

# BirdLife Occupational Health and Safety Policy

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# 1. POLICY STATEMENT

BirdLife Australia is committed to meeting its responsibilities under State and Territory Occupational Health and Safety (OHS) legislation and subsequent regulations; to provide for the health, safety and welfare of all employees, contractors, volunteers and visitors (the BirdLife Family) that enter our workplaces.

## 1.1 Purpose

The purpose of this policy is:

- to secure the health, safety and welfare of the BirdLife Family by working toward zero workplace injuries and work-related illness;
- to ensure that all hazards to health and safety in BirdLife workplaces are identified, assessed and mitigated or controlled;
- to raise awareness and ensure all members of the BirdLife Family understand their rights and responsibilities under both OHS legislation and BirdLife policy;
- to ensure the health and safety of members of the public are not placed at risk by the conduct of undertakings by the BirdLife Family, and;
- to provide for the involvement of the BirdLife Family in the formulation and implementation of health, safety and welfare standards.

## 1.2 Overview

In fulfilling this responsibility, BirdLife Australia will provide and maintain so far as is practicable, workplaces and work environments that are safe and with limited risk to health.

This will be achieved by:

- Maintaining an effective health and safety management system by providing the necessary resources, information, instruction, training and supervision to the BirdLife Family in order to work together to address workplace health, safety and welfare issues;
- Recognising and accepting all responsibilities imposed by the relevant statutory requirements and compliance with all relevant legislation. This includes carrying out risk assessments and developing specialist policies and procedures to facilitate optimal workplace health and safety;
- Providing the necessary resources to monitor and advise BirdLife management on risk minimisation, including developing and maintaining an 'incident register' to assist in the identification of trends;
- Ensuring all workplace illnesses, accidents, injuries and near misses with the potential for serious injury are reported, investigated and appropriate control measures are implemented, and remedial actions undertaken;
- Providing clearly documented, agreed upon issue resolution procedures and additional policies to assist with the effective and timely resolution of all health and safety issues;
- Establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injury and illness;

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- Consulting with members of the BirdLife Family through OHS Representatives, the OHS Coordinator and the Committee, and periodically reviewing consultative arrangements to ensure authentic participation in workplace health and safety.

### 1.3 Definitions

**The Birdlife Family:** Includes all permanent, temporary and casual employees whether employed directly or indirectly through other related or unrelated entities including employment and/or labour hire agencies; all visitors to our workplaces and all volunteers participating in registered BirdLife activities.

**The Birdlife Workplace:** Includes all offices, reserves and observatories in which BirdLife operates; all locations where registered BirdLife activities take place; and any geographical location where persons act on behalf of BirdLife in an official capacity.

**Registered Birdlife Activity:** Any activity registered and approved by BirdLife National Office (National Office), Branch or Group Executive Committee, or Reserve/Observatory Management Committee. A 'registered activity' must be overseen by a staff member or volunteer who has the necessary skills and experience to sufficiently manage the health and safety of all participating persons, and the capacity to assess the risks associated with the activity being undertaken.

**Official Capacity:** Any person formally recognised by the BirdLife Board or Management as an authorised representative of BirdLife, who acts on behalf of the organisation in a public meeting or space. **NB:** BirdLife members and volunteers are not considered official representatives of BirdLife without formal recognition of the Board or Management.

**OHS Coordinator:** A paid employee, nominated by management to be responsible for following up health and safety incidents, hazards or concerns; coordinating OHS policies and procedures; and keeping up to date with all relevant legislative changes.

**OHS Representative:** (OHS Rep) An employee or volunteer elected by other employees or volunteers within their DWG, to gather input from fellow employees or volunteers on how health and safety problems can be controlled. Their role is also to report concerns to OHS Coordinator and OHS Committee and represent others within their Designated Work Group (DWG) on OHS related issues or concerns.

**OHS Designated Work Group (DWG):** A group of employees who share similar workplace health and safety concerns, face similar workplace health and safety conditions, and are represented by a particular OHS Representative.

**OHS Committee:** The form of OHS consultation where management and employee representatives meet to discuss OHS issues and action controls. The OHS Committee is ultimately responsible for review of OHS policy and procedure in BirdLife workplaces.

### 1.4 Scope

The OHS Policy provisions will be implemented consistently in all areas of business activity and on all sites where business activities are undertaken including: all offices, reserves and observatories in which BirdLife operates; all registered BirdLife activities; and any place where BirdLife employees or volunteers act officially on behalf of BirdLife. This policy also extends to those representing BirdLife in an official capacity outside of Australia.

This policy does not extend to persons undertaking activities **not** registered with Birdlife, that are primarily social, recreational or private in nature; or activities without oversight by someone working for BirdLife in an "official capacity" (see definition in Section 1.3).

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## 2. RESPONSIBILITIES

### 2.1 Principles of Health and Safety Protection

The importance of health and safety requires that members of the BirdLife Family and of the public be given the highest possible level of protection against hazards to their health and safety at work. While BirdLife strives to attain a workplace that is free from illness or injury, it also acknowledges that due to the nature and context to its work, hazards exist that need to be managed and controlled. BirdLife has adopted the following principles of health and safety protection in order to recognise and uphold that responsibility:

- 1) All persons within the BirdLife Family should be proactive, taking all reasonably practicable measures, to secure their own health and safety in the workplace and in the conduct of their undertakings.
- 2) All persons within the BirdLife Family who control or manage matters that give rise or may give rise to risk to health or safety are responsible for identifying; eliminating or controlling the risk as far as is reasonably practicable.
- 3) All persons within the BirdLife Family should exchange information and ideas about hazards to health and safety in the workplace, and proactively consider measures that can be taken to eliminate or reduce those risks.
- 4) All persons within the BirdLife Family are entitled, and should be encouraged, to be represented in relation to health and safety issues or concerns.

### 2.2 Responsibilities of the BirdLife Australia Board

BirdLife Australia recognises the ultimate responsibility of itself, as an employer, to provide and maintain a safe and healthy working environment.

The BirdLife Board recognises commitment to the following actions will assist the Directors in meeting their due diligence responsibilities in relation to OHS. The Board therefore resolves to:

- 1) Ensure all activities are resourced to the extent necessary to secure the health and safety of persons who are performing or who are affected by those activities;
- 2) Implement safety measures within its control in accordance with legislative requirements, relevant codes of practice and acceptable standards, or as determined by the Occupational Health and Safety (OHS) Committee;
- 3) Ensure all necessary information, instruction, training and supervision is provided (through BirdLife Management and the OHS Coordinator) to all members of the BirdLife Family to ensure that risk to health or safety is minimised;
- 4) Formulate, promulgate and review safety rules and OHS policies (through the OHS and Governance Committees) for all activities conducted within BirdLife workplaces;
- 5) Consult on all occupational health and safety issues with the OHS Committee and OHS Representatives; and
- 6) Ensure OHS matters are given the highest priority in the workplace and policies and procedures pertaining of OHS are current and adhered to.

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## 2.3 Responsibilities of BirdLife Australia Management

All managers or supervisors of staff or volunteers within the BirdLife Family will be held accountable for areas within their control and are required to ensure:

- 1) All relevant health and safety policies and procedures are effectively implemented and followed;
- 2) All hazards to health and safety are identified, assessed and effectively mitigated or controlled;
- 3) The effectiveness of risk control measures are regularly monitored and deviations from standards rectified;
- 4) All persons under their direction have received the necessary information, instruction and training to effectively and safely carry out their job and fulfil their health and safety responsibilities;
- 5) All persons under their direction acknowledge they have read and understood their rights and responsibilities pertaining to OHS and are encouraged to disclose any medical condition that may compromise, or be adversely affected by, the duties requested to be carried out; this acknowledgement may be recorded either by signing a release form or by signing an attendance record at a Registered Activity;
- 6) All OHS incidents that occur under their direction or within their area of control are reported to the OHS Coordinator within 48 hours of occurrence, and their OHS Representative as soon as is reasonably possible. BirdLife management are also responsible for assisting in investigating such incidents so that basic cause and control strategies can be identified and effectively implemented;
- 7) All persons under their direction whose health and safety has been adversely affected in the workplace are monitored and supported throughout their rehabilitation, and sufficiently aided in the process of re-entering the workplace;
- 8) OHS Representatives are consulted with on any proposals for or changes to the workplace, work practices, policies or procedures which may affect the health and safety of persons under their supervision.

## 2.4 Responsibilities of BirdLife Australia Employees

All employees of BirdLife are:

- 1) Responsible for following safe work policies and procedures consistent with the extent of their control or influence over working conditions and methods;
- 2) Required to cooperate with management and obey any reasonable instruction aimed at protecting their health and safety in the workplace;
- 3) Responsible for reporting any pre-existing injury or illness that may be adversely affected by the work or duties requested to be carried out;
- 4) Required to take responsibility for their own health and safety, and of anyone else who may be affected by their actions or omissions; including using any necessary equipment provided to protect their health and safety while at work or a registered BirdLife activity;
- 5) Responsible for ensuring they are not affected by alcohol or another drug which may endanger their own or any other persons' health and safety at work or a registered BirdLife activity;

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- 6) Responsible for reporting all illnesses within 30 days; or reporting all accidents, injuries and near misses with the potential for serious injury to their manager/supervisor within 48 hours of becoming aware of it;
- 7) Required to proactively assist in the identification of hazards, the assessment of risks and the implementation of risk control measures;
- 8) Encouraged to take personal ownership of health and safety matters at work; including contributing to the continuous improvement of BirdLife's OHS policies by raising awareness of potential health and safety concerns and providing feedback on any matter which may adversely affect the health and safety of themselves or others in a BirdLife workplace.

## 2.5 Responsibilities of Volunteer Activity Leaders/Coordinators

All volunteers leading or supervising a registered BirdLife activity are responsible for the persons they are supervising and required to ensure:

- 1) They have the necessary skills and experience to effectively manage the activity or group they are leading;
- 2) BirdLife National Office or the overseeing Executive Committee have been made aware of the activity prior to commencement and a risk management plan has been implemented;
- 3) All relevant health and safety policies and procedures are effectively implemented and followed;
- 4) All hazards to health and safety are identified, assessed, reported and managed;
- 5) All persons under their direction have received the necessary information, instruction and training to effectively and safely carry out the activity and fulfil their own health and safety responsibilities;
- 6) All persons under their direction have signed a form or an attendance record acknowledging that they have read and understood their rights and responsibilities pertaining to OHS and are encouraged to disclose any medical condition that may compromise, or be adversely affected by the duties requested to be carried out;
- 7) All OHS incidents that occur within their area of control are reported to the OHS Coordinator and BirdLife Management within 48 hours of occurrence.

## 2.6 Responsibilities of Visitors, Contractors and Volunteer Participants

Visitors, Contractors and Volunteers are required to follow OHS practices and legislative requirements and comply with all reasonable instructions given, consistent with safe operation and the safety of others while on the property of BirdLife or while engaged in a registered BirdLife activity.

Visitors, Contractors and Volunteers are also required to report any workplace illnesses, accidents, injuries and near misses with the potential for serious injury to the BirdLife staff member or supervisor responsible for managing the project (who should then report to the OHS Representative/Coordinator using the appropriate channels).

In order to be covered by BirdLife's public liability, personal accident and illness insurance, Contractors and Volunteers are required to sign an attendance record before commencing the activity/employment which confirms they have been briefed on all health and safety aspects of the activity/job they are undertaking and that they agree to follow all reasonable requests of the activity leader/project manager. By signing the record they are also confirming that they believe their health will allow them to

participate in the said activity/job and that they have disclosed any relevant medical condition to the activity leader or project manager prior to commencement.

### 3. OHS REPRESENTATIVES

For the purposes of accurate representation, BirdLife has divided its operations into 'Designated Work Groups' (DWG) with similar OHS interests and conditions. Each DWG should elect at least one OHS Representative to speak for that group on all OHS related issues or concerns.

Expressions of interest in becoming an OHS Representative for your DWG should be requested at the end of each financial year by the OHS Coordinator. Each DWG should agree upon and nominate at least one person to act on their behalf in this role.

#### 3.1 OHS 'Designated Work Groups' (DWG)

At BirdLife, DWG correspond to Network Groups meaning that OHS Representatives are appointed for all BirdLife workplaces, Branches and Special Interest Groups to ensure maximum participation across all sectors of BirdLife operations.

Current listing of all Network groups can be found on the BirdLife website or through the links below.

Network Group Type	Link to current list of Network groups/DWG
BirdLife Staff	Not applicable, only one group.
BirdLife Branches and Special Interest Groups (SIGs)	<a href="http://www.birdlife.org.au/who-we-are/branches-and-locations">http://www.birdlife.org.au/who-we-are/branches-and-locations</a>
Centres, Reserves, and Observatories	<a href="http://www.birdlife.org.au/visit-us/">http://www.birdlife.org.au/visit-us/</a>



## 3.2 Responsibilities of OHS Representatives

OHS Representatives are responsible for:

- Representing members of their DWG on occupational health and safety matters;
- Assisting BirdLife Management with the dissemination of information to the BirdLife Family on OHS policy and procedure, and working with BirdLife management to raise awareness and ensure every person within their DWG understands their rights and responsibilities pertaining to OHS;
- Assisting BirdLife management in the identification of OHS training needs of persons within their DWG;
- Assisting in the maintenance of an accurate 'incident register' by reporting any incidents or near misses to the OHS Coordinator at the time of their occurrence;
- Assisting the OHS Coordinator and BirdLife management in the investigation of health and safety related complaints prior to representations at the OHS Committee;
- Assisting BirdLife management to monitor the rehabilitation of injured persons within their DWG using depersonalised data and reporting back to the OHS Committee on their progress;
- Discussing with employees and volunteers any proposals or matters which may affect their health and safety;
- Promoting a culture of individual responsibility and personal accountability within the BirdLife Family and emphasising the importance of health and safety at work;
- Assisting BirdLife management in the identification of hazards, assessment of risks and implementation of risk control measures.

## 4. OHS COMMITTEE

The role of the OHS Committee is to facilitate cooperation between the BirdLife Board, employees and volunteers by providing a forum for participation across all parts of the BirdLife Family.

### 4.1 Responsibilities of OHS Committee

The OHS Committee is responsible for:

- Production and maintenance of a comprehensive occupational health and safety policy for BirdLife;
- Formulating and promoting adequate and practical occupational health and safety procedures for the BirdLife Family;
- Reviewing all occupational health and safety policy and procedures on at least an annual basis, or ad-hoc as proposed by BirdLife entities or whenever required by legislative change;
- Monitoring performance and compliance with OHS legislation, standards, codes of practice and policies;
- Providing a forum for discussion and consultation for OHS representatives of the BirdLife Family on OHS matters;

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- Promoting a culture of individual responsibility and personal accountability for OHS within the BirdLife Family and emphasising the importance of health and safety at work;
- Monitoring BirdLife’s health and safety performance, and identifying OHS training needs for those within the BirdLife Family;
- Monitoring the rehabilitation of injured persons and assisting in the resolution of health and safety disputes using depersonalised data;
- Reporting to the Board via the CEO on incidents, trends and proposed changes pertaining to OHS policy.

## 4.2 Membership

The OHS Committee is made up of OHS Representatives of the BirdLife Family and should consist of:

- The CEO or the CEO’s nominee
- At least one member of the board or a nominee of the board
- At least one member of BirdLife Australia’s Governance Committee
- The OHS Coordinator
- At least one OHS Representative of BirdLife Australia’s Special Interest Groups
- At least one OHS Representative of BirdLife Australia’s Branches
- At least one OHS Representative of BirdLife Australia’s observatories and reserves
- At least half of the committee is legally required to consist of BirdLife staff

The OHS Committee will meet at least quarterly and may convene at any time at the request of a Committee Member. Meetings will be held at National Office and via conference call. Four Members shall form a quorum and minutes shall be kept.

The Chair of the OHS Committee will report to the Board via the CEO. All policies will come into effect once approved by the Board.

The OHS Committee may establish sub-committees as required, to perform specific tasks on its behalf.

The OHS Committee Chair will be elected by the Committee.

## 5. OHS COORDINATOR

The OHS Coordinator, as the responsible officer, will be accountable for providing, to the best of their ability, a healthy and safe workplace by ensuring all OHS policies and procedures are followed, and the processes outlined in this document and subsequent supporting documents are adhered to. The OHS Coordinator role should be filled by a National Office staff member as the role must be filled by an employee who is centrally located.

The OHS Coordinator is also entitled to all training necessary to fulfil the responsibilities and duties of this role.

### 5.2 Responsibilities of the OHS Coordinator

The OHS Coordinator is responsible for:

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- Ensuring OHS Committee meetings are held at least quarterly (in accordance with legislative requirements);
- Compiling the agenda for each meeting and ensuring minutes are kept by an elected Committee member;
- Reporting back to and consulting with BirdLife Management on OHS policy or procedure related issues or changes;
- Tracking legislative changes and advising the OHS Committee as necessary;
- Coordinating and maintaining a centralised 'incident register' of all OHS incidents or near misses across the organisation;
- Ensuring OHS policy is followed and all OHS Representatives have read and understand their rights and responsibilities pertaining to OHS;
- Ensuring OHS policy is comprehensively reviewed at least annually by the OHS Committee;
- Ensuring DWG annually elect (or re-elect) OHS Representatives and representative's details are kept up to date on a central database;
- Working with BirdLife Management and respective OHS Representatives to investigate all reported OHS incidents/concerns within the BirdLife Family;
- Working with BirdLife management and respective OHS Representatives to monitor the rehabilitation of injured persons within the BirdLife Family and reporting back to the OHS Committee using depersonalised data.

## 6. IMPLEMENTATION

This policy shall be implemented by the OHS Coordinator and Committee in consultation with OHS Representatives. The OHS Committee will ensure health and safety procedures are developed and reviewed, so as to improve the standards, attitudes and performance to achieve best practice in health and safety.

### 6.1 Dissemination of Policy

The OHS Policy and related procedures shall be displayed in the workplace and all employees and volunteers will be provided with a copy through the OHS page on the BirdLife website: <http://www.birdlife.org.au/who-we-are/our-organisation/occupational-health-and-safety>. New employees will be provided with a copy of the policy as part of their induction and will be required to acknowledge they have read and understood their rights and responsibilities pertaining OHS.

## 7. POLICY REVIEW

The OHS Coordinator is responsible for ensuring the review of this policy by the OHS Committee and for its monitoring and evaluation. These activities will be overseen by both the OHS Committee and the Governance Committee and all changes must be put before the Board before enacted. Review should occur at least annually (at the end of every financial year) or whenever required by legislative changes.

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If you have noticed something in this policy that needs attention, then please let the OHS Coordinator know by emailing [ohs@birdlife.org.au](mailto:ohs@birdlife.org.au)

## 8. LEGISLATION

This policy is written to meet the requirements of the Commonwealth model Work Health and Safety (WHS) Laws (2011) which has been adopted by several States and Territories. The model WHS laws are comprised of the model WHS Act (2016), the model WHS Regulations (2016), and the model Codes of Practice. BirdLife recognises that it has OHS obligations under all jurisdictions where we conduct our activities and supplements have been made in compliance with these jurisdictions where these differ from the Federal model legislation.

### 8.1 Legislative References

While the information given in this policy is current at the time of last policy update - please refer directly to the relevant WHS regulatory body websites given in Table 1 (below) for the most up to date information.

Table 1. Websites for WHS Regulatory bodies within the Commonwealth, states and territories

JURISDICTION	WHS Regulatory Body	LINK
Federal	Safe Work Australia	<a href="http://www.safeworkaustralia.gov.au">http://www.safeworkaustralia.gov.au</a>
	Comcare	<a href="http://www.comcare.gov.au/">http://www.comcare.gov.au/</a>
ACT	WorkSafe ACT	<a href="https://www.accesscanberra.act.gov.au/app/home#/workhealthandsafety">https://www.accesscanberra.act.gov.au/app/home#/workhealthandsafety</a>
NSW	SafeWork NSW	<a href="https://www.safework.nsw.gov.au">https://www.safework.nsw.gov.au</a>
NT	NT WorkSafe	<a href="http://www.worksafe.nt.gov.au/">http://www.worksafe.nt.gov.au/</a>
QLD	Workplace Health and Safety Queensland	<a href="https://www.worksafe.qld.gov.au/">https://www.worksafe.qld.gov.au/</a>
SA	SafeWork SA	<a href="http://www.safework.sa.gov.au/">http://www.safework.sa.gov.au/</a>
TAS	WorkSafe Tasmania	<a href="https://www.worksafe.tas.gov.au/">https://www.worksafe.tas.gov.au/</a>
VIC	WorkSafe Victoria	<a href="https://www.worksafe.vic.gov.au/">https://www.worksafe.vic.gov.au/</a>
WA	WorkSafe WA	<a href="https://www.commerce.wa.gov.au/worksafe">https://www.commerce.wa.gov.au/worksafe</a>

Table 2. Acts and Regulations within the Commonwealth, states and territories relevant to workplace health and safety

JURISDICTION	LEGISLATION	LINK
FEDERAL*	<p>Model Work Health and Safety (WHS) Law 2016 comprising:</p> <ul style="list-style-type: none"> <li>Model Work health and Safety Act 2016</li> <li>Model Work health and Safety Regulations 2016</li> <li>Model Work Health and Safety Codes of Practice</li> </ul> <p>*NOTE: The model WHS law 2016 does not automatically apply in a jurisdiction. To have effect in a jurisdiction, this law must be made in that jurisdiction- see information below.</p>	<p><a href="http://www.austlii.edu.au">http://www.austlii.edu.au</a> (link to home page for legislation, use search function to find specific legislation)</p>
ACT	<p>Work Health and Safety Act 2011</p> <p>Work Health and Safety Regulation 2011</p>	<p><a href="https://www.legislation.act.gov.au">https://www.legislation.act.gov.au</a> (link to home page, use search function)</p> <p><a href="https://www.legislation.act.gov.au/a/2011-35/">https://www.legislation.act.gov.au/a/2011-35/</a> (direct link)</p>
NSW	<p>Work Health and Safety Act 2011 No 10</p> <p>Work Health and Safety Regulation 2017</p>	<p><a href="https://www.legislation.nsw.gov.au">https://www.legislation.nsw.gov.au</a> (link to home page, use search function)</p> <p><a href="https://www.legislation.nsw.gov.au/#/view/act/2011/10">https://www.legislation.nsw.gov.au/#/view/act/2011/10</a> (direct link)</p>
NT	<p>Work Health &amp; Safety (National Uniform Legislation) Act 2016</p> <p>Workplace Health and Safety (National Uniform Legislation) Regulations 2017</p>	<p><a href="https://legislation.nt.gov.au/">https://legislation.nt.gov.au/</a> (link to home page, use search function)</p> <p><a href="https://legislation.nt.gov.au/en/Legislation/WORK-HEALTH-AND-SAFETY-NATIONAL-UNIFORM-LEGISLATION-ACT-2011">https://legislation.nt.gov.au/en/Legislation/WORK-HEALTH-AND-SAFETY-NATIONAL-UNIFORM-LEGISLATION-ACT-2011</a> (direct link)</p>

JURISDICTION	LEGISLATION	LINK
QLD	Work Health and Safety Act 2011 Work Health and Safety Regulation 2011 Work Health and Safety (Codes of Practice) Notice 2011	<a href="https://www.legislation.qld.gov.au">https://www.legislation.qld.gov.au</a> (link to home page, use search function) <a href="https://www.legislation.qld.gov.au/view/html/inforce/current/act-2011-018">https://www.legislation.qld.gov.au/view/html/inforce/current/act-2011-018</a> (direct link)
SA	Work health and Safety Act 2012 Work Health and Safety Regulations 2012	<a href="https://www.legislation.sa.gov.au">https://www.legislation.sa.gov.au</a> (link to home page, use search function) <a href="https://www.legislation.sa.gov.au/LZ/C/A/WORK%20HEALTH%20AND%20SAFETY%20ACT%202012.aspx">https://www.legislation.sa.gov.au/LZ/C/A/WORK%20HEALTH%20AND%20SAFETY%20ACT%202012.aspx</a> (direct link)
TAS	Work Health & Safety Act 2012 Work Health and Safety Amendment Regulations 2018	<a href="https://www.legislation.tas.gov.au">https://www.legislation.tas.gov.au</a> (link to home page, use search function) <a href="https://www.legislation.tas.gov.au/view/html/inforce/current/act-2012-001">https://www.legislation.tas.gov.au/view/html/inforce/current/act-2012-001</a> (direct link)
VIC	Occupational Health & Safety Act 2004 Occupational Health and Safety Regulations 2017	<a href="http://www.legislation.vic.gov.au/">http://www.legislation.vic.gov.au/</a> (link to home page, use search function) <a href="https://www.legislation.vic.gov.au/in-force/acts/occupational-health-and-safety-act-2004/033">https://www.legislation.vic.gov.au/in-force/acts/occupational-health-and-safety-act-2004/033</a> (direct link)
WA	Occupational Health & Safety Act 1984 Occupational Health & Safety Amendment Regulations 2018	<a href="https://www.legislation.wa.gov.au">https://www.legislation.wa.gov.au</a> (link to home page, use search function) <a href="https://www.legislation.wa.gov.au/legislation/statutes.nsf/law_a555.html">https://www.legislation.wa.gov.au/legislation/statutes.nsf/law_a555.html</a> (direct link)

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Table 3. Sources of information for Codes of practice, Compliance Codes and Australian Standards within the Commonwealth, states and territories relevant to workplace health and safety

JURISDICTION	LINK
FEDERAL*	Model Codes of Practice: <a href="https://www.safeworkaustralia.gov.au/doc/model-code-practice-how-manage-work-health-and-safety-risks">https://www.safeworkaustralia.gov.au/doc/model-code-practice-how-manage-work-health-and-safety-risks</a> Australian Standards: <a href="https://www.standards.org.au/">https://www.standards.org.au/</a>
ACT	Legislation and Codes of Practice: <a href="https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/4201">https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/4201</a>
NSW	Codes of Practice: <a href="https://www.safework.nsw.gov.au/resource-library/list-of-all-codes-of-practice">https://www.safework.nsw.gov.au/resource-library/list-of-all-codes-of-practice</a>
NT	Codes of Practice: <a href="https://worksafe.nt.gov.au/forms-and-resources/codes-of-practice">https://worksafe.nt.gov.au/forms-and-resources/codes-of-practice</a>
QLD	Codes of Practice: <a href="https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice">https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice</a> NOTE: Approved Codes of Practice are outlines in the <i>Work Health and Safety (Codes of Practice) Notice 2011</i>
SA	Codes of Practice: <a href="https://www.safework.sa.gov.au/law-compliance/laws-regulations/codes-practice#">https://www.safework.sa.gov.au/law-compliance/laws-regulations/codes-practice#</a>
TAS	Codes of Practice: <a href="https://www.worksafe.tas.gov.au/topics/laws-and-compliance/codes-of-practice">https://www.worksafe.tas.gov.au/topics/laws-and-compliance/codes-of-practice</a>
VIC	Compliance codes and Codes of Practice: <a href="https://www.worksafe.vic.gov.au/compliance-codes-and-codes-practice">https://www.worksafe.vic.gov.au/compliance-codes-and-codes-practice</a>
WA	Codes of Practice: <a href="https://www.commerce.wa.gov.au/worksafe/approved-codes-practice">https://www.commerce.wa.gov.au/worksafe/approved-codes-practice</a>

