

Technical Appendix to
Regulatory Impact
Statement for proposed
Occupational Health and
Safety Regulations 2017
and Equipment (Public
Safety) Regulations 2017

June 2016

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1 Introduction

Deloitte Access Economics (Deloitte) has been engaged by WorkSafe Victoria (WorkSafe) to prepare a Regulatory Impact Statement (RIS) for the proposed Occupational Health and Safety Regulations 2017 (OHS Regulations) and the Equipment (Public Safety) Regulations 2017 (EPS Regulations), which are due to expire in June 2017.

This Technical Appendix is a companion document to the RIS report and provides additional detail in relation to the following:

- Stakeholder consultation process
- Cost benefit analysis approach
- Web-based survey questionnaire
- One-to-one interview questionnaire
- Industry / hazard matrix.

These are discussed in the remaining chapters of this report.

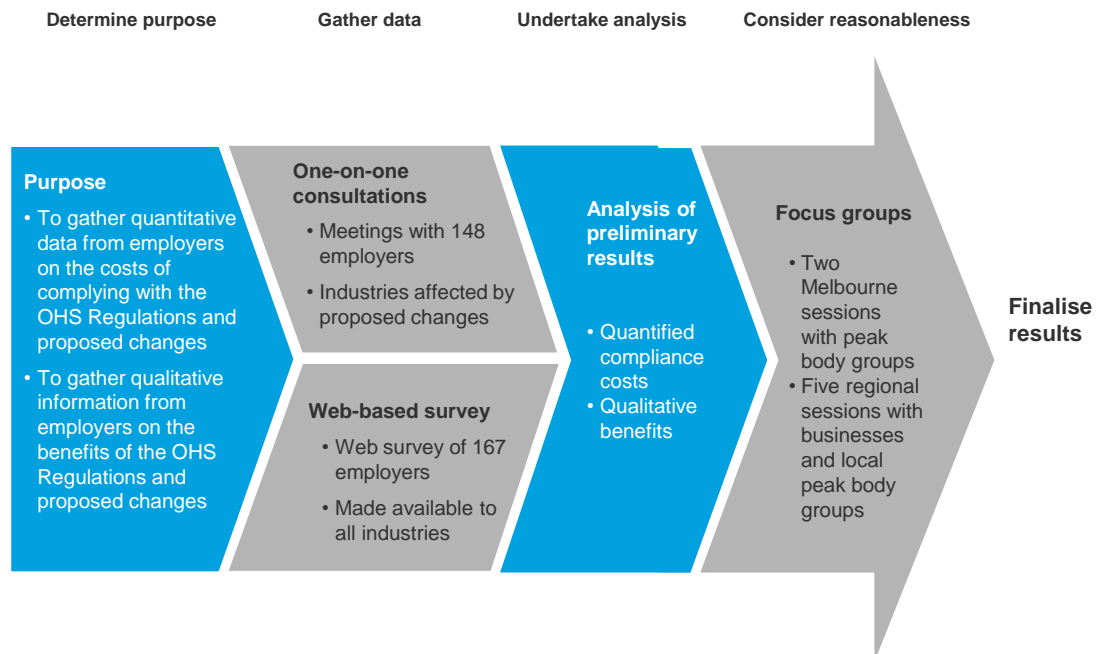
2 Stakeholder consultation process

Deloitte undertook extensive stakeholder consultation to gather relevant information on the impact of existing and proposed OHS and EPS Regulations on key stakeholders, primarily employers including Victorian Government departments as employers. This information was a key input to the cost benefit analysis undertaken for this RIS. The consultation process included:

- 148 one-to-one interviews with employers across select industries
- A web-based survey of 167 small, medium and large employers across all industries
- Two focus group sessions with employee and employer representative bodies and three regional focus group sessions with local businesses and local employee and employer representatives – 32 organisations and businesses participated in total across the five sessions.

The purpose of the one-to-one interviews and web-based survey was to gather data on the costs to employers of complying with current and proposed OHS requirements. The purpose of the focus groups was to seek input from key stakeholder groups on the reasonableness of the preliminary findings from the one-to-one interviews and web-based survey and to test some of the key assumptions adopted in the preliminary analysis. An overview of the broad approach is provided in Figure 2.1.

Figure 2.1: Broad approach to RIS stakeholder consultation process



Source: Deloitte Access Economics.

It is recognised that the overall number of employers and organisations consulted (347 in total) may appear low from an economy-wide perspective. However, from the usual standards of undertaking stakeholder consultation to gather inputs for RISs, this sample is

large. In addition, as discussed below the businesses consulted via the one-to-one interviews and the nature of the questions asked were designed to maximise the representativeness and accuracy of responses. Nonetheless, given the size of the sample relative to the overall number of businesses in Victoria, the results should be viewed only as an illustrative representation of compliance cost impacts to Victorian businesses.

The details of the one-to-one interviews, web-based survey and focus groups are discussed below.

2.1 One-to-one interviews with employers

2.1.1 Information sought

The one-to-one interviews with employers were used to gather detailed and quantifiable compliance cost data to generate bottom-up estimates of the impact of changes under the existing regulations, select improvement changes, and increased national consistency options. They were also used to gather data on the compliance costs and benefits of the existing OHS Regulations. This included collecting quantitative data on:

- Costs to employers under the Option 1 (Remake existing OHS Regulations) – separately for each hazard area/industry
- Detailed costs and avoided costs to employers of the proposed changes under Option 2 (Select improvement changes) and Option 3 (Increased national consistency)
- Scale of health and safety benefits of select proposals under Options 2 and 3.

The exact nature of the questions depended on the industry relevant to each interviewee, so separate questionnaires were prepared for each industry cohort. A complete list of the questions is provided in Chapter 4.

The primary aim of each one-to-one interview was to gather an accurate picture of the impact of proposed changes under Options 2 and 3 as relevant to each industry cohort. In most cases, it was also possible to gather an accurate picture of the costs of complying with the current OHS Regulations across all hazard areas relevant to the employer being interviewed. This data allowed a build-up – hazard area by hazard area – of an estimate of the total costs of complying with the OHS Regulations for each employer interviewed.

In order to estimate the costs of complying with the current OHS Regulations, questions were asked in relation to the key OHS obligations within each hazard area. The identification of key obligations was undertaken by WorkSafe. A list of the key OHS obligations within each hazard area is provided in Table 2.1.

Table 2.1: Key OHS obligations by hazard area

Hazard area	Obligation types
Hazardous substances	<ul style="list-style-type: none"> • Material safety data sheets • Labelling requirements
Licenced scheduled carcinogens	<ul style="list-style-type: none"> • Licencing for scheduled carcinogens

Hazard area	Obligation types
Asbestos present in workplace	<ul style="list-style-type: none"> • Maintenance and review of asbestos register
Asbestos removal	<ul style="list-style-type: none"> • Requirement to be licenced • Safety management system requirement
Manual handling	<ul style="list-style-type: none"> • Control of risk • Review of risk control measures
High risk work	<ul style="list-style-type: none"> • Requirement to be licenced • Supervising staff who do not have a licence
Prevention of falls	<ul style="list-style-type: none"> • Falls hazard identification • Control of falls-related risks
Noise	<ul style="list-style-type: none"> • Control of exposure to noise • Audiometric tests • Audiological tests
Confined spaces	<ul style="list-style-type: none"> • Control of risk • Confined space entry permit
Operation of plant	<ul style="list-style-type: none"> • Control of risk
Plant design	<ul style="list-style-type: none"> • Design registration requirements, including a description of the applicable controls, safety devices, supporting system and communication systems for the plant • Design verification requirements including the preparation of a design verification statement
Operation of mines	<ul style="list-style-type: none"> • Safety management system requirements • Safety assessment of major mining hazards • Emergency plan requirements • Health surveillance requirements
Major Hazard Facilities	<ul style="list-style-type: none"> • Safety management system requirements • Safety assessment of major hazards • Emergency plan requirements • Safety case requirements • Requirement to be licenced and registered
Construction	<ul style="list-style-type: none"> • Safe work method statement for high risk construction work • Principal contractor duty (\$350,000 threshold trigger requirement for health and safety coordination plan) • Requirement to provide construction induction training

In order to estimate the costs and/or avoided costs to employers of the proposed changes under Options 2 and 3, Deloitte described the changes in detail to interviewees and sought information on likely behavioural responses, including changes in regulatory compliance costs and potential changes in health and safety outcomes.

In relation to costs, interviewees were asked questions about approximate changes in terms of staff time spent on certain regulatory activities, the purchase of equipment and the payment of fees and charges. These questions were asked to get a comprehensive view of the compliance costs. In the subsequent analysis, these estimates were averaged across the sample and then scaled up based on aggregate figures on the number of employers affected across the Victorian economy, as discussed in detail in Part Two of the RIS. In undertaking this scaling, results from the interviews sample were weighted by industry and employer size.

In relation to health and safety outcomes, employers were asked to provide a broad indication of potential changes in health and safety outcomes for select change proposals, noting that many of the changes will not necessarily result in material changes in health and safety outcomes, and instead may result in avoided (or additional) regulatory compliance costs. In cases where a proposal might potentially result in changes in health and safety outcomes, interviewees were asked:

- Do you anticipate that this proposal would result in any changes in work-related injuries and illnesses from hazards in this area? (yes, no, don't know)
- Would the change be an increase or decrease in injuries and illnesses? (increase, decrease)
- What do you think the level of impact would be? (small, moderate, significant).

Depending on the proposed change, benefits are measured either as avoided costs to employers (captured through questions about approximate changes in costs discussed above) or improvements in health and safety outcomes (captured through the health and safety questions discussed above).

2.1.2 Stakeholders consulted

We undertook interviews with employers within 13 of the 19 ANZSIC industry divisions, noting that there was a greater focus on some divisions as opposed to others (as highlighted in Section 2.1.4 below) to ensure that the level of consultation was proportionate to the size of impact in each industry. For example, more employers were consulted from the construction industry division than the financial and insurance services industry division due to the greater impact of the OHS Regulations on construction. To the extent possible, for each industry the interviews included one small, one medium and one large employer. Employers were selected across different locations (metro, regional and rural) as relevant to each specific industry. Within each industry, Deloitte sought interviews with businesses that were representative of those likely to be impacted by the proposed changes under Options 2 and 3.

Specific employers were selected from WorkSafe's database of Victorian employers which includes a range of information on each employer including size, location, industry, contact name and contact email address. Deloitte randomly selected a broadly representative sample (i.e. it included small, medium, large, rural and regional) of employers from each

division ensuring that, to the extent possible, the nature of the business was relevant to the proposed changes. In cases where it was intended to speak to employers in an industry proportionately more than others, a larger sample was selected. When identifying employers, only those with a contact name and email address were selected.

All Victorian Government departments were directly invited to participate in the interviews in their capacity as employers.

2.1.3 Approach

Once the sample was selected and finalised, Deloitte sent out an approach email to each employer that provided details of the interviews and invited them to participate. To the extent that low interview take-up rates were experienced in some areas, additional samples were selected and further invitation emails were sent and telephone calls made to potential interviewees until the initial target of 135 completed interviews had been exceeded. In all, approximately 8,600 employers were contacted in order to reach the target. Overall, Deloitte conducted 148 one-to-one interviews.

Prior to each interview, participating employers were provided with a discussion guide that was tailored to key industry cohorts. At the start of the interview the nature of the interview (e.g. confidentiality arrangements) was explained to each interviewee. Interviewees were not quoted verbatim, or identified in post-interview documentation, but their views were paraphrased and captured.

The interviews were conducted over the period 28 October to 18 December 2015.

2.1.4 Segmentation of sample

The approach to selecting employers for the one-to-one interviews required detailed segmentation of the sample as some of the proposed changes under Option 2 (Select improvement changes) related to specific industries and activities, such as those involving the use of boilers or bridge and gantry cranes.

Based on a detailed analysis of the types of businesses likely to be affected by the proposed changes under Option 2, a list of 35 key ANZSIC group and class codes was identified. In order to cover off all questions, Deloitte sought to speak with businesses in all of these industries, noting that businesses in many of these industries were able to speak about changes across numerous hazard areas, in addition to the hazard area which was the focus of the interview (as signified by the double ticks in the table below).

A list of these industries, mapped to other hazard areas that were relevant, is provided in Table 2.2.

Table 2.2: Key industries to be contacted for the one-to-one interviews with employers

	Haz. sub.	Mines	MHF	Plant	HRW	Falls	Asbest os	Noise	Conf. spaces	Pres. equip.
Hazardous substances										
181 Basic Chemical Manufacturing	✓✓			✓	✓	✓	✓			
183 Fertiliser and Pesticide Manufacturing	✓✓			✓	✓	✓	✓		✓	
184 Pharmaceutical and medicinal product manufacturing										
1842 Veterinary Pharmaceutical and Medicinal Product Manufacturing	✓✓			✓	✓	✓	✓			
185 Cleaning Compound and Toiletry Preparation Manufacturing	✓✓			✓	✓	✓	✓			
189 Other Basic Chemical Product Manufacturing	✓✓			✓	✓	✓	✓			
332 Mineral, Metal and Chemical Wholesaling	✓✓			✓	✓	✓	✓			
3323 Industrial and Agricultural Chemical Product Wholesaling	✓✓			✓	✓	✓	✓		✓	
Mines										
060 Coal Mining		✓		✓		✓		✓		
080 Metal Ore Mining		✓✓		✓		✓		✓		
MHF										
Various (sample of the 37 MHFs)	✓		✓✓	✓			✓	✓	✓	
Plant										
245 Pump, Compressor, Heating and Ventilation Equipment Manufacturing				✓	✓		✓	✓		
246 Specialised Machinery and Equipment Manufacturing				✓✓	✓		✓	✓		
2462 Mining and Construction Machinery Manufacturing				✓✓	✓		✓	✓	✓	
249 Other Machinery and Equipment Manufacturing				✓	✓		✓	✓		✓
692 Architectural, Engineering and Technical Services				✓	✓			✓		
6923 Engineering Design and Engineering Consulting Services				✓✓	✓			✓		✓
High risk work										

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	Haz. sub.	Mines	MHF	Plant	HRW	Falls	Asbestos	Noise	Conf. spaces	Pres. equip.
840 Hospitals					✓✓		✓		✓	
111 Meat and Meat Product Manufacturing										
1111 Meat Processing				✓	✓✓		✓	✓	✓	
113 Dairy Product Manufacturing										
1131 Milk and Cream Processing				✓	✓✓		✓	✓	✓	
521 Water Transport Support Services				✓	✓✓					
222 Structural Metal Product Manufacturing				✓	✓		✓	✓		
231 Motor Vehicle and Motor Vehicle Part Manufacturing				✓	✓		✓	✓		
239 Other Transport Equipment Manufacturing				✓	✓✓		✓	✓		
461 Road Freight Transport					✓✓					
530 Warehousing and Storage Services					✓✓	✓	✓		✓✓	
360 Grocery, Liquor and Tobacco Product Wholesaling					✓	✓✓	✓			
Falls										
322 Building Structure Services										
3223 Roofing Services						✓✓	✓			
731 Building Cleaning, Pest Control and Gardening Services										
7311 Building and Other Industrial Cleaning Services						✓✓	✓			
262 Electricity Transmission						✓✓	✓			
Asbestos										
292 Waste Treatment, Disposal and Remediation Services										
2921 Waste Treatment and Disposal Services							✓✓			
Noise										
141 Log Sawmilling and Timber Dressing								✓✓		
261 Electricity Generation						✓	✓	✓	✓	

	Haz. sub.	Mines	MHF	Plant	HRW	Falls	Asbestos	Noise	Conf. spaces	Pres. equip.
Confined spaces										
223 Metal Container Manufacturing										
2231 Boiler, Tank and Other Heavy Gauge Metal Container Manufacturing					✓	✓	✓	✓	✓✓	

Notes: Those industries with double ticks are ones that were absolutely essential to speak with in relation to the relevant area due to the need for specific information.

2.2 Web-based survey of employers

2.2.1 Information sought

The web-based survey of employers was used to gather data to develop cost estimates under Option 1 (Remake existing regulations) and Option 2 (Select improvement changes). This included collecting information on:

- Quantified costs to employers under the Option 1 (Remake existing regulations), including difference from base case costs – for each obligation type
- Quantified avoided legal costs to employers relative to a base case of no OHS Regulations
- Qualitative information on the overall level of safety benefits resulting from the OHS Regulations.

A complete list of the questions included in the web-based survey is provided in Chapter 5.

The aim of the web-based survey was to gather an accurate picture of the costs of complying with the OHS Regulations across all obligation types relevant to the employer being interviewed. This data allowed a build-up – for each obligation type – of an estimate of the total costs of complying with the OHS Regulations for each employer surveyed. The obligation types included in the survey were:

- Hazard identification and risk control
- Provision of information, instruction and training
- Atmospheric / noise monitoring, health surveillance and testing
- Record keeping
- Notifications
- Licensing
- Registrations.

The survey stepped through each of these areas of regulatory obligation and firstly asked respondents whether they face obligations in that area before asking about costs. When posing this initial question, examples were provided of the specific obligations for different industries in each area so that respondents were clear about the sorts of obligations referred to in each area. They were then asked a series of broad questions on employer costs (both staff and purchasing costs) in each of these areas and the extent to which these costs arise purely as a result of the OHS Regulations.¹ In relation to Hazard identification and risk control, for example, respondents were asked:

- Approximately how much staff time is involved each month (on average) in meeting hazard identification and risk control requirements?

¹ This approach to quantifying compliance costs was limited to the extent that employers were unable to provide accurate answers to such broad questions and may also have resulted in answers that were biased based on held views about the costs of complying with OHS regulation, or government regulation more generally. Nonetheless, there are no official data on overall costs of OHS compliance in Australia and the alternative approach of generating an accurate estimate from the bottom up was not considered practical or appropriate for this exercise given the varied and wide ranging impacts of the OHS Regulations.

- Over and above the cost of staff time, approximately how much money does your business spend each year on an ongoing basis in meeting these hazard identification and risk control requirements?
- In the absence of the OHS Regulations, approximately how much time and money would you still spend on hazard identification and risk control?
 - Less time and money?
 - Same time and money?
 - More time and money?
 - Unsure?
- How much less/more time would you spend in percentage (%) terms?
- How much less/more money would you spend in percentage (%) terms?
- Are there any once-off costs that you incur in order to comply with hazard identification and risk control requirements (the same follow up questions as above were asked in relation to once-off costs)?

A similar line of questioning applied to the other areas of OHS regulatory obligation where it was considered that obligations stem from both the OHS Act and OHS Regulations (i.e. all obligation types other than notifications, licensing and registrations). In order to ensure that survey respondents understood the concept that the OHS Regulations are not the sole driver of compliance costs in many cases, the following note was included:

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may also undertake hazard identification and risk control activities voluntarily as sound business practice or to meet industry standards.

We also included a question in the web-based survey that sought to capture the cost of uncertainty in the absence of the OHS Regulations. It was considered that the OHS Regulations may assist businesses by providing certainty on what employers are required to do to provide a safe workplace. Specifically, the web survey asked the following question:

- Does having the OHS Regulations mean that you save on legal costs associated with either getting compliance advice or defending actions taken?
 - Yes, please provide an approximate estimate of legal cost savings per year (\$)
 - No
 - Unsure

It is recognised that this may underestimate costs to business associated with uncertainty in the absence of the OHS Regulations as businesses may face other costs in addition to legal costs such as the cost of advice sought from OHS consultants or industry associations. As such, the resulting figure is regarded as a lower bound 'conservative' estimate.

Survey respondents were also asked to rate the impact of the OHS Regulations on workplace safety generally, noting that the information from this question was not used in the cost benefits analysis. Specifically, the web survey asked the following question:

- What impact do you think the OHS Regulations have on reducing workplace injuries, illness and fatalities?
 - No impact

- Small impact
- Medium impact
- Significant impact.

In the subsequent analysis, estimates from the above quantitative questions were averaged across the sample and then scaled up based on aggregate figures on the number of employers affected across the Victorian economy, as discussed in detail in Chapter 3. In undertaking this scaling, results from the survey sample were weighted by industry and employer size.

2.2.2 Stakeholders consulted

Coverage of the web-based survey of employers was as broad as possible with the intention of achieving a representative sample across all Victorian employers who are subject to requirements under the OHS Regulations. It is important to note, however, that the survey was available on a public website and any employer who chose to respond was able to do so. As such, it was not possible to control exactly who responded and the resulting sample may not be representative. To account for this, in scaling averages from the sample to develop estimates across the whole economy, the results were weighted by industry and size, as discussed in Chapter 3.

2.2.3 Approach

The web-based survey was developed by the Deloitte using the external Qualtrics platform and was made publicly available via Deloitte's website.

The link to the web-based survey was promoted by WorkSafe through the self-insurers newsletter, the Safety Soapbox newsletter and social media. It was also promoted by peak bodies approached by WorkSafe and emails sent by Deloitte to businesses. When selecting businesses to email for the purposes of promoting the web-based survey, Deloitte identified a representative cross-section of Victorian employers randomly selected from the WorkSafe database. In all, approximately 6,400 emails were sent by Deloitte inviting employers to participate in the web-based survey.

The survey was publicly available over the period 9 November to 18 December 2015.

2.2.4 Segmentation of sample

As the questions in the web-based survey were focussed on the costs of complying with the OHS Regulations across all regulations and hazard areas, it was not considered necessary to target specific industries or subsectors in the web-based survey. Indeed, to ensure that the results were representative across all industries, it was appropriate to approach businesses across all industries, including those where OHS Regulations do not pose a significant cost. This ensured that the resulting estimates were not biased towards costly industries. Accordingly, when identifying businesses to approach for the web-based survey, Deloitte selected a sample from the WorkSafe database that was representative of the make-up of employers (by industry, size and location) across Victoria's economy.

2.3 Focus groups

2.3.1 Information sought

The purpose of the focus groups was to:

- Share with key stakeholders Deloitte's preliminary analysis of the regulatory impact on Victorian businesses associated with the OHS Regulations
- Consider the reasonableness of the preliminary findings from the consultations and assumptions adopted.

Feedback from these sessions was used to determine which areas of the analysis required further investigation and research prior to finalising results for the RIS.

2.3.2 Stakeholders consulted

The focus groups were targeted at employee and employer representatives and select businesses, identified by WorkSafe, in regional areas. In total, 76 organisations and businesses were approached to participate covering all industries and key regional representatives.

2.3.3 Approach

The focus groups initially involved the following:

- Two sessions with employee and employer representative bodies located in metropolitan Melbourne
- Five regional sessions with local businesses and local union and employer representatives.

Due to low acceptance for the planned sessions in Bendigo and Shepparton, only three regional sessions were held in Geelong, Ballarat and Traralgon.

Deloitte approached organisations and businesses that had been identified by WorkSafe to participate in the focus groups sessions. The number of participants at each session ranged from between four for one of the regional sessions and ten for one of the metropolitan Melbourne sessions. Overall, 32 organisations and businesses participated in the focus groups which were facilitated by Deloitte.

Based on the feedback received through the sessions, some assumptions and analysis were revisited and further research was undertaken in select areas to address issues identified.

3 Cost benefit analysis

The cost benefit analysis involved the calculation of costs and benefits under all options relative to a base case of no regulation, consistent with requirements outlined in the *Victorian Guide to Regulation*.² The analysis included quantification of benefits to employees, employers and the community from improved health and safety outcomes, costs to employers of complying with regulations and costs to the Government of implementing and administering regulations. The results of the cost benefit analysis were calculated over a ten year timeframe and summarised in net present value terms using a four per cent discount rate.

The cost benefit analysis involved a wide range of inputs, including WorkSafe data, Safe Work Australia data, data gathered through the web-based survey and data gathered through one-to-one interviews. This data was used to calculate results using various types of analyses which vary depending on the option being considered and level of analysis (i.e. aggregate or hazard-specific).

The approach to estimating cost, estimating benefits and the break-even analysis is outlined below.

3.1 Estimating costs

This section provides an outline of Deloitte's approach in the following areas:

- Estimating current costs to employers for the aggregate analysis
- Estimating current costs to employers by hazard area
- Estimating current costs to employers by obligation type
- Estimating current average compliance costs per business by business size and key obligation
- Estimating costs to employers of the proposed changes under Options 2 and 3.

3.1.1 Estimating current costs to employers for the aggregate analysis

The steps involved in estimating the current costs to employers for the aggregate analysis are outlined below.

3.1.1.1 Step 1 – Pooling the web-based survey and one-to-one interview data

Estimates of total OHS compliance costs were gathered through the web-based survey and one-to-one interviews. Both asked questions about the total cost of complying with OHS Act and OHS Regulation requirements. Key differences between the two were:

² Government of Victoria, (2011), *Victorian Guide to Regulation*, Department of Treasury and Finance, Melbourne.

- **Web-based survey** – costs were split by obligation type and also OHS Act versus OHS Regulations
- **One-to-one interviews** – costs were split by hazard area, but not by OHS Act versus OHS Regulations (information on the difference was only sought in a qualitative sense).

In relation to the web-based survey, costs can be split into two areas: the total cost of meeting requirements under both the OHS Act and OHS Regulations; and the costs of meeting requirements under the OHS Regulations only. It is possible to separate the data this way as businesses were asked to provide an approximate figure of the costs of complying with OHS Requirements (including as they relate to both the OHS Act and Regulations) and the extent to which those costs would be lower (or higher) in the absence of the OHS Regulations (as discussed in Section 2.2). This question was asked only for those obligation types where duties exist under both the OHS Act and OHS Regulations; for those obligation types where costs are driven purely by the OHS Regulations (i.e. notifications, registrations and licensing), the associated costs were fully attributed to the OHS Regulations.

Data from the survey and interviews was pooled together for the purposes of estimating the aggregate costs of complying with the OHS Act and OHS Regulations. This was necessary to boost the overall sample size used in the analysis and reduce data gaps for certain industries and sizes of businesses within them. Overall, 315 employers were represented in the pooled sample.³ The breakdown of the resulting sample by industry, size and location is provided in Table 3.1 and Table 3.2.

It was recognised that the pooled sample may not be representative of the general make-up of the Victorian economy. We expect that businesses that responded to the request for interview or participated in the web-based survey are more likely to be larger, more familiar with OHS requirements, more likely to have a dedicated OHS officer, and more compliant with OHS requirements, than the 'average' Victorian business. This is largely unavoidable in such a process. To partly address this, the results from the pooled sample were weighted by industry and size when scaling the results, as discussed in Step 4 below. Due to the size of the sample, it was not possible to also weight the results by location. To the extent that the sample is not representative of the general make-up of the Victorian economy from a location perspective, this is partly addressed through the weightings by industry and size. Specifically, a key reason for differences in costs between small towns and rural areas, regional centres and the Melbourne metropolitan area is differences in the make-up of businesses in terms of size and industry.

³ As discussed in Chapter 2, it is recognised that the overall number of employers and organisations consulted (347 when the focus group participants are included) may appear low from an economy-wide perspective. However, from the usual standards of undertaking stakeholder consultation to gather inputs for RISs, this sample is relatively large. Nonetheless, given the size of the sample relative to the overall number of businesses in Victoria, the results should be viewed only as an illustrative representation of compliance cost impacts to Victorian businesses.

Table 3.1: Number of observations in web-based survey, one-to-one interviews and pooled sample, by industry, size and location

	Web-based survey	One-to-one interviews	Pooled total
Industry			
Agriculture, forestry and fishing	1	8	9
Mining	2	6	8
Manufacturing	22	57	79
Electricity, gas, water and waste services	7	5	12
Construction	36	19	55
Wholesale trade	2	4	6
Retail trade	8	5	13
Accommodation and food services	6	0	6
Transport, postal and warehousing	9	20	29
Information media and telecommunications	4	0	4
Financial and insurance services	10	0	10
Rental, hiring and real estate services	1	1	2
Professional, scientific and technical services	17	4	21
Administrative and support services	2	0	2
Public administration and safety	3	9	12
Education and training	9	0	9
Health care and social assistance	4	8	12
Arts and recreation services	3	0	3
Other services	21	2	23
Size			
Small (less than 20 employees)	102	63	165
Medium (20 to 199 employees)	35	48	83
Large (200 or more employees)	30	37	67
Location			
Greater Melbourne metropolitan area	110	88	198
A major regional centre	31	17	48
A small town or rural area	26	24	50
Multiple	0	19	19
Operate in other states and territories			
Yes (operate in other states and territories)	76	66	142
No (only operate in Victoria)	91	82	173
Total	167	148	315

Source: Deloitte Access Economics analysis of web-based survey and one-to-one interview results.

Table 3.2: Number of observations in pooled sample, by size and location

	Small	Medium	Large	Total
Greater Melbourne metropolitan area	107	54	37	198
A major regional centre	24	15	9	48
A small town or rural area	34	12	4	50
Multiple	0	2	17	19
Total	165	83	67	315

Source: Deloitte Access Economics analysis of web-based survey and one-to-one interview results.

The primary inputs from the web-based survey and one-to-one interviews required for the aggregate analysis were:

- Average costs of complying with both the OHS Act and OHS Regulations
- Average costs of complying with the OHS Regulations only.

As the data from the one-to-one interviews was not split by OHS Act versus OHS Regulation compliance costs, it was necessary to adjust the data so it could be split this way. This was achieved by taking the average percentage split in compliance costs between the OHS Act and OHS Regulations calculated from the web-based survey results and applying this to the results for the one-to-one interviews – separately by industry. Specifically, these percentage estimates were applied to the total cost figure from each one-to-one interview response prior to taking averages and scaling up the results. The results for the average split by industry are in Table 3.3.

Note that the average proportion of total costs attributable to the OHS Regulations across the sample of businesses in the web-based survey was 16.2 per cent. This differs from the average proportion of total costs attributable to the OHS Regulations that results from the aggregated estimates, which is 20 per cent (see Table 3.7 below). This is because the aggregate results are weighted by industry and size and, in doing so, industries where survey respondents reported a relatively higher percentage and which have a relatively higher number of businesses (such as the construction industry) were factored into the average more strongly than the average taken across the web-based survey sample.

Table 3.3: Average percentage split in compliance costs between the OHS Act and OHS Regulations

Industry	% total costs attributable to the OHS Regulations	Obs.
Agriculture, forestry and fishing	67.8% ¹	1
Mining	0.0% ²	2
Manufacturing	12.2%	22
Electricity, gas, water and waste services	23.3%	7
Construction	22.4%	36
Wholesale trade	21.6%	2
Retail trade	23.5%	8
Accommodation and food services	3.4%	6
Transport, postal and warehousing	5.2%	9
Information media and telecommunications	49.2%	4
Financial and insurance services	0.1%	10
Rental, hiring and real estate services	17.2%	1
Professional, scientific and technical services	15.9%	17
Administrative and support services	39.7%	2
Public administration and safety	0.3% ²	3
Education and training	6.6%	9
Health care and social assistance	6.8%	4
Arts and recreation services	22.6%	3
Other services	17.9%	21
Average/total across survey sample	16.2%	167

Source: Deloitte Access Economics analysis of web-based survey data.

Notes: ¹This estimate was based on one observation only and was considered an outlier and therefore not representative for the purposes of this analysis. As such, the average cost across the sample was used instead. When calculating the average cost across the sample for this purpose, the observations from the agriculture, forestry and fishing, mining and public administration and safety industries were excluded, as were the outliers (see below), resulting in an average of 16.2 per cent. ²On the basis of the qualitative feedback received through the one-to-one interviews, Deloitte is confident that the percentage of total costs attributable to the OHS Regulations for the mining industry and Government departments is higher than these estimates. In the absence of any other information, the average (16.2 per cent, see Table Note 1) was used for the Public Administration and Safety and Mining industries in place of these estimates.

3.1.1.2 Step 2 – Excluding outliers

Observations from the web-based survey and one-to-one interviews were excluded in cases where the reported compliance cost was more than 2.5 standard deviations away from the average cost across all responses (controlling for differences in both industry and size). This resulted in the exclusion of 16 observations out of a total of 315 from the pooled sample. In addition to this, three observations were excluded as they were considered not to be representative:

- A small Melbourne-based business in the administrative and support services division with total OHS Regulation costs of \$841,201 per year

- A large Melbourne-based business in the transport, postal and warehousing division that said it would spend \$310,690 more per year in the absence of the OHS Regulations
- A large business located in a small town that operates in the transport, postal and warehousing industry division that said it would spend \$1,117,501 more per year in the absence of the OHS Regulations.

Seven observations were also excluded from the one-to-one interview data as the estimate of total costs across all areas of the OHS Regulations was incomplete for these (i.e. these interviews were narrowly focussed on gaining cost information for select hazard areas rather than getting an accurate picture of total costs across all areas).

Finally, six observations were excluded from the survey and interview data as part of the process of addressing anomalous observations (outlined below). These observations were excluded as they implied unusually low and unrepresentative compliance costs within certain size cohorts.

It is possible that the results from the excluded interview responses accurately reflect the costs of those interviewed. However, it was important to exclude results that were clearly not representative as these had a major and disproportionate bearing on the overall results given the small sample size, particularly in cases where there were only a small number of observations within a certain industry and size cohort.

3.1.1.3 Step 3 – Calculating average costs by industry and size

The pooled data from the survey and interviews was used to calculate average compliance costs by industry (ANZSIC division) and employer size (small, medium and large). This resulted in 57 separate estimates of average costs across all industries and size cohorts. Resulting estimates of average costs ranged from \$1 per year, on average, for small businesses in the financial and insurance services industry and \$1.3 million, on average, for large businesses in the agriculture, forestry and fishing industry.

Results for some size cohorts within certain industries (14 in total) were either not available, due to a lack of observations, or were quite clearly anomalous (i.e. unusually low within the relevant size cohort). It was necessary to address these gaps in the data prior to scaling up the results by industry and size. To do so, the average compliance cost results that were available for certain sizes were scaled up or down based on the average ratios of costs for small to medium businesses, small to large businesses and medium to large businesses. For example, on average across all industries, average costs for medium businesses were 5.5 times the average cost for small businesses. In cases where average compliance cost results were available for two other size cohorts both of the available data points were used to estimate the average cost for the missing size cohort and the estimate was based on the average of the two.

This analysis assumed that the proportionality of costs between different sized businesses remains approximately constant across comparable industries. The average ratios used for this analysis are provided in Table 3.4.

Table 3.4: Average ratios used to calculate estimates of average cost where data were missing or anomalous

	Average ratio
Small to Medium	5.5
Small to Large	40.1
Medium to Large	11.2

Source: Deloitte Access Economics analysis of survey and interview data.

The adjusted averages were used as the basis for estimating the total compliance costs to Victorian businesses under the OHS Regulations.

Prior to scaling these results up, it was necessary to estimate the average costs faced by non-employing businesses, noting that the businesses who participated in the survey and interviews were almost exclusively employing businesses, rather than sole traders, partnerships and contractors etc. For the purposes of the analysis, it was assumed that the costs faced by non-employing businesses are 40 per cent of the costs faced by small employers.

An initial estimate of 50 per cent was tested with employer and employee representative bodies, and some regionally-based businesses, as part of the focus groups conducted for the RIS. Feedback received was that 50 per cent was too high and that non-employing businesses would likely face lower costs than this, noting that this would obviously depend on the type of business in question. Based on this feedback, the initial estimate of 50 per cent was revised down to 40 per cent. This average was used across all industries, although the actual figure is likely to differ across industries. For example, in the construction industry some non-employing businesses will engage sub-contractors and hence will incur costs in meeting OHS obligations. In contrast, the finance industry is likely to include many individuals who have an ABN for doing contract work carried out for other businesses, and will have few OHS costs. No data was available to enable industry-specific estimates to be made, however, because the costs assigned to non-employing businesses are based on the estimates of small businesses which do account for different industries, some variation in costs by industry are still being captured (i.e. it is not assumed that non-employing construction businesses and non-employing accounting businesses have the same costs).

3.1.1.4 Step 4 – Scaling up average cost results, by industry and size

When scaling the results of the web-based survey and one-to-one interviews it was necessary to do so separately for each industry and each business size within each industry. This was to account for the fact that the overall pool of respondents was not representative of the general make-up of the Victorian economy by industry and size. In undertaking this analysis, historical estimates of the number of businesses by industry and size were taken from ABS business count data.⁴

It was also necessary to recognise the reality that not all businesses are aware of and/or comply with their OHS obligations and hence not all businesses will incur OHS-related costs.

⁴ ABS, (2015), *Counts of Australian Businesses, including Entries and Exits, Jun 2010 to Jun 2014* (ABS release no: 8165.0), February 2015 (and earlier editions).

WorkSafe does not have any reliable data on compliance rates on which to base estimates of the benefits and costs of compliance with the OHS and EPS Regulations. Therefore, the results of a Productivity Commission survey which set out the extent to which businesses were aware of their OHS requirements was used as a proxy.⁵ This study estimated that the percentage of businesses that were aware of their OHS requirement was as follows:

- 100 per cent for large employers (200 or more employees)
- 77 per cent for medium-sized employers (20-199 or more employees)
- 69 per cent for small employers (1-19 employees)
- 61 per cent for non-employing businesses.

These assumptions were applied uniformly across all industries and hazard areas, noting that in reality compliance rates will vary.

In calculating these figures, businesses that reported that they were 'not aware' are assumed to not comply with OHS Regulations at all and 50 per cent of businesses that reported they were 'somewhat aware' are assumed not to comply with the OHS Regulations at all. The reasonableness of these proportions was tested in the focus groups and feedback received was that, in the absence of any other information, these estimates are reasonable.

After applying these proportions, the total projected number of businesses that would face compliance costs was estimated at approximately 370,000 in 2017-18, compared with a total projected number of businesses in Victoria of approximately 560,000 in 2017-18.

The resulting estimates of the number of businesses by industry and size category were used as the basis for scaling up the average cost results. These estimates are provided in Table 3.6. The original estimates of the number of businesses in Victoria divided by size and industry are included in Table 3.5 below as a reference point.

⁵ Productivity Commission, (2010), *Performance Benchmarking of Australian Business Regulation: Occupational Health & Safety*, Canberra, p.161

Table 3.5: Estimated number of businesses in Victoria in 2017-18

Industry	Non- employing	Small	Medium	Large	Total
Agriculture, forestry and fishing	26,800	10,788	483	11	38,082
Mining	389	290	49	15	743
Manufacturing	7,468	9,190	1,702	205	18,564
Electricity, gas, water and waste services	714	643	88	32	1,477
Construction	54,309	35,710	1,284	84	91,387
Wholesale trade	9,701	10,248	1,350	143	21,441
Retail trade	16,909	20,653	1,920	170	39,651
Accommodation and food services	7,243	15,565	2,074	113	24,995
Transport, postal and warehousing	22,225	9,771	556	107	32,660
Information media and telecommunications	4,168	2,271	266	58	6,763
Financial and insurance services	51,457	11,191	466	129	63,243
Rental, hiring and real estate services	52,490	7,027	444	39	60,000
Professional, scientific and technical serv.	41,569	30,493	1,600	154	73,816
Administrative and support services	12,629	9,095	1,302	218	23,244
Public administration and safety	857	582	126	17	1,581
Education and training	3,579	2,644	468	52	6,743
Health care and social assistance	17,755	14,280	1,116	152	33,302
Arts and recreation services	5,473	2,491	295	25	8,284
Other services	9,669	12,353	390	20	22,432
Total	345,405	205,285	15,976	1,744	568,410

Source: Deloitte Access Economics analysis of ABS data: ABS, (2015), *Counts of Australian businesses, including entries and exits, Jun 2010 to Jun 2014* (ABS release no: 8165.0), February 2015 (and earlier editions); Projections for 2017-18 based on internal Deloitte Access Economics business count forecasts.

Table 3.6: Estimated number of businesses facing compliance costs in 2017-18

Industry	Non- employing	Small	Medium	Large	Total
Agriculture, forestry and fishing	16,298	7,432	374	11	24,115
Mining	237	200	38	15	489
Manufacturing	4,541	6,332	1,317	205	12,394
Electricity, gas, water and waste services	434	443	68	32	978
Construction	33,026	24,602	994	84	58,707
Wholesale trade	5,899	7,060	1,045	143	14,147
Retail trade	10,283	14,229	1,486	170	26,167

Industry	Non- employing	Small	Medium	Large	Total
Accommodation and food services	4,405	10,723	1,606	113	16,847
Transport, postal and warehousing	13,516	6,732	430	107	20,785
Information media and telecommunications	2,535	1,564	206	58	4,363
Financial and insurance services	31,292	7,710	361	129	39,492
Rental, hiring and real estate services	31,921	4,841	344	39	37,144
Professional, scientific and technical serv.	25,279	21,008	1,239	154	47,680
Administrative and support services	7,680	6,266	1,007	218	15,172
Public administration and safety	521	401	97	17	1,036
Education and training	2,176	1,822	362	52	4,412
Health care and social assistance	10,797	9,838	864	152	21,650
Arts and recreation services	3,328	1,716	228	25	5,298
Other services	5,880	8,511	302	20	14,712
Total	210,050	141,429	12,366	1,744	365,588

Source: Deloitte Access Economics analysis of ABS data: ABS, (2015), *Counts of Australian businesses, including entries and exits, Jun 2010 to Jun 2014* (ABS release no: 8165.0), February 2015 (and earlier editions); Projections for 2017-18 based on internal Deloitte Access Economics business count forecasts.

Notes: Assumes costs are faced by the majority of businesses, but not all businesses: 100 per cent of large employers (200 or more employees), 77 per cent of medium-sized employers (20-199 or more employees), 69 per cent of small employers (1-19 employees) and 61 per cent of non-employing businesses.

On the basis of the estimated number of businesses and estimated average compliance costs above, the aggregate costs to Victorian businesses across the whole economy were estimated for the OHS Regulations on their own, the OHS Act on its own and both together. A summary of the results is provided in Table 3.7.

Table 3.7: Projected breakdown of OHS compliance costs in 2017-18 under Option 1, by business size (\$ million)¹

	Act	Regulations	Total
Non-employing businesses	\$3,143	\$797	\$3,940
Small employing businesses (1-19 employees)	\$5,322	\$1,398	\$6,720
Medium employing businesses (20-199 employees)	\$1,863	\$358	\$2,221
Large employing businesses (>200 employees)	\$1,726	\$490	\$2,216
Total	\$12,054	\$3,043	\$15,097
% Total	80%	20%	

Source: Deloitte Access Economics analysis.

Notes: ¹The percentage split in total costs between the OHS Act and OHS Regulations varies between the different size cohorts. This is because the different size cohorts each have a different mix of industries, noting that the percentage split in total costs between the OHS Act and OHS Regulations varies by industry (see Table 3.3).

3.1.1.5 Step 5 – Calculating present values

The above analysis was undertaken separately for each year between 2017-18 and 2026-27 where the key variable that varies over time is the projected number of businesses. Projections for the ten year period of the analysis were based on internal Deloitte business count forecasts. As the model is expressed in real terms (rather than nominal terms where inflation is included), average compliance costs remain static over the period of the analysis.

The present value of compliance costs over the ten year period is calculated using a real discount rate of four per cent.

Table 3.8: Estimated aggregate compliance costs (\$ billion, 2015 prices)

	2017-18	10 years	Net present value (NPV)
OHS Act	\$12.1	\$126.5	\$102.2
OHS Regulations	\$3.0	\$32.0	\$25.8
Total	\$15.1	\$158.5	\$128.1

Source: Deloitte Access Economics analysis.

As discussed in Chapter 2, given the size of the sample relative to the overall number of businesses in Victoria, the results from the analysis should be viewed only as an illustrative representation of compliance cost impacts to Victorian businesses.

3.1.2 Estimating current costs to employers by hazard area

Due to uncertainty over the exact number of businesses that have obligations within each hazard area, with the exception of the hazardous industries, it was not possible to estimate aggregate costs by hazard area using the same approach as outlined in Section 3.1.1, where results are scaled up by the number of businesses. As such, it was necessary to use an alternative approach. Specifically, the results from the aggregate analysis outlined in Section 3.1.1 were split into different cost groupings for each hazard area/industry.

The steps involved in estimating the current costs to employers by hazard area are outlined below.

3.1.2.1 Step 1 – Calculating the average split in total compliance costs by hazard area

As outlined above, the cost estimates from the one-to-one interviews were built from the bottom up by hazard area so, for each survey response, there are separate cost estimates for each of the applicable hazard areas and the total cost is the sum of these. Based on this data, it was possible to calculate costs in each hazard area as a proportion of the total. For example, if a respondent reported \$500 in annual costs of complying with the noise Regulations and \$500 in costs of complying with the manual handling Regulations, their total costs were estimated at \$1000 per year with the proportions being 50 per cent on manual handling and 50 per cent on noise.

Based on this information, it was possible to estimate the average split in total costs per business by hazard area. This was undertaken separately for each industry. The resulting estimates were then adjusted proportionately so that they summed to 100 per cent within each industry.

3.1.2.2 Step 2 – Applying estimates of the average cost split by hazard area to estimates of aggregate costs

The resulting estimates of the average cost split by hazard area within each industry were then applied to the estimates of total costs by industry calculated through the aggregate analysis. This resulted in estimates of total cost by hazard area by industry.

3.1.2.3 Step 3 – Summing the results across all industries

The sum of the industry results provided an estimate of the aggregate costs across all Victorian businesses by hazard area. The overall results of this analysis across all industries is provided in Table 3.9.

Table 3.9: Estimated aggregate compliance costs by hazard area in 2017-18 (\$ million, 2015 prices)

Hazard area/industry	Act	Regulations	Total	Regulations as % of total
Hazardous substances	\$408	\$54	\$462	12%
Scheduled carcinogens	\$2	\$0	\$2	3%
Mines	\$20	\$4	\$24	15%
Major hazard facilities	\$9	\$1	\$10	10%
Plant	\$2,195	\$518	\$2,712	19%
High risk work	\$290	\$65	\$355	18%
Manual handling	\$3,876	\$940	\$4,815	20%
Construction	\$3,135	\$868	\$4,003	22%
Falls	\$1,656	\$487	\$2,142	23%
Asbestos	\$92	\$17	\$109	16%
Noise	\$349	\$88	\$436	20%
Confined spaces	\$23	\$2	\$25	9%
Total	\$12,054	\$3,043	\$15,097	20%

Source: Deloitte Access Economics analysis.

Notes: Estimated based on the results of the one-to-one interviews and web-based survey

3.1.2.4 Step 4 – Separate calculations incorporated into the analysis

In undertaking this analysis, the results for major hazard facilities (MHF), mining and asbestos removal were calculated separately and incorporated into the overall results. This was possible as information is available on the number of businesses affected in these cases. Specifically, the aggregate costs of the MHF Regulations were calculated by taking the average annual cost of MHF requirements across the MHF businesses consulted (\$264,080) and multiplying that by the number of MHF businesses (38).

In relation to the mining industry, the average cost of complying with requirements in the 'Part 5.3 – Mines' of the OHS Regulations – weighted for business size (\$108,601) – was multiplied by the number of open cut (135) and underground mines (87). As a simplifying assumption, exploration businesses were excluded from this calculation on the understanding that costs of complying with requirements in the 'Part 5.3 – Mines' are minor relative to those faced by underground and open cut mining businesses.

In relation to asbestos removal, the average costs of asbestos removal regulations (specifically to licenced removalists) were calculated by taking the average annual cost of these requirements across the asbestos removal businesses consulted (\$67,138) and multiplying that by the number of asbestos removal businesses (338)⁶.

Such a separate calculation was not possible for the construction Regulations as it is not clear exactly how many businesses within the construction industry face material costs in

⁶ Estimated based on the number of Victorian businesses in the *Waste Remediation and Materials Recovery Services* Industry Class at the end of June 2014 (81650 Counts of Australian Businesses, including Entries and Exits, Jun 2010 to Jun 2014)

this area (not all businesses interviewed from the construction industry reported costs associated with the construction Regulations), and also how many businesses in other industries also face these costs.

3.1.3 Estimating current costs to employers by obligation type

Due to uncertainty over the exact number of businesses that face requirements for each obligation type, it was not possible to estimate aggregate costs by obligation type using the same approach as outlined in Section 3.1.1, where results are scaled up by the number of businesses. As such, it was necessary to use an alternative approach. Specifically, the results from the aggregate analysis outlined in Section 3.1.1 where split into different cost groupings for each obligation type.

This involved the same process as outlined in Section 3.1.2 only the basis for the average cost split by obligation type was the web-based survey results, noting that the cost estimates from the web-based survey were built from the bottom up by obligation type so, for each survey response, there are separate cost estimates for each of the applicable obligation types and the total cost is the sum of these.

Note that it wasn't necessary or possible to make any separate calculations for specific obligation types consistent with what is outlined in Step 4 of Section 3.1.2. However, for similar reasons as outlined in Section 3.1.1.1 – it was necessary to fill data gaps for the Mining and Public Administration and Safety industries. Specifically, as a simplifying assumption, it was assumed that the split in costs by obligation type for the mining industry is consistent with the split for the electricity, gas, water and waste services industry, and the split for the public administration and safety industry is consistent with the split for the health care and social assistance industry.

The overall results of this analysis across all industries are provided in Table 3.10.

Table 3.10: Estimated aggregate compliance costs by obligation type in 2017-18 (\$ million, 2015 prices)

Obligation type	Act	Regulations	Total
Hazard identification and risk control	\$6,116	\$865	\$6,982
Provision of information, instruction and training	\$3,277	\$361	\$3,638
Atmospheric monitoring, testing and health surv.	\$897	\$128	\$1,025
Record keeping	\$1,764	\$262	\$2,026
Notifications	\$0	\$225	\$225
Registrations	\$0	\$311	\$311
Licencing	\$0	\$890	\$890
Total	\$12,054	\$3,043	\$15,097

Source: Deloitte Access Economics analysis.

Notes: Estimated based on the results of the web-based survey

3.1.4 Estimating current average compliance costs per business by business size and key obligation

Each of the hazard-specific chapters in Part Two of the RIS reports the following results (in addition to the results for aggregate costs by hazard area outlined above):

- Average cost of complying with requirements in hazard area/industry
- Average cost of complying with requirements in hazard area/industry, by business size
- Driver of average cost by key requirements ('key obligations') within each hazard area/industry.

The average cost of complying with requirements in hazard area/industry was taken directly from the results of the one-to-one interviews and was calculated as an average of those who reported costs in that area. As stated in the footnote in each hazard-specific chapter:

Note that this is the estimated average cost across those that reported having costs in this area. The average cost across all businesses in the economy would be much lower as many would not face any costs at all.

So this is not the average cost across all businesses; rather, it's the average cost across those who reported facing costs in the relevant area. Put another way, these averages are taken from the raw survey data, not the aggregated data. It was necessary to do it this way as the results by key obligation were not reflected or scaled in the aggregate analysis.

The results of the key obligation analysis are expressed as percentages of the average cost per business of complying with requirements in the relevant hazard area. These percentages were estimated by firstly calculating the percentage split in total hazard area costs by key obligation for each of the responses received, and then calculating the average of these percentages across all responses received.

3.1.5 Estimating costs to employers of the proposed changes under options 2 and 3

The approach to estimating costs to employers of the proposed changes under Options 2 and 3 varied depending on the proposal in question. The various calculations and approaches adopted are outlined in detail in each of the hazard-specific chapters of the RIS for Option 2 and Chapter 19 for Option 3.

Note that all estimates of the costs or savings of the proposed changes are annualised. Costs are not expressed as once-off versus on-going as businesses interviewed did not always split costs in this way and when they did they didn't do it consistently. In short, some businesses think about costs in this way but others don't, so the most accurate approach was to ensure that all estimates provided could be annualised and base estimates of average costs across all businesses on those annualised costs. That is, rather than calculating an average once-off cost and an average on-going cost and then annualising from there. This approach was also the most accurate as the number of responses on the cost of a proposed change was low in many cases.

3.2 Estimating benefits

The approach to estimating the safety benefits of the current OHS Regulations involved a comparison of the estimated cost of injuries, illnesses and fatalities under the base case with estimated cost of injuries, illnesses and fatalities under Option 1 (Remake existing OHS Regulations), as explained below.

3.2.1 Estimating the cost of injuries, illnesses and fatalities under the base case

As outlined in Section 4.2.1 of the RIS, if the OHS Regulations lapsed and were not re-made in any form, work-related injuries, illnesses and fatalities would likely gradually increase above current levels and this would result in increased costs to society. In estimating the extent to which these work-related injuries, illnesses and fatalities would increase, it was assumed that the average annual rate of decline experienced over the period from 1993-94 to 2014-15 would be reversed. Further, it was assumed that injuries, illnesses and fatalities would increase at the same average annual rate over the ten-year period of the analysis.

In undertaking this analysis for injuries and illnesses, adjustments were made for changes in industry composition and workforce over time. 1993-94 was chosen as the starting point as data following this period is not affected by changes to reporting made between 1985 and 1992 (e.g. journey-related claims were excluded from the OHS claims data in December 1992 following transfer of the liability to the Transport Accident Commission). Further, this represents a year in which the OHS Act was embedded but where the OHS Regulations were relatively undeveloped (i.e. prior to this point, regulations were only in place for lead, manual handling and issue resolution).

Key assumptions in adopting this approach were as follows:

- Any decreases in injuries, illnesses and fatalities resulting from the introduction of the general duties in the *Occupational Health and Safety Act 1985* would have been reflected in reductions in injuries, illnesses and fatalities over the period up until 1992-93, and that the subsequent rate of decline was primarily driven by the progressive introduction of various hazard-specific OHS regulations over the following years
- The under-developed set of regulations that that existed in 1992-93 (at that point, regulations were only in place for lead, manual handling and issue resolution) is a proxy for a situation where the general OHS Act duties existed but with no regulations
- Technology did not change substantially between 1993-94 and 2014-15, and that it also won't change so substantially between 2017 and 2027 as to invalidate the approach. It is important to note here that, to the extent that technology has impacted the composition of Victoria's workforce over time, this will to some extent be captured in the adjustment for changes in industry composition
- Reputational incentives have changed little over time
- Insurance/compensation mechanisms remained fairly constant over these periods
- The severity of injury remained fairly constant over these periods.

The direct cost of injury and illness compensation claims to society of the projected increase in incidents was calculated based on the average fully developed cost of a claim, separately for each industry. Estimates of average fully developed costs by industry are provided in Table 3.11.

Table 3.11: Estimated average fully developed claim costs by industry (2015 dollars)

Industry	Average fully developed claim cost
Agriculture, forestry and fishing	\$76,703
Mining	\$75,748
Manufacturing	\$67,323
Electricity, gas, water and waste services	\$63,102
Construction	\$71,232
Wholesale trade	\$63,278
Retail trade	\$58,808
Accommodation and food services	\$56,153
Transport, postal and warehousing	\$76,442
Information media and telecommunications	\$54,362
Financial and insurance services	\$61,685
Rental, hiring and real estate services	\$58,004
Professional, scientific and technical serv.	\$50,716
Administrative and support services	\$63,927
Public administration and safety	\$46,836
Education and training	\$43,102
Health care and social assistance	\$53,416
Arts and recreation services	\$41,251
Other services	\$63,601

Source: WorkSafe data.

Notes: Estimates were developed by taking the average of annual fully developed costs for each industry subdivision over the five year period 2010-11 to 2014-15 (adjusted for changes in inflation).

The indirect costs to society (including human capital and medical costs) were estimated using Safe Work Australia data on the estimated economic costs of incidents in Victoria in 2012-13.⁷ This data suggests that, on average, indirect costs associated with an injury or illness claim are approximately 7.02 times the direct costs. The Safe Work Australia analysis included both the direct costs of workers' compensation payouts and the indirect costs to society associated with OHS incidents such as production disturbance costs, human capital costs and medical costs. The report also found that the cost of work-related injury and illness in Victoria can be estimated at \$14.6 billion in 2012-13 dollars.

For the purposes of the RIS analysis, the total average cost per case of injury or illness was calculated by adding together the average indirect cost to the average direct cost, on the basis of the above information and assumptions.

⁷ Safe Work Australia, (2015), *The cost of work-related injury and illness for Australian employers, workers and the community: 2012-13*, Canberra

By applying the estimates of total average costs to the projected increase in the number of incidents, the total increase in costs to society under the base case scenario was estimated. This analysis was undertaken separately for each ANZSIC industry division.

In estimating the projected costs to society from workplace fatalities under the base case, the analysis was undertaken in the same way as the projection of injuries and illnesses on the basis of historical data on the number of workplace fatalities. The only difference was that it wasn't undertaken separately on an industry-by-industry basis due to low numbers of annual fatalities in some industries. Further, the cost to society of the projected increase in fatalities was calculated based on the value of a statistical life. This was based on Victorian Government guidance on the value of a statistical life, which is \$3.5 million in 2007 dollars.⁸ This estimate was inflated to 2015 dollars, resulting in a final figure of \$4.3 million.

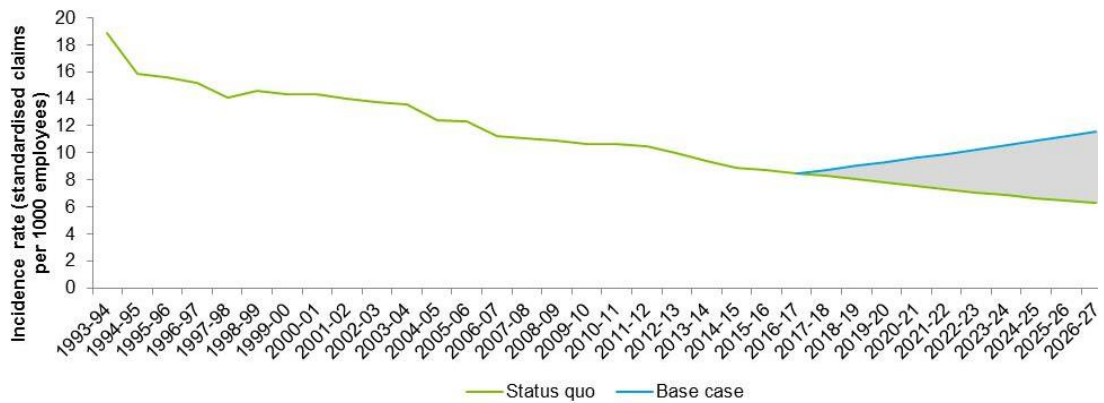
3.2.2 Estimating the cost of injuries, illnesses and fatalities under the status quo scenario

Under the status quo scenario, the slight downward trend in workplace injuries, illnesses and fatalities over the last decade would be expected to continue into the future.

In estimating the extent to which these work-related injuries, illnesses and fatalities would continue to decrease, it was assumed that the average annual rate of decline experienced from 2005-06 to 2014-15 would continue over the ten-year period of the analysis. This projected incidence of injuries and illnesses is shown in 2, along with the historical incidence data and a comparison with the base case projection. Note that the difference between the two lines from 2017-18 onwards represents the estimated number of avoided injuries and illnesses under Option 1 (Remake existing OHS Regulations) relative to the base case.

⁸ Department of Treasury and Finance, (2013), *Economic Evaluation for Business Cases*, Melbourne

Chart 3.1: Projected incidence of workplace injuries and illnesses under Option 1, including historical incidence from 1993-94 to 2014-15 and comparison with the base case projection



Source: WorkSafe data; ABS, *Labour Force, Australia, Detailed, Quarterly* (ABS release no: 6291), November 2015; Deloitte Access Economics base case projections for the period 2015-16 to 2026-27 (approach outlined above).

The cost of injury and illness compensation claims to society of the projected decrease in incidents was calculated based on the average fully developed cost of a claim and associated indirect costs using an approach consistent with the base case (see Section 3.2.1). By applying these estimates to the projected decrease in the number of incidents, the total decrease in costs to society under Option 1 (Remake existing OHS Regulations) relative to the base case was estimated. This analysis was undertaken separately for each ANZSIC industry subdivision.

The cost of fatalities was estimated using a similar approach, except it was not undertaken on an industry-by-industry basis and fatalities were valued based on the value of a statistical life (see Section 3.2.1).

3.3 Break-even analysis

Based on the total cost to society associated with hazard-specific compensation claims, it was possible to estimate the number of cases that would need to be prevented in order for the total quantified benefits of prevention to society to be equal to the compliance costs to Victorian businesses.

Options for the breakeven analysis were to use only injuries and illnesses, or only fatalities, or use both together. It was decided to use both together in most cases, however for manual handling and noise injuries and illnesses were used in isolation. The proportion of the total compliance cost estimate to divide through by the average cost of a fatality was simply based on the cost of fatalities as a percentage of the cost of fatalities plus the cost of injuries and illnesses.

These percentages are provided in footnotes to the break-even tables and vary depending on the hazard area in question. A summary of these percentages is provided in Table 3.12.

Table 3.12 : Cost of injuries/illnesses and fatalities as a proportion of total costs across both injuries/illnesses and fatalities

Hazard area/industry	Cost of injuries/illnesses as a proportion of total costs	Cost of fatalities as a proportion of total costs
Manual handling	100%	0%
Construction	99%	1%
Plant	96%	4%
High risk work	96%	4%
Falls	98%	2%
Noise	100%	0%
Hazardous substances, Lead and Scheduled carcinogens	95%	5%
Mines	100%	0%
Asbestos	61%	39%

Source: Deloitte Access Economics analysis of claims data

All other information on the calculations and assumptions adopted for the break-even analyses is provided in the in footnotes to the break-even tables.

4 One-to-one interview questionnaire

As noted in Section 2.1, the exact nature of the questions asked in the one-to-one interviews depended on the industry relevant to each interviewee, so separate questionnaires were prepared for each industry cohort. Introductory information and the complete list of questions provided to participants are provided below, recognising that interviewees were not required to answer all of these questions, only a subset relevant to their industry.

4.1 Introduction

The Victorian Occupational Health and Safety Regulations 2007 (OHS Regulations) will expire in June 2017. WorkSafe Victoria (WorkSafe) is required to review and remake the Regulations by this date.

Work practices have changed significantly over the last few years, so it is a significant opportunity to have a good look at how the regulations are working and make any necessary changes.

A comprehensive review of the regulations is currently being undertaken in the lead up to replacement of the OHS Regulations.

As part of this review, Deloitte has been engaged by the Victorian Government to develop a Regulatory Impact Statement (RIS) to estimate the current impact of the OHS Regulations and the extent of any associated health and safety benefits or time and cost savings resulting from any potential changes to the regulations for businesses in Victoria.

We will be seeking information from you on the time spent by people in your organisation in relation to the OHS Regulations and any impacts of potential changes, but will not seek your input on the merits of the proposed changes themselves.

The questions we will ask relate to changes being considered at this point in time. Any proposed changes will eventually be subject to public comment and ministerial approval.

The information you provide will be treated in a confidential manner and will only be used to inform our assessment of the current impact and impact of potential changes to the OHS Regulations. The information will be combined with information from other organisations and will be reported in such a way that anything relating specifically to your company will not be identified separately.

This is a great opportunity to contribute to a process that will inform government decisions about the OHS Regulations that are being developed and will be in place for the next ten years.

4.2 Employer information

Q1.	Where is your business located within Victoria?	<input type="checkbox"/> Greater Melbourne Metropolitan area <input type="checkbox"/> A major regional area or centre <input type="checkbox"/> A small town or rural area
Q2.	What sector does your business operate in?	<input type="checkbox"/> Agriculture, Forestry and Fishing <input type="checkbox"/> Mining <input type="checkbox"/> Manufacturing <input type="checkbox"/> Electricity, Gas and Water and Waste Services <input type="checkbox"/> Construction <input type="checkbox"/> Wholesale Trade <input type="checkbox"/> Retail Trade <input type="checkbox"/> Accommodation and Food Services <input type="checkbox"/> Transport, Postal and Warehousing <input type="checkbox"/> Information Media and Telecommunications <input type="checkbox"/> Financial and Insurance Services <input type="checkbox"/> Rental, Hiring and Real Estate Services <input type="checkbox"/> Professional, Scientific and Technical Services <input type="checkbox"/> Administrative and Support Services <input type="checkbox"/> Public Administration and Safety <input type="checkbox"/> Education and Training <input type="checkbox"/> Health Care and Social Assistance <input type="checkbox"/> Arts and Recreation Services <input type="checkbox"/> Other Services
Q3.	Are you classed as a small, medium or large business?	<input type="checkbox"/> Small (less than 20 employees) <input type="checkbox"/> Medium (20 to 199 employees) <input type="checkbox"/> Large (200 or more employees)
Q4.	What was your approximate revenue in your most recent financial year?	\$_____ or <input type="checkbox"/> Prefer not to say
Q5.	Does your business operate in other Australian states and territories?	Yes No

4.3 Hazardous substances

4.3.1 Costs of complying with the current OHS Regulations

Q1.	Are hazardous substances present in your workplace?	Yes (Continue) No (Go to next section)
Q2.	<p>What is the approximate ongoing cost to your business of complying with regulations relating to hazardous substances?</p> <p>Note: Costs include staff time and any other expenses.</p>	<p>Please provide approximate estimates below</p>
	<ul style="list-style-type: none"> • Material safety data sheets 	<p>Staff time _____ Staff level⁹ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
	<ul style="list-style-type: none"> • Labelling requirements 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
	<ul style="list-style-type: none"> • Licencing for scheduled carcinogens <p><i>Note: The following information must be included in the application for a scheduled carcinogen:</i></p> <ul style="list-style-type: none"> a) <i>The name of the substance</i> b) <i>The workplace address at which the substance is intended to be used</i> c) <i>The quantity of the substance that is intended to be used each year</i> d) <i>The purposes for which the substance is intended to be used</i> e) <i>A statement, supported by reasons, that the elimination or substitution of the substance from the workplace is not reasonably practicable</i> f) <i>A description of the risk control measures intended to be put in place to eliminate or reduce risks and a justification of those risk control measures</i> g) <i>The name and address of the supplier from whom the person intends to obtain the substance</i> 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost, or</p> <p><input type="checkbox"/> Does not apply to my business</p>

⁹ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs
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Q3.	Are there any once-off costs that you incur in complying with regulations relating to hazardous substances? Note such costs might include once off purchases of capital equipment	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)
	<ul style="list-style-type: none"> • Material safety data sheets 	Staff time _____ Staff level ¹⁰ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
	<ul style="list-style-type: none"> • Labelling requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
	<ul style="list-style-type: none"> • Licencing for scheduled carcinogens 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs, or <input type="checkbox"/> Does not apply to my business
	<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.3.2 Impacts of potential changes to the OHS Regulations

4.3.2.1 Proposal to only allow the Globally Harmonised System of Classification and Labelling of Chemicals (GHS)

Q4.	Does your business supply chemical products in a state or territory other than Victoria? Note: This includes agricultural and veterinary chemical products	Yes (Go to Question 7) No (Continue)
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¹⁰ Refer to Attachment A for a list of wage rates for different staff levels.

As you may be aware, there are requirements under the OHS Regulations to classify and label hazardous substances in the workplace.

Currently, there are two ways you can do this:

1. *Using the Approved Criteria for Classifying Hazardous Substances and the Hazardous Substances Information System (or HSIS which is a database of substances that meets the Approved Criteria)*
2. *Through the GHS. The GHS is an internationally agreed system for standardising and harmonising the classification and labelling of chemicals, developed under the auspices of the United Nations (UN).*

Q5.	Does your business currently classify and label in accordance with the GHS or the Approved Criteria	Approved Criteria (Continue) GHS (Go to Question 7)
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It is proposed to amend the OHS Regulations to only allow the GHS for hazardous substances and remove reference to the Approved Criteria and associated terminology. This would require any businesses which have not already transitioned to the GHS to do so within a given time period by changing their labels and updating their safety data sheets.

Q6.1	Is your business already intending to transition its classification and labelling to the GHS?	Yes (Continue) No (Go to Question 6.3)
Q6.2	Will your business transition to the GHS before or after 1 July 2017?	Before (Go to Question 7) After (Go to Question 6.4)
Q6.3	If you are not planning to transition to the GHS, will you cease supplying chemical products before 1 July 2017?	Yes (Go to Question 7) No (Continue)
Q6.4	What would be the approximate total cost to your business of updating your labels to transition to the GHS, including if you needed to procure external assistance? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level ¹¹ _____ Other expenses \$ _____ <input type="checkbox"/> No change
Q6.5	How often do you change your labels as part of standard business practice (including for marketing or other purposes)?	<input type="checkbox"/> Every year or less <input type="checkbox"/> Every two years <input type="checkbox"/> Every three or four years <input type="checkbox"/> Every five years or more
Q6.6	What would be the approximate total cost to your business of updating your Material Safety Data Sheets (MSDS) to transition to the GHS? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change

¹¹ Refer to Attachment A for a list of wage rates for different staff levels.

Q6.7	Would this change result in any other costs to your business? Note: Costs include staff time and any other expenses.	No (Continue)
		Yes, please describe_____
		Staff time_____ Staff level_____
		Other expenses \$_____

4.3.2.2 Proposal to change agricultural and veterinary (AgVet) labelling requirements

Q7.	Does your business supply agricultural and veterinary chemical products?	Yes (Continue)
		No (Go to Question 10.1)

As you may be aware, the OHS Regulations provide concessions for recognising existing labelling systems approved by the Australian Pesticides and Veterinary Medicines Authority (APVMA) for agricultural and veterinary chemicals (Agvet chemicals), as do the Model WHS Regulations. However, the OHS Regulations currently give broader concessions for recognising labels than the model WHS Regulations do. Unlike the WHS Regulations, the OHS Regulations do not specify that hazard statements or precautionary statements need to be included on labels.

Q8.	Does your business currently include, or plan to include, the GHS hazard and precautionary statements on labels approved by the APVMA?	Yes (Go to Question 10.1)
		No (Continue)

It is proposed to amend the OHS Regulations to adopt the GHS 'hazard and precautionary statements' on labels approved by the APVMA. This will require any businesses which have not already transitioned to the GHS to do so within a given time period by changing their labels to include hazard and precautionary statements. This aligns with the approach taken in most other Australian states and territories.

Q9.1	What would be the approximate total cost to your business of updating your labels? Note: Costs include staff time and any other expenses.	Staff time_____ Staff level ¹² _____
		Other expenses \$_____
Q9.2	How often do you change your labels as part of standard business practice (including for marketing or other purposes)?	<input type="checkbox"/> No change
		<input type="checkbox"/> Every year or less
		<input type="checkbox"/> Every two years
		<input type="checkbox"/> Every three or four years
		<input type="checkbox"/> Every five years or more

¹² Refer to Attachment A for a list of wage rates for different staff levels.

Q9.3	Would this change result in any other costs to your business?	No (Continue) Yes, please describe _____ Staff time _____ Staff level _____ Other expenses \$ _____
Q9.4	Approximately how many businesses in Victoria do you think would be similarly affected by the proposed change in regulation?	_____

4.3.2.3 Proposal to reduce Material Safety Data Sheets (MSDS) review requirements

Currently, manufacturers and suppliers of hazardous substances must review MSDS as often as necessary to ensure currency and accuracy of information, at least every five years.

It is proposed to amend the OHS Regulations to specify that an MSDS does not need to be reviewed in a limited number of cases. This would apply in cases where the manufacturer or supplier of a hazardous substance has not supplied the hazardous substance to any person or premises for a period of five years since the MSDS was last prepared.

Q10.1	What would be the approximate annual cost saving to your business of not having to review MSDSs for products that have not been supplied for a period of five years since it was last prepared?	Staff time _____ Staff level ¹³ _____ Other expenses \$ _____ <input type="checkbox"/> No change
Q10.2	Would this change result in any other savings to your business?	No (Continue) Yes, please describe _____ Staff time _____ Staff level _____ Other expenses \$ _____

4.4 Licenced scheduled carcinogens

4.4.1 Costs of complying with the current OHS Regulations

Q1.	Are scheduled carcinogens present in your workplace?	Yes (Continue) No (Go to next section)
Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to scheduled carcinogens? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below

¹³ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Licencing for scheduled carcinogens <p><i>Note: The following information must be included in the application for a scheduled carcinogen:</i></p> <ul style="list-style-type: none"> h) <i>The name of the substance</i> i) <i>The workplace address at which the substance is intended to be used</i> j) <i>The quantity of the substance that is intended to be used each year</i> k) <i>The purposes for which the substance is intended to be used</i> l) <i>A statement, supported by reasons, that the elimination or substitution of the substance from the workplace is not reasonably practicable</i> m) <i>A description of the risk control measures intended to be put in place to eliminate or reduce risks and a justification of those risk control measures</i> n) <i>The name and address of the supplier from whom the person intends to obtain the substance</i> 	<p>Staff time_____ Staff level¹⁴ _____</p> <p>Other expenses \$_____</p> <p><input type="checkbox"/> No cost</p>
<ul style="list-style-type: none"> • Other 	<p>Please specify _____</p> <p>Staff time_____ Staff level _____</p> <p>Other expenses \$_____</p> <p><input type="checkbox"/> No other major costs</p>
<p>Q3. Are there any once-off costs that you incur in complying with regulations relating to scheduled carcinogens?</p> <p>Note <i>such costs might include once off purchases of capital equipment</i></p>	<p>No (Go to next question)</p> <p>Yes (Please provide approximate estimates of once off costs over the last five years below)</p>
<ul style="list-style-type: none"> • Licencing for scheduled carcinogens 	<p>Staff time_____ Staff level¹⁵ _____</p> <p>Other expenses \$_____</p> <p><input type="checkbox"/> No once-off costs</p>
<ul style="list-style-type: none"> • Other 	<p>Please specify _____</p> <p>Staff time_____ Staff level _____</p> <p>Other expenses \$_____</p> <p><input type="checkbox"/> No other major once-off costs</p>

¹⁴ Refer to Attachment A for a list of wage rates for different staff levels.

¹⁵ Refer to Attachment A for a list of wage rates for different staff levels.

4.4.2 Impacts of potential changes to the OHS Regulations

4.4.2.1 Proposal to improve national consistency by including cyclophosphamide as a scheduled carcinogen requiring a licence

Q4.	In carrying out your business, do you deal with the hazardous substance cyclophosphamide (a cytotoxic drug used to treat cancer)?	Yes (Continue) No (Go to next section)
<p><i>One alternative to the regulation of carcinogenic substances in the workplace is to achieve greater national consistency by including cyclophosphamide as a restricted carcinogen.</i></p> <p><i>Including cyclophosphamide as a restricted carcinogen would mean:</i></p> <ul style="list-style-type: none"> • Record keeping obligations on suppliers (for 5 years) to record who they supply to; • A licence would be required for the use; • Record-keeping obligations (for 30 years) on the part of an employer in a work place where it is used; and • Providing a “statement of work” from the employer to people that have worked with the cyclophosphamide upon ceasing to work with the substance. 		
Q5.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, please specify why not _____ (Go to Question 5.3)
Q5.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q5.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to Question 5.6)
Q5.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q5.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q5.6	Would the existence of a consistent approach to scheduled carcinogens across Australian states and territories result in any cost savings to your business?	Yes (Continue) No (Go to next section)
Q5.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

4.5 Asbestos present in workplace

4.5.1 Costs of complying with the current OHS Regulations

Q1.	<p>What is the approximate ongoing cost to your business of complying with regulations relating to asbestos that may be present in the workplace?</p> <p>Note: <i>Costs include staff time and any other expenses.</i></p>	<p>Please provide approximate estimates below</p>
	<ul style="list-style-type: none"> • Maintenance and review of asbestos register 	<p>Staff time _____ Staff level¹⁶ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
	<ul style="list-style-type: none"> • Other 	<p>Please specify _____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No other major costs</p>

Q2.	<p>Are there any once-off costs that you incur in complying with regulations relating to asbestos that may be present in the workplace?</p> <p>Note <i>such costs might include once off purchases of capital equipment</i></p>	<p>No (Go to next question)</p> <p>Yes (Please provide approximate estimates of once off costs over the last five years below)</p>
	<ul style="list-style-type: none"> • Maintenance and review of asbestos register 	<p>Staff time _____ Staff level¹⁷ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No once-off costs</p>
	<ul style="list-style-type: none"> • Other 	<p>Please specify _____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No other major once-off costs</p>

4.5.2 Impacts of potential changes to the OHS Regulations

4.5.2.1 Proposal to change asbestos register requirements

¹⁶ Refer to Attachment A for a list of wage rates for different staff levels.

¹⁷ Refer to Attachment A for a list of wage rates for different staff levels.

All forms of asbestos were prohibited in Australian workplaces from 31 December 2003 in Victoria's OHS Regulations. The prohibition is also supplemented by Customs Regulations, which ban the importation of all types of asbestos and products containing asbestos.

Due to these prohibitions, buildings built after 31 December 2003 must not contain asbestos or asbestos containing materials. However, for owners or managers of any buildings, the OHS Regulations require that they undertake an asbestos identification process and record the results by creating and maintaining an asbestos register.

Under the OHS Regulations, employers must maintain an asbestos register that must be reviewed and if necessary revised at least every five years. The task involves locating the asbestos listed in the register and determining its condition and whether control measures are required to eliminate or reduce any risk to health.

A proposal has been made to amend the OHS Regulations to introduce a 31 December 2003 building construction cut-off date for asbestos registers to be prepared beyond which an identification process and register will not need to be undertaken, provided that no asbestos is likely to be present at the workplace from time to time (e.g. old plant or equipment containing asbestos is brought into the building).

Q3.	Does your workplace/workplaces operate in a building built after 1 December 2003?	Yes
		No
		Unsure

4.5.2.2 Proposal to improve national consistency by requiring the preparation of an asbestos management plan

Consideration is being given to the impacts of aligning the Victorian Regulations with other states and territories by requiring the preparation of an asbestos management plan. The plan would include: reference to the asbestos register; location of signs and labels; safe work procedures and control measures; procedures for detailing incidents and emergencies; and consultation, information and training responsibilities for workers carrying out work involving asbestos.

Q4.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because an asbestos management plan is already in place (Go to Question 4.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 4.3)
Q4.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q4.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to Question 4.6)

Q4.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q4.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q4.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	Yes (Continue) No (Go to next section)
Q4.7	What would be the approximate cost saving of the change in OHS Regulation? <i>Note: Costs include staff time and any other expenses.</i>	Staff time _____ Staff level _____ Other expenses \$ _____

4.6 Asbestos removal

4.6.1 Costs of complying with the current OHS Regulations

Q1.	Are you a licenced asbestos removalist?	Yes (Continue) No (Go to section)
Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to asbestos removal? <i>Note: Costs include staff time and any other expenses.</i>	Please provide approximate estimates below
	<ul style="list-style-type: none"> Requirement to be licenced 	Staff time _____ Staff level ¹⁸ _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Safety management system requirement (Class A removalists only) 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost, or <input type="checkbox"/> Does not apply to my business
	<ul style="list-style-type: none"> Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs

¹⁸ Refer to Attachment A for a list of wage rates for different staff levels.

Q3.	Are there any once-off costs that you incur in complying with regulations relating to asbestos removal? <i>Note such costs might include once off purchases of capital equipment</i>	No (Go to next question)
		Yes (Please provide approximate estimates of once off costs over the last five years below)
	<ul style="list-style-type: none"> Requirement to be licenced 	Staff time _____ Staff level ¹⁹ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
	<ul style="list-style-type: none"> Safety management system requirement (Class A removalists only) 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs, or <input type="checkbox"/> Does not apply to my business
	<ul style="list-style-type: none"> Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.6.2 Impacts of potential changes to the OHS Regulations

4.6.2.1 Proposal to allow contractors to assist licenced removalists

*Under the OHS Regulations, persons undertaking licenced asbestos removal work must be an **employee of a licence holder** to perform that removal work.*

It is proposed to amend the OHS Regulations to allow persons not employed directly by a licenced removalist to assist in undertaking asbestos removal work provided that certain requirements are met (e.g. contractors). The proposed change aims to provide more flexibility for types of asbestos removal work without decreasing safety by requiring that:

- The person engaged to do the work is directly supervised by the removalist and the asbestos removal supervisor; and*
- The person engaged to do the work complies with all relevant OHS legislation and regulations – including undertaking medical examinations and training.*

Q4.1	In undertaking asbestos removal, do you occasionally encounter a need to engage someone with specialised skills that is not normally associated with asbestos removal? For example, an excavator operator assisting with the demolition of a building which contains asbestos.	Yes (Continue)
		No (Go to Question 5.1)
Q4.2	Per annum, how often would you engage someone with specialised skills that would not normally remove asbestos?	_____

¹⁹ Refer to Attachment A for a list of wage rates for different staff levels.

Q4.3	What would be the approximate annual cost savings of the changes? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level ²⁰ _____ Other expenses \$ _____ <input type="checkbox"/> No change
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4.6.2.2 Proposal to remove requirement to notify WorkSafe of medical practitioners

<p><i>Currently, the OHS Regulations require an employer to notify WorkSafe in writing within seven days of the name and contact details of the registered medical practitioner the employer has engaged to undertake medical examinations.</i></p> <p><i>It is proposed to amend the OHS Regulations to remove regulations that relate to notifying WorkSafe of the name and contact details of registered medical practitioners engaged to undertake medical examinations.</i></p>		
Q5.1	What would be the approximate annual time saving of no longer being required to notify WorkSafe of the name and contact details of registered medical practitioners engaged to undertake medical examinations?	Staff time _____ Staff level ²¹ _____ <input type="checkbox"/> No change
Q5.2	Would this change result in any other cost savings to your business?	No (Continue) Yes, please describe _____ Staff time _____ Staff level _____ Other expenses \$ _____
Note: Costs include staff time and any other expenses.		

4.6.2.3 Proposal to improve national consistency by introducing a licensing regime for independent asbestos assessors

Q6.	Does your business contract independent assessors of asbestos?	Yes (Continue) No (Go to next section)
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Consideration is being given to the impacts of aligning the Victorian Regulations with other Australian states and territories by requiring that independent assessors are licensed and not just required to have the requisite, skills, knowledge, and experience to undertake their duties.

²⁰ Refer to Attachment A for a list of wage rates for different staff levels.

²¹ Refer to Attachment A for a list of wage rates for different staff levels.

Q7.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because the employees who are independent assessors are licenced under the Model WHS Regulations (Go to Question 7.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 7.3).
Q7.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q7.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to Question 7.6)
Q7.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q7.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q7.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	Yes (Continue) No (Go to next section)
Q7.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

4.7 Manual handling

4.7.1 Costs of complying with the current OHS Regulations

Q1.	Are manual handling hazards present in your workplace?	Yes (Continue) No (Go to next section)
Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to manual handling? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below

<ul style="list-style-type: none"> Control of risk <p><i>Note – Some businesses may address manual handling hazards by:</i></p> <ul style="list-style-type: none"> Purchasing plant to eliminate or reduce the need for manual handling Changing the layout or set up of the work environment Introducing job rotation. 	<p>Staff time _____ Staff level²² _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
<ul style="list-style-type: none"> Review of risk control measures <p><i>Note – An employer must review the above risk control measures if:</i></p> <ul style="list-style-type: none"> There are any alterations made to objects or systems of work Before an object is used for another purpose If new/additional information about hazardous manual handling becomes available If a musculoskeletal disorder in a workplace is reported After an incident occurs If the risk control measure do not adequately control the risks After receiving a request from a health and safety representative. 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
<ul style="list-style-type: none"> Other 	<p>Please specify _____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No other major costs</p>

<p>Q3. Are there any once-off costs that you incur in complying with regulations relating to manual handling?</p> <p>Note such costs might include once off purchases of capital equipment</p>	<p>No (Go to next question)</p> <p>Yes (Please provide approximate estimates of once off costs over the last five years below)</p>
<ul style="list-style-type: none"> Control of risk 	<p>Staff time _____ Staff level²³ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
<ul style="list-style-type: none"> Review of risk control measures 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No once-off cost</p>

²² Refer to Attachment A for a list of wage rates for different staff levels.

²³ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs
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4.8 High risk work

4.8.1 Costs of complying with the current OHS Regulations

Q1.	Does your work require people to hold a high risk work licence with WorkSafe?	Yes	(Continue)
		No	(Go to section)

Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to high risk work? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below	
	<ul style="list-style-type: none"> • Requirement to be licenced 	Staff time _____	Staff level ²⁴ _____
		Other expenses \$ _____	
		<input type="checkbox"/> No cost	
	<ul style="list-style-type: none"> • Supervising staff who do not have a licence 	Staff time _____	Staff level _____
		Other expenses \$ _____	
		<input type="checkbox"/> No cost, or	
		<input type="checkbox"/> Does not apply to my business	
	<ul style="list-style-type: none"> • Other 	Please specify _____	
		Staff time _____	Staff level _____
		Other expenses \$ _____	
		<input type="checkbox"/> No other major costs	

Q3.	Are there any once-off costs that you incur in complying with regulations relating to high risk work? Note such costs might include once off purchases of capital equipment	No	(Go to next question)
		Yes	(Please provide approximate estimates of once off costs over the last five years below)
	<ul style="list-style-type: none"> • Requirement to be licenced 	Staff time _____	Staff level ²⁵ _____
		Other expenses \$ _____	
		<input type="checkbox"/> No once-off costs	

²⁴ Refer to Attachment A for a list of wage rates for different staff levels.

²⁵ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> Supervising staff who do not have a licence 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs, or <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.8.2 Impacts of potential changes to the OHS Regulations

4.8.2.1 Proposal for changes to boiler operation licences

Q4.1	Does your business currently operate boilers that require a licensed operator?	Yes (Continue) No (Go to Question 6)
Q4.2	How many of your employees hold a boiler operation licence and operate those boilers?	_____ employees
Q4.3	What proportion of the employees hold a basic boiler operation licence only, or an advanced boiler operation licence?	_____ % hold a basic licence only _____ % hold an advanced licence

It is proposed to amend the OHS Regulations to adjust the current three-tier boiler operation licencing scheme of 'basic, intermediate and advanced' to align with the two-tier national boiler licencing scheme of 'standard and advanced'. This means that some holders of an intermediate boiler operation licence may need to apply for an advanced boiler operation licence if they operate boilers with pre-heaters, re-heaters, superheaters or economisers.

Q5.1	If these proposed changes were implemented, approximately what proportion of your employees who are intermediate licence holders would need to upgrade to an advanced licence?	_____ %
<p><i>It is considered this change will benefit people who would under the current scheme need to obtain:</i></p> <ul style="list-style-type: none"> <i>both a basic and intermediate licence to operate boilers; or</i> <i>an advanced licence (as they would currently need to also hold a basic and an intermediate licence)</i> 		
Q5.2	Does your business pay for employees to undertake a training course for boiler operation licences and/or pay the licence fees?	Yes (Continue) No (Go to Question 5.4)

<p>Q5.3 What would be the approximate total cost to your business per licence holder who applies for new advanced licences, including training, licence application and staff time spent at training?</p>	<p>Staff time _____ Staff level²⁶ _____ Training \$ _____ Licence fees \$ _____ <input type="checkbox"/> No change</p>
<p>Q5.4 If these proposed changes were implemented, would any of your employees only need to apply for one licence compared to two? For example, both a basic and intermediate licence.</p>	<p>Yes (Continue) No (Go to Question 6)</p>
<p>Q5.5 What would be the approximate annual cost saving to your business of this proposed change?</p> <p>Note: Costs include staff time, training and licence fees.</p>	<p>Staff time _____ Staff level _____ Training \$ _____ Licence fees \$ _____ <input type="checkbox"/> No change</p>

4.8.2.2 Proposal for changes to reach stacker operation licence

<p>Q6. Does your business use reach stackers?</p>	<p>Yes (Continue) No (Go to Question 10)</p>
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Currently, individuals operating a reach stacker are required to hold a non-slewing mobile crane operation licence or the employer is to provide training to the individual as required by the employer's exemption from the HRW licensing requirement.

It is proposed to amend the OHS Regulations to introduce a new licence class for reach stackers. This change will mean that:

- *People operating reach stackers under a non-slewing mobile crane licence will be able to continue to do so under the proposed change. But those applying for a licence for the first time will be able to apply for the new reach stacker licence, instead of a non-slewing mobile crane licence; or*
- *Individuals operating a reach stacker under an exemption applying to their employer will be required to obtain a new reach stacker operation licence.*

<p>Q7. Under which arrangement do your employees operate reach stackers?</p>	<p><input type="checkbox"/> Non-slewing mobile crane licence (Continue) <input type="checkbox"/> A licence exemption (Go to Question 9.1)</p>
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<p>Q8.1 What would be the approximate annual cost saving to your business per licence holder of this proposed change?</p> <p>Note: Costs include staff time, training and licence fees.</p>	<p>Staff time _____ Staff level²⁷ _____ Training \$ _____ Licence fees \$ _____ <input type="checkbox"/> No change</p>
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²⁶ Refer to Attachment A for a list of wage rates for different staff levels.

Q8.2	How many of your employees have a non-slewing mobile crane licence?	_____ employees
Q8.3	How many of these use the licence for the sole purpose of operating reach stackers?	_____ employees
Q8.4	In a year, how many of your employees apply for <u>new</u> non-slewing mobile crane licences for the purposes of operating reach stackers at your workplace?	_____ employees
Q8.5	Do you anticipate that, as a result of this proposed change, you would be more likely to have employees undertake training to obtain a reach stacker operation licence than a non-slewing mobile crane operation licence to operate reach stackers at your workplace?	Yes (Go to Question 10) No (Go to Question 10)

It is anticipated that under the proposed change, people currently operating reach stackers under an exemption held by their employer will need to obtain a new reach stacker operation licence. This may mean the individual and/or the business will face additional training and licence fee costs.

Q9.1	Under this proposed change, would your business pay for employees to undertake a training course for a reach stacker operation licence and/or pay the cost of the licence fee?	Yes No (Employees would cover these costs)
Q9.2	What would be the approximate cost to your business per licence holder of this proposed change? Note: Costs include staff time, training and licence fees	Staff time _____ Staff level _____ Training \$ _____ Licence fees \$ _____ <input type="checkbox"/> No change
Q9.3	How many of your employees are operating reach stackers under an exemption?	_____ employees
Q9.4	Will the proposal to introduce a reach stacker operation licence impact on your use of reach stackers?	Yes, please describe _____ No

4.8.2.3 Proposal for changes to bridge and gantry crane operation licence, and vehicle loading crane operation licence

Q10.	Does your business require any of your employees to hold a bridge and gantry crane and/or a vehicle loading crane operation licence?	Yes (Continue) No (Go to Question 13)
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²⁷ Refer to Attachment A for a list of wage rates for different staff levels.

Currently, the Victorian bridge and gantry crane operation licence does not allow the licence holder to carry out the application of load estimation and slinging techniques to move a load with a bridge or gantry crane. Nor does the vehicle loading crane operation license allow the license holder to carry out load estimation and slinging techniques to move a load with a vehicle loading crane. This work must only be undertaken under a dogging licence.

It is proposed to amend the OHS Regulations to broaden the scope of work allowed under the bridge and gantry crane operation licence class and the vehicle loading crane operation licence class to include load estimation and slinging techniques to move loads.

This will mean that operators under these licences will no longer need to hold an additional dogging licence in order to undertake slinging techniques and load estimation to move loads with those cranes. It also means that an additional person with a dogging licence may not be needed in circumstances where the licensed person operating the bridge, gantry or vehicle loading crane does not have a dogging licence.

Note some bridge cranes and gantry cranes do not require an operator with a bridge and gantry crane operation licence. These are those bridge and gantry cranes that have 3 or less powered operations and that are controlled from a location remote to a permanent cabin or control station on the crane. Vehicle loading cranes that have a capacity of less than 10 metre tonne do not require an operator with a vehicle loading crane licence. Under the proposed changes, operators who do not hold a bridge and gantry operation licence or a vehicle loading crane operation licence would still need to hold a dogging licence to carry out slinging techniques and load estimation to move a load or need an additional person with a dogging licence.

Q11.	What would be the approximate labour saving of this change?	<input type="checkbox"/> Full time equivalent employees Staff level ²⁸ _____ <input type="checkbox"/> No change
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It is anticipated that the broader scope of work allowed under the bridge and gantry crane operation licence class and the vehicle loading crane operation licence class will reduce training and licence fee costs for some individuals who are no longer required to apply for a dogging licence.

Q12.1	Would this change result in less of your employees being required to hold a dogging licence? If so how many?	Yes, number _____ No
Q12.2	What would be the approximate cost saving to your business per licence holder of this proposed change? Note: Costs include staff time, training and licence fees.	Staff time _____ Staff level _____ Training \$ _____ Licence fees \$ _____ <input type="checkbox"/> No change

4.8.2.4 Proposal for changes to forklift truck operation licence

²⁸ Refer to Attachment A for a list of wage rates for different staff levels.

Q13.	Does your business operate low lift pallet trucks? <i>A pallet truck is a non-counterbalanced industrial truck where the operator is intended to control the truck while riding on the truck and where the truck is designed to handle pallets and palletized loads by means of a fork (pair of fork arms) which is adjustable in elevation.</i> <i>Low-lift pallet trucks are those pallet trucks that are unable, by design, to raise their fork arms 900 mm or more above the ground.</i>	Yes (Continue) No (Go to Question 16)
<p><i>It is proposed to amend the OHS Regulations to narrow the types of forklift trucks requiring a high risk work licence. In particular, it is proposed to exclude low lift pallet trucks from the definition of forklift truck and therefore the operator of those pallet trucks will not need to hold a forklift truck operation licence. This will mean that individuals operating low lift pallet trucks will no longer need to apply for a high risk work licence.</i></p>		
Q14.1	How many of your employees have a forklift truck operation licence?	_____ employees
Q14.2	How many of these employees use the forklift truck licence for the sole purpose of operating low lift pallet trucks?	_____ employees
Q14.3	How many of your employees <i>per annum</i> would apply for a new forklift truck licences for the purposes of operating low lift pallet trucks?	_____ employees
Q14.4	Does your business pay for employees to undertake a training course for a forklift truck operation licence so that they can operate low lift pallet trucks at your workplace, and/or pay the cost of the licence fee?	Yes (Continue) No (Go to Question 15.1)
<p><i>It is anticipated that under the proposed changes businesses operating low lift pallet trucks will save on licence fee and training costs.</i></p>		
Q14.5	What would be the approximate cost saving to your business per licence holder of this proposed change? Note: Costs include staff time, training and licence fees.	Staff time _____ Staff level ²⁹ _____ Training \$ _____ Licence fees _____ <input type="checkbox"/> No change _____
<p><i>It is possible that as a result of no longer needing to have a licence for low lift pallet trucks, there will be greater adoption of these types of forklifts and this may reduce manual handling injuries.</i></p>		
Q15.1	Do you anticipate that this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to Question 16)

²⁹ Refer to Attachment A for a list of wage rates for different staff levels.

Q15.2	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase
		<input type="checkbox"/> Decrease
Q15.3	What do you think the level of impact would be?	<input type="checkbox"/> Small impact
		<input type="checkbox"/> Moderate impact
		<input type="checkbox"/> Significant impact

4.8.2.5 Proposal for changes to order-picking forklift truck operation licence

Currently operators of order-picking forklift trucks are required to hold an order-picking forklift truck operation licence.

An order-picking forklift truck is a type of powered industrial lift where the operator's control arrangement is incorporated with the load carriage or lifting media, and elevate with it. Thus the operator is raised for order-picking.

Q16.	Does your business operate order-picking forklift trucks?	Yes (Continue)
		No (Go to next section)

It is proposed to amend the OHS Regulations to narrow the types of order-picking forklift trucks requiring an operator with high risk work licence. The proposal is to exclude the operation of order picking forklift trucks that lift objects off the ground less than 900mm. Only operators of order-picking forklift trucks with lifting attachments capable of being raised 900 mm or more will be required to hold an order-picking forklift truck operation licence. This will mean that persons operating order-picking forklift trucks that lift less than 900mm will no longer need to apply for a high risk work licence.

Q17.1	How many of your employees have an order picking forklift truck licence?	_____ employees
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Q17.2	How many of these employees use the order picking forklift truck licence for the sole purpose of operating order-picking forklift trucks capable of only lifting less than 900mm above the ground?	_____ employees
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Q17.3	In a year, how many of your employees would apply for a new order picking forklift truck licence for the purposes of operating order-picking forklift trucks that are capable of only lifting less than 900mm?	_____ employees
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Q17.4	Does your business pay for employees to undertake a training course for an order-picking forklift truck operation licence and/or pay the cost of the licence fee?	Yes (Continue)
		No (Go to Question 18.1)

It is anticipated that under the proposed changes businesses operating order picking forklift trucks for the sole purpose of lifting less than 900mm or less will save on licence fee and training costs.

Q17.5	What would be the approximate cost saving to your business per licence holder of this proposed change?	Staff time _____ Staff level ³⁰ _____ Training \$ _____ Licence fees \$ _____ <input type="checkbox"/> No change
Note: Costs include staff time, training and licence fees.		

It is possible that as a result of no longer needing to have a licence for order-picking forklift trucks that only lift less than 900mm, there will be greater adoption of these types of forklifts and this may reduce manual handling injuries.

Q18.1	Do you anticipate that this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to next section)
Q18.2	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q18.3	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact

4.9 Prevention of falls

4.9.1 Costs of complying with the current OHS Regulations

Q1.	Are falls risks present in your workplace?	Yes (Continue) No (Go to next section)
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Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to the prevention of falls? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below
	<ul style="list-style-type: none"> Falls hazard identification 	Staff time _____ Staff level ³¹ _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Control of falls-related risks 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost

³⁰ Refer to Attachment A for a list of wage rates for different staff levels.

³¹ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs
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Q3.	Are there any once-off costs that you incur in complying with regulations relating to the prevention of falls? <i>Note such costs might include once off purchases of capital equipment</i>	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)
	<ul style="list-style-type: none"> • Falls hazard identification 	Staff time _____ Staff level ³² _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
	<ul style="list-style-type: none"> • Control of falls-related risks 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
	<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.9.2 Impacts of potential changes to the OHS Regulations

4.9.2.1 Proposal to change the definition of a fall

³² Refer to Attachment A for a list of wage rates for different staff levels.

Currently, the Prevention of Falls Regulations focus on risks of falls over two metres. The main obligations require employers to identify fall hazards and to control the risk in accordance with a specific hierarchy of risk control measures.

Other parts of the regulations cover the risk of falls below two metres. For instance, fall hazards below two metres associated with construction, mining hazards and work in confined spaces are each covered by a specific and separate hierarchy in the regulations. In addition to regulations, the general duties under the Occupational Health and Safety Act 2004 (the OHS Act) cover fall hazards below two metres.

Three options for the Prevention of Falls Regulations are under consideration:

1. **Option 1** – Retain the current definition of ‘fall’, but make some minor changes to clarify the requirements under the OHS Act that apply to falls below two metres.
2. **Option 2** – Define risk of a fall as “from one level to another”. The practical changes for employers under this option is that they would be required to work through the hierarchy (using specific control measures) for falls at any level, not just falls above two metres. The specific control measures (e.g. fall arrest system etc.) would need to be applied to falls risks below two metres, as well as above two metres. This would most significantly affect industries outside of Construction, who have not been required to step through a hierarchy for falls below two metres.
3. **Option 3** – Retain the current control of risk hierarchy that applies to falls of two metres and above and insert an additional hierarchy, which would apply to risks of falls below two metres. The practical changes for employers under Option 3 is that they would be required to work through one hierarchy for falls above two metres using the existing specific control measures, and work through another hierarchy for falls below two metres. This is similar to the approach that already applies to the construction industry. This would most significantly affect industries outside of Construction, who have not been required to step through a hierarchy for falls below two metres.

Q4.1	<p>What would be the approximate annual ongoing cost of improving your risk control measures to work through a hierarchy of control for any fall not just those over 2 metres?</p> <p>Note: Costs include staff time and other expenses.</p>	<p>Staff time _____ Staff level³³ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No change</p>
Q4.2	<p>What would be the once-off costs of working through a hierarchy of control for any fall not just those over 2 metres?</p> <p>Note: Such costs might include the once-off costs of capital equipment</p>	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No change</p>
Q4.3	<p>Do you anticipate that working through a hierarchy of control for any fall not just those over 2 metres would result in any changes in work-related injuries and illnesses from hazards in this area relative to current practice?</p>	<p>Yes (Continue)</p> <p>No (Go to Question 5.1)</p>

³³ Refer to Attachment A for a list of wage rates for different staff levels.

Q4.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q4.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q5.1	What would be the approximate annual ongoing cost of improving your risk control measures to work through a separate hierarchy of control for falls under 2 metres? Note: Costs include staff time and other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change
Q5.2	What would be the once-off costs of working through a separate hierarchy of control for falls under 2 metres? Note: Such costs might include the once-off costs of capital equipment	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change
Q5.3	Do you anticipate that working through a separate hierarchy of control for falls under 2 metres would result in any changes in work-related injuries and illnesses from hazards in this area relative to current practice?	Yes (Continue) No (Go to next section)
Q5.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q5.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact

4.10 Noise

4.10.1 Costs of complying with the current OHS Regulations

Q1.	Are noise-related hazards present in your workplace?	Yes (Continue) No (Go to next section)
Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to noise? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below

<ul style="list-style-type: none"> Control of exposure to noise 	Staff time _____ Staff level ³⁴ _____ Other expenses \$ _____ <input type="checkbox"/> No cost
<ul style="list-style-type: none"> Audiometric tests 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Audiological tests 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost, or <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs

Q3. Are there any once-off costs that you incur in complying with regulations relating to noise? No (Go to next question)
Yes (Please provide approximate estimates of once off costs over the last five years below)

Note such costs might include once off purchases of capital equipment

<ul style="list-style-type: none"> Control of exposure to noise 	Staff time _____ Staff level ³⁵ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> Audiometric tests 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Audiological tests 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs, or <input type="checkbox"/> Does not apply to my business

³⁴ Refer to Attachment A for a list of wage rates for different staff levels.

³⁵ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs
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4.10.2 Impacts of potential changes to the OHS Regulations

4.10.2.1 Proposal remove the requirement for a written risk control plan

Q4.	Does your business currently have measures in place to ensure that employees are not exposed to noise that exceeds the noise exposure standard [85 dB(A) averaged over an eight hour period, or a maximum peak noise level of 140 dB(C)]?	Yes	(Continue)
		No	(Go to Question 6)

Currently, the OHS Regulations require that, if an employer proposes to implement a higher-order control (elimination, substitution, or engineering controls) but it is not reasonably practicable to do so within six months of the assessment, the employer must make a written risk control plan. The written plan must describe the actions needed to implement safety measures and the time frames for those actions and be made accessible to affected employees and health safety representatives.

It is proposed to amend the OHS Regulations to remove the requirement for a written risk control plan.

Q5.1	Has your business implemented risk control measures for noise in accordance with the prescribed hierarchy of risk controls for noise?	Yes	(Continue)
		No	(Go to Question 6)
Q5.2	Has your business completed a written risk control plan in the past because a proposal to implement a higher-order control could not be implemented within six months of the assessment?	Yes	(Continue)
		No	(Go to Question 6)
Q5.3	What would be the approximate annual saving of no longer needing to prepare the written risk control plan in these circumstances? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level ³⁶ _____	Other expenses \$ _____ <input type="checkbox"/> No change
Q5.4	Would this change result in any other cost savings to your business? Note: Costs include staff time and any other expenses.	No	(Continue)
		Yes, please describe _____	Staff time _____ Staff level _____ Other expenses \$ _____

³⁶ Refer to Attachment A for a list of wage rates for different staff levels.

4.10.2.2 Proposal to clarify the trigger for audiological exam

Q6.	Does your business currently conduct audiometric tests for your employees?	Yes (Continue) No (Go to next section)
<p><i>Currently under the OHS Regulations, if two consecutive audiometric tests of a given employee indicate noise induced hearing loss the employer must ensure that the employee undergoes an audiological examination. It has been identified that employees receiving more frequent audiometric testing (e.g. every six months) may not show a 15db reduction in hearing over two consecutive audiometric tests, even though they may show a 15db reduction over a two year period. Due to the current wording, an employee falling into this category would not need to be referred for an audiological examination because the results of two consecutive audiometric tests failed to indicate a reduction in hearing of 15db or more.</i></p> <p><i>As a result, a proposal has been made to amend the OHS Regulations to clarify that the trigger for an audiological examination is a reduction in hearing level of 15db or more over a two year period regardless of how many tests have been conducted.</i></p>		
Q7.1	Would this change result in any costs to your business?	No (Continue) Yes, please describe _____ Staff time _____ Staff level ³⁷ _____ Note: Costs include staff time and any other expenses. Other expenses \$ _____
Q7.2	Do you anticipate that the proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to next section)
Q7.3	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q7.4	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact

4.11 Confined spaces

4.11.1 Costs of complying with the current OHS Regulations

Q1.	Are confined space hazards present in your workplace?	Yes (Continue) No (Go to next section)
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³⁷ Refer to Attachment A for a list of wage rates for different staff levels.

Q2.	<p>What is the approximate ongoing cost to your business of complying with regulations relating to confined spaces?</p> <p>Note: Costs include staff time and any other expenses.</p>	<p>Please provide approximate estimates below</p>
	<ul style="list-style-type: none"> • Control of risk 	<p>Staff time _____ Staff level³⁸ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
	<ul style="list-style-type: none"> • Confined space entry permit 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p>
	<ul style="list-style-type: none"> • Other 	<p>Please specify _____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No other major costs</p>

Q3.	<p>Are there any once-off costs that you incur in complying with regulations relating to confined spaces?</p> <p>Note such costs might include once off purchases of capital equipment</p>	<p>No (Go to next question)</p> <p>Yes (Please provide approximate estimates of once off costs over the last five years below)</p>
	<ul style="list-style-type: none"> • Control of risk 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No once-off cost</p>
	<ul style="list-style-type: none"> • Confined space entry permit 	<p>Staff time _____ Staff level³⁹ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No once-off cost</p>
	<ul style="list-style-type: none"> • Other 	<p>Please specify _____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No other major once-off costs</p>

4.11.2 Impacts of potential changes to the OHS Regulations

4.11.2.1 Proposal to change entry permit requirements

³⁸ Refer to Attachment A for a list of wage rates for different staff levels.

³⁹ Refer to Attachment A for a list of wage rates for different staff levels.

Currently employers have to retain entry permits for confined spaces for 30 days regardless of when the employee exited the confined space. It is proposed to amend the OHS Regulations to require that an entry permit be retained until the work is completed and for two years in the event of a notifiable incident.

Q4.	Would this change result in any cost savings to your business? Note: Costs include staff time and any other expenses.	No (Continue) Yes, please describe _____ Staff time _____ Staff level _____ Other expenses \$ _____
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4.12 Operation of plant

4.12.1 Costs of complying with the current OHS Regulations

Q1.	Are plant-related hazards present in your workplace?	Yes (Continue) No (Go to next section)
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Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to plant? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below
	<ul style="list-style-type: none"> • Control of risk 	Staff time _____ Staff level ⁴⁰ _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs

Q3.	Are there any once-off costs that you incur in complying with regulations relating to plant? Note such costs might include once off purchases of capital equipment	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)
	<ul style="list-style-type: none"> • Control of risk 	Staff time _____ Staff level ⁴¹ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs

⁴⁰ Refer to Attachment A for a list of wage rates for different staff levels.

⁴¹ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs
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4.12.2 Impacts of potential changes to the OHS Regulations

4.12.2.1 Proposal to change design and record keeping requirements relating to the use of tower cranes

Q4.	Does your business operate tower cranes?	Yes (Continue) No (Go to next section)
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It is proposed to replace design registration requirements for registration of tower crane bases (and crane ties) with specific requirements about their design. Under the proposal, an employer would be required to ensure that a tower crane is erected on a supporting structure or foundation that has been designed:

- *by an engineer with relevant knowledge and experience;*
- *for the specific ground conditions at the location; and*
- *taking into account the configurations and forces that were provided for the tower crane when its design was registered.*

An employer would also be required to ensure that the placement of any crane ties fitted to the tower crane has been designed by an engineer with relevant knowledge and experience and taking into account the configurations and forces that were provided for the tower crane when its design was registered.

An employer would also be required to keep the design information concerning the supporting structure or foundation and the placement of any crane ties available for inspection by the Authority while the tower crane is located on the supporting structure or foundation.

Q5.1	Would this change result in any cost impacts on your business?	Yes (Continue) No (already comply with the proposed requirements as current good practice)
Q5.2	What would be the approximate annual cost of complying with the design requirements for the supporting structure or foundations and any crane ties, taking into account that you might typically be required to do this at various times throughout the year for various cranes? Note: <i>Costs include staff time and any other expenses.</i>	Staff time _____ Staff level ⁴² _____ Other expenses \$ _____ <input type="checkbox"/> No change

⁴² Refer to Attachment A for a list of wage rates for different staff levels.

Q5.3	What proportion of this cost is already being incurred as “business as usual” costs?	_____ % reduction
Q5.4	What would be the approximate annual cost associated with the requirement for the design information to be made available for inspection by WorkSafe while the tower crane is located on the supporting structure or foundation, taking into account that you might typically be required to do this at various times throughout the year for various cranes? <i>Note: Costs include staff time and any other expenses.</i>	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change
Q5.5	What proportion of this cost is already being incurred as “business as usual” costs?	_____ % reduction
Q6.1	Do you anticipate that this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to next section)
Q6.2	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q6.3	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact

4.13 Plant design

4.13.1 Costs of complying with the current OHS Regulations

Q1.	Has your business registered a plant design with WorkSafe?	Yes (Continue) No (Go to next section)
Q2.	In what capacity is your business engaged in registering plant designs with WorkSafe?	<input type="checkbox"/> As a preparer of plant designs <input type="checkbox"/> As an importer of plant <input type="checkbox"/> Other (please specify) _____
Q3.	What is the approximate ongoing cost to your business of complying with regulations relating to plant design? <i>Note: Costs include staff time and any other expenses.</i>	Please provide approximate estimates below
	<ul style="list-style-type: none"> Design registration requirements, including a description of the applicable controls, safety devices, supporting system and communication systems for the plant 	Staff time _____ Staff level ⁴³ _____ Other expenses \$ _____ <input type="checkbox"/> No cost

⁴³ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Design verification requirements including the preparation of a design verification statement 	Staff time _____ Staff level _____ Other expenses \$ _____ No cost
<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs

Q4. Are there any once-off costs that you incur in complying with regulations relating to plant design? <i>Note such costs might include once off purchases of capital equipment</i>	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)
<ul style="list-style-type: none"> • Design registration requirements, including a description of the applicable controls, safety devices, supporting system and communication systems for the plant 	Staff time _____ Staff level ⁴⁴ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Design verification requirements including the preparation of a design verification statement 	Staff time _____ Staff level _____ Other expenses \$ _____ No cost
<ul style="list-style-type: none"> • Other 	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.13.2 Impacts of potential changes to the OHS Regulations

4.13.2.1 Proposal to change plant design registration requirements

Three options are under consideration for design registration:

- Retain a requirement for verification of designs and a requirement for registration of designs with WorkSafe; or
- Remove requirement for verification of designs but maintain a requirement for registration of designs with WorkSafe; or
- Remove the requirement for registration of the plant design with WorkSafe and remove the requirement for verification of the design; and rely on the comprehensive legislative and regulatory framework applying to plant designs.

⁴⁴ Refer to Attachment A for a list of wage rates for different staff levels.

Q5.1	Do you think removing the requirement to verify plant designs will reduce safe design across the industry, leading to increased injuries?	Yes (Continue) No (Go to Question 6.1)
Q5.2	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact

Q6.1	Do you think removing the requirements to verify and register plant designs with WorkSafe will reduce safe design across the industry, leading to increased injuries?	Yes (Continue) No (Go to Question 7)
Q6.2	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact

Q7.	Please select any of the following categories of plant design that your business participates in:	<input type="checkbox"/> Lifts (Continue) <input type="checkbox"/> Amusement structures (Continue) <input type="checkbox"/> Foundations or supporting structure and the crane ties of tower cranes (Go to Question 9) <input type="checkbox"/> None of these (Go to Question 10.1)
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A proposal has been made to remove some types of lifts and amusement structures from the requirement to register plant design with WorkSafe.

Specifically, it is proposed to:

- exclude lifts designed to transport goods only and which do not have any operational controls within the lift car (i.e. service lifts such as dumb waiters)*
- exclude the following amusement structures - jet packs; hover boards; rides or devices primarily designed as a form of motorsports; and hovercrafts.*

Q8.	What would be the approximate annual cost saving to your business of removing the requirement to register the aforementioned plant designs with WorkSafe?	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		

It is proposed to amend the OHS Regulations to remove 'foundations or supporting structure and the crane ties of tower cranes' from the requirement to register plant design with WorkSafe.

Q9.	What would be the approximate annual cost saving to your business of removing the requirement to register the aforementioned plant designs with WorkSafe?	Staff time_____ Staff level_____
		Other expenses \$_____
		<input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		

Plant used for non-workplace purposes

<i>Similar changes are also proposed under the Equipment (Public Safety) Regulations (EPS Regulations) in relation to designers, manufacturers and importers of plant that is used for non-workplace purposes.</i>		
Q10.1	Is your business engaged in the design of plant that is used solely in non-workplaces?	Yes (Continue) No (Go to Question 10.4)
Q10.2	What would be the approximate annual cost saving to your business of removing design registration and verification requirements for plant that is used for non-workplace purposes?	Staff time_____ Staff level ⁴⁵ _____
		Other expenses \$_____
		<input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		
Q10.3	What would be the approximate annual cost saving to your business of removing the design verification requirements for plant that is used for non-workplace purposes?	Staff time_____ Staff level_____
		Other expenses \$_____
		<input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		
Q10.4	Are you aware of businesses in Victoria that specialise purely in the design and manufacture of plant for non-workplace applications?	Yes (Continue) No (Go to Question 11)
Q10.5	Approximately how many businesses in Victoria specialise purely in the design and manufacture of plant for non-workplace applications?	_____

4.13.2.2 Proposal to change record keeping requirements

Designers

Q11.	Is your business engaged in the design of plant?	Yes (Continue) No (Go to Question 14)
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⁴⁵ Refer to Attachment A for a list of wage rates for different staff levels.

It is proposed to amend the OHS Regulations to reduce the record-keeping requirement for designers of plant from 10 years down to seven years.

The records in question are:

- *the records of published technical standards or engineering principles used to design the plant; and*
- *if the design of plant that is required to be registered, records of the method used to determine the risk controls for the plant and the risk controls that result from that determination.*

Q12.	What would be the approximate annual cost saving to your business of reducing the requirement to keep records from ten years to seven years?	Staff time _____ Staff level ⁴⁶ _____ Other expenses \$ _____ <input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		

Currently the OHS Regulations require designers to keep a copy of information that they provide to a manufacturer. Manufacturers are also required to keep a copy of information provided by a designer.

It is proposed to remove unnecessary duplication by removing the requirement on designers to keep a copy of the information provided to a manufacturer.

Q13.	What would be the approximate annual cost saving to your business of reducing this record-keeping requirement?	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		

Manufacturers

Q14.	Is your business engaged in the manufacture of plant?	Yes (Continue) No (Go to next section)
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It is proposed to amend the OHS Regulations to reduce the record-keeping requirement for manufacturers of plant from 10 years down to seven years.

Under the proposal, the following records will only need to be retained for seven years:

- *records of the published technical standards used to manufacture the plant; and*
- *information provided to the manufacturer by the designer.*

Q15.	What would be the approximate annual cost saving to your business of reducing the requirement to keep records from 10 years to seven years?	Staff time _____ Staff level ⁴⁷ _____ Other expenses \$ _____ <input type="checkbox"/> No change
Note: Costs include staff time and any other expenses.		

⁴⁶ Refer to Attachment A for a list of wage rates for different staff levels.

⁴⁷ Refer to Attachment A for a list of wage rates for different staff levels.

4.14 Operation of mines

4.14.1 Costs of complying with the current OHS Regulations

Q1.	Are mining hazards present in your workplace?	Yes (Continue) No (Go to next section)
Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to mines? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below
	<ul style="list-style-type: none"> Safety management system requirements 	Staff time _____ Staff level ⁴⁸ _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Safety assessment of major mining hazards 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Emergency plan requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Health surveillance requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Other Note: please exclude the cost of requirements relating to falls, plant, manual handling, noise, asbestos, hazardous substances, lead, confined spaces and high risk work as these are captured through separate questions	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs
Q3.	Are there any once-off costs that you incur in complying with regulations relating to mines? Note such costs might include once off purchases of capital equipment	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)
	<ul style="list-style-type: none"> Safety management system requirements 	Staff time _____ Staff level ⁴⁹ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs

⁴⁸ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Safety assessment of major mining hazards 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Emergency plan requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Health surveillance requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Other <p><i>Note: please exclude the cost of requirements relating to falls, plant, manual handling, noise, asbestos, hazardous substances, lead, confined spaces and high risk work as these are captured through separate questions</i></p>	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.14.2 Impacts of potential changes to the OHS Regulations

4.14.2.1 Proposal to change the list of factors to be considered when identifying a mining hazard

Q4.	Do you currently identify hazards and assess and control for risks associated with air quality and airborne contaminants in addition to dust ?	Yes	(Go to Question 6.1)
		No	(Continue)
	<p><i>For example, typical gases which directly affect air quality include oxygen, nitrogen, hydrogen, carbon dioxide, carbon monoxide, methane, hydrogen sulphide, sulphur dioxide, nitrogen dioxide and ammonia.</i></p>		

It is proposed to amend the OHS Regulations to align the list of factors to be considered when identifying a mining hazard with the Model WHS Regulations list of principle mining hazards. This would require some mine operators who are not already doing so to identify hazards and assess and control for risks associated with air quality and airborne contaminants (rather than just dust). Health surveillance may also be required in some circumstances.

⁴⁹ Refer to Attachment A for a list of wage rates for different staff levels.

Q5.1	<p>What would be the costs in relation to the following: Note: <i>Costs include staff time and any other expenses.</i></p>									
	<ul style="list-style-type: none"> Additional hazard identification 	<p>Staff time _____ Staff level⁵⁰ _____ Other expenses \$ _____ <input type="checkbox"/> No change</p>								
	<ul style="list-style-type: none"> Additional risk assessment 	<p>Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change</p>								
	<ul style="list-style-type: none"> Additional risk control measures 	<p>Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change</p>								
	<ul style="list-style-type: none"> Additional health surveillance 	<p>Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No change</p>								
Q5.2	<p>Do you anticipate these will be once-off costs or on-going annual costs?</p> <ul style="list-style-type: none"> Additional hazard identification Additional risk assessment Additional risk control measures Additional health surveillance <p><i>Note: Once-off costs are those costs that will be incurred only once when first changing processes etc. in response to the introduction of new regulation, whereas on-going costs are those costs that will be incurred on an on-going basis as a result of changes to regulations.</i></p>	<p>Please circle which one applies:</p> <table border="0"> <tr> <td>Once-off</td> <td>On-going</td> </tr> <tr> <td>Once-off</td> <td>On-going</td> </tr> <tr> <td>Once-off</td> <td>On-going</td> </tr> <tr> <td>Once-off</td> <td>On-going</td> </tr> </table>	Once-off	On-going	Once-off	On-going	Once-off	On-going	Once-off	On-going
Once-off	On-going									
Once-off	On-going									
Once-off	On-going									
Once-off	On-going									
Q5.3	<p>Would this change result in any other costs or cost savings to your business?</p> <p>Note: <i>Costs include staff time and any other expenses.</i></p>	<p>No (Continue) Yes, please describe and specify whether cost or cost saving _____ Staff time _____ Staff level _____ Other expenses \$ _____</p>								
Q5.4	<p>Do you anticipate that this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?</p>	<p>Yes No Unsure</p>								

⁵⁰ Refer to Attachment A for a list of wage rates for different staff levels.

4.14.2.2 Proposal to remove restrictions on the minimum age for working in a mine

*Under current regulations, no person under the age of 16 years can be employed at a mine; and no employee under the age of 18 years can work underground.
It is proposed to make the OHS Regulations less restrictive and to align with International Labour Organisation requirements which will allow:*

- A person under the age of 16 years to be employed at a mine but not to carry out work in any open cut workings or in an underground mine*
- A person who is over the age of 16 years and under the age of 18 years and who is an apprentice or trainee to carry out work in an underground mine under direct supervision in relation to the work.*

Q6.1	Would you consider employing a 16 or 17 year old in your mine in the future if you were permitted to do so?	Yes (Continue) No (Go to Question 7)
Q6.2	How many people under the age of 18 could you foresee having on staff at any point in time?	_____ employees
Q6.3	Would this change result in any costs or cost savings to your business?	No (Continue) Yes, please describe and specify whether cost or cost saving _____ Staff time_____ Staff level ⁵¹ _____ Other expenses \$_____

4.14.2.3 Proposal to change mine communication requirements

As you may be aware, mine operators in Victoria must ensure there is 'constant' communication with an employee who is working alone in an isolated location?

Q7.	Do you currently face costs associated with maintaining 'constant' communication with employees working alone in an isolated location?	Yes (Continue) No (Go to Question 10)
Q8.	What is the approximate annual cost of maintaining 'constant' communication with employees working alone in an isolated location?	Staff time_____ Staff level ⁵² _____ Other expenses \$_____

Note: Costs include staff time and any other expenses.

It is proposed to amend the OHS Regulations so that all mining operators must ensure, so far as is reasonably practicable, that the operator must provide an 'effective' means of communication that isn't necessarily constant.

⁵¹ Refer to Attachment A for a list of wage rates for different staff levels.

⁵² Refer to Attachment A for a list of wage rates for different staff levels.

Q9.1	To what extent would costs be reduced if you had to maintain 'effective' communication rather than constant communication?	Staff time _____% reduction Other expenses _____% reduction
Q9.2	Would this change result in any other costs or cost savings to your business?	No (Continue) Yes, please describe and specify whether cost or cost saving _____ Staff time _____ Staff level _____ Other expenses \$ _____

4.14.2.4 Proposal to change requirements regarding safe air levels in mines

Q10.	Do you operate a prescribed mine? Note: a prescribed mine is —	Yes (Continue) No (Go to next section)
	(a) an underground mine; or	
	(b) a mine that is determined to be a prescribed mine by the Authority under regulation 5.3.4; or	
	(c) a mine that is one of a class of mines that are determined to be prescribed mines by the Authority under regulation 5.3.4.	

Q11.	What is the approximate annual cost of maintaining safe air levels throughout the mine you operate?	Staff time _____ Staff level ⁵³ _____ Other expenses \$ _____
	Note: Costs include staff time and any other expenses.	

Currently, the operator of a prescribed mine must 'ensure that the air throughout the mine is maintained at a safe level.'

It is proposed to amend the OHS Regulations to change the requirement that prescribed mining operators ensure air is maintained at a safe level 'throughout the mine' to only 'areas in the mine in which persons work or travel'.

Q12.1	To what extent would this cost be reduced if you only had to maintain safe levels in 'areas in the mine in which persons work or travel'?	Staff time _____% reduction Other expenses _____% reduction
Q12.2	Would this change result in any other cost or cost savings to your business?	No (Continue) Yes, please describe _____ Staff time _____ Staff level _____ Other expenses \$ _____

⁵³ Refer to Attachment A for a list of wage rates for different staff levels.

4.15 Major hazard facilities

4.15.1 Costs of complying with the current OHS Regulations

Q1.	Does your business operate a licenced major hazard facility?	Yes (Continue) No (Go to next section)
Q2.	What is the approximate ongoing cost to your business of complying with regulations relating to major hazard facilities? Note: Costs include staff time and any other expenses.	Please provide approximate estimates below
	<ul style="list-style-type: none"> Safety management system requirements 	Staff time _____ Staff level ⁵⁴ _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Safety assessment of major hazards 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Emergency plan requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Safety case requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Requirement to be licenced and registered 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost
	<ul style="list-style-type: none"> Other Note: please exclude the cost of requirements relating to falls, plant, manual handling, noise, asbestos, hazardous substances, lead, confined spaces and high risk work as these are captured through separate questions	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs
Q3.	Are there any once-off costs that you incur in complying with regulations relating to major hazard facilities? Note such costs might include once off purchases of capital equipment	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)

⁵⁴ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> • Safety management system requirements 	Staff time _____ Staff level ⁵⁵ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Safety assessment of major hazards 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Emergency plan requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Safety case requirements 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Requirement to be licenced and registered 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs
<ul style="list-style-type: none"> • Other <p><i>Note: please exclude the cost of requirements relating to falls, plant, manual handling, noise, asbestos, hazardous substances, lead, confined spaces and high risk work as these are captured through separate questions</i></p>	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

4.15.2 Impacts of potential changes to the OHS Regulations

4.15.2.1 Proposal to change safety management system requirements

<p><i>It is proposed to amend the OHS Regulations to remove the requirement to provide descriptions of certain policies and procedures in the safety management system (SMS). It is anticipated that this will reduce compliance and administration costs for Major Hazard Facilities (MHFs) that already provide the policies and procedures in full as part of the SMS. A description will no longer need to be prepared and provided in addition to the full policies/procedures.</i></p>	
Q4. What would be the approximate annual cost saving to your business of removing the requirement to provide descriptions of policies and procedures? <p>Note: Costs include staff time and any other expenses.</p>	Staff time _____ Staff level ⁵⁶ _____ Other expenses \$ _____ <input type="checkbox"/> No change

⁵⁵ Refer to Attachment A for a list of wage rates for different staff levels.

⁵⁶ Refer to Attachment A for a list of wage rates for different staff levels.

4.15.2.2 Proposal to change requirements for updating safety cases

Currently, when updating a Safety Case and providing it to WorkSafe the entire Safety Case must be re-printed and provided in full.

It is proposed to amend the OHS Regulations to allow operators to provide only the revised parts of the Safety Case (e.g. select pages) rather than the entire Safety Case every time a revision is made.

<p>Q5.1 What would be the approximate annual cost saving to your business of removing the requirement to re-submit the entire Safety Case every time a revision is made, taking into account that you might typically update a Safety Case several times a year?</p> <p>Note: Costs include staff time and any other expenses.</p>	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No change</p>
<p>Q5.2 Would this change result in any other costs or cost savings to your business?</p>	<p>No (Continue)</p> <p>Yes, please describe and specify whether cost or cost saving</p> <p>_____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p>

4.15.2.3 Proposal to change demographic and other information requirements for Safety Cases

The OHS Regulations require demographic information to be represented graphically in an operator's Safety Case. It is proposed to amend the OHS Regulations to remove the requirement for demographic information to be presented graphically. This will allow more flexibility as to how operators can provide this information.

<p>Q6.1 When you've had to do this previously, what was the approximate cost of providing the demographic information in a graphical format in the Safety Case?</p>	<p>Staff time _____ Staff level⁵⁷ _____</p> <p>Other expenses \$ _____</p>
<p>Q6.2 How many times have you updated the demographic information in the Safety Case in the last five years?</p>	<p>_____</p>
<p>Q6.3 Would this change result in any other costs or cost savings to your business?</p>	<p>No (Continue)</p> <p>Yes, please describe and specify whether cost or cost saving</p> <p>_____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p>

⁵⁷ Refer to Attachment A for a list of wage rates for different staff levels.

It is proposed to amend the OHS Regulations to include a new requirement to provide seismic data in an operator's Safety Case, where such data is relevant to the risk of a major incident at a MHF

Q6.4 What is the approximate cost of providing relevant seismic data in the Safety Case? Staff time _____ Staff level _____
Other expenses \$ _____

4.15.2.4 Proposal to require the provision of emergency plans to municipal councils

Currently, operators of MHFs must prepare emergency plans in conjunction with relevant municipal councils but do not have to provide them with the final copy of the plan, despite the fact that councils may be required to implement parts of the plan relating to offsite consequences.

It is proposed to amend the OHS Regulations to require Major hazard facility operators to provide current information on relevant parts of the emergency plan to the municipal councils they are required to consult with under the OHS Regulations.

Q7.1 What is the approximate annual cost to your business of providing the emergency plan(s) to municipal councils? Staff time _____ Staff level⁵⁸ _____
Other expenses \$ _____
Note: costs include staff time and any expenses.

Q7.2 Would you need to extract sensitive information from the emergency plan prior to providing it to councils? Yes (Continue)
No (Go to Question 7.5)

Q7.3 Would this add to the cost of providing the emergency plan? Yes (Continue)
No (Go to Question 7.5)

Q7.4 To what extent would this add to the cost estimate provided above (Question 7.1) _____% increase in staff costs and other expenses

Q7.5 Would this change result in any other costs or cost savings to your business? No (Continue)
Yes, please describe and specify whether cost or cost saving

Staff time _____ Staff level _____
Other expenses \$ _____

4.15.2.5 Proposal to address the protection of emergency services personnel in emergency plans

It is proposed to amend the OHS Regulations to introduce an express requirement that MHF operators' address the protection of emergency services personnel in their emergency plan. This will mean that operators will have to provide for, and include information in the emergency plan about, emergency measures planned for the protection of first responders.

⁵⁸ Refer to Attachment A for a list of wage rates for different staff levels.

Q8.1	<p>What would be the approximate once-off cost of your emergency plan to include information about the protection of emergency services personnel?</p> <p>Note: Costs include staff time and any other expenses.</p>	<p>Staff time _____ Staff level⁵⁹ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No change</p>
Q8.2	<p>What would be the approximate ongoing annual cost of expanding your emergency plan to include information about the protection of emergency services personnel?</p> <p>Note: Costs include staff time and any other expenses.</p>	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No change</p>
Q8.3	<p>Would this change result in any other costs or cost savings to your business?</p>	<p>No (Continue)</p> <p>Yes, please describe and specify whether cost or cost saving</p> <p>_____</p> <p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p>

4.16 Construction

4.16.1 Costs of complying with the current OHS Regulations

Q1.	<p>Are construction hazards present in your workplace?</p>	<p>Yes (Continue)</p> <p>No (Go to next section)</p>
Q2.	<p>What is the approximate ongoing cost to your business of complying with regulations relating to construction?</p> <p>Note: Costs include staff time and any other expenses.</p>	<p>Please provide approximate estimates below</p>
	<ul style="list-style-type: none"> Safe work method statement for high risk construction work 	<p>Staff time _____ Staff level⁶⁰ _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p> <p><input type="checkbox"/> Does not apply to my business</p>
	<ul style="list-style-type: none"> Principal contractor duty (\$350,000 threshold trigger requirement for health and safety coordination plan) 	<p>Staff time _____ Staff level _____</p> <p>Other expenses \$ _____</p> <p><input type="checkbox"/> No cost</p> <p><input type="checkbox"/> Does not apply to my business</p>

⁵⁹ Refer to Attachment A for a list of wage rates for different staff levels.

⁶⁰ Refer to Attachment A for a list of wage rates for different staff levels.

<ul style="list-style-type: none"> Requirement to provide construction induction training 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No cost, or <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Other <p><i>Note: please exclude the cost of requirements relating to falls, plant, manual handling, noise, asbestos, hazardous substances, lead, confined spaces and high risk work as these are captured through separate questions</i></p>	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major costs

Q3. Are there any once-off costs that you incur in complying with regulations relating to construction? <p><i>Note such costs might include once off purchases of capital equipment</i></p>	No (Go to next question) Yes (Please provide approximate estimates of once off costs over the last five years below)
<ul style="list-style-type: none"> Safe work method statement for high risk construction work 	Staff time _____ Staff level ⁶¹ _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Principal contractor duty (\$350,000 threshold trigger requirement for health and safety coordination plan) 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Requirement to provide construction induction training 	Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No once-off costs, or <input type="checkbox"/> Does not apply to my business
<ul style="list-style-type: none"> Other <p><i>Note: please exclude the cost of requirements relating to falls, plant, manual handling, noise, asbestos, hazardous substances, lead, confined spaces and high risk work as these are captured through separate questions</i></p>	Please specify _____ Staff time _____ Staff level _____ Other expenses \$ _____ <input type="checkbox"/> No other major once-off costs

⁶¹ Refer to Attachment A for a list of wage rates for different staff levels.

4.17 Broadening the scope of the OHS Regulations

4.17.1 Costs of changes to broaden the scope of the OHS Regulations

4.17.1.1 Proposal to improve national consistency by introducing an absolute duty to have and test emergency plans

<p><i>One alternative to the OHS Regulations would be to achieve greater national consistency by introducing a general duty to prepare, maintain and implement an emergency plan for all workplaces. Currently, the OHS Regulations impose a duty to prepare, test and implement an emergency plan only for workplaces which are major hazard facilities and prescribed mines.</i></p>		
Q1.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because the business already prepares, maintains and implements an emergency plan (Go to Question 1.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 1.3)
Q1.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q1.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No (Go to Question 1.6)
Q1.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q1.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q1.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No (Go to Question 2.1)
Q1.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

4.17.1.2 Proposal to improve national consistency by introducing a duty to provide an adequate level of first aid

<p><i>One alternative to the OHS Regulations is to achieve greater national consistency by introducing a general duty to provide first aid at the workplace, ensure that all workers at the workplace have access to the first aid equipment, and ensure that an adequate number of workers are trained to administer first aid.</i></p>		
Q2.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because employees already have immediate access to a trained first aid (Go to Question 2.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 2.3)
Q2.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q2.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to Question 2.6)
Q2.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q2.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q2.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	Yes (Continue) No (Go to Question 3.1)
Q2.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

4.17.1.3 Proposal to improve national consistency by prescribing a requirement to control the risk of falling objects

One alternative to regulating the risk of falling objects would be to achieve greater national consistency by imposing a specific duty to manage the risks to health and safety associated with falling objects. An employer would be required to, so far as is reasonably practicable, eliminate the risk of falling objects at the workplace; or if this is not possible, provide a system of work to minimise the risk of an object falling on a person.

This is currently covered by the general duty in the Victorian OHS Act to provide a safe workplace for employees.

Q3.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because the risk of falling objects at the workplace is already eliminated or a system is in place to minimise the risk (Go to Question 3.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 3.3)
Q3.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q3.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No (Go to Question 3.6)
Q3.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q3.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q3.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No (Go to Question 4.1)
Q3.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

4.17.1.4 Proposal to improve national consistency by introducing a general requirement concerning the effective communication for remote or isolated workers

Consideration is being given to the impacts of imposing a general duty to manage risks to workers undertaking remote or isolated work. In doing so, a system of work must be provided that includes effective communication with the worker. Since remote or isolated work is defined with regards to the location and nature of the work and the time the work is undertaken, this duty could apply to night shift workers, as well as those working in remote and isolated workplaces (eg farm workers).

Q4.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because effective communication is already provided to remote or isolated workers (Go to Question 4.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 4.3)
Q4.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q4.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No (Go to Question 4.6)
Q4.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q4.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q4.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No (Go to Question 5.1)
Q4.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

4.17.1.5 Proposal to improve national consistency by introducing requirements concerning electrical safety in hostile operating environments – residual current devices

Consideration is being given to the impacts of including a requirement to fit residual current devices (RCDs) to sockets in hostile environments. This requires retrofitting of RCDs to existing workplaces or use of a portable device to protect sockets. It impacts on a large number of persons conducting a business or undertaking, including potentially a number of small businesses and home offices. The meaning of a hostile operating environment is broad and could potentially capture home offices.

Q5.1	Do you anticipate this change would result in any costs to your business?	<input type="checkbox"/> Yes (Continue) <input type="checkbox"/> No, because our workplace already has RCDs fitted (Go to Question 5.3) <input type="checkbox"/> No, please specify why not _____ (Go to Question 5.3)
Q5.2	What would be the approximate cost of complying with the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____
Q5.3	Do you anticipate this proposal would result in any changes in work-related injuries and illnesses from hazards in this area?	Yes (Continue) No (Go to Question 5.6)
Q5.4	Would the change be an increase or decrease in injuries and illnesses?	<input type="checkbox"/> Increase <input type="checkbox"/> Decrease
Q5.5	What do you think the level of impact would be?	<input type="checkbox"/> Small impact <input type="checkbox"/> Moderate impact <input type="checkbox"/> Significant impact
Q5.6	Would the existence of a consistent approach to the OHS Regulations across Australian states and territories result in any cost savings to your business?	Yes (Continue) No (End)
Q5.7	What would be the approximate cost saving of the change in OHS Regulation? Note: Costs include staff time and any other expenses.	Staff time _____ Staff level _____ Other expenses \$ _____

Attachment A to interview questionnaire – wage rates and categories

When valuing the cost of staff time, the Victorian Government time cost calculator for Regulatory Impact Statements is applied. The wage categories and standard wage rates are noted in the following table.

Table 4.1: Standard wage rates by staff level (\$ per hour)

Staff level	Wage rate including on-costs and overheads
Manager/Professional	\$96.20
Skilled worker	\$71.28
Unskilled worker	\$56.72
Any worker	\$74.46

Source: Victorian Government (Department of Treasury and Finance) time cost calculator for Regulatory Impact Statements and Regulatory Change Measurements

5 Web-based survey questionnaire

The web-based survey questionnaire is provided below. Note that it was possible for survey respondents to skip certain questions depending on their answers to the initial questions in each section.

The Victorian Occupational Health and Safety Reform Survey

The Victorian Occupational Health and Safety Regulations 2007 (OHS Regulations) will expire in June 2017. WorkSafe Victoria (WorkSafe) is currently undertaking a review of the OHS Regulations. As part of this review, Deloitte Access Economics has been engaged by the Victorian Government to develop a Regulatory Impact Statement to estimate the current impact of the OHS Regulations and the extent of any associated health and safety benefits or time and cost savings resulting from any potential changes to the regulations for businesses in Victoria.

In this survey Deloitte Access Economics is seeking information on the impact on your business of complying with the Victorian Occupational Health and Safety Act and Regulations.

Your input will help to inform government decisions about the OHS Regulations that are being developed and will be in place for the next 10 years. Your opinion is valuable, and we greatly appreciate any time you can spare to complete this survey. It should take approximately 15 minutes.

The information you provide will be treated in a confidential manner and will be de-identified. It will only be used to assess the impact of the OHS Regulations.

Please complete the survey by **14 December 2015 at 9am.**

Section 1: Employer information

Question 1.

Where is your business located in Victoria?

- Greater Melbourne metropolitan area
- A major regional centre
- A small town or rural area

Question 2.

What sector does your business operate in?(select the one that best applies)

- Agriculture, Forestry and Fishing
- Mining
- Manufacturing
- Electricity, Gas and Water and Waste Services
- Construction
- Wholesale Trade
- Retail Trade
- Accommodation and Food Services
- Transport, Postal and Warehousing
- Information Media and Telecommunications
- Financial and Insurance Services
- Rental, Hiring and Real Estate Services
- Professional, Scientific and Technical Services
- Administrative and Support Services
- Public Administration and Safety
- Education and Training
- Health Care and Social Assistance
- Arts and Recreation Services
- Other Services

Question 3.

Are you classed as a small, medium or large business?

- Small (less than 20 employees)
- Medium (20 to 199 employees)
- Large (200 or more employees)

Question 4.

What was your approximate revenue in your most recent financial year?

- \$ _____
- Prefer not to say

Question 5.

Does your business operate in other Australian states and territories?

- Yes
- No

Section 2: Costs of complying with occupational health and safety requirements

This section seeks to identify the costs to your business of complying with your obligations under the Victorian Occupational Health and Safety Act and Regulations. Compliance obligations can be broadly categorised into the following areas:

- Hazard identification and risk control
- Provision of information, instruction and training
- Atmospheric / noise monitoring, health surveillance and testing
- Record keeping
- Notification, licensing and registration

Note that some of the areas may not be relevant to your business. When answering these questions, it is important to consider that these compliance requirements may apply across numerous hazards present in your workplace, including:

- Manual handling, noise, falls, confined spaces, plant and licenced high risk work
- Hazardous substances and materials including scheduled carcinogenic substances, asbestos and lead
- Hazards associated with work undertaken in hazardous industries such as construction, major hazard facilities and mines

Hazard identification and risk control

Businesses are required to provide so far as is reasonably practicable a safe work environment which requires businesses to identify hazards and control risks. The OHS Regulations specify requirements in relation to a number of hazards.

Question 6.

Approximately how much staff time is involved **each month** (on average) in meeting these hazard identification and risk control requirements?

Note: If staff costs are negligible in this area then please enter "0".

	Click to write Column 1	Click to write Column 2
Average per month	Days •	Hours •

Question 7.

Over and above the cost of staff time, approximately how much money does your business spend **each year** on an ongoing basis in meeting these hazard identification and risk control requirements? For example, procuring new

equipment or engaging a consultant such as an occupational hygienist or ergonomist.

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Question 8.

In the absence of the OHS Regulations, approximately how much time and money would you still spend on hazard identification and risk control?

- Less** time & money
- Same** time & money
- More** time & money
- Unsure

- How much less time would you spend in percentage (%) terms?
- How much less money would you spend in percentage (%) terms?

- How much more time would you spend in percentage (%) terms?
- How much more money would you spend in percentage (%) terms?

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may also undertake hazard identification and risk control activities voluntarily as sound business practice or to meet industry standards.

Question 9.

Are there any once-off costs that you incur in order to comply with hazard identification and risk control requirements?

Note: Such costs might include once-off purchase of capital equipment

- Yes
- No

Question 9.a Approximately how much staff time is involved on a once-off basis in this area **every five years**?

	Click to write Column 1	Click to write Column 2
Every five years	Days •	Hours •

Question 9.b.

Over and above the cost of staff time, approximately how much money does your business spend on once-off purchases in this area **every five years**?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Question 9.c

In the absence of the OHS Regulations, approximately how much of this time and money would you still spend?

- Less** time & money
- Same** time & money
- More** time & money
- Unsure

- How much less time would you spend in percentage (%) terms?
- How much less money would you spend in percentage (%) terms?

- How much more time would you spend in percentage (%) terms?
- How much more money would you spend in percentage (%) terms?

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may also undertake hazard identification and risk control activities voluntarily as sound business practice or to meet industry standards.

Provision of information, instruction and training

Businesses are required to provide the necessary information, instruction and training to employees to enable them to perform their work safely and without risks to health.

Question 10.

Approximately how much time is involved **each month** (on average) in providing safety information, instruction and training to employees, including time involved in both participating in and providing training? Note: If staff costs are negligible in this area then please enter "0".

	Click to write Column 1	Click to write Column 2
	Days	Hours
Average per month	•	•

Question 11.

Over and above the cost of staff time, approximately how much money does your business spend **each year** in providing safety information, instruction and training to employees?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Question 12.

In the absence of the OHS Regulations, approximately how much of this time and money would you still spend providing safety information, instruction and training to employees?

- Less** time & money
- Same** time & money
- More** time & money
- Unsure

- How much less time would you spend in percentage (%) terms?
- How much less money would you spend in percentage (%) terms?

- How much more time would you spend in percentage (%) terms?
- How much more money would you spend in percentage (%) terms?

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may undertake safety information, instruction and training voluntarily as sound business practice or to meet industry standards.

Atmospheric monitoring, testing (audiometric tests, audiological examinations and blood lead level tests) and health surveillance

An employer is required to monitor the health of employees so far as is reasonably practicable. The OHS Regulations prescribe specific requirements in relation to some hazards such as noise, lead and asbestos.

Question 13.

Approximately how much time is involved **each month** (on average) in monitoring the health of employees including undertaking atmospheric monitoring, testing and health surveillance? Note: If staff costs are negligible in this area then please enter "0".

	Click to write Column 1	Click to write Column 2
Average per month	Days •	Hours •

Question 14.

Over and above the cost of staff time, approximately how much money does your business spend **each year** on an ongoing basis in monitoring the health of employees including undertaking atmospheric monitoring, testing and health surveillance?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Question 15.

In the absence of the OHS Regulations approximately how much of this time and money would you still spend?

- Less** time & money
- Same** time & money
- More** time & money
- Unsure

- How much less time would you spend in percentage (%) terms?
- How much less money would you spend in percentage (%) terms?

- How much more time would you spend in percentage (%) terms?
- How much more money would you spend in percentage (%) terms?

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may monitor the health of employees voluntarily as sound business practice or to meet industry standards.

Question 16.

Are there any once-off costs that you incur in order to comply with atmospheric monitoring, noise monitoring and/or health surveillance and testing requirements?

Note: Such costs might include the once-off purchases of capital equipment.

- Yes
- No

Question 16.a

Approximately how much staff time is involved on a once-off basis in this area **every five years**?

Note: If staff costs are negligible in this area then please enter "0".

	Click to write Column 1	Click to write Column 2
	Days	Hours
Every five years	•	•

Question 16.b.

Over and above the cost of staff time, approximately how much money does your business spend on once-off purchases in this area **every five years**?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Question 16.c

In the absence of the OHS Regulations approximately how much of this time and money would you still spend?

- Less** time & money
- Same** time & money
- More** time & money
- Unsure

- How much less time would you spend in percentage (%) terms?
- How much less money would you spend in percentage (%) terms?

- How much more time would you spend in percentage (%) terms?
- How much more money would you spend in percentage (%) terms?

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may monitor the health of employees voluntarily as sound business practice or to meet industry standards.

Record keeping

Employers are required to keep records relating to the health and safety of employees as far as reasonably practicable. The OHS Regulations prescribe specific records in relation to some hazards including noise, confined spaces and scheduled carcinogenic substances.

Question 17.

Approximately how much time is involved each month (on average) in keeping records relating to health and safety?

Note: If staff costs are negligible in this area then please enter "0".

	Click to write Column 1	Click to write Column 2
	Days	Hours
Average per month	•	•

Question 18.

Over and above the cost of staff time, approximately how much money does your business spend **each year** on keeping records relating to health and safety?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Question 19.

In the absence of the OHS Regulations, approximately how much of this time and money would you still spend on keeping records relating to health and safety?

- Less** time & money
- Same** time & money
- More** time & money
- Unsure

- How much less time would you spend in percentage (%) terms?
- How much less money would you spend in percentage (%) terms?

- How much more time would you spend in percentage (%) terms?
- How much more money would you spend in percentage (%) terms?

Note that, in the absence of the OHS Regulations, you are still required to provide a safe workplace and you may keep records voluntarily as sound business practice or to meet industry standards.

Notifications

Question 20.

Is your business required under the OHS Regulations to **Notify** WorkSafe or other government entities of a specified matter (such as notification of asbestos removal works, notification of a lead-risk job, notification of construction excavation work)?

Note: This does not include notification of serious injuries as required under the OHS Act.

- Yes
- No
- Unsure

Question 20.a

Approximately how much time is involved **each month** (on average) in meeting notification requirements?

Note: If staff costs are negligible in this area then please enter "0".

	Click to write Column 1	Click to write Column 2
	Days	Hours
Average per month	•	•

Question 20.b

Over and above the cost of staff time, approximately how much does your business spend **each year** in meeting notification requirements?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Registrations

Question 21.

Is your business required under the OHS Regulations to **register** certain things (such as plant design registration, registration for a person to perform construction work)?

- Yes
- No
- Unsure

Question 21.a

Approximately how much time is involved **each month** (on average) in meeting registration requirements?

Note: If staff costs are negligible in this area then please enter “0”.

	Click to write Column 1	Click to write Column 2
	Days	Hours
Average per month	•	•

Question 21.b

Over and above the cost of staff time, approximately how much does your business spend **each year** in meeting registration requirements?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Licencing

Question 22.

Is your business required under the OHS Regulations to ensure certain parties are **licenced** to undertake specific activities (such as high risk work licences, major hazard facility licence or asbestos removal licence)?

- Yes
- No
- Unsure

Question 22.a

Approximately how much time is involved **each month** (on average) in meeting licencing requirements? Note: If staff costs are negligible in this area then please enter “0”.

	Click to write Column 1	Click to write Column 2
	Days	Hours
Average per month	•	•

Question 22.b

Over and above the cost of staff time, approximately how much does your business spend **each year** in meeting licencing requirements?

- \$1 - \$1,000
- \$1,001 - \$5,000
- \$5,001 - \$10,000
- \$10,001 - \$50,000
- \$50,001 - \$100,000
- Specify (\$) _____

Section 3: Benefits of the OHS regulations

Although the OHS Regulations may be associated with a range of compliance costs, they may also assist employers by providing certainty on what employers are required to do to comply with their obligations to provide a safe workplace.

Question 23.

Does having the OHS Regulations mean that you save on legal costs associated with either getting compliance advice or defending actions taken?

- Yes, please provide an approximate estimate of legal cost savings per year (\$) _____
- No
- Unsure

Question 24.

What impact do you think the OHS Regulations have on reducing workplace injuries, illness and fatalities?

- No impact
- Small impact
- Medium impact
- Significant impact

6 Industry / hazard matrix

In each of the hazard-specific chapters in Part Two of the RIS, an estimate is provided of the number of employees potentially affected by the relevant hazard area/industry. This information is also used in the risk analysis included in Chapter 3 of the RIS. In addition to this, some of the estimates under Options 2 and 3 are scaled using an estimate of the maximum number of businesses potentially affected by a hazard area/industry as a starting point.

All of these analyses were based on ABS data on the number of employees or businesses in the ANZSIC subdivision relevant to each hazard area/industry. The identification of subdivisions considered to be relevant to each hazard area/industry was undertaken by Deloitte, the results of which are outlined in the industry / hazard matrix provided in Table 6.1.

Table 6.1: Industry / hazard matrix

Industry and subdivision	Haz. Sub.	Carcinogens	Lead	Mines	MHF	Plant	HRW	Man. Hand.	Constr. uction	Falls	Falls (WHS)	Asbestos	Noise	Conf. spaces
Agriculture, forestry and fishing														
Agriculture	✓	✓				✓		✓		✓	✓	✓	✓	✓
Aquaculture	✓					✓		✓					✓	
Forestry and Logging						✓		✓		✓	✓	✓	✓	
Fishing, Hunting and Trapping						✓		✓					✓	
Agriculture, Forestry and Fishing Support Services														
Mining														
Coal Mining				✓		✓		✓		✓	✓		✓	
Oil and Gas Extraction	✓				✓	✓		✓		✓	✓		✓	✓
Metal Ore Mining	✓	✓		✓		✓		✓		✓	✓		✓	
Non-Metallic Mineral Mining and Quarrying	✓					✓		✓		✓	✓		✓	✓
Exploration and Other Mining Support Services						✓		✓		✓	✓		✓	
Manufacturing														
Food Product Manufacturing	✓	✓				✓		✓		✓	✓	✓	✓	✓
Beverage and Tobacco Product Manufacturing	✓	✓				✓		✓		✓	✓	✓	✓	✓
Textile, Leather, Clothing and Footwear Manufacturing						✓		✓				✓	✓	
Wood Product Manufacturing					✓	✓		✓		✓	✓	✓	✓	
Pulp, Paper and Converted Paper Product Manufacturing	✓	✓			✓	✓		✓		✓	✓	✓	✓	✓
Printing (including the Reproduction of Recorded Media)	✓					✓		✓				✓	✓	
Petroleum and Coal Product Manufacturing	✓	✓			✓	✓		✓		✓	✓	✓	✓	✓
Basic Chemical and Chemical Product Manufacturing	✓	✓			✓	✓		✓		✓	✓	✓	✓	✓
Polymer Product and Rubber Product Manufacturing	✓	✓	✓		✓	✓		✓		✓	✓	✓	✓	✓

Industry and subdivision	Haz. Sub.	Carcinogens	Lead	Mines	MHF	Plant	HRW	Man. Hand.	Constr. action	Falls	Falls (WHS)	Asbestos	Noise	Conf. spaces
Non-Metallic Mineral Product Manufacturing	✓	✓				✓		✓		✓	✓	✓	✓	
Primary Metal and Metal Product Manufacturing	✓	✓	✓			✓		✓		✓	✓	✓	✓	
Fabricated Metal Product Manufacturing	✓	✓	✓			✓		✓		✓	✓	✓	✓	
Transport Equipment Manufacturing						✓		✓		✓	✓	✓	✓	
Machinery and Equipment Manufacturing						✓		✓		✓	✓	✓	✓	
Furniture and Other Manufacturing						✓		✓				✓	✓	
Electricity, gas, water and waste services														
Electricity Supply	✓	✓				✓	✓	✓		✓	✓	✓	✓	✓
Gas Supply	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓
Water Supply, Sewerage and Drainage Services	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓
Waste Collection, Treatment and Disposal Services	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓
Construction														
Building Construction						✓	✓	✓	✓	✓	✓	✓	✓	
Heavy and Civil Engineering Construction						✓	✓	✓	✓	✓	✓	✓	✓	
Construction Services						✓	✓	✓	✓	✓	✓	✓	✓	
Wholesale Trade														
Basic Material Wholesaling						✓	✓	✓		✓	✓	✓		
Machinery and Equipment Wholesaling						✓	✓	✓		✓	✓	✓		
Motor Vehicle and Motor Vehicle Parts Wholesaling						✓	✓	✓		✓	✓	✓		
Grocery, Liquor and Tobacco Product Wholesaling						✓	✓	✓		✓	✓	✓		
Other Goods Wholesaling						✓	✓	✓		✓	✓	✓		
Commission-Based Wholesaling						✓	✓	✓		✓	✓	✓		
Retail Trade														
Motor Vehicle and Motor Vehicle Parts Retailing						✓		✓			✓	✓		

Industry and subdivision	Haz. Sub.	Carcinogens	Lead	Mines	MHF	Plant	HRW	Man. Hand.	Constr. uction	Falls	Falls (WHS)	Asbestos	Noise	Conf. spaces
Fuel Retailing	✓							✓			✓	✓		
Food Retailing	✓							✓			✓	✓		
Other Store-Based Retailing	✓							✓			✓	✓		
Non-Store Retailing and Retail Commission Based Buying and/or Selling								✓				✓		
Accommodation and food services														
Accommodation								✓						
Food and Beverage Services	✓							✓						
Transport, Postal and warehousing														
Road Transport							✓	✓	✓	✓	✓			
Rail Transport							✓	✓	✓	✓	✓	✓		
Water Transport							✓	✓	✓	✓	✓			
Air and Space Transport							✓	✓	✓	✓	✓	✓	✓	
Other Transport							✓	✓	✓					
Postal and Courier Pick-up and Delivery Services							✓	✓	✓					
Transport Support Services								✓						
Warehousing and Storage Services					✓	✓	✓	✓		✓	✓	✓		✓
Information Media and Telecommunications														
Publishing (except Internet and Music Publishing)														
Motion Picture and Sound Recording Activities														
Broadcasting (except Internet)														
Internet Publishing and Broadcasting														
Telecommunications Services											✓	✓		
Internet Service Providers, Web Search Portals and Data Processing Services														

Industry and subdivision	Haz. Sub.	Carcinogens	Lead	Mines	MHF	Plant	HRW	Man. Hand.	Constr. uction	Falls	Falls (WHS)	Asbestos	Noise	Conf. spaces
Library and Other Information Services								✓						
Financial and Insurance Services														
Finance														
Insurance and Superannuation Funds														
Auxiliary Finance and Insurance Services														
Rental Hiring and Real Estate Services														
Rental and Hiring Services (except Real Estate)						✓		✓						
Property Operators and Real Estate Services														
Professional, Scientific and Technical Services														
Professional, Scientific and Technical Services (Except Computer System Design and Related Services)	✓					✓		✓						
Computer System Design and Related Services														
Administrative Support Services														
Administrative Services														
Building Cleaning, Pest Control and Other Support Services	✓					✓		✓		✓	✓	✓		
Public Administration and Safety														
Public Administration														
Defence														
Public Order, Safety and Regulatory Services	✓					✓		✓		✓	✓	✓	✓	
Education and Training														
Preschool and School Education								✓			✓	✓		
Tertiary Education	✓					✓		✓				✓		
Adult, Community and Other Education						✓		✓				✓		
Health care and Social Assistance														

Industry and subdivision	Haz. Sub.	Carcinogens	Lead	Mines	MHF	Plant	HRW	Man. Hand.	Constr uction	Falls	Falls (WHS)	Asbestos	Noise	Conf. spaces
Hospitals	✓							✓				✓		✓
Medical and Other Health Care Services	✓							✓				✓		
Residential Care Services								✓				✓		
Social Assistance Services								✓						
Arts and Recreation Services														
Heritage Activities														
Creative and Performing Arts Activities						✓							✓	
Sports and Recreation Activities								✓					✓	
Gambling Activities														
Other Services														
Repair and Maintenance						✓		✓			✓		✓	
Personal and Other Services														
Private Households Employing Staff and Undifferentiated Goods- and Service-Producing Activities of Households for Own Use								✓						

Appendix A - Breakdown of licence classes for HRW

Description/Licence class	Class code	Number of licences	Percentage of total (%)
Basic boiler operation	BB	4092	0.8
Intermediate boiler operation	BI	4023	0.8
Advanced boiler operation	BA	1552	0.3
Basic rigging	RB	17089	3.4
Intermediate rigging	RI	8857	1.8
Advanced rigging	RA	3092	0.6
Basic scaffolding	SB	13100	2.6
Intermediate scaffolding	SI	5701	1.1
Advanced scaffolding	SA	2052	0.4
Forklift truck operation	LF	281865	56.2
Order-picking forklift truck operation	LO	16471	3.3
Materials hoist operation	HM	2035	0.4
Personnel and materials hoist operation	HP	3854	0.8
Boom-type elevated work platform operation	WP	64152	12.8
Concrete placing boom operation (vehicle)	PB	788	0.2
Bridge and gantry crane operation	CB	4770	1.0
Derrick crane operation	CD	192	0.04
Portal boom crane operation	CP	382	0.1
Portal boom crane operation	CP	382	0.1
Self-erecting tower crane operation	CS	63	0.01
Tower crane operation	CT	1418	0.3
Vehicle loading crane operation	CV	6290	1.3
Slewing mobile crane operation (up to 20 tonnes)	C2	5343	1.1
Slewing mobile crane operation (up to 60 tonnes)	C6	3277	0.7
Slewing mobile crane operation (up to 100 tonnes)	C1	1299	0.3
Slewing mobile crane operation (over 100 tonnes)	C0	1118	0.2
Dogging	DG	36729	7.3
Reciprocating steam engine operation	ES	522	0.1
Turbine operation	TO	989	0.2
Total		501772¹	

Source: WorkSafe licensing data

Note: ¹Figure does not represent the number of licence holders. As at 30 June 2015 there were only **320,881** persons with a HRW licence as some people hold more than one licence

Limitation of our work

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Contact us

Deloitte Access Economics
ACN: 149 633 116

550 Bourke St
Melbourne VIC 3000

Tel: +61 3 9671 7000
Fax: +61 3 9671 7700

[www.deloitte](http://www.deloitte.com)

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