

New work, health and safety regulations

What's changing

New work, health and safety regulations are set to come into effect on 12 June 2025, following a Commonwealth government review of the offshore safety regime.

The new regulations reflect changes to the [Offshore Petroleum and Greenhouse Gas Storage Act 2006](#), which was amended by Parliament in May 2024, and published in December 2024.

The changes will support industry and NOPSEMA to ensure the ongoing health and safety of workers. They will also provide a range of benefits across the sector such as strengthening the role and training of Health and Safety Representatives, strengthening and simplifying reporting requirements and improving safety rules for diving operations and diving vessels.

NOPSEMA is in the process of updating guidance materials regarding these changes.

Throughout the process, we will provide tailored communications to ensure industry, the workforce and our stakeholders understand the new requirements and what the regulator will seek.

These communications include information sheets, FAQs, online reference materials, direct e-mails, letters and updates to titleholders, as well as online information sessions with industry.

The first information session will be held in the first quarter of 2025 and further information regarding this will be provided as soon as possible.

If you have any questions, please contact NOPSEMA at communications@nopsema.gov.au.

Or, for further information, please see the links at the end of this document.

Summary of changes

Below is a summary of the key elements of the changes.



At a glance: safety

Strengthening the role of Health and Safety Representatives (HSRs)

- HSRs will be given the right to initial training of up to five days, as well as one day of refresher training per year, and will have the right to choose their own training provider.
- HSRs will be able to request a review of safety management-related documents.
- NOPSEMA will now be provided with, and keep a register of, HSRs.

Workforce health and wellbeing

- Workers can access the safety case at work.
- Duty to consider a broader range of factors when managing worker fatigue.
- Workers will be protected against discrimination for exercising their rights.

Sexual harassment and psychosocial health

- Clarifying the definition of “health” to include psychological health.
- New reporting requirements for incidents of sexual harassment, bullying and harassment.

Modernising regulation of diving

- NOPSEMA will be able to withdraw acceptance of a Diving Safety Management System (DSMS).
- NOPSEMA will be able to request further information on a DSMS during an assessment.
- DSMS are to be revised every five years.
- NOPSEMA must be provided with copies of Diving Project Plans (DPP).
- NOPSEMA has the power to accept, refuse or request more information in a Diving Start-up Notice.
- NOPSEMA inspectors will be able to monitor compliance during preparation and post-dive.

Mandatory Design Notification Scheme

- Allowing consultation with NOPSEMA on the design of production and CCS facilities.
- NOPSEMA will not accept or reject the design notifications but provide advice.

Administration of safety cases

- Ensuring that operators revise their safety case if there is a change to a control measure critical to safety.
- Ensuring that a revised safety case is submitted at five-year intervals.

Operators and titleholders

- Introducing the concept of a “proposed operator” and clarifying the process when there is a change of operator.
- Introducing new operator registration and deregistration criteria.

Compliance and enforcement

- Rolling out of *Regulatory Powers (Standard Provisions) Act 2014* enforcement provisions in the regulations (e.g. civil penalties).
- Clarifying notification and reporting requirements so that death or serious injury notifications are not required in monthly reports.
- New requirements for reporting worker hours and persons on board.

Vessel Activity Notification Scheme (VANS)

- Operators will be required to notify NOPSEMA when a vessel becomes a facility or ceases to be a facility.

Contact information

- Operators to notify NOPSEMA of key contact information as part of monthly reporting.

At a glance: other measures

Remedial directions changes

- Enabling NOPSEMA to specify timeframe for a person to comply with a remedial direction (already in force).

Miscellaneous

- Minor changes due to drafting style and consequential amendments.

Further information

- Information on the Offshore Petroleum and Greenhouse Gas Storage Legislation Amendment (Safety and Other Measures) Bill 2024 can be found on the [Parliament of Australia website](https://www.parliament.gov.au) (<https://tinyurl.com/3bfxfv3p>).
- [The Offshore Petroleum and Greenhouse Gas Storage \(Safety\) Regulations 2024](#) can be found at www.legislation.gov.au along with the [Explanatory Statement](#) which identifies the specific changes between the 2009 and the 2024 regulations.
- A summary of the key elements of the bill and how they will be implemented, as well as answers to frequently asked questions can be found on NOPSEMA's website – www.nopsema.gov.au.