



Jurisdiction	Specific Regulations	Code of Practices (higher-order, essentially enforceable materials)	Guidance Notes
<p>National</p> <p><i>These comprise 'Template' materials only - for adoption by State/Territory Governments</i></p>	<p>National commitment to reform of Model WHS laws</p> <p>Model Work Health and Safety Act as amended in April 2022.</p> <p>Model Work Health and Safety Regulations 2011 as amended in April 2022, requiring PCBUs to tackle psychosocial risks through a risk management process (amongst other changes).</p>	<p>National commitment to reform of Model WHS laws</p> <p>Model Code of Practice: Managing Psychosocial Hazards at Work as published in July 2022</p>	<p>Has not focussed on guidance materials</p> <p>Mental health information page</p>
<p>Commonwealth</p> <p><i>(Laws which only affect Commonwealth employers or those in the 'Comcare' system – most Australian employers are subject to safety laws in each State or Territory in which the employer has relevant operations)</i></p> <p><i>Has adopted the Model WHS Regulations with amendments</i></p>	<p>Has adopted the Model WHS laws and included an additional requirement that Commonwealth and Comcare duty holders must apply the hierarchy of controls to psychosocial risks, pursuant to clause 36 of the WHS Regulation.</p> <p>Work Health and Safety Regulations 2011 which commenced 1 April 2023.</p>	<p>Has not adopted a Code of Practice but refers Model Code of Practice</p> <p>N/A</p>	<p>General intent to draw regulatory and investigative attention on this area</p> <p>Psychosocial hazards information page</p>
<p>New South Wales</p> <p><i>Has adopted Model WHS Regulations and has onerous code of practice</i></p>	<p>First state to adopt the Model WHS laws</p> <p>Work Health and Safety Regulation 2017 which came into operation on 1 October 2022</p>	<p>Has adopted a Code of Practice in addition to changes to WHS Regulations</p> <p>Code of Practice: Managing Psychosocial Hazards at Work as published in May 2021</p>	<p>General intent to draw regulatory and investigative attention on this area</p> <p>Mental health information page</p>

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<p>Victoria</p> <p><i>Significant laws proposed, but unlikely to be introduced until 2024.</i></p>	<p>Reform proposed, but not yet introduced</p> <p>Occupational Health and Safety Amendment (Psychological Health) Regulations proposed to come into force in 2023</p>	<p>Has not adopted a Code of Practice (prefers to make changes to OHS Regulations)</p> <p>N/A</p>	<p>Significant guidance and policy materials published, evidencing a clear intent to draw regulatory and investigative attention on this area</p> <p>Psychosocial hazard fact sheet: Workplace bullying</p> <p>Psychosocial Hazard Fact Sheet: Work-related stress</p> <p>Psychosocial hazard fact sheet: Work-related gendered violence including sexual harassment</p> <p>Psychosocial hazard fact sheet: Work-related fatigue</p> <p>Psychosocial hazard fact sheet: Work-related violence</p> <p>Mental Health information page</p>
<p>Australian Capital Territory</p> <p><i>Intends to adopt the Model WHS Regulations with amendments</i></p>	<p>Has adopted the Model WHS laws and included an additional requirement that ACT duty holders must apply the hierarchy of controls to psychosocial risks, pursuant to clause 36 of the WHS Regulation.</p> <p>Work Health and Safety Amendment Regulation 2023 (No 1) due to commence on 27 November 2023.</p> <p>Previously amended the <i>Work Health and Safety Act 2011</i> (ACT) to add "a</p>	<p>Has developed a Code of Practice</p> <p>Managing Psychosocial Hazards at Work Code of Practice due to commence on 27 November 2023</p>	<p>General intent to draw regulatory and investigative attention on this area</p> <p>Strategy for Managing Work-Related Psychosocial Hazards 2021-2023 launched in October 2021</p>

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	sexual assault incident" as a notifiable incident.		
Queensland <i>Has adopted the Model WHS Regulations with amendments and placed emphasis on psychosocial risks in more general codes of practice</i>	<p>Has adopted the Model WHS laws and included an additional requirement that Queensland duty holders must apply the hierarchy of controls to psychosocial risks, pursuant to clause 36 of the WHS Regulation.</p> <p>Work Health and Safety Regulation 2011 which commenced 1 April 2023</p>	<p>Specific Codes of Practice introduced (and generic Codes deal with psychosocial risk)</p> <p>Code of Practice: Managing the risk of psychosocial hazards at work 2022 commended 1 April 2023</p> <p>Code of Practice: How to manage work health and safety risks 2021</p> <p>Code of Practice: Work health and safety consultation, cooperation and coordination 2021 as amended in August 2022</p>	<p>Guidance and policy materials published, evidencing the intent to draw regulatory and investigative attention on this area</p> <p>Psychosocial risk assessment tool</p> <p>Mental health information page</p>
Northern Territory <i>Has adopted the Model WHS Regulations with amendments</i>	<p>Has adopted the Model WHS laws and included an additional requirement that Northern Territory duty holders must apply the hierarchy of controls to psychosocial risks, pursuant to clause 36 of the WHS Regulation.</p> <p>Work Health and Safety (National Uniform Legislation) Regulations 2011 which commenced 1 July 2023</p>	<p>Generic Codes of Practice (deal with psychosocial risk)</p> <p>Code of Practice: How to manage work health and safety risks as updated in October 2020</p> <p>In the process of adopting a Code of Practice: <i>Managing psychosocial hazards at work</i></p>	<p>Has not focussed on guidance materials</p> <p>Workplace mental health information page</p>
Western Australia <i>Has onerous code of practice</i>	Has adopted the Model WHS laws	Specific Codes of Practice introduced deal with psychosocial risk	General intent to draw regulatory and investigative attention on this area

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	<p>Work Health and Safety (General) Regulations 2022 which commenced 24 December 2022</p>	<p>Code of Practice: Psychological hazards in the workplace as published in February 2022</p> <p>Code of practice: Violence and aggression at work</p> <p>Code of practice: Workplace behaviour</p>	<p>Mentally healthy workplaces audit - technical guide</p> <p>Mentally healthy workplaces - audit tool</p>
<p>South Australia</p> <p><i>Intends to adopt the Model WHS Regulations with amendments</i></p>	<p>Has adopted the Model WHS laws and included an additional requirement that SA duty holders must apply the hierarchy of controls to psychosocial risks, pursuant to clause 36 of the WHS Regulation.</p> <p>Work Health and Safety (Psychosocial Risks) Amendment Regulations 2023 due to commence in December 2023.</p>	<p>Intends to adopt a Code of Practice</p> <p>Intends to adopt a <i>Code of Practice on Managing psychosocial hazards at work</i> in December 2023.</p>	<p>General intent to draw regulatory and investigative attention on this area</p> <p>Psychosocial hazards information page</p> <p>Psychosocial Hazards and Work-Related Stress Safety Scan</p>
<p>Tasmania</p> <p><i>Has adopted Model WHS Regulations and has onerous code of practice</i></p>	<p>Has adopted the Model WHS laws Work Health and Safety Regulations 2022 which came into effect on 22 December 2022.</p>	<p>Has adopted a Code of Practice</p> <p>Model code of practice: Managing psychosocial hazards at work as published in July 2022, effective in Tasmania on and from 4 Jan 2023</p>	<p>General intent to draw regulatory and investigative attention on this area</p> <p>Mentally health workplaces information page</p>