



Commonwealth Consolidated Acts

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WORK HEALTH AND SAFETY ACT 2011 - NOTES

No. 137, 2011

Compilation No. 15

Compilation date: 15 December 2023

Includes amendments: Act No. 120, 2023

Registered: 21 December 2023

About this compilation

This compilation

This is a compilation of the [Work Health and Safety Act 2011](#) that shows the text of the law as amended and in force on 15 December 2023 (the *compilation date*).

The notes at the end of this compilation (the *endnotes*) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. Any uncommenced amendments affecting the law are accessible on the Register (www.legislation.gov.au). The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes. For more information on any uncommenced amendments, see the Register for the compiled law.

Application, saving and transitional provisions for provisions and amendments

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Editorial changes

For more information about any editorial changes made in this compilation, see the endnotes.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. For more information on any modifications, see the Register for the compiled law.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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Endnotes

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Endnotes

Endnote 1--About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1--About the endnotes

Endnote 2--Abbreviation key

Endnote 3--Legislation history

Endnote 4--Amendment history

Abbreviation key--Endnote 2

The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history--Endnotes 3 and 4

Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Editorial changes

The [Legislation Act 2003](#) authorises First Parliamentary Counsel to make editorial and presentational changes to a compiled law in preparing a compilation of the law for registration. The changes must not change the effect of the law. Editorial changes take effect from the compilation registration date.

If the compilation includes editorial changes, the endnotes include a brief outline of the changes in general terms. Full details of any changes can be obtained from the Office of Parliamentary Counsel.

Misdescribed amendments

A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section [15V](#) of the [Legislation Act 2003](#).

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and "(md not incorp)" is added to the amendment history.

Endnote 2--Abbreviation key

ad = added or inserted	o = order(s)
am = amended	Ord = Ordinance
amdt = amendment	orig = original
c = clause(s)	par = <u>paragraph</u> (s)/subparagraph(s) /sub-subparagraph(s)
C[x] = Compilation No. x	pres = present
Ch = Chapter(s)	prev = previous
def = <u>definition</u> (s)	(prev ...) = previously
Dict = Dictionary	Pt = Part(s)
disallowed = disallowed by Parliament	r = regulation(s)/rule(s)
Div = Division(s)	reloc = relocated
ed = editorial change	renum = renumbered
exp = expires/expired or ceases/ceased to have effect	rep = repealed
F = Federal Register of Legislation	rs = repealed and substituted
gaz = gazette	s = section(s)/subsection(s)
LA = <u>Legislation Act 2003</u>	Sch = Schedule(s)
LIA = <u>Legislative Instruments Act 2003</u>	Sdiv = Subdivision(s)
(md) = misdescribed amendment can be given effect	SLI = Select Legislative Instrument
(md not incorp) = misdescribed amendment cannot be given effect	SR = Statutory Rules
mod = modified/modification	Sub-Ch = Sub-Chapter(s)
No. = Number(s)	SubPt = Subpart(s)
	<u>underlining</u> = whole or part not commenced or to be commenced

Endnote 3--Legislation history

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
Work Health and Safety Act 2011	137, 2011	29 Nov 2011	1 Jan 2012 (s 2).	
Fair Work Amendment Act 2012	174, 2012	4 Dec 2012	Sch 9 (items 1333-1338): 1 Jan 2013 (s 2(1) item 5)	--
Federal Circuit Court of Australia (Consequential Amendments) Act 2013	13, 2013	14 Mar 2013	Sch 1 (item 560) and Sch 2 (item 2): 12 Apr 2013 (s 2(1) items 2, 3)	--
Foreign Affairs Portfolio Miscellaneous Measures Act 2013	54, 2013	28 May 2013	Sch 1 (items 3-6): 28 May 2013 (s 2).	--
Public Governance, Performance and Accountability (Consequential and Transitional Provisions) Act 2014	62, 2014	30 June 2014	Sch 12 (items 283-289) and Sch 14: 1 July 2014 (s 2(1) items 6, 14)	Sch 14
as amended by Public Governance and Resources Legislation Amendment Act (No. 1) 2015	36, 2015	13 Apr 2015	Sch 2 (item 7) and Sch 7: 14 Apr 2015 (s 2).	Sch 7
as amended by Acts and Instruments (Framework Reform) (Consequential Provisions) Act 2015	126, 2015	10 Sept 2015	Sch 1 (item 486): 5 Mar 2016 (s 2(1) item 2)	--
Acts and Instruments (Framework Reform) (Consequential	126, 2015	10 Sept 2015	Sch 1 (item 495): 5 Mar 2016 (s 2(1) item 2)	--

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
<u>Provisions) Act 2015</u>				
<u>Customs and Other Legislation Amendment (Australian Border Force) Act 2015</u>	41, 2015	20 May 2015	Sch 4 and 9: 1 July 2015 (s 2(1) items 2, 7)	Sch 9
as amended by <u>Australian Border Force Amendment (Protected Information) Act 2017</u>	115, 2017	30 Oct 2017	Sch 1 (item 26): 1 July 2015 (s 2(1) item 2)	--
<u>Acts and Instruments (Framework Reform) (Consequential Provisions) Act 2015</u>	126, 2015	10 Sept 2015	Sch 1 (items 668, 669): 5 Mar 2016 (s 2(1) item 2)	--
<u>Defence Legislation Amendment (First Principles) Act 2015</u>	164, 2015	2 Dec 2015	Sch 2 (items 79, 80): 1 July 2016 (s 2(1) item 2)	Sch 2 (item 80)
<u>Statute Update (Winter 2017) Act 2017</u>	93, 2017	23 Aug 2017	Sch 1 (items 22-26): 20 Sept 2017 (s 2(1) item 2)	--
Intelligence Services Amendment (Establishment of the Australian Signals Directorate) Act 2018	25, 2018	11 Apr 2018	Sch 1 (items 95-108): 1 July 2018 (s 2(1) item 2)	Sch 1 (items 100-108)
<u>Federal Circuit and Family Court of Australia (Consequential Amendments and Transitional Provisions) Act 2021</u>	13, 2021	1 Mar 2021	Sch 2 (items 803-811): 1 Sept 2021 (s 2(1) item 5)	--
<u>Work Health and Safety Amendment</u>	105, 2021	10 Sept 2021	10 Sept 2021 (s 2(1) item 1)	--

Act	Number and year	Assent	Commencement	Application, saving and transitional provisions
<u>(Norfolk Island)</u>				
<u>Act 2021</u>				
Parliamentary Workplace Reform (Set the Standard Measures No. 1) Act 2022	7, 2022	22 Feb 2022	Sch 2: 23 Feb 2022 (s 2(1) item 1)	--
<u>Work Health and Safety Amendment Act 2023</u>	9, 2023	21 Mar 2023	Sch 1 (items 2-25): 21 Sept 2023 (s 2(1) item 1)	--
<u>Statute Law Amendment (Prescribed Forms and Other Updates) Act 2023</u>	74, 2023	20 Sept 2023	Sch 3 (item 31): 18 Oct 2023 (s 2(1) item 3)	--
<u>Fair Work Legislation Amendment (Closing Loopholes) Act 2023</u>	120, 2023	14 Dec 2023	Sch 4 (items 1-9): 1 July 2024 (s 2(1) item 27). Sch 4 (items 10-74): 15 Dec 2023 (s 2(1) items 28-30)	<u>Sch 4 (item 9)</u> and Sch 4 (items 69, 71)

Endnote 4--Amendment history

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s 4	am No 174, 2012; No 13, 2013; No 62, 2014; No 41, 2015; No 93, 2017; No 25, 2018; No 13, 2021
.....	ed C10
.....	am No 105, 2021; No 7, 2022; No 9, 2023; No 74, 2023; No 120, 2023
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s 7	am No 105, 2021
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s 12	am No 105, 2021
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s 12C	am No 54, 2013; No 41, 2015; No 25, 2018
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s 12D	am No 41, 2015
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s 12F	am No 120, 2023
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s 31	am No 9, 2023; No 120, 2023
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s 33	am No 120, 2023
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s 38	am No 120, 2023
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s 39	am No 120, 2023
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s 52	am No 9, 2023; No 120, 2023
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.....	
s 148	am No 120, 2023
.....	
Division 8	
s 149	am No 120, 2023
.....	
s 150	am No 120, 2023
.....	
Part 8	
Division 2	
s 155	am No 9, 2023; No 120, 2023
.....	
Part 9	
Division 3	
Subdivision 1	
s 165	am No 120, 2023
.....	
Subdivision 4	
s 171	am No 9, 2023; No 120, 2023
.....	
s 172	am No 9, 2023
.....	
s 173	am No 9, 2023
.....	
s 177	am No 120, 2023
.....	
Division 5	
s 185	am No 120, 2023
.....	
Division 6	
s 188	am No 120, 2023
.....	
s 189	am No 120, 2023
.....	
s 190	am No 120, 2023
.....	
Part 10	
Division 1	
s 193	am No 120, 2023
.....	
Division 2	
s 197	am No 120, 2023
.....	
Division 3	
s 200	am No 120, 2023
.....	
Division 4	

Provision affected	How affected
s 210	am No 120, 2023
.....	
Part 11	
s 216	am <u>No 120, 2023</u>
.....	
s 219	am No 120, 2023
.....	
Part 12	
Division 3	
s 229	am No 174, 2012
.....	
Part 13	
Division 1	
s 231	am No 9, 2023; <u>No 120, 2023</u>
.....	
s 232	am No 164, 2015; <u>No 120, 2023</u>
.....	
Division 2	
s 242	am No 120, 2023
.....	
Division 4	
s 244	rs No 120, 2023
.....	
s 244A	ad No 120, 2023
.....	
s 244B	ad No 120, 2023
.....	
s 244BA	ad No 120, 2023
.....	
s 244C	ad No 120, 2023
.....	
s 244D	ad No 120, 2023
.....	
s 244E	ad No 120, 2023
.....	
Division 5	
s 245	rs No 120, 2023
.....	
s 245A	ad No 120, 2023
.....	
s 245B	ad No 120, 2023
.....	
s 245BA	ad No 120, 2023
.....	
s 245C	ad No 120, 2023
.....	
s 245D	ad No 120, 2023
.....	
s 245E	ad No 120, 2023
.....	
s 247	am No 7, 2022
.....	
Division 6	
s 251	rs No 120, 2023
.....	
Division 7	
s 254	am No 120, 2023
.....	

Provision affected	How affected
s 259	am No 120, 2023
.....	
Part 14	
Division 1	
s 271	am No 9, 2023; No 120, 2023
.....	
s 271A	ad No 9, 2023
.....	
s 272A	ad No 9, 2023
.....	
s 272B	am No 120, 2023 ad No 9, 2023
.....	
s 273	am No 120, 2023 am No 120, 2023
.....	
s 273A	am No 13, 2013; No 13, 2021
.....	
s 273B	am No 54, 2013; No 41, 2015; No 126, 2015; No 25, 2018
.....	
Division 2	
s 274	am No 126, 2015
.....	
Division 3	
s 276	am No 120, 2023
.....	
Schedule 2	
Part 3	
c 3	am No 62, 2014
.....	
Part 3A	
Part 3A	ad No 120, 2023
.....	
c 3A	ad No 120, 2023
.....	
c 3B	ad No 120, 2023
.....	
c 3C	ad No 120, 2023
.....	
c 3D	ad No 120, 2023
.....	
c 3E	ad No 120, 2023
.....	
c 3F	ad No 120, 2023
.....	
c 3G	ad No 120, 2023
.....	
c 3H	ad No 120, 2023
.....	
c 3J	ad No 120, 2023
.....	
c 3K	ad No 120, 2023
.....	
c 3L	ad No 120, 2023
.....	
c 3M	ad No 120, 2023
.....	
c 3N	ad No 120, 2023
.....	

Provision affected	How affected
c 3P	ad No 120, 2023
.....	
c 3Q	ad No 120, 2023
.....	
c 3R	ad No 120, 2023
.....	
Part 4	
c 4	am No 62, 2014
.....	
Schedule 3	
c 14	am No 174, 2012
.....	
Schedule 4	
Schedule 4	ad No 120, 2023
.....	
c 1	ad No 120, 2023
.....	
c 2	ad No 120, 2023
.....	
c 3	ad No 120, 2023
.....	
c 4	ad No 120, 2023
.....	
c 5	ad No 120, 2023
.....	
c 6	ad No 120, 2023
.....	
c 7	ad No 120, 2023
.....	