

Jurisdictional Comparison Table: Maximum Monetary Penalties – Cross-selection of model WHS offences (as at 1 August 2025)

The maximum monetary penalties comparison table summarises a sample of monetary penalties between the jurisdictions that have adopted the model WHS Act (see Table 1). This document also includes a table summarising equivalent penalties in Victoria's Occupational Health and Safety Act (2004) (see Table 2). This document does not compare all monetary penalties under jurisdictional WHS Acts.

Table 1: Maximum monetary penalties comparison table (jurisdictions that have adopted the model WHS Act)

Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
<i>Industrial manslaughter – s 30A (s 34B in NT; s 34C in NSW; s 34A in ACT and ss 34C and 34D in QLD, s29C in Tasmania)</i>								
PCBU (Individual/Officer)	No maximum monetary penalty	No maximum monetary penalty	No maximum monetary penalty	\$5,000,000	No maximum monetary penalty	No maximum monetary penalty	No maximum monetary penalty	No maximum monetary penalty
Corporation	\$18,000,000	\$20,000,000	100,000 penalty units (\$10,000,000)	\$10,000,000	\$18,000,000	\$18,000,000	Industrial manslaughter monetary penalty (\$18,000,000)	65,000 penalty units ⁷ (\$12,285,000)
<i>Category 1 offence – s 31</i>								

¹ The nature of some of the offences listed here may vary between jurisdictional WHS Acts and the model WHS Act. For example, the Category 1 offence in the WHS Act 2020 (WA) requires conduct that caused death or serious injury, whereas the model WHS Act requires grossly negligent or reckless conduct which exposes an individual to the risk of death or serious injury.

² See [Work Health and Safety \(Public Notification of Indexed Penalty Amounts\) Notifiable Instrument 2025](#) for the Cth's 2025-26 indexed penalty amounts for its WHS Act.

³ Division 2A Penalty units, section 242A to 242D, *Work Health and Safety Act 2011*(NSW) prescribes the calculations for penalty units: 1 Penalty Unit = \$123.31 (2025-26). The values shown in this table are rounded down to the nearest multiple of \$1.

⁴Section 5(1)(d) of the *Penalties and Sentences Act 1992* (QLD) provides that for the *Work Health and Safety Act 2011*, the value of a penalty unit is \$100.00

⁵ The note to s 31(1) of the QLD WHS Act provides in division 5 of the Act, the penalty applicable to a body corporate is separately expressed. Otherwise, the *Penalties and Sentences Act 1992*, section 181B applies for the QLD WHS Act. Section 181B of the *Penalties and Sentences Act 1992* applies if the provision prescribing a maximum fine for an offence does not expressly prescribe a maximum fine for a body corporate different from the maximum fine for an individual. Pursuant to s 181B(3), if a body corporate is found guilty of the offence, the court may impose a maximum fine of an amount equal to 5 times the maximum fine for an individual. This table has been updated consistent with that provision.

⁶ See [Work Health and Safety \(Indexed Penalty Amounts\) Notice 2025 \(No 1\)](#) for the ACT's 2025-26 indexed penalty amounts for its WHS Act.

⁷ For 1 July 2025 to 30 June 2026, the penalty unit value in NT is \$189. See [Penalty units | Attorney-General's Department](#).

Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
Individual (other than PCBU or Officer)	Category 1 monetary penalty (\$1,703,000.00)	9,038 penalty units (\$1,114,475)	3,000 penalty units (\$300,000)	\$340,000	\$300,000	\$300,000	Category 1 monetary penalty (\$1,156,000)	\$300,000
PCBU (Individual/ Officer)	Category 1 monetary penalty (\$3,407,000.00)	18,805 penalty units (\$2,318,844)	6,000 penalty units (\$600,000)	\$680,000	\$600,000	\$600,000	Category 1 monetary penalty (\$2,312,000)	\$600,000
Corporation	Category 1 monetary penalty (\$17,034,000.00)	90,424 penalty units (\$11,150,183)	30,000 penalty units (\$3,000,000)	\$3,500,000	\$3,000,000	\$3,000,000	Category 1 monetary penalty (\$11,561,000)	\$3,000,000
Category 2 offence – s 32								
Individual (other than PCBU or Officer)	Category 2 monetary penalty (\$237,000.00)	1,813 penalty units (\$223,561)	1,500 penalty units (\$150,000)	\$170,000	\$150,000	\$150,000	Category 2 monetary penalty (\$232,000)	\$150,000
PCBU (Individual/ Officer)	Category 2 monetary penalty (\$475,000.00)	3,626 penalty units (\$447,122)	3,000 penalty units (\$300,000)	\$350,000	\$300,000	\$300,000	Category 2 monetary penalty (\$464,000)	\$300,000
Corporation	Category 2 monetary penalty (\$2,373,000.00)	18,128 penalty units (\$2,235,363)	15,000 penalty units (\$1,500,000)	\$1,800,000	\$1,500,000	\$1,500,000	Category 2 monetary penalty (\$2,318,000)	\$1,500,000
Category 3 offence – s 33								
Individual (other than PCBU or Officer)	Category 3 monetary penalty (\$79,000.00)	607 penalty units (\$74,849)	500 penalty units (\$50,000)	\$55,000	\$50,000	\$50,000	Category 3 monetary penalty (\$78,000)	\$50,000
PCBU (Individual/ Officer)	Category 3 monetary penalty (\$159,000.00)	1,214 penalty units (\$149,698)	1,000 penalty units (\$100,000)	\$120,000	\$100,000	\$100,000	Category 3 monetary penalty (\$155,000)	\$100,000

Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
Corporation	Category 3 monetary penalty (\$795,000.00)	6,070 penalty units (\$748,491)	5,000 penalty units (\$500,000)	\$570,000	\$500,000	\$500,000	Category 3 monetary penalty (\$776,000)	\$500,000
<i>Notifiable incident – Notify regulator s 38(1)</i>								
PCBU (Individual/Officer)	Tier D monetary penalty (\$16,000)	121 penalty units (\$14,920)	100 penalty units (\$10,000)	\$12,500	\$10,000	\$10,000	Tier D monetary penalty (\$16,000)	\$10,000
Corporation	Tier D monetary penalty (\$79,000)	607 penalty units (\$74,849)	\$50,000	\$55,000	\$50,000	\$50,000	Tier D monetary penalty (\$78,000)	\$50,000
<i>Notifiable incident – Record keeping s 38(7)</i>								
PCBU (Individual/Officer)	Tier F monetary penalty (\$7,900)	61 penalty units (\$7,521)	50 penalty units (\$5,000)	\$5,500	\$5,000	\$5,000	Tier F monetary penalty (\$7,800)	\$5,000
Corporation	Tier F monetary penalty (\$40,000)	304 penalty units (\$37,486)	\$25,000	\$30,000	\$25,000	\$25,000	Tier F monetary penalty (\$39,000)	\$25,000
<i>Preserve incident site – s 39(1)</i>								
PCBU (Individual/Officer)	Tier D monetary penalty (\$16,000)	121 penalty units (\$14,920)	100 penalty units (\$10,000)	\$12,500	\$10,000	\$10,000	Tier D monetary penalty (\$16,000)	\$10,000
Corporation	Tier D monetary penalty (\$79,000)	607 penalty units (\$74,849)	\$50,000	\$55,000	\$50,000	\$50,000	Tier D monetary penalty (\$78,000)	\$50,000
<i>Requirements for authorisation of workplace – s 41</i>								
Individual/Officer	Tier B monetary penalty (\$79,000)	607 penalty units (\$74,849)	500 penalty units (\$50,000)	\$55,000	\$50,000	\$50,000	Tier B monetary penalty (\$78,000)	\$50,000
Corporation	Tier B monetary penalty (\$397,000)	3,036 penalty units (\$374,369)	\$250,000	\$285,000	\$250,000	\$250,000	Tier B monetary penalty (\$388,000)	\$250,000

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Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
PCBU (Individual/Officer)	Tier D monetary penalty (\$16,000)	121 penalty units (\$14,920)	100 penalty units (\$10,000)	\$12,500	\$10,000	\$10,000	Tier D monetary penalty (\$16,000)	\$10,000
Corporation	Tier D monetary penalty (\$79,000)	607 penalty units (\$74,849)	\$50,000	\$55,000	\$50,000	\$50,000	Tier D monetary penalty (\$78,000)	\$50,000
<i>List of health and safety representatives – s 74 (s 74(1) in NT, NSW and Cth)</i>								
PCBU (Individual/Officer)	Tier H monetary penalty (\$3,200)	25 penalty units (\$3,082)	20 penalty units (\$2,000)	\$2,500	\$2,000	\$2,000	Tier H monetary penalty (\$3,100)	\$2,000
Corporation	Tier H monetary penalty (\$16,000)	121 penalty units (\$14,920)	\$10,000	\$12,500	\$10,000	\$10,000	Tier H monetary penalty (\$16,000)	\$10,000
<i>Display of provisional improvement notice – ss 97(1) and 97(2)</i>								
Individual/Officer	Tier F monetary penalty (\$7,900)	61 penalty units (\$7,521)	50 penalty units (\$5,000)	\$5,500	\$5,000	\$5,000	Tier F monetary penalty (\$7,800)	\$5,000
Corporation	Tier F monetary penalty (\$40,000)	304 penalty units (\$37,486)	\$25,000	\$30,000	\$25,000	\$25,000	Tier F monetary penalty (\$39,000)	\$25,000
<i>Contravention of provisional improvement notice – s 99(2)</i>								
Individual/Officer	Tier B monetary penalty (\$79,000)	607 penalty units (\$74,849)	500 penalty units (\$50,000)	\$55,000	\$50,000	\$50,000	Tier B monetary penalty (\$78,000)	\$50,000
Corporation	Tier B monetary penalty (\$397,000)	3,036 penalty units (\$374,369)	\$250,000	\$285,000	\$250,000	\$250,000	Tier B monetary penalty (\$388,000)	\$250,000
<i>Prohibition of discriminatory conduct – s 104(1)</i>								
Individual/Officer	Tier A monetary penalty (\$158,000)	1,206 penalty units (\$148,711)	1,000 penalty units (\$100,000)	\$115,000	\$100,000	\$100,000	Tier A monetary penalty (\$154,000)	\$100,000

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Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
Individual (WHS entry permit holder)	WHS civil penalty provision tier 2 (\$16,000)	For an individual: 121 penalty units (\$14,920)	100 penalty units (\$10,000)	Not Used	\$10,000	\$10,000	WHS civil penalty provision tier 2 (\$16,000)	\$10,000
		For a corporation: 607 penalty units (\$74,849)						
Person must not refuse or delay entry of, hinder or obstruct, WHS entry permit holder – ss 144(1) and 145								
Individual/Officer	WHS civil penalty provision tier 2 (\$16,000)	121 penalty units (\$14,920)	500 penalty units (\$50,000)	Not Used	\$10,000	\$10,000	WHS civil penalty provision tier 2 (\$16,000)	\$10,000
Corporation	WHS civil penalty provision tier 2 (\$79,000)	607 penalty units (\$74,849)	\$250,000		\$50,000	\$50,000	WHS civil penalty provision tier 2 (\$78,000)	\$50,000
WHS entry permit holder must not delay, hinder or obstruct any person or disrupt work at workplace – s 146								
Individual	WHS civil penalty provision tier 2 (\$16,000)	121 penalty units (\$14,920)	500 penalty units (\$50,000)	Not Used	\$10,000	\$10,000	WHS civil penalty provision tier 2 (\$16,000)	\$10,000
Corporation		607 penalty units (\$74,849)						
Power to require production of documents and answers to questions – s 171(6) (WA s 171(7))								
Individual/Officer	Tier D monetary penalty (\$16,000)	121 penalty units (\$14,920)	100 penalty units (\$10,000)	\$12,500	\$10,000	\$10,000	Tier D monetary penalty (\$16,000)	\$10,000
Corporation	Tier D monetary penalty (\$79,000)	607 penalty units (\$74,849)	\$50,000	\$55,000	\$50,000	\$50,000	Tier D monetary penalty (\$78,000)	\$50,000

Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
<i>Compliance with improvement notice – s 193 (WA s193(1))</i>								
Individual/Officer	Tier B monetary penalty (\$79,000)	607 penalty units (\$74,849)	500 penalty units (\$50,000)	\$55,000	\$50,000	\$50,000	Tier B monetary penalty (\$78,000)	\$50,000
Corporation	Tier B monetary penalty (\$397,000)	3,036 penalty units (\$374,369)	\$250,000	\$285,000	\$250,000	\$250,000	Tier B monetary penalty (\$388,000)	\$250,000
<i>Compliance with prohibition notice – s 197</i>								
Individual/Officer	Tier A monetary penalty (\$158,000)	1,206 penalty units (\$148,711)	1,000 penalty units (\$100,000)	\$115,000	\$100,000	\$100,000	Tier A monetary penalty (\$154,000)	\$100,000
Corporation	Tier A monetary penalty (\$789,000)	6,028 penalty units (\$743,312)	\$500,000	\$570,000	\$500,000	\$500,000	Tier A monetary penalty (\$771,000)	\$500,000
<i>No insurance or other indemnity against penalties – s 272A(1)⁸</i>								
Individual/Officer	Tier B monetary penalty (\$79,000)	For paragraph (a): 250 penalty units (\$30,827) For paragraph (b) or (c): 607 penalty units (\$74,849)	500 penalty units (\$50,000)	\$51,000	\$50,000	Not Used	Tier B monetary penalty (\$78,000)	Not Used
Corporation	Tier B monetary penalty (\$397,000)	For paragraph (a): 1,250 penalty units (\$154,137) For paragraph (b) or (c): 3,036 penalty units (\$374,369)	\$250,000	\$255,000			Tier B monetary penalty (\$388,000)	

⁸ In the Cth, ss 272A and 272B are introduced by the [Work Health and Safety Amendment Act 2023](#).

Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹							
	Commonwealth ²	NSW ³	QLD ^{4,5}	WA	SA	Tas	ACT ⁶	NT
<i>Liability of officers for offences by body corporate under s 272A - s 272B(1)</i>								
Individual/Officer	Tier B monetary penalty (\$79,000)	1,250 penalty units (\$154,137)	500 penalty units (\$50,000) ⁹	Not Used.	\$50,000	Not Used	Tier B monetary penalty (\$78,000)	Not Used

⁹ The penalty prescribed under s 272A of the QLD WHS Act will apply to an officer, per s 272B(2).

Table 2: Equivalent provisions and maximum monetary penalties under the Victoria Occupational Health and Safety Act (2004)

Victoria - Maximum Monetary Penalty Table ¹⁰		
Offence	Offender	
	Natural Person	Body Corporate
Fail to comply with notice to give information (s 9(2))	60 penalty units (\$12,211)	300 penalty units (\$61,053)
Restrictions on disclosure of information (s 10(2))	100 penalty units (\$20,351)	Not applicable.
Duties of employers to employees (s 21(1))	1,800 penalty units (\$366,318)	9,000 penalty units (\$1,831,590)
Duties of employers to monitor health and conditions (s 22(1))	240 penalty units (\$48,842)	1,200 penalty Unit (\$244,212)
Duties of employers to other persons (s 23(1))	1,800 penalty units (\$366,318)	9,000 penalty units (\$1,831,590)
Duties of persons who manage or control workplaces (s 26(1))	1,800 penalty units (\$366,318)	9,000 penalty units (\$1,831,590)
Duty not to recklessly endanger persons at workplaces (s 32)	1,800 penalty units (\$366,318)	20,000 penalty units (\$4,070,200)
Duty of employers to consult with employees (s 35(6))	180 penalty units (\$36,632)	900 penalty units (\$183,159)
Duty to consult with other employers in relation to duties relating to labour hire (s 35A(2))	180 penalty units (\$36,632)	900 penalty units (\$183,159)
Duty to notify of incidents (s 38(5))	240 penalty units (\$48,842)	1,200 penalty units (\$244,212)
Duty to preserve incident sites (s 39(1))	240 penalty units (\$48,842)	1,200 penalty units (\$244,212)
Workplace manslaughter (s 39G(1))	No maximum monetary penalty	100,000 penalty units (\$20,351,000)
Requirements for licence or registration (s 40(1) (requirements for licence or registration of a workplace)	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Requirements for licence or registration (s 40 (2)-(4) requirements for licence or registration of plant or its design, substance or class of work or activity)	100 penalty units (\$20,351)	500 penalty units (\$101,755)

¹⁰In Victoria, for the financial year commencing 1 July 2025, the value of a penalty unit is \$203.51 ([Special Gazette Number S245 Dated 22 May 2025](#)). The maximum monetary penalty values shown in this table are rounded to the nearest dollar value.

Victoria - Maximum Monetary Penalty Table ¹⁰		
Offence	Offender	
	Natural Person	Body Corporate
Display a copy of the provisional improvement notice (s 60(4)(b))	5 penalty units (\$1,018)	25 penalty units (\$5,088)
Offence to contravene a provisional improvement notice (s 62(1))	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Refusing to allow HSR to attend course without reasonable excuse (s 67(7))	60 penalty units (\$12,211)	300 penalty units (\$61,053)
Obligation to keep list of health and safety representatives (s 71)	5 penalty units (\$1,018)	25 penalty units (\$5,088)
Prohibition on discrimination (s 76(4))	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Offences by authorised representative (incl hindering and obstruction, unauthorised use of information, unauthorised exercise of power, threatening behaviour) (s 91)	60 penalty units (\$12,211)	Not applicable.
Offence to obstruct etc. authorised representative (s 93)	60 penalty units (\$12,211)	300 penalty units (\$61,053)
Power to require production of documents and answers to questions (s 100(2)) (failing to comply)	60 penalty units (\$12,211)	300 penalty units (\$61,053)
Fail to comply with non-disturbance notice (s 110(4))	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Fail to comply with improvement notice (s 111(4))	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Fail to comply with prohibition notice (s 112(5))	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Fail to comply with directions (s 120(2))	500 penalty units (\$101,755)	2,500 penalty units (\$508,775)
Offences in relation to inspections (s 125(1))	60 penalty units (\$12,211)	300 penalty units (\$61,053)
Assault, intimidate or threaten inspector (s 125(2))	240 penalty units (\$48,842)	1,200 penalty units (\$244,212)
Certain insurance and indemnity arrangements void (s 148A)	Contracts and arrangements are void	
Prohibition on insurance and indemnity for pecuniary penalties (s 148B(1))	300 penalty units (\$61,053)	1,500 penalty units (\$305,265)