- (a) disclose information given to the person in his or her professional capacity in relation to the matter before the person's appointment as WHS prosecutor, other than to—
 - (i) the person for whom the WHS prosecutor was acting in the matter in the practice of the WHS prosecutor's profession; or
 - (ii) a legal representative of that person; or
 - (iii) a person authorised by the person or legal representative mentioned in subparagraph (i) or (ii) to receive the information; or
- (b) act personally in relation to the matter.

38 Vacancy in office

- (1) The office of the WHS prosecutor becomes vacant if the WHS prosecutor—
 - (a) resigns office by signed notice to the Minister giving at least 1 month's notice; or
 - (b) is convicted of an indictable offence; or
 - (c) is an insolvent under administration; or
 - (d) is removed from office by the Governor in Council under subsection (3).
- (2) Also, if the WHS prosecutor is suspended by the Minister under subsection (5), the office is vacant during the period of suspension.
- (3) The Governor in Council may, at any time, remove the WHS prosecutor from office on the recommendation of the Minister.
- (4) The Minister may recommend the WHS prosecutor's removal if the Minister is satisfied the WHS prosecutor—
 - (a) has been guilty of misconduct; or
 - (b) is incapable of performing his or her duties; or
 - (c) has neglected his or her duties or performed them incompetently.
- (5) The Minister may suspend the WHS prosecutor for up to 60 days by signed notice to the WHS prosecutor if—
 - (a) there is an allegation of misconduct against the WHS prosecutor; or
 - (b) the Minister is satisfied a matter has arisen in relation to the WHS prosecutor that may be grounds for removal under this section.

39 Acting WHS prosecutor

- (1) If there is a vacancy in the office of the WHS prosecutor or the WHS prosecutor is absent or for any other reason is unable to perform the functions of the office, the Minister may appoint a

person to act as the WHS prosecutor for a period of not more than 6 months.

- (2) A person can not be appointed to act as the WHS prosecutor unless the Minister could recommend the person be appointed as WHS prosecutor under section 31.
- (3) A person appointed to act as the WHS prosecutor may be appointed to act as WHS prosecutor for a further period—
 - (a) if the appointment is continuous on 1 or more of the person's previous appointments as acting WHS prosecutor and the total period of continuous appointments is not more than 6 months—by the Minister; or
 - (b) otherwise—by the Governor in Council.
- (4) The Governor in Council may, at any time, cancel the appointment of a person to act as the WHS prosecutor.

40 Not a statutory body for particular Acts

To remove any doubt, it is declared that the WHS prosecutor is not a statutory body for the *Statutory Bodies Financial Arrangements Act 1982* or the *Financial Accountability Act 2009*.

Division 4 Office and staff

41 Establishment

- (1) The Office of the WHS Prosecutor is established.
- (2) The office consists of the WHS prosecutor and the WHS prosecutor's staff.

42 Function

The office's function is to help the WHS prosecutor perform his or her functions.

43 Staff

The WHS prosecutor's staff are employed under the *Public Sector Act 2022*.

44 Control of office

- (1) The WHS prosecutor controls the office.
- (2) Subsection (1) does not prevent the attachment of the office to the department for the purpose of ensuring the office is supplied with the administrative support services it requires to carry out its functions effectively and efficiently.

Division 5 Information exchange**45 Definition for division**

In this division—

information includes a document.

46 WHS prosecutor may ask regulator for information

- (1) The WHS prosecutor may ask the regulator for information relevant to the performance of a function of the WHS prosecutor.
- (2) The regulator must take reasonable steps to provide the information.

47 Regulator's duty to disclose information to WHS prosecutor

- (1) This section applies in relation to a proceeding for—
 - (a) an offence under this Act; or
 - (b) a contravention of a WHS civil penalty provision.
- (2) The regulator has a duty to disclose to the WHS prosecutor all information relevant to the proceeding, including knowledge

of a matter relevant to the proceeding, in the possession or control of the regulator.

- (3) The duty continues until the proceeding is finally decided or otherwise ends.

Division 6 Miscellaneous

48 Guidelines

- (1) The WHS prosecutor must issue, and publish on the WHS prosecutor's website, general guidelines in relation to the prosecution of offences under this Act.
- (2) Also, the WHS prosecutor may issue written guidelines to any of the following persons—
 - (a) staff of the WHS prosecutor;
 - (b) the regulator;
 - (c) public service employees employed in the department undertaking work relevant to the WHS prosecutor's functions under this Act.
- (3) Guidelines issued under subsection (2)—
 - (a) must be consistent with this Act; and
 - (b) may include the following matters—
 - (i) procedures for the referral of matters by the regulator to the WHS prosecutor;
 - (ii) principles and procedures for the conduct of proceedings for offences under this Act, including procedures relating to the roles of the WHS prosecutor and the regulator.
- (4) Subsection (3)(b) does not limit the matters for which guidelines may be issued under subsection (2).
- (5) A guideline must not be issued in relation to a particular case.

49 Annual report

- (1) As soon as practicable after the close of each financial year but not later than 4 months after the close, the WHS prosecutor must give the Minister a report on the performance of the WHS prosecutor's functions during that year.
- (2) The report must include a copy of each guideline made under section 48 in force during the financial year.
- (3) The Minister must table a copy of the report in the Legislative Assembly within 14 sitting days after the Minister receives it.

Schedule 2A Reviewable decisions

section 223

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	(1) The person to whom the provisional improvement notice was issued. (2) The health and safety representative who issued the provisional improvement notice. (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. (5) A person conducting a business or undertaking whose interests are affected by the decision.	commission
5	Section 179 forfeiture of thing	The person entitled to the thing.	commission
6	Section 180 return of seized things	The person entitled to the thing.	commission

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.	commission
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.	commission

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="539 354 947 427">(1) The person to whom the notice was issued. <li data-bbox="539 436 947 573">(2) The person with management or control of the workplace, plant or substance. <li data-bbox="539 582 947 718">(3) A person conducting a business or undertaking whose interests are affected by the decision. <li data-bbox="539 728 947 828">(4) A worker whose interests are affected by the decision. <li data-bbox="539 837 947 1010">(5) A health and safety representative who represents a worker whose interests are affected by the decision. <li data-bbox="539 1019 947 1208">(6) A health and safety representative who gave a direction under section 85 to cease work, that is relevant to the prohibition notice. 	commission

Item	Provision under which reviewable decision is made	Eligible person in relation to reviewable decision	External review body
10	Section 198 issue of a non-disturbance notice	(1) The person to whom the notice was issued. (2) The person with management or control of the workplace. (3) A person conducting a business or undertaking whose interests are affected by the decision. (4) A worker whose interests are affected by the decision. (5) A health and safety representative who represents a worker whose interests are affected by the decision.	commission
11	Section 201 issue of subsequent notice	(1) The person to whom the notice was issued. (2) The person with management or control of the workplace. (3) A person conducting a business or undertaking whose interests are affected by the decision. (4) A worker whose interests are affected by the decision. (5) 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
12	Section 207 decision of regulator to vary or cancel notice	(1) The person to whom the notice was issued. (2) The person with management or control of the workplace. (3) A person conducting a business or undertaking whose interests are affected by the decision. (4) A worker whose interests are affected by the decision. (5) A health and safety representative who represents a worker whose interests are affected by the decision. (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.	commission
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

Schedule 3 Regulation-making powers

section 276(2)

1 Duties

- (1) Matters relating to the way in which duties imposed by this Act are to be performed.
- (2) Matters relating to the regulation or prohibition of stated activities or a stated class of activities—
 - (a) at workplaces or a stated class of workplaces; or
 - (b) by a stated class of persons on whom duties or obligations are imposed by this Act;to eliminate or minimise risks to health and safety.
- (3) Imposing duties on persons in relation to any matter provided for under a regulation.

2 Incidents

Matters relating to incidents at workplaces including—

- (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
- (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.

3 Plant, substances or structures

Matters relating to plant, substances or structures, including—

- (a) regulating the storage and handling of plant, substances and structures; and
- (b) regulating or requiring—

- (i) the examination, testing, labelling, maintenance or repair of plant and structures; or
- (ii) the examination, testing, analysis or labelling of any substance.

4 Protection and welfare of workers

Matters relating to the protection and welfare of workers including—

- (a) regulating or requiring the provision and use of protective clothing or equipment, or rescue equipment, in stated circumstances; and
- (b) regulating or requiring the provision of stated facilities for the welfare of workers at the workplace; and
- (c) matters relating to health and safety in relation to accommodation provided to workers.

5 Hazards and risks

Matters relating to hazards and risks including—

- (a) the prescribing of standards relating to the use of or exposure to any physical, biological, chemical or psychological hazard; and
- (b) matters relating to safety cases, safety management plans and safety management systems, however described; and
- (c) matters relating to measures to control risks.

6 Records and notices

- (1) The keeping and availability of records of health and safety representatives and deputy health and safety representatives.
- (2) The keeping of records in relation to incidents.
- (3) The keeping of records of stated activities, matters or things to be kept by stated persons.

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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.

6A Training, assessment or instruction

Matters relating to organisations providing training, assessment or instruction for an authorisation or about working safely in a workplace in a particular industry, including providing for—

- (a) the standard of training, assessment or instruction required—
 - (i) for an authorisation; or
 - (ii) for training about working safely in a workplace in a particular industry; and
- (b) the approval of the training, assessment and instruction provided by an organisation—
 - (i) for an authorisation as suitable for the authorisation; or
 - (ii) for training about working safely in a workplace in a particular industry; and
- (c) the approval of an organisation to provide training, assessment and instruction—
 - (i) for an authorisation; or
 - (ii) about working safely in a workplace in a particular industry.

7 Authorisations

- (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—
- (a) applications for the grant, issue, renewal, variation, suspension and cancellation of authorisations, including the minimum age to be eligible for an authorisation; and

- (b) the evidence and information to be provided in relation to applications including the provision of statutory declarations; and
 - (c) exemptions; and
 - (d) variations of authorisations by the regulator whether on application or otherwise; and
 - (e) authorisation of persons as trainers and assessors; and
 - (f) examination of applicants for authorisations; and
 - (g) conditions of authorisations; and
 - (h) fees for applications for the grant, issue, renewal and variation of authorisations.
- (2) The recognition of authorisations under corresponding laws and exceptions to recognition.
- (3) The sharing of information with corresponding regulators relating to the grant, issue, renewal, variation, suspension or cancellation of authorisations.

8 Work groups

Matters relating to work groups and variation of work groups and agreements or variations of agreements relating to the determination of work groups.

9 Health and safety committees and health and safety representatives

Matters relating to health and safety committees and health and safety representatives.

9A Work health and safety officers

Matters relating to—

- (a) procedures for applications for certificates of authority for appointment as work health and safety officers; and

- (b) approving work health and safety officer courses and work health and safety officer recertification courses.

10 Issue resolution

Matters relating to issue resolution including—

- (a) the minimum requirements for an agreed procedure for resolving an issue; and
- (b) the requirements for a default issue resolution procedure where there is no agreed procedure.

11 WHS entry permits

Matters relating to WHS entry permits, including providing for—

- (a) eligibility for WHS entry permits; and
- (b) procedures for applications for WHS entry permits and objections to applications for WHS entry permits; and
- (c) conditions of WHS entry permits; and
- (d) the form of WHS entry permits; and
- (e) requirements for training; and
- (f) records of WHS entry permits.

12 Identity cards

Matters relating to identity cards.

13 Forfeiture

Matters relating to—

- (a) costs of forfeiture and disposal of forfeited things; and
- (b) disposal of seized things and forfeited things.

14 Review of decisions

Matters relating to the review of decisions under a regulation including—

- (a) prescribing decisions as reviewable decisions for the purposes of part 12 or for the purposes of a regulation; and
- (b) prescribing procedures for internal and external review of decisions under a regulation; and
- (c) conferring jurisdiction on a court, the commission or QCAT to conduct reviews under a regulation.

Schedule 5 Dictionary

section 4

affected person, for schedule 2, part 2A, see schedule 2, section 23A.

applicant, for part 5, division 3, subdivision 4A, see section 67A.

approved code of practice means a code of practice approved under part 14.

assessment report see section 103E(1).

authorised, for part 4, see section 40.

category 1 offence see section 31.

category 2 offence see section 32.

category 3 offence see section 33.

causes, for part 2A, see section 34A(2).

cease work notice, for part 5, see section 85.

cease work under this division, for part 5, division 6, see section 83.

commission means the Queensland Industrial Relations Commission.

committee member, for schedule 2, part 2A, see schedule 2, section 23D(1).

compliance powers means the functions and powers conferred on an inspector under this Act.

condition includes limitation and restriction.

conduct, for part 2A, see section 34A(1).

confidential commercial information means—

(a) information about a trade secret; or

- (b) financial information or other information that has commercial value and, if disclosed, will cause significant financial harm to a business or undertaking.

construct includes assemble, erect, reconstruct, reassemble and re-erect.

consultative committee, for schedule 2, part 2A, see schedule 2, section 23B.

corresponding regulator 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 WHS law.

corresponding WHS law means—

- (a) a law of the Commonwealth or another State corresponding, or substantially corresponding, to this Act; or
- (b) a law of the Commonwealth or 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.

court, for part 13, division 7, see section 255.

dangerous incident, for part 3 and section 176, see section 37.

demolition includes deconstruction.

design, in relation to plant, a substance or a structure includes—

- (a) design of part of the plant, substance or structure; and
- (b) redesign or modify a design.

disclose, in relation to information, includes divulge or communicate to any person or publish.

discriminatory conduct, for part 6, see section 105.

dispute, for part 5, division 7A, see section 102A.

document includes record.

employee record, in relation to an employee, has the same meaning as it has in the *Privacy Act 1988* of the Commonwealth.

employer organisation means an organisation of employers.

engages in conduct means doing an act or omitting to do an act.

excluded entity, for representing or assisting a worker or the health and safety representative for a worker, see section 45B.

executive officer, of a corporation, for part 2A, see section 34A(1).

external review body see section 223(1)(c).

Fair Work Act means the *Fair Work Act 2009* of the Commonwealth.

handling includes transport.

health means physical and psychological health.

health and safety committee matter, for part 5, division 7A, see section 102A.

health and safety duty see section 30.

health and safety representative, 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.

import means to bring into Queensland from outside Australia.

improvement notice see section 191.

industrial officer authority means an authority issued under the *Industrial Relations Act 2016*, section 337.

industrial registrar means the registrar appointed under the *Industrial Relations Act 2016*, section 514.

information, for schedule 2, part 4, division 5, see schedule 2, section 45.

infringement notice means an infringement notice under the *State Penalties Enforcement Act 1999*.

inspector means an inspector appointed under part 9.

internal reviewer means—

- (a) the regulator; or
- (b) a person appointed by the regulator under section 225.

medical treatment means treatment by a doctor.

non-disturbance notice see section 198.

notifiable incident see section 35.

offender, for part 13, division 2, see section 234.

officer means—

- (a) an officer within the meaning of section 9AD of the *Corporations Act 2001* of the Commonwealth other than a partner in a partnership; or
- (b) an officer of the State, Commonwealth or another State within the meaning of section 247; or
- (c) an officer of a public authority within the meaning of section 252;

other than an elected member of a local government acting in that capacity.

official of a union, for part 7, see section 116.

person conducting a business or undertaking see section 5.

personal information has the same meaning as it has in the *Privacy Act 1988* of the Commonwealth.

plant includes—

- (a) any machinery, equipment, appliance, container, implement and tool; and
- (b) any component of any of those things; and
- (c) anything fitted or connected to any of those things.

prohibited reason, for part 6, see section 106.

prohibition notice see section 195.

public authority means—

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- (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
 - (b) a GOC; or
 - (c) a rail government entity under the *Transport Infrastructure Act 1994*; or
 - (d) local government; or
 - (e) a statutory body under the *Statutory Bodies Financial Arrangements Act 1982*.

reasonably practicable, in relation to a duty to ensure health and safety, see section 18.

regulator see schedule 2, part 1.

relevant person conducting a business or undertaking, for part 7, see section 116.

relevant union—

- (a) for part 7, see section 116; or
- (b) otherwise, for a worker, whether the worker is a health and safety representative or another worker, see section 45A.

relevant worker, for part 7, see section 116.

repeal, for—

- (a) part 16, division 1, see section 279; or
- (b) part 16, division 2, see section 298.

repealed Act, for—

- (a) part 16, division 1, see section 279; or
- (b) part 16, division 2, see section 298.

representative, in relation to a worker, see section 45A.

senior officer, of a person conducting a business or undertaking, for part 2A, see section 34A(1).

serious injury or illness, for part 3, section 176 and schedule 2, see section 36.

State or Territory industrial law has the same meaning as it has in the Fair Work Act.

structure means anything that is constructed, whether fixed or moveable, temporary or permanent, and includes—

- (a) buildings, masts, towers, framework, pipelines, transport infrastructure and underground works (shafts or tunnels); and
- (b) any component of a structure; and
- (c) part of a structure.

substance means any natural or artificial substance, whether in the form of a solid, liquid, gas or vapour.

suitable entity, for representing or assisting a worker or the health and safety representative for a worker, see section 45A.

supply see section 6.

union means—

- (a) an employee organisation registered under the *Fair Work (Registered Organisations) Act 2009* (Cwlth); or
- (b) an employee organisation registered under the *Industrial Relations Act 2016*, chapter 12.

volunteer means a person who is acting on a voluntary basis (irrespective of whether the person receives out-of-pocket expenses).

WHS civil penalty provision see section 254.

WHS entry permit means a WHS entry permit issued under part 7.

WHS entry permit holder means a person who holds a WHS entry permit.

WHS matter, for part 5, division 7A, see section 102A.

WHS prosecutor see schedule 2, section 25.

WHS undertaking means an undertaking given under section 216(1).

worker see section 7.

work group means a work group determined under part 5.

work group determination matter, for part 5, division 7A, see section 102A.

work group variation matter, for part 5, division 7A, see section 102A.

workplace see section 8.

workplace incident, for schedule 2, part 2A, see schedule 2, section 23A.