

# Legislative Compliance Register

## A8 Example Legislative Compliance Register

Title:	Legislative Compliance Register	Doc No	
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Purpose
The purpose of the register is to assist [Your Company] to comply with its legal obligations, thus maximising the likelihood of the Company's Management, staff and contractors complying with the law.

Act	Regulations	Relevance to [Your Company]	Reference to relevant Policies and Procedures
<b>Health and Safety</b>			
Occupational Safety and Health Act 1984 (WA)	Occupational Safety and Health Regulations 1996	Employers and employees duties in respect of maintaining a safe workplace.	
Work Health and Safety Act 2011 (Cth) (WHS Act)	Work Health and Safety Regulations 2011	Persons Conducting a Business or Undertaking (PCBU) have a primary duty to manage risks to health and safety. This duty is placed on employers, the self-employed,	

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		principal contractors, persons with management or control of a workplace, and designers, manufacturers, importers and suppliers of plant, substances or structures that are used for work.	
Workers' Compensation and Injury Management Act 1981 (WA)	Workers' Compensation and Injury Management Regulations 1981	[Your Company] needs to maintain workers compensation insurance for its staff and needs to comply with requirements for injury management, return to work and employee rehabilitation.	
<b>Equal Opportunities</b>			
Age Discrimination Act 2004		[Your Company] must not discriminate against older or younger employees on the basis of their age.	
Disability Discrimination Act 1992		[Your Company] must not discriminate against any employees on the basis of any disability.	
Racial Discrimination Act 1975		[Your Company] must not discriminate against any employees on the basis of their race, colour, descent or nationality or ethnic origin.	
Sex Discrimination Act 1984		[Your Company] must not discriminate against any employees on the basis of their gender.	
Western Australia Equal	Western Australia Equal Opportunity Regulations	[Your Company] must not discriminate against employees on the basis of their sex, sexual orientation, marital status,	

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Opportunity Act 1984 (WA)	1984	pregnancy, race, religious or political conviction, age, racial harassment, impairment, family responsibility or family status, gender history.	
<b>Environmental Protection</b>			
Environment Protection and Biodiversity Conservation Act 1999		[Your Company] must not undertake activities that damage the environment and local biodiversity.	
Environmental Protection Act 1986 (WA)	Environmental Protection Regulations 1987 (WA)	[Your Company] must not undertake activities that damage the environment and local biodiversity.	
<b>Industrial Relations</b>			
Fair Work Act 2009 (Cth)	Fair Work Regulations 2009	[Your Company] must comply with the state and commonwealth laws and regulations in its employment of staff.	
Industrial Relations Act 1979 (WA)	Industrial Relations Regulations	[Your Company] must comply with the state and commonwealth laws and regulations in its employment of staff.	
Minimum Conditions of Employment Act 1993 (WA)	Minimum conditions or employment regulations	[Your Company] must comply with the state and commonwealth laws and regulations in its employment of	

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		staff.	
Long Service Leave Act 1958 (WA)	Long service leave regulations	Requires [Your Company] to record and pay employees long service leave in line with Act and regulations.	
<b>Others</b>			
Health Act 1911	Health Pesticides Regulations 1956	These regulations cover the use, storage and transport of pesticides in Western Australia.	
Mines Safety and Inspection Act 1994 (WA)	Mines Safety and Inspection Regulations 1995 (WA)	<p>Some key requirements of the Act are that:</p> <ol style="list-style-type: none"> <li>1) An employer must, so far as is practicable, provide and maintain at a mine a working environment in which that employer's employees are not exposed to hazards and, in particular, but without limiting the generality of that general obligation, an employer must — <ul style="list-style-type: none"> <li>• provide and maintain workplaces, plant, and systems of work of a kind that, so far as is practicable, the employer's employees are not exposed to hazards; and</li> <li>• provide such information, instructions and training to and supervision of employees as is necessary to enable them to perform their work in such a manner that they are not exposed to hazards; and</li> </ul> </li> </ol>	

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		<ul style="list-style-type: none"> <li>• consult and co-operate with safety and health representatives, if any, and other employees at the mine where that employer’s employees work, regarding occupational safety and health at the mine; and</li> <li>• where it is not practicable to avoid the presence of hazards at the mine, provide employees with, or otherwise provide for the employees to have, such adequate personal protective clothing and equipment as is practicable to protect them against those hazards, without any cost to the employees; and</li> <li>• make arrangements for ensuring, so far as is practicable, that —               <ul style="list-style-type: none"> <li>◦ the use, cleaning, maintenance, transportation, and disposal of plant; and</li> <li>◦ the use, handling, processing, storage, transportation, and disposal of substances</li> </ul> </li> </ul> <p>at the mine is carried out in such a manner that that employer’s employees are not exposed to hazards.</p> <p>2) In determining the training required to be provided in accordance with subsection (1) (b), regard must be had to the functions performed by employees</p>	

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		and the capacities in which they are employed.	