

Enforceable Undertakings Guidelines



Enforceable
Undertakings deliver
positive safety
benefits to the
workplace, industry
and the community



Introduction

An alleged contravention of the NSW Work Health and Safety Act 2011 (the Act) or Work Health and Safety Regulation 2017 (the Regulation) is serious.

Failing to protect workers and others who are affected by work carried out may be a criminal offence which in some instances may warrant prosecution in a court of law. A prosecution is one enforcement option. An enforceable undertaking (EU) is an alternative enforcement option to a prosecution. An EU provides an opportunity for significant work health and safety reform to be undertaken¹.

SafeWork NSW is the state's primary work health and safety regulator.

It operates under the legislative mandate of the *Work Health and Safety Act 2011* (WHS Act) and is responsible for engaging with the NSW community to prevent work-related fatalities, serious injuries, and illnesses and securing compliance with Work Health and Safety Laws. SafeWork also administers and ensures compliance with the Explosives Act 2003 and the Dangerous Goods (Road and Rail Transport) Act 2008.

On 1 July 2025, amendments to the *Work Health and Safety Act 2011* (WHS Act) and associated legislation commence operation, establishing SafeWork NSW as a standalone regulatory agency. The SafeWork Commissioner is the head of SafeWork NSW and is the "regulator" under the WHS Act, to be known as SafeWork NSW, supported by the agency.

Scope

One of the objects of the Act is securing work health and safety compliance, through effective and appropriate enforcement measures².

These guidelines explain the principles SafeWork NSW applies to the use of EUs as an enforcement measure and the approach taken in considering an EU from a person who has allegedly committed an offence under the Act.

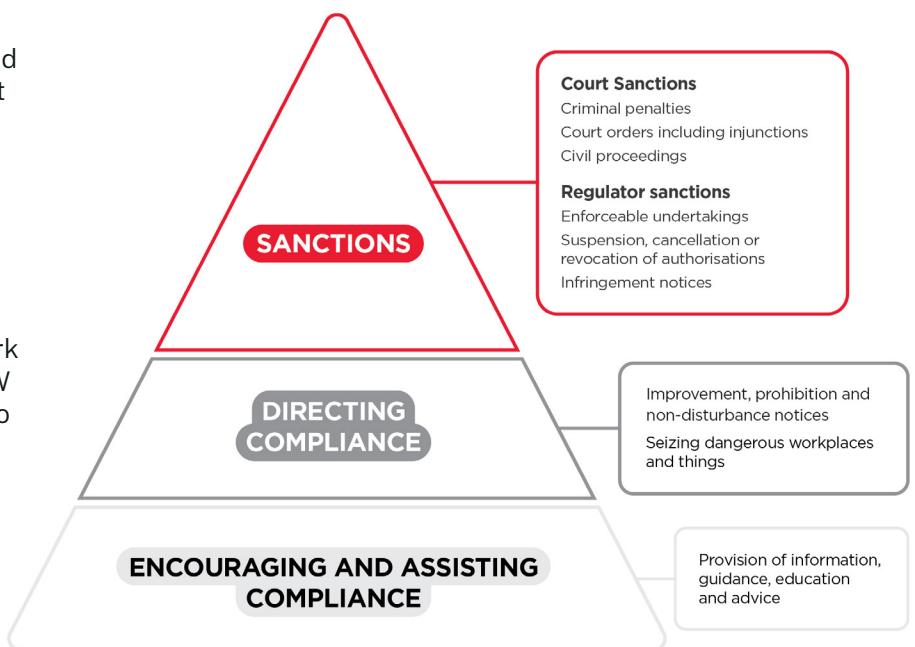
These guidelines replace SafeWork NSW Enforceable Undertakings Guidelines–January 2022.

An EU may be accepted by SafeWork NSW in connection with a matter relating to a contravention or alleged contravention of the Act or Regulation by the person.

As part of its mandate, SafeWork NSW ensures adherence to work health and safety laws, applying regulatory best practices to promote fairness, transparency, and trust with the NSW community.

We offer advice on improving work health and safety, provide licensing and registration for potentially dangerous work, provide safety testing services, and take action to ensure the laws we administer are followed. Where necessary, we enforce compliance and undertake investigations and prosecutions to help secure safe and healthy workplaces.

An EU cannot be accepted for a contravention or alleged contravention that is a Category 1 offence or an offence of Industrial Manslaughter. Please refer to page 5, 'When will an EU not be accepted?' for further information.



1. National Work Health and Safety Compliance and Enforcement Policy, Section 13

2. Work Health and Safety Act 2011, Section 3(1)(e)

What is an EU?

An EU is a written legally binding agreement made by the person entering into the EU to complete certain activities within a particular timeframe.

Typically, the strategies/initiatives developed within an EU are substantial and will deliver positive safety benefits to the workplace, industry and/or the community. The effort and commitment required of a person responsible for implementing an EU may be substantial, both financially and in terms of human resources.

Why an EU and not a prosecution?

A person is already required by law to meet their statutory work health and safety obligations. An EU is intended to achieve work health and safety outcomes in the affected workplace, to the relevant industry and/or the community that strengthen compliance and build sustainable performance.

An EU can provide a systematic and lasting response, tailored to the nature of the workplace, with broader benefits for the industry and the community.

In particular, an EU can provide:

- significant and on-going commitments that aim to achieve improved WHS and compliance
- opportunity for organisational reform and a shift in driving and embedding a genuine safety culture within the workplace
- opportunity for the person to communicate to their industry peers and the community generally about the consequences of unsafe work practices and the opportunities that putting in place safe work practices can bring.

SafeWork NSW may accept an EU as an alternative to a prosecution if appropriate, given the circumstances and if it is likely to deliver sustainable work health and safety outcomes.

An EU does not constitute an admission of guilt by the person providing it in relation to the alleged contravention. Court proceedings cannot be brought against a person for the alleged contravention while the EU is being completed. The court proceedings that were already commenced prior to the EU negotiations beginning may be adjourned to enable consideration of an EU. If an EU is rejected, then the prosecution proceedings will resume.

Who can accept or reject an EU?

The decision to accept or reject an EU is made by SafeWork NSW.

When can I approach SafeWork NSW about an EU?

Generally, SafeWork NSW will consider an EU after charges have been laid and proceedings have commenced against the relevant person in respect of an alleged contravention.

An application for an EU should be made as soon as possible following the commencement of proceedings and within 12 weeks from service of the brief of evidence. SafeWork NSW will not enter into discussions about an EU if contacted more than 6 months after the contravention is alleged, unless the applicant can demonstrate exceptional circumstances exist.

You must consult with your workforce, including relevant workers, any Health and Safety Representatives and any Union representatives supporting your workforce during the development of the EU and supply evidence to verify the consultation arrangements that have occurred.

When will an EU not be accepted?

The Act prohibits the acceptance of an EU for a Category 1 offence or Industrial Manslaughter offence³.

A Category 1 offence occurs where a person with a health and safety duty, without reasonable excuse, engages in conduct that exposes an individual to a risk of serious or fatal injury or illness, and the person engages in the conduct with gross negligence or is reckless to that risk.

An offence of Industrial Manslaughter occurs where a person with a health and safety duty, engages in conduct which constitutes a failure to comply with their health and safety duty and causes the death of a worker or another individual to whom that duty is owed, and the person engages in the conduct with gross negligence.

An EU may also not be accepted as an appropriate enforcement outcome, for matters where SafeWork NSW consider the alleged offending is more appropriately addressed by a court-imposed sanction.



³. Work Health and Safety Act 2011, Section 216(2)

What determines whether an EU will be accepted?

The assessment of an EU by SafeWork NSW will involve two stages of consideration: an 'eligibility' assessment followed by an 'evaluation' assessment.

1. Eligibility

The first stage is initiated from an expression of interest by the person to SafeWork NSW about the possibility of an EU. The expression of interest is assessed to determine if an EU may be an appropriate enforcement measure.

2. Evaluation

The second stage is initiated when SafeWork NSW determines that an EU may be an appropriate option after assessing the person's eligibility. The person submits a written EU proposal to SafeWork NSW and the merit of the proposal is then considered.

Injured worker and/or family of deceased worker's view

In determining whether an EU will be accepted, the views of the injured worker and/or family of a deceased worker are important and will be considered as part of the overall assessment and evaluation of the EU application.

Stage 1 Eligibility

Considerations applicable to 'eligibility'

In assessing whether a matter may be determined as eligible for an EU, SafeWork NSW will consider the following factors:

- the level of alleged **culpability** of the person
- the degree of **risk** arising from the alleged breach
- the person's history of **compliance**
- the person's **attitude** and **commitment** to work health and safety and the EU process.
- any other matter that SafeWork NSW considers relevant to the eligibility determination.

These factors will be considered to determine if an EU is an appropriate enforcement measure.

Should SafeWork NSW determine that a person is not eligible for an EU, the person will be provided a reasonable opportunity to address the reasons prior to a final decision.

Culpability

Culpability refers to the nature of the alleged misconduct which gave rise to the contravention.

Consideration of culpability will involve an examination of the work health and safety management systems and practices of the person. This includes what they knew or what they should have reasonably known about the hazards present in the workplace and what they did or should have reasonably done to eliminate or minimise the risk arising from those hazards. This involves an objective assessment of what action or omission by the person, is considered to have contributed to the risk/incident.

Risk

Work health and safety legislation is risk-based legislation aimed at preventing exposure to the risk of harm⁴. For this reason, it is the seriousness of the risk arising from the alleged contravention, rather than the consequence of it, that will be considered.

However, a fatality or a serious injury may provide a clear indication of a failure to eliminate or control risks and will be given significant attention in deciding whether an EU is an appropriate enforcement measure.

Assessment of the seriousness of the risk arising from the alleged contravention will usually involve consideration of the following factors:

- the number of people put at risk
- how long the risk existed
- the degree of consultation that occurred about the risk within the workplace, leading up to the alleged contravention
- the actual or potential consequences of the risk created by the alleged contravention.

⁴. Work Health and Safety Act 2011, Section 3(1)(a)

Stage 1 Eligibility

continued

History of compliance

If there is a history of non-compliance this conduct may lessen the likelihood of an EU being considered an appropriate enforcement measure by SafeWork NSW.

History of compliance refers to the consideration of any evidence of prior non-compliances with work health and safety laws or other regulatory schemes, including prior convictions, notices issued and prior workplace incidents.

An EU will generally not be appropriate where any of the following circumstances exist:

- the person has two or more prior convictions against the Act, arising from separate investigations, unless the last prior conviction is more than five years prior to the alleged contravention that is the subject of the proposed EU
- if the person has a prior conviction against the Act which was connected to the fatal injury of a person, unless the prior conviction is more than five years prior to the alleged contravention that is the subject of the proposed EU
- the person has two or more prior convictions in other WHS jurisdictions, unless the last prior conviction is more than five years prior to the alleged contravention that is the subject of the proposed EU.



Attitude and commitment

A person's attitude and commitment will usually involve consideration of the following factors:

- how the person responded to the incident from a mitigation and prevention perspective and the support provided to the injured worker and/or family members of a deceased worker
- the attitude demonstrated by the person in communicating with SafeWork NSW
- how the person and/or management demonstrates commitment to the EU process, including meeting agreed actions and timeframes
- how the person and/or management demonstrates a positive work health and safety culture within the workplace.

Stage 2 Evaluation

Considerations applicable to 'evaluation'

If SafeWork NSW decides that an EU is potentially appropriate following an assessment for eligibility, the second stage is where the merit of a proposed EU is considered.

At this stage, the person prepares and submits a written EU proposal using the template SafeWork NSW provides.

In developing the EU, you must consult with your workforce, including relevant workers, any Health and Safety Representatives and any Union representatives supporting your workforce as to the proposed strategies. You will need to provide evidence supporting that you have undertaken consultation. SafeWork NSW will also verify that consultation has occurred.

The proposal will be assessed by SafeWork NSW with consideration to the following factors:

- the degree to which the EU strengthens compliance and/or builds sustainable performance
- whether the EU offers sustainable, measurable and tangible **work health and safety benefits** to:
 1. the workplace
 2. the industry and/or
 3. the community
- the extent to which some of the strategies/initiatives proposed **link to the alleged contravention** and the work health and safety duties of the person, or where this is not viable, achieve benefits to work health and safety outcomes in general
- the person's **capability** to develop and deliver an EU
- the person's **attitude** and **commitment** to the EU process (please refer to page 8 'attitude and commitment') and ongoing work health and safety compliance
- any other matter that SafeWork NSW considers relevant to the merit of and compliance with the EU.

Capability

A person's capability will be assessed against the following factors:

- the person's ability and competence to develop an EU within the prescribed timeframe
- the person's ability to deliver and complete the EU, both in terms of financial capacity and human resources.

Worker EUs

The assessment of an EU from a worker as an alternative to prosecution if appropriate, will follow the same two staged EU approach of an ‘eligibility’ assessment followed by an ‘evaluation’ assessment, however some of the assessment considerations may vary.

Stage 1: Considerations applicable to ‘eligibility’

In assessing whether a worker may be determined as eligible for an EU, SafeWork NSW will consider the following factors:

- the level of alleged **culpability** of the worker
- the degree of **risk** arising from the alleged breach
- the worker’s **attitude** and **commitment** to work health and safety and the EU process.

Stage 2: Considerations applicable to ‘evaluation’

If SafeWork NSW decides that an EU is appropriate following an assessment for eligibility, the second stage is where the merit of an EU is considered.

At this stage, the worker prepares and submits a written EU proposal, using the template SafeWork NSW provides.

The proposal will be assessed by SafeWork NSW with consideration to the following factors:

- the degree to which the EU strengthens the worker’s capability and commitment towards work health and safety
- whether the EU offers sustainable, measurable and tangible **work health and safety benefits** to:
 1. the worker
 2. the workplace and/or
 3. the industry
- the worker’s **capability** to develop and deliver an EU
- the worker’s **attitude** and **commitment** to the EU process (please refer to page 8 ‘attitude and commitment’) and ongoing work health and safety compliance
- any other matter that SafeWork NSW considers relevant to the merit of and compliance with the EU.

Prosecution proceedings may be adjourned to enable consideration of an EU. If an EU is rejected, then the prosecution proceedings will resume.



Preparing an EU

The following diagram outlines what must be included in an EU proposal:



The proposal will be considered by SafeWork NSW, subject to it containing all relevant procedural information and sufficient detail in relation to proposed strategies/initiatives, actions, milestones, costs and other information as requested.

The EU evaluation decision by SafeWork NSW

Should SafeWork NSW intend to reject a proposed EU, the person will be provided a reasonable opportunity to address the reasons prior to a final decision.

Should an EU be rejected, the person will be provided with written reasons.

Should an EU be accepted, reasons for acceptance and the full EU, will be published on the SafeWork NSW website⁵.

5. An EU is removed from the SafeWork NSW website when completed

Breaches of accepted EUs

Once an EU is accepted, it is legally binding. Failure to comply with the terms of the EU is a breach of the Act.

As an EU is enforceable by the court, a breach may result in significant sanctions including:

- a direction to comply with the EU
- discharge of the EU
- monetary fines
- an order to pay court costs
- an order to pay SafeWork NSW costs in monitoring compliance with the enforceable undertaking in the future
- commencement of proceedings for the original alleged contravention.

What you can expect from us

SafeWork NSW will:

- offer you guidance in the preparation of your EU and keep you informed of its progress
- be proactive in processing your EU
- make sure our decisions and actions are fair, reasonable, transparent and appropriate
- communicate regularly with you throughout the process
- contact the injured worker and/or family of a deceased worker to seek their views in relation to an EU and consider such views as part of the assessment for an EU
- verify you have consulted with your workers and union representatives where it is appropriate to do so.

What we will not do



SafeWork NSW will not:

- force you to enter into an EU
- prepare an EU on your behalf
- provide legal advice.

How you can help us help you



- engage SafeWork NSW as soon as possible following the commencement of proceedings
- provide SafeWork NSW with any information that is requested of you
- meet agreed timeframes
- keep SafeWork NSW informed of the progress of your EU
- tell SafeWork NSW in advance if you can't meet deadlines
- be committed to the process
- be capable of meeting the EU outcomes
- ensure you refer to the EU Guidelines throughout the process.

Timeframes

- This diagram shows the important steps in the EU process including associated timeframes.
- These timeframes are a guide only and do not cover every situation or circumstance. Therefore, time taken to negotiate an EU may be shorter or longer than indicated below⁶.



6. Timeframes to develop an EU proposal may vary. On average, development of an EU proposal may take between 5 and 10 months.

Further information

These EU Guidelines are supported and endorsed by the A/Deputy Secretary, Head of SafeWork NSW as the SafeWork NSW delegate.

For further information, please contact the EU Advisory Service on 13 10 50, or email enforceable.undertakings@safework.nsw.gov.au, or visit our website safework.nsw.gov.au/law-and-policy/enforcement/enforceable-undertakings

Privacy information

Information collected by SafeWork NSW (the Regulator) will be maintained by the Regulator on an internal database and used to assist the Regulator and its inspectorate with its work generally. It may also be provided to other state, territory and the commonwealth regulatory authorities. Except for the purposes of prosecution and unless such disclosure is otherwise required by law, the information will not be accessed by other third parties in a way that would identify the individual without the consent of that individual. You may also apply to the Regulator to access and correct any information about yourself if inaccurate, incomplete, not relevant or out of date. Applications should be made in writing to: Privacy Contact Officer, SafeWork NSW, Locked Bag 2906, Lisarow, NSW 2252.

Disclaimer

This publication may contain information about the regulation and enforcement of work health and safety in NSW. It may include some of your obligations under some of the legislation that SafeWork NSW administers. To ensure you comply with your legal obligations you must refer to the appropriate legislation.

Information on the latest laws can be checked by visiting the NSW legislation website legislation.nsw.gov.au

This publication does not represent a comprehensive statement of the law as it applies to particular problems or to individuals or as a substitute for legal advice. You should seek independent legal advice if you need assistance on the application of the law to your situation.

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