

# Work Health and Safety Overview

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**WURTH**HR

# When, What and Why?

- 1<sup>st</sup> January 2012 – transitional period of up to 24 months for certain changes depending on location
- New harmonised work health and safety (WHS) legislation
- Focus on a nationally consistent legal framework with uniform laws across Australia
- Responsibility for WHS now rests with a real person as opposed to a corporation

# Model Act

- Safe Work Australia (the Federal WHS authority) has developed the Act (called Model Act) for States and Territories to use for their own Act
- Each State and Territory will still have its own WHS Act but they will all be similar
- This will make it easier for businesses who operate in different States

# Why the change?

- The Federal Government wants to develop a seamless economy
- Reduce cost of safety compliance for businesses especially those who operate in multiple states
- Facilitate regulatory processes across Australia
- Generally improve level of health and safety for Australian workers
- Increase in penalties for non-compliance

# Duty of Care

- If you had WHS obligations before you will continue to have them under this legislation
- A person conducting a business or undertaking (PCBU) has the primary duty of care (previously called employer)
- Officers are anybody employed by the PCBU who make decisions which influence the way the PCBU does business
- Officers must exercise due diligence to ensure that PCBU complies with its WHS obligations

# Due Diligence - Officers

- Officers need to have the following:
  - an understanding of their business and the associated hazards and risks
  - proper resources and processes in place to enable identification and elimination of hazards and risks
  - an up to date knowledge of WHS laws
  - a process for recording incidents and hazards
  - a means to resolve incidents with a clearly identifiable audit trail

# Consultation

- PCBU's are required to consult with their workers on all WHS issues
- Worker is defined broadly to include contractors, sub-contractors, apprentices and volunteers ie anyone who is carrying out work for your business
- Health and Safety reps (HSRs) have additional functions under the new legislation – this means specialised training for certain workers

# Fines and Penalties

- Fines under this legislation are at least double from previous Acts
- Range from \$50,000 for an individual worker up to \$600,000 for individuals such as a PCBU or Officers
- Up to \$3,000,000 for a corporation
- Individuals may also be sentenced to gaol for up to 5 years



# Where to Now?

- Update your WHS knowledge
- Understand the hazards and risks inherent in your business
- Ensure you have systems in place to record incidents
- Ensure there are systems in place to effectively respond to hazard and risks
- Understand the WHS compliance issues facing your business – notification, consultation, systems and training