



# New hearing test requirements for NSW employers and workers



If your work exposes you to hazardous noise, you'll need to understand changes to workplace laws that start on 1 January 2024.

## What's changing?

To help prevent hearing loss in the workplace, employers must provide hearing tests (audiometric tests) to workers who frequently use hearing protection to control noise that exceeds the exposure standard\*:

- within 3 months of starting their employment (baseline test)
- and a follow-up test at least every 2 years.

## When?

This law begins for NSW workplaces on 1 January 2024.

## Who is affected?

If you employ workers who frequently use hearing protection to control noise that exceeds the exposure standard for noise, you will need to provide your workers with regular hearing tests.

## For more information contact us



Scan the **QR code** or call **13 10 50**  
Visit [safework.nsw.gov.au](https://safework.nsw.gov.au)



Email [workingenvironment@safework.nsw.gov.au](mailto:workingenvironment@safework.nsw.gov.au)

\*The Work Health and Safety Regulation 2017 (clause 56) sets an exposure standard for noise at an LAeq, 8h of 85dB(A) and a peak noise level at 140dB(C).

## What's a hearing test?

They are painless, non-invasive tests that measure the softest sound a person can hear across a range of different frequencies.

## Who performs a hearing test?

A trained professional will perform the hearing test, this can include an audiologist.

## What to expect?

Your hearing test may be conducted at an audiology clinic, or a hearing service may visit your workplace. On the day of the test:

- your hearing test will be done in a quiet space, away from loud noises
- your ears will be examined for any blockages that could affect the test
- you'll be asked about your past exposure to noise, both at and outside of work
- you'll wear headphones and will be asked to listen to a series of sounds.

## What happens after the test?

Your hearing test results will be provided. If any hearing loss is detected, you may need further testing or referral to a doctor to determine the cause and possible treatment options.

## Who arranges and pays for a hearing test?

Employers are responsible for organising and paying for hearing tests for their workers. An appointment can be made at any audiology clinic, and no doctor referral is needed.

## What are the benefits of a hearing test?

The benefits of conducting regular hearing tests include:

- the early detection of hearing loss
- the prevention of further hearing loss
- assessing the effectiveness of workplace noise controls.

## How do employers need to prepare?

1. Identify and assess noise sources at the workplace to determine the risk of hearing loss to workers.
2. Apply risk controls to eliminate or minimise the risk of hearing loss.
3. Discuss hearing tests with your workers and how this law may impact the workplace.
4. Talk to SafeWork NSW. We can help your workplace get ready for the changes.

## What legislation is this covered in?

Clause 58 of the Work Health and Safety Regulation 2017.



**Where hearing loss is detected, employers must review workplace controls to ensure they are effective. Suitable arrangements must also be made at the workplace to accommodate a worker's hearing loss.**

### Disclaimer

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](https://legislation.nsw.gov.au)).

This publication does not represent a comprehensive statement of the law as it applies 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.