

<i>SUBJECT</i>	<i>JURISDICTION</i>	<i>LEGISLATION</i>
INDUSTRIAL RELATIONS - General	Federal Victoria New South Wales Queensland Australian Capital Territory South Australia Western Australia  Tasmania Northern Territory	<i>Workplace Relations Act 1996</i> <i>Workplace Relations Act 1996</i> <i>Industrial Relations Act 1996</i> <i>Industrial Relations Act 1999</i> <i>Workplace Relations Act 1996</i> <i>Industrial and Employee Relations Act 1994</i> <i>Minimum Conditions of Employment Act 1993</i> <i>Industrial Relations Act 1979</i> <i>Workplace Agreements Act 1993</i> <i>Industrial Relations Act 1984</i> <i>Workplace Relations Act 1996</i>
LEAVE PROVISIONS - Annual Leave	Federal Victoria New South Wales Queensland Australian Capital Territory South Australia Western Australia  Tasmania	<i>As per relevant federal award</i> <i>As per relevant federal award</i> <i>Annual Holidays Act 1944</i> <i>Industrial Relations Act 1999 (s. 11-14)</i> <i>Annual Leave Act 1973</i> <i>Industrial and Employee Relations Act 1994 (s. 71)</i> <i>Annual Leave General Order 1988</i> <i>Minimum Conditions of Employment Act 1993 (s. 23-26)</i> <i>As per relevant award</i>

<p>- Long Service Leave</p>	<p>Northern Territory</p> <p>Federal Victoria New South Wales Queensland Australian Capital Territory South Australia Western Australia Tasmania</p> <p>Northern Territory</p>	<p><i>Annual Leave Act 1981</i></p> <p><i>As per relevant federal award</i></p> <p><i>Long Service Leave Act 1992</i></p> <p><i>Long Service Leave Act 1955</i></p> <p><i>Industrial Relations Act 1999 (Part 3)</i></p> <p><i>Long Service Leave Act 1976</i></p> <p><i>Long Service Leave Act 1987</i></p> <p><i>Long Service Leave Act 1958</i></p> <p><i>Long Service Leave Act 1976</i></p> <p><i>Long Service Leave (State Employees) Act 1994</i></p> <p><i>Long Service Leave Act 1981</i></p>
<p>- Parental Leave (Maternity/Paternity Leave)</p>	<p>Federal Victoria New South Wales Queensland Australian Capital Territory</p> <p>South Australia Western Australia Tasmania Northern Territory</p>	<p><i>Workplace Relations Act 1996</i></p> <p><i>Workplace Relations Act 1996</i></p> <p><i>Industrial Relations Act 1996 (Part 4)</i></p> <p><i>Industrial Relations Act 1999 (s. 16-38)</i></p> <p><i>Parental Leave (Private Sector Employees) Act 1992 and as per relevant federal award</i></p> <p><i>Industrial and Employee Relations Act 1994</i></p> <p><i>Minimum Conditions of Employment Act 1993 (s. 33)</i></p> <p><i>As per relevant award</i></p> <p><i>As per relevant award</i></p>
<p>- Personal Leave</p>	<p>Federal Victoria</p>	<p><i>As per relevant federal award</i></p> <p><i>As per relevant federal award</i></p>

	<p>New South Wales  Queensland  Australian Capital Territory  South Australia  Western Australia</p> <p>Tasmania  Northern Territory</p>	<p><i>Industrial Relations Act 1996 (s. 26-27)</i>  <i>Industrial Relations Act 1999 (s. 10; s. 39-40)</i>  <i>As per relevant award</i>  <i>Industrial and Employee Relations Act 1994 (s. 70)</i>  <i>Minimum Conditions of Employment Act 1993 (s. 27-28; s. 19-22)</i>  <i>As per relevant award</i>  <i>As per relevant award</i></p>
WORKERS COMPENSATION	<p>Federal  Victoria</p> <p>New South Wales</p> <p>Queensland  Australian Capital Territory</p> <p>South Australia  Western Australia  Tasmania  Northern Territory</p>	<p><i>Workers Compensation Amendment Act 2000 (no. 74/2000)</i>  <i>Accident Compensation Act 1985</i>  <i>Accident Compensation (WorkCover Insurance) Act 1993</i>  <i>Workers Compensation Act 1958</i>  <i>Accident Compensation (Occupational Health and Safety) Act 1996</i>  <i>Workers Compensation Act 1987</i>  <i>Workplace Injury Management and Workers Compensation Act 1998</i>  <i>WorkCover Queensland Act 1996</i>  <i>Workers Compensation Act 1951</i>  <i>Workers Compensation Supplementation Fund Act 1980</i>  <i>Workers Rehabilitation and Compensation Act 1986</i>  <i>Workers Compensation and Rehabilitation Act 1981</i>  <i>Workers Rehabilitation and Compensation Act 1988</i>  <i>Work Health Act 1986</i></p>

SUPERANNUATION	Federal  New South Wales Queensland South Australia Western Australia	<i>Superannuation Guarantee (Administration) Act 1992</i> <i>Superannuation Guarantee Charge Act 1992</i> <i>Industrial Relations Act 1996 (s. 124)</i> <i>Industrial Relations Act 1999 (s. 405)</i> <i>Superannuation Act 1988</i> <i>Industrial Relations Act 1979</i> <i>- Industrial Relations (Superannuation) Regulations 1997</i>
PRIVACY & SURVEILLANCE	Federal Victoria New South Wales Queensland  Tasmania	<i>Privacy Amendment (Private Sector) Act 2000</i> <i>Surveillance Devices Act 1999</i> <i>Workplace Video Surveillance Act 1998</i> <i>Invasion of Privacy Act 1971</i> <i>Industrial Relations Act 1999</i> <i>Surveillance Devices Act 1999</i>
REDUNDANCY	Federal New South Wales Queensland	<i>Workplace Relations Act 1996</i> <i>Employment Protection Act 1982</i> <i>Industrial Relations Act 1999 (s. 86)</i>
DISCRIMINATION, HARRASSMENT & EEO	Federal	<i>Racial Discrimination Act 1975</i> <i>Sex Discrimination Act 1984</i> <i>Disability Discrimination Act 1992</i> <i>Human Rights and Equal Opportunity Commission Act 1986</i> <i>Equal Opportunity for Women in the Workplace Act 1999</i> [For companies with 100 or more employees and, in certain situations, employers with 80 or more employees]

	<p>Victoria New South Wales Queensland Australian Capital Territory South Australia Western Australia Tasmania Northern Territory</p>	<p><i>Workplace Relations Act 1996</i> <i>Equal Opportunity Act 1995</i> <i>Anti-Discrimination Act 1977</i> <i>Anti-Discrimination Act 1991</i> <i>Discrimination Act 1991</i> <i>Equal Opportunity Act 1984</i> <i>Equal Opportunity Act 1984</i> <i>Anti-Discrimination Act 1998</i> <i>Anti-Discrimination Act 1992</i></p>
<p><b>OCCUPATIONAL HEALTH AND SAFETY</b></p> <p>In addition to the principal Acts that appear opposite, employers are legally required to comply with the regulations made under the relevant Act.</p> <p>Regulations and related legislation are to be found in the attached appendices.</p>	<p>Federal</p> <p>Victoria New South Wales</p> <p>Queensland</p> <p>Australian Capital Territory</p> <p>South Australia</p>	<p><i>National Occupational Health and Safety Commission Act 1985</i> <i>- National Occupational Health and Safety Commission Regulations</i> <i>Occupational Health and Safety Act 1985</i> <i>Occupational Health and Safety Act 2000</i> <i>- Occupational Health and Safety Regulations 2001</i> <i>Shops and Industries Act 1962</i> <i>- Factories (Health and Safety) General Regulations</i> <i>Workplace Health and Safety Act 1995</i> <i>- Workplace Health and Safety (Miscellaneous) Regulation 1995</i> <i>- Workplace Health and Safety Regulation 1997</i> <i>Occupational Health and Safety Act 1989</i> <i>- Occupational Health and Safety Regulations 1991</i> <i>Smoke-free Areas (Enclosed Public Places) Act 1994</i> <i>Occupational Health, Safety and Welfare Act 1986</i></p>

	Western Australia Tasmania Northern Territory	<ul style="list-style-type: none"><li>- <i>Occupational Health, Safety and Welfare Regulations 1995</i></li><li><i>Occupational Safety and Health Act 1984</i></li><li>- <i>Occupational Health and Safety Regulations 1996</i></li><li><i>Workplace Health and Safety Act 1995</i></li><li>- <i>Workplace Health and Safety Regulations 1998</i></li><li><i>Work Health Act 1986</i></li><li>- <i>Work Health (Occupational Health and Safety) Regulations 1992</i></li></ul>
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## APPENDIX 1 – Other Occupational Health and Safety Legislation

In addition to the relevant State or Territory principal Act, the following legislation is to be applied where relevant.

<i>JURISDICTION</i>	<i>OTHER LEGISLATION</i>
Federal	<i>Industrial Chemicals (Notification and Assessment) Act 1989</i>
New South Wales	<i>Dangerous Goods Act 1975</i> <i>Electricity Safety Act 1945</i> <i>Public Health Act 1991</i> <i>Smoke-free Environment Act 2000</i> <i>Workplace (Occupants Protection) Act 2001</i> <i>Road and Rail Transport (Dangerous Goods) Act 1997</i>
Victoria	<i>Equipment (Public Safety) Act 1994</i> <i>Building Act 1993</i> <i>Dangerous Goods Act 1985</i> <i>Road Transport (Dangerous Goods) Act 1995</i>
Queensland	<i>Building Act 1975</i>
South Australia	<i>Dangerous Substances Act 1979</i>
Western Australia	<i>Environmental Protection Act 1986</i>

Tasmania	<i>Explosives and Dangerous Goods Act 1961</i> <i>Dangerous Goods Act 1998</i>
Northern Territory	<i>Dangerous Goods Act 1980</i>
Australian Capital Territory	<i>Building Act 1972</i> <i>Dangerous Goods Act 1975</i> <i>Scaffolding and Lifts Act 1912</i> <i>Smoke-free Areas (Enclosed Public Places) Act 1994</i>



## APPENDIX 2 – Occupational Health and Safety Regulations

In addition to the relevant State or Territory principal Act, the following regulations are legally enforceable and define guidelines for controlling the risks associated with specific hazards.

<i>JURISDICTION</i>	<i>REGULATIONS</i>
Federal	<i>Industrial Chemicals (Notification and Assessment) Regulations</i>
New South Wales	<i>Dangerous Goods (General) Regulation 1999</i> <i>Road and Rail Transport (Dangerous Goods) (Rail) Regulations 1999</i> <i>Road and Rail Transport (Dangerous Goods) (Road) Regulations 1998</i>
Victoria	<i>Occupational Health and Safety:</i> <ul style="list-style-type: none"> <li>- <i>(Asbestos) Regulations 1992</i></li> <li>- <i>(Major Hazard Facilities) Regulations 2000</i></li> <li>- <i>(Lead) Regulations 2000</i></li> <li>- <i>(Manual Handling) Regulations 2000</i></li> <li>- <i>(Issue Resolution) Regulations 1999</i></li> <li>- <i>(Noise) Regulations 1992</i></li> <li>- <i>(Certification of Plant Users and Operators) Regulations 1994</i></li> <li>- <i>(Plant) Regulations 1995</i></li> <li>- <i>(Confined Spaces) Regulations 1996</i></li> <li>- <i>(Incident Notification) Regulations 1997</i></li> <li>- <i>(Hazardous Substances) Regulations 1999</i></li> </ul>

Queensland	<ul style="list-style-type: none"> <li>- <i>(Manual Handling) Regulations 1999</i></li> <li><i>Equipment (Public Safety) (General) Regulations 1995</i></li> <li><i>Equipment (Public Safety) (Incident Notification) Regulations 1997</i></li> <li><i>Dangerous Goods (Storage and Handling) Regulations 2000</i></li> <li><i>Dangerous Goods (Explosives) Regulations 2000</i></li> <li><i>Dangerous Goods (Transport by Rail) Regulations 1998</i></li> <li><i>Road Transport (Dangerous Goods)(Licence Fees) Regulations 1998</i></li> <li><i>Road Transport Reform (Dangerous Goods) Regulations 1997</i></li> <li> </li> <li><i>Building Regulations 1991</i></li> <li><i>Building (Flammable and Combustible Liquids) Regulation 1994</i></li> </ul>
South Australia	<ul style="list-style-type: none"> <li><i>Dangerous Substances Regulations 1998</i></li> </ul>
Western Australia	<ul style="list-style-type: none"> <li><i>Noise Abatement (Noise Labelling of Equipment) Regulations (No. 2) 1985</i></li> <li><i>Explosives and Dangerous Goods (Dangerous Goods Handling and Storage) Regulations 1992</i></li> </ul>
Tasmania	<ul style="list-style-type: none"> <li><i>Dangerous Goods (General) Regulations 1998</i></li> </ul>
Australian Capital Territory	<ul style="list-style-type: none"> <li><i>Scaffolding and Lifts Regulations 1950 (NSW)</i></li> <li><i>Occupational Health and Safety (Manual Handling) Regulations 1997</i></li> </ul>