

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		Maxir	mum Monetary P	enalties (Pena	Ity Unit include	d where applicab	le)¹	
Offerider	Commonwealth ²	NSW ³	QLD ⁴ _{&} ⁵	WA	SA	Tas	ACT ⁶	NT
I.	ndustrial manslaugh	nter – s 30A (s 34E	3 in NT; s 34C in N.	SW; s 34A in A	CT and ss 34C a	nd 34D in QLD, s2.	9C in Tasmania)	
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)
			Category	1 offence – s	31			

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 $\underline{\text{Penalty units}}$ Attorney-General's $\underline{\text{Department}}$.



Offender		Maxi	mum Monetary P	enalties (Pena	alty Unit includ	ed where applica	able)¹	
Offerider	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		Maxir	mum Monetary P	enalties (Pen	alty Unit includ	ded where applic	able)¹	
Offender	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	t – Notify reg	ulator s 38(1)			
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
			Notifiable inciden	t – Record ke	eping s 38(7)			
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
			Preserve in	cident site – s	39(1)			
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
		Requ	uirements for auti	horisation of	workplace – s 4	1		
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



Requirements for authorisation of work - s 43(1)	Offender		Max	imum Monetary	Penalties (Pen	alty Unit includ	ded where applic	able)¹	
Individual/Officer Tier C monetary penalty units (\$32,000) 243 penalty units (\$25,000) \$20,000 \$20,000 \$20,000 Tier C monetary penalty (\$31,000) \$100,000 Tier C monetary penalty (\$159,000) \$100,000 \$100,000 Tier C monetary penalty (\$159,000) \$100,000 \$100,000 Tier C monetary penalty (\$159,000) \$100,000 \$10	Offerider	Commonwealth ²	NSW ³	QLD ⁴ & ⁵	WA	SA	Tas	ACT ⁶	NT
Denalty (\$29,964) (\$29,964) (\$20,000) Denalty (\$155,000) Denalty (\$159,000) Denalty (\$100,000) Denalty (Re	equirements for a	authorisation o	f work – s 43(1)			
(\$32,000) (\$29,964) (\$20,000) (\$20,000) (\$310,000 \$100	ndividual/Officer	Tier C monetary	243 penalty	200 penalty	\$25,000	\$20,000	\$20,000	Tier C monetary	\$20,000
Tier C monetary penalty units (\$149,698)		penalty	units	units				penalty	
penalty (\$159,000)		(\$32,000)	(\$29,964)	(\$20,000)				(\$31,000)	
Sistem S	Corporation	Tier C monetary	1,214 penalty	\$100,000	\$115,000	\$100,000	\$100,000	Tier C monetary	\$100,000
Individual/Officer		penalty	units					penalty	
Individual/Officer Tier C monetary penalty (\$243 penalty units (\$29,964) (\$29,000) \$20,000		(\$159,000)	(\$149,698)					(\$155,000)	
penalty (\$32,000) (\$29,964) (\$20,000) (\$20,000) (\$20,000) (\$20,000) (\$100,000 \$100,				Consult with	other duty hold	lers – s 46			
(\$32,000) (\$29,964) (\$20,000) (\$31,000) (\$31,000) Corporation Tier C monetary penalty (\$159,000) \$100,000 \$100,000 \$100,000 Tier C monetary penalty (\$155,000) Consult with workers –s 47(1) PCBU (Individual/ Officer) Tier C monetary penalty (\$32,000) 20,000 (\$20,000) \$20,000 Tier C monetary penalty (\$31,000) Corporation Tier C monetary penalty (\$121 penalty units (\$159,000) \$100,000 \$100,000 \$100,000 Tier C monetary penalty (\$155,000) General obligations of PCBU to HSR –ss 70(1) and 70(2) PCBU (Individual/ (\$16,000) Tier D monetary penalty units (\$16,000) Tier D monetary penalty (\$150,000) \$100,000 \$100,000 Tier D monetary penalty (\$100,000) FCBU (Individual/ (\$16,000) Tier D monetary penalty units (\$100,000) \$100,000 \$100,000 \$100,000 Tier D monetary penalty (\$100,000) FCBU (Individual/ (\$16,000) Tier D monetary penalty (\$100,000) \$100,000 \$100,000 \$100,000 Tier D monetary penalty (\$100,000) FCBU (Individual/ (\$1000) Tier D monetary penalty (\$100,000) \$100,000 \$100,000 \$100,000 \$100,000 <td>ndividual/Officer</td> <td>Tier C monetary</td> <td>243 penalty</td> <td>200 penalty</td> <td>\$25,000</td> <td>\$20,000</td> <td>\$20,000</td> <td>Tier C monetary</td> <td>\$20,000</td>	ndividual/Officer	Tier C monetary	243 penalty	200 penalty	\$25,000	\$20,000	\$20,000	Tier C monetary	\$20,000
Corporation		penalty	units	units				penalty	
penalty (\$159,000) (\$149,698)		(\$32,000)	(\$29,964)	(\$20,000)				(\$31,000)	
Consult with workers -s 47(1)	Corporation	Tier C monetary	1,214 penalty	\$100,000	\$115,000	\$100,000	\$100,000	Tier C monetary	\$100,000
PCBU (Individual/ Officer)		penalty	units					penalty	
PCBU (Individual/ Officer)		(\$159,000)	(\$149,698)					(\$155,000)	
Officer) penalty (\$32,000) units (\$29,964) units (\$20,000) penalty (\$31,000) Corporation Tier C monetary penalty (\$159,000) \$100,000 \$100,000 \$100,000 Tier C monetary penalty (\$155,000) General obligations of PCBU to HSR —ss 70(1) and 70(2) PCBU (Individual/ Officer) Tier D monetary penalty units (\$14,920) \$10,000 \$10,000 \$10,000 Tier D monetary penalty (\$16,000) Corporation Tier D monetary penalty units \$50,000 \$55,000 \$50,000 Tier D monetary penalty				Consult v	vith workers –s	47(1)			
(\$32,000) (\$29,964) (\$20,000) (\$31,000) Corporation Tier C monetary penalty (\$159,000) \$100,000 \$100,000 Tier C monetary penalty (\$155,000) General obligations of PCBU to HSR -ss 70(1) and 70(2) PCBU (Individual/ Officer) Tier D monetary penalty (\$121 penalty units units (\$14,920) \$10,000 \$10,000 \$10,000 Tier D monetary penalty (\$16,000) Corporation Tier D monetary penalty units \$50,000 \$50,000 \$50,000 Tier D monetary penalty penalty	PCBU (Individual/	Tier C monetary	243 penalty	200 penalty	\$25,000	\$20,000	\$20,000	Tier C monetary	\$20,000
Tier C monetary penalty units (\$159,000) \$100,000	Officer)	penalty	units	units				penalty	
penalty (\$159,000) (\$149,698)	•	(\$32,000)	(\$29,964)	(\$20,000)				(\$31,000)	
penalty (\$159,000) (\$149,698)	Corporation	Tier C monetary	1,214 penalty	\$100,000	\$115,000	\$100,000	\$100,000	Tier C monetary	\$100,000
Corporation Tier D monetary 121 penalty 100 penalty 121,500 \$10,000 \$10,000 Tier D monetary 121 penalty 100 penalty 121,500 \$10,000 \$10,000 Tier D monetary 121,500 \$10,000 \$10,000 Tier D monetary 121,500 \$10,000 \$1		penalty	1					penalty	
PCBU (Individual/ Officer) Tier D monetary penalty (\$16,000) 121 penalty units units (\$10,000) \$10,000 \$10,000 Tier D monetary penalty (\$16,000) Corporation Tier D monetary penalty units \$50,000 \$50,000 \$50,000 Tier D monetary penalty		(\$159,000)	(\$149,698)					(\$155,000)	
Officer) penalty (\$16,000) units (\$10,000) units (\$10,000) penalty (\$16,000) penalty (\$16,000) Corporation Tier D monetary penalty 607 penalty units \$50,000 \$50,000 \$50,000 Tier D monetary penalty			Gene	eral obligations o	f PCBU to HSR -	-ss 70(1) and 70	0(2)		_
Officer) penalty (\$16,000) units (\$10,000) units (\$10,000) penalty (\$16,000) penalty (\$16,000) Corporation Tier D monetary penalty 607 penalty units \$50,000 \$50,000 \$50,000 Tier D monetary penalty	PCBU (Individual/	Tier D monetary	121 penalty	100 penalty	\$12.500	\$10.000	\$10.000	Tier D monetary	\$10,000
(\$16,000) (\$14,920) (\$10,000) (\$16,000) (\$16,000) Corporation Tier D monetary penalty \$50,000 \$55,000 \$50,000 Tier D monetary penalty	•	1	• • • • • • • • • • • • • • • • • • • •		, ,===	, -,		•	,
Corporation Tier D monetary 607 penalty \$50,000 \$55,000 \$50,000 Tier D monetary penalty units	,	1 '						· ·	
penalty units penalty penalty	Corporation		• • • • • • • • • • • • • • • • • • • •		\$55.000	\$50.000	\$50.000		\$50,000
	1- x			,,	+,	,,	,,	•	
(\$79,000) (\$74,849) (\$78,000)		· ·							
(41.4)2337		(+10,000)	(+					(4:0,000)	
PCBU obligation to allow HSR to attend a training course – s 72(7) (s 72(8) in SA and s 72(2) in QLD)		PCRI I obli	agtion to allow H	SR to attend a tr	ainina course –	s 72(7) (s 72(8) in SA and s 72/2) in OLD)	



Offender	Maximum Monetary Penalties (Penalty Unit included where applicable) ¹										
Offender	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			
	l	List of health an	d safety represent	tatives – s 74	(s 74(1) in NT,	NSW and Cth)					
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			
		Display of	provisional impro	vement notic	ce – ss 97(1) an	d 97(2)					
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			
		Contrav	ention of provisio	nal improven	nent notice – s	99(2)					
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			
		Pr	ohibition of discrii	minatory con	duct – s 104(1)						
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	Commonwealth ²	NSW ³		Maximum Monetary Penalties (Penalty Unit included where applicable) ¹										
-		INDAN	QLD ⁴ _{&} ⁵	WA	SA	Tas	ACT ⁶	NT						
	Tier A monetary	6,028 penalty	\$500,000	\$570,000	\$500,000	\$500,000	Tier A monetary	\$500,000						
	penalty	units					penalty							
	(\$789,000)	(\$743,312)					(\$771,000)							
Prohibition of I	requesting, instruct	ing, inducing, en	couraging, autho	rising or assist	ing discriminat	ory conduct– s 10	07 (s 107(1) in NT, AC	CT and Cth)						
Individual/Officer	Tier A monetary	1,206 penalty	1,000 penalty	\$115,000	\$100,000	\$100,000	Tier A monetary	\$100,000						
	penalty	units	units				penalty							
	(\$158,000)	(\$148,711)	(\$100,000)				(\$154,000)							
Corporation	Tier A monetary	6,028 penalty	\$500,000	\$570,000	\$500,000	\$500,000	Tier A monetary	\$500,000						
	penalty	units					penalty							
	(\$789,000)	(\$743,312)					(\$771,000)							
		Pr	ohibition of coerd	cion or inducer	nent – s 108(1)									
Individual/Officer	Tier A monetary	1,206 penalty	1,000 penalty	\$115,000	\$100,000	\$100,000	Tier A monetary	\$100,000						
	penalty	units	units				penalty							
	(\$158,000)	(\$148,711)	(\$100,000)				(\$154,000)							
Corporation	Tier A monetary	6,028 penalty	\$500,000	\$570,000	\$500,000	\$500,000	Tier A monetary	\$500,000						
	penalty	units					penalty							
	(\$789,000)	(\$743,312)					(\$771,000)							
			Misrepres	sentation – s 1	09(1)									
Individual/Officer	Tier A monetary	1,206 penalty	1,000 penalty	\$115,000	\$100,000	\$100,000	Tier A monetary	\$100,000						
	penalty	units	units				penalty							
	(\$158,000)	(\$148,711)	(\$100,000)				(\$154,000)							
Corporation	Tier A monetary	6,028 penalty	\$500,000	\$570,000	\$500,000	\$500,000	Tier A monetary	\$500,000						
	penalty	units					penalty							
	(\$789,000)	(\$743,312)					(\$771,000)							
		Cor	ntravening WHS e	ntry permit co	nditions – s 12.	3								
Individual (WHS	WHS civil penalty	243 penalty	100 penalty	Not Used	\$20,000	\$10,000	WHS civil	\$10,000						
entry permit	provision tier 1	units	units				penalty							
holder)	(\$32,000)	(\$29,964)	(\$10,000)				provision tier 1							
							(\$31,000)							



Offender		Maxi	mum Monetary	Penalties (Pen	alty Unit inclu	ded where appli	cable)¹	
Offerider	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) For a corporation: 607 penalty units (\$74,849)	100 penalty units (\$10,000)	Not Used	\$10,000	\$10,000	WHS civil penalty provision tier 2 (\$16,000)	\$10,000
	Person must i	not refuse or dela	y entry of, hinde	r or obstruct, V	VHS entry pern	nit holder – ss 144	4(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 per	mit holder must n	ot delay, hinder	or obstruct any	person or disi	rupt work at worl	kplace – 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	\$10,000
Corporation		607 penalty units (\$74,849)					(\$16,000)	
	Power	to require product	tion of documen	ts and answers	to questions –	s 171(6) (WA s 1	.71(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		Maxi	mum Monetary I	Penalties (Pen	alty Unit includ	ded where applic	cable)¹	
Offerider	Commonwealth ²	NSW ³	QLD ⁴ _{&} ⁵	WA	SA	Tas	ACT ⁶	NT
		Compli	ance with improv	ement notice -	- s 193 (WA s19	93(1))		
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
			Compliance with	prohibition no	otice – s 197			
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
		No insura	nce or other inde	mnity against	penalties – s 2	72A(1) ⁸		
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										
Offerider	Commonwealth ²	NSW ³	QLD ⁴ _{&} ⁵	WA	SA	Tas	ACT ⁶	NT				
		Liability of office	ers for offences by	body corporat	te under s 272A	- s 272B(1)						
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 - Max	mum Monetary Penalty Table ¹⁰	
Offence		Offender
Offence	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 (<u>Special Gazette Number S245 Dated 22 May 2025</u>). The maximum monetary penalty values shown in this table are rounded to the nearest dollar value.



Victoria - Ma	ximum Monetary Penalty Table ¹⁰	
Offence		Offender
Official	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)