

Work Health Authority

Annual Report
2024-25

NT Work**Safe**



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Function and purpose of the Work Health Authority

The *Work Health Administration Act 2011* establishes the role of the Work Health Authority (WHA), with powers and functions under the *Work Health and Safety (National Uniform Legislation) Act 2011*, the *Return to Work Act 1986*, the *Transport of Dangerous Goods by Road and Rail (National Uniform Legislation) Act 2010*, and associated Regulations.

The Attorney-General is responsible for the *Work Health Administration Act 2011* and the appointment of the WHA.

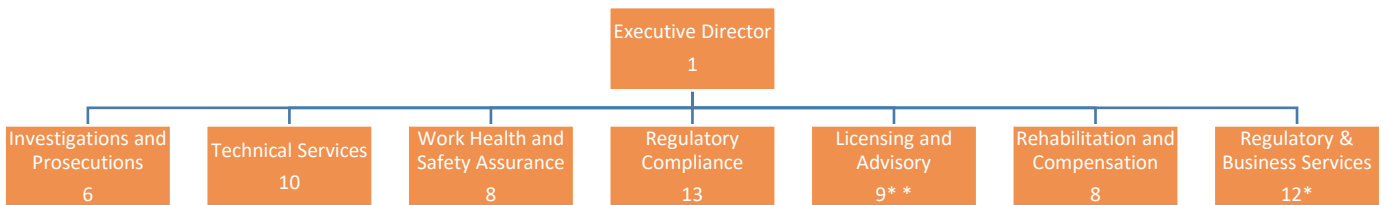
NT WorkSafe corporate information

The WHA discharges its powers and functions through NT WorkSafe, a division of the Attorney-General's Department. NT WorkSafe provides advice, guidance, and information, and monitors and enforces compliance with the aforementioned legislation.

About this report

This report sets out the activities of the WHA as the Regulator under the *Work Health and Safety (National Uniform Legislation) Act 2011*, and *Return to Work Act 1986* during the 2024-25 financial year.

NT WorkSafe organisational structure



*The WHA was staffed with 67 positions that included two time-limited supernumeraries, one to assist with the implementation of the Electrical Safety legislation, and one to provide specialist information, education, training and support in relation to sexual and gender-based harassment to improve systems and data collection on the prevention of and response to sexual harassment in NT workplaces. **An Electrical Licensing Officer was also transferred as part of the 2024-25 Machinery of Government changes.

Budget and key performance indicators as per BP3

NT WorkSafe's budget in 2024-25 was \$8.730M.

Key Performance Indicator	Current Year		Previous Years		
	2024-25 Target	2024-25 Actual	2023-24 Actual	2022-23 Actual	2021-22 Actual
Incidence rate of serious injury and disease claims per 1,000 workers in the Territory is reduced year on year	≤ 7.6:1000	7.9:1000	8.1:1000	8.2:1000	8.3:1000
Work-related fatalities per 100,000 workers in the Northern Territory is reduced year on year ^{1*}	≤ 4.8	5.7 ³	N/A	N/A	N/A
Active cases per 100,000 people residing in the Territory is reduced year on year ¹	≤ 237	273 ⁴	N/A	N/A	N/A
Investigations completed with 12 months of commencement ²	≥ 75%	81% ⁵	75%	N/A	N/A

¹New measure commencing 1 July 2024, including improved methodology and consistency with other jurisdictions.

²KPIs introduced in 2023-24.

³Includes the work-related death of workers and bystanders. Total number of workers in the NT is low, any minor variance in number of fatalities or the number of workers in the NT has significant impact to overall result.

⁴Correction applied to figure reported in AGD Annual Report 2024-25. Variation is due to activity reprioritisation under the NT WorkSafe Strategic Plan 2021-26.

⁵Recruitment & retention of staff and improved business processes for the Investigations unit within NTWS has allowed for a greater number of investigations to be finalised.

NT WorkSafe Operational Performance and Priorities

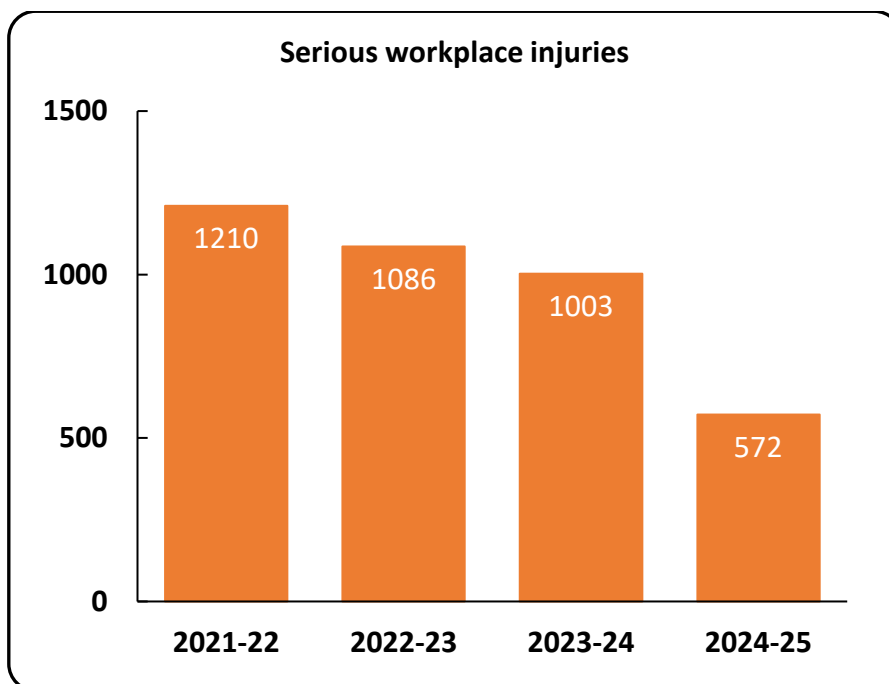
The NT WorkSafe Strategic Plan 2021-26, launched in October 2021, guides NT WorkSafe's activities over these years in securing the health and safety of workers and workplaces, and influencing return to work outcomes for injured workers. The plan has four strategic goals.

1. Reduce the lives lost in workplace incidents



These figures only include work-related fatalities investigated by NT WorkSafe. Some fatalities in the Northern Territory may fall in the jurisdiction of other national agencies.

2. Reduce the number of serious work related injuries

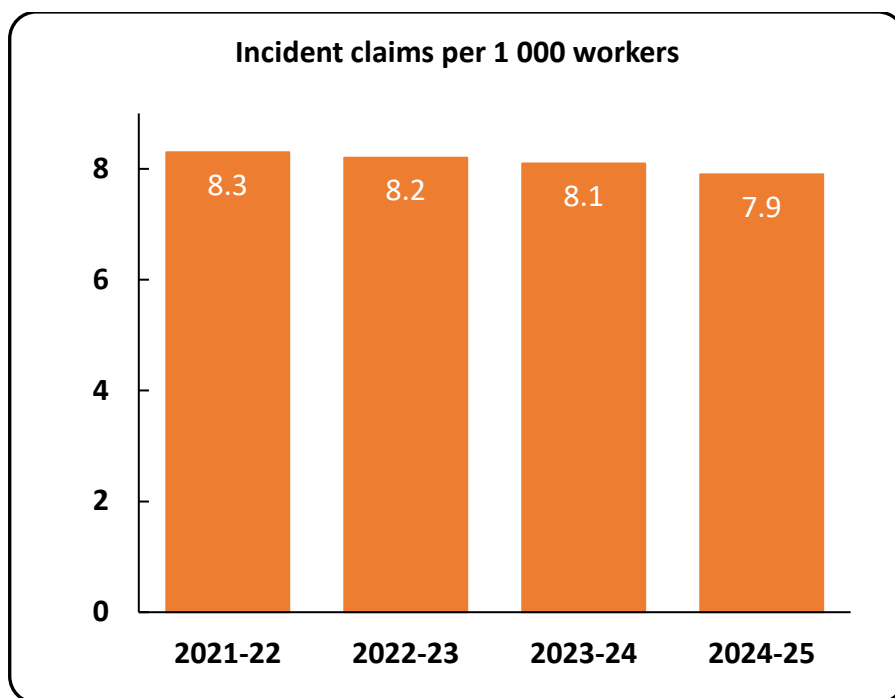


This dataset is based on "Date claim reported to insurer" to reduce variations to reporting caused by lag data and includes "All" claims as WIMS (workers compensation database) reporting only captures the initial decision and does not have the capability to reflect any subsequent changes to the status of a claim. Claims where the worker needed at least one week off work due to their injuries are considered serious injuries.

The figures for 2021-22, 2022-23 and 2023-24 have been updated from previous years reported data to include lag data for reporting of lost time on claims as at 19 September 2025.

The figure for 2024-25 is based on data compiled on 11 September 2025 for the NT WorkSafe annual key NT work health and safety statistics. For further information regarding NT WorkSafe annual key NT work health and safety statistics, visit <https://worksafe.nt.gov.au/about-us/statistics>

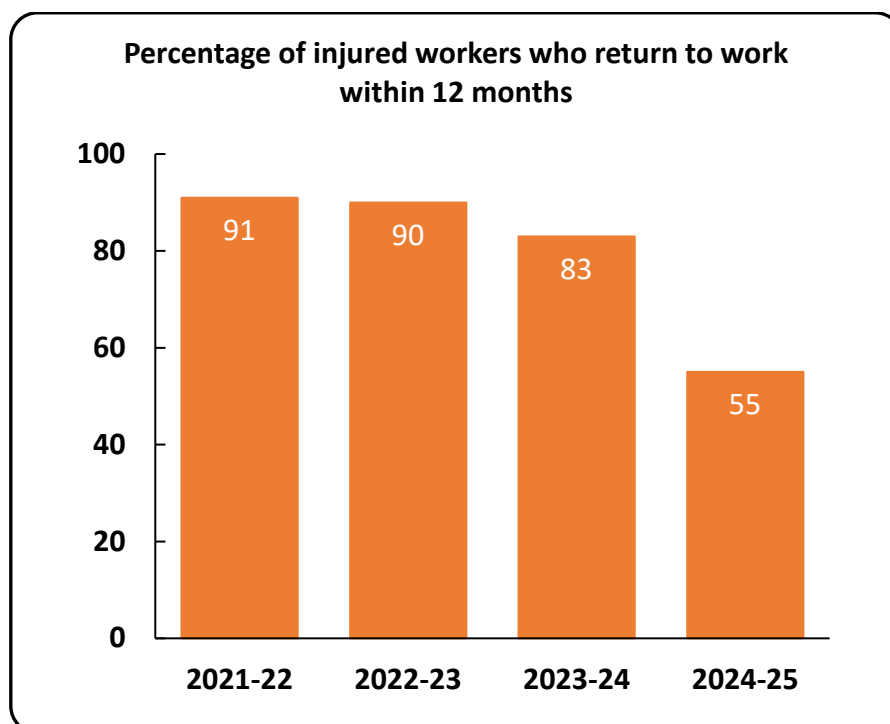
3. Reduce the number of incident claims per 1 000 workers



To reflect advice from a performance management system audit conducted in 2022 by the Auditor-General for the Northern Territory, the ratio is changed as Safe Work Australia's Comparative Performance Monitoring report is published. NT WorkSafe has amended the financial year figures previously reported to reflect this advice.

The final figure is the average ratio over the 12-month reporting period. These figures may vary from those published in the BP3 KPI table due to a difference in data collection periods.

4. Increase the percentage of injured workers who return to work within 12 months



The data provided for financial years annually to ascertain Return to Work of an injured worker within a 12 month period has a lag period that will not be captured until the following annual reporting period. Insurer/self-insurer reporting does not provide Return to Work rates until such time as a claim is finalised.

Given the lag period, variations in figures previously reported will occur, and it is important for NT WorkSafe to capture these variations by re-running the previous three year data annually to provide a more accurate percentage for reporting of Return to Work rates for injured workers who return to work within a 12 month period.

The figures for 2021-22, 2022-23 and 2023-24 have been updated from previous years reported data to as at 19 September 2025. The figure for 2024-25 is based on data compiled on 11 September 2025.

Asbestos National Strategic Plan

The Asbestos National Strategic Plan (the ANSP) provides a long-term, phased approach to eliminating asbestos-related diseases in Australia through nationally consistent and coordinated actions. It ensures that the Commonwealth, state and territory governments work cooperatively towards a common goal.

Phase one of the Asbestos National Strategic Plan covered 2014 to 2018 and established the evidence base to understand the asbestos legacy in our homes, workplaces and the environment. Phase two covered 2019 to 2023 and delivered actions aimed at increasing awareness and supporting more effective management and removal of asbestos-containing materials.

Phase Three: The Asbestos National Strategic Plan 2024–2030 was developed in [consultation](#) with a wide range of stakeholders, including all levels of government, unions, industry and asbestos support groups. The ANSP has also been informed by the findings of an [Economic Evaluation of Asbestos Management and Removal Options](#) and an [Analysis of the 2012 Asbestos Management Review Recommendations](#).

This Plan has three aims:

- to eliminate asbestos-related diseases in Australia
- to support workers and others who are affected by asbestos-related diseases, and
- to be an international leader in securing a worldwide ban on the production and trade of asbestos.

A national action plan supports the implementation of each of the three aims.

In the 2024-25 financial year, NT WorkSafe conducted an asbestos register campaign dealing with commercial property managers to ensure all properties managed and built before December 2003 have an asbestos register.

227 businesses were visited and by the end of the campaign and all businesses had an asbestos register and management plan. 56 improvement notices were issued to commercial property managers for non-compliant asbestos registers. The WHS Assurance team commenced the campaign providing information and advice, and on the second visit if no action was taken, improvement notices were issued.

NT WorkSafe audited 240 local asbestos removals (some by desktop for remote locations) to ensure compliance. Asbestos control plans and safe work method statements were audited to ensure compliance with an emphasis on waste disposal by the way of dump receipts, hygienist attendance on site, correct set up of asbestos removal area.

20 information sessions were provided to key businesses in relation to a free online asbestos awareness and safety course provided by SafeWork NSW. Presentations were also provided to real estate managers and conveyancers through the Real Estate Institute of the NT.

Regulatory Reform and Business Support Services

Regulatory and Business Support Services consists of regulatory reform, business support services, communications and training.

Regulatory Reform

Regulatory Reform consults and develops legislation and policy specific to the powers and functions of the WHA. The team participates in local and national reviews of relevant legislation, representing the Territory on various national committees and groups, coordinating legislative amendments, and undertaking public consultation as required.

Table 1 – Regulatory Reform Key Deliverables

Products & Services	Status
Amendment to WHS law to prohibit the manufacture, supply, processing and installation of engineered stone benchtops, panels and slabs.	<p>Amendment of WHS laws to prohibit the manufacture, supply, processing and installation of engineered stone slabs, panels and benches were drafted in 2023 to 2024. These amendments came into effect on 1 July 2024. Transitional arrangements were drafted to apply in the Territory that allows the manufacture, supply, processing and installation of such engineered stone products to continue in limited circumstances until 31 December 2024.</p> <p>With these amendments, the Territory joined other Australian jurisdictions in leading the world in eliminating the harm associated with the processing of engineered stone.</p>

<p>Boland 2018 Review and Decision Regulation Impact Statement 34 recommendations</p>	<p>A major piece of work completed in this area was the development and endorsement of a suite of amendments to the model WHS laws that are now available for adoption by the jurisdictions. The drafting of these amendments is ongoing, with implementation likely to occur in 2025 to 2026.</p> <p>Amendments proposed for 2025 to 2026 include the significant increase in penalties to ensure that the maximum penalties for breaches of the WHS laws more accurately reflect the gravity of over 600 offence provisions. Amendments to notification provisions are also likely.</p>
<p>Recommendations relating to amendments to both the <i>Electricity Reform Act 2000</i> and the now repealed <i>Electrical Workers and Contractors Act 1978</i></p>	<p>The <i>Electrical Safety Act 2022</i> and the <i>Electrical Safety Regulations 2024</i> were drafted to modernise electrical safety laws in the Territory. The legislation came into effect on 1 July 2024.</p> <p>A thorough educational campaign involving stakeholders including electrical workers and the community commenced in April 2024 and continued throughout 2024 to 2025. ongoing. A significant development in the 2024 to 2025 year was the development of an online lodgement facility for electrical certificates of compliance. In its inaugural year, over 15,000 electronic electrical certificates of compliance were lodged with the Electrical Safety Regulator. This development establishes an important line of sight to ensuring that electrical work in the Territory is performed in a safe and compliant manner.</p> <p>NT WorkSafe will continue to work with the electrical industry in 2025 and 2026 to address issues and concerns relating to the operation and effect of the Electrical Safety legislation.</p>

Business Support Services

The business support unit provides high-level support services within NT WorkSafe including ministerial liaison, committee and council secretariat services, appointment and delegations management, finance, budget and procurement, recruitment, information requests, corporate governance and reporting, travel arrangements, building maintenance, vehicle management, training and data management and systems support.

Communications

Communications plays a pivotal role in delivering safety messaging, and the team is responsible for developing and publishing various information products, coordinating NT WorkSafe's involvement in local and national safety events, and developing and implementing communication strategies.

In 2024-25, four safety alerts were issued, five incident information releases and 29 media releases, technical updates or news items were published in the reporting period.

Table 2 – Communications

Media releases

Chain snap fatality appeal dismissed

Safety alert issued after worker almost killed by 9-inch angle grinder

NT WorkSafe engages small farms through new safety campaign

Work Health Authority stepping down from role

Darwin construction company convicted and fined over 2020 workplace death, appeals verdict

Solar installer fined after early guilty plea for putting workers at risk

Workers undertaking high risk training not valid in the Northern Territory

Prepare worksites for the severe weather season

Garden Maintenance Company and worker charged over refuelling fireball

October is National Safe Work Month

Cattle company commits to spend \$200k on safety improvement after serious crush injury

Understand the new electrical safety laws during Electrical Safety Week

Electrical safety alert issued for component failure in older style meter boxes

Safety Alerts

9-inch angle grinder kick-back lacerates worker's face and throat

Product safety recall - Baxters Viatemis ADR Battery Switch DPS Series

Product safety recall: Petzl NEWTON (European Version) fall arrest harnesses

Electrical safety risk in home meter boxes from damaged service fuse

Incident information releases

Fingertips amputated after safety device bypassed on mower

Lack of training and not following manufacturer guidelines contributing to incidents involving plant

Workers wearing heavy PPE warned to take extra precautions during heatwaves

Unsecured septic tanks lids still being found in the Northern Territory despite previous warning

Territory workers continue to ignore falls from height risks

Technical updates

Requirement to protect PVC cables from polymeric insulation materials

Online Electrical Certificate of Compliance now available for use

Online Electrical Certificate of Compliance going live next week

News articles

Stay safe, buy smart, and enjoy Territory Day 2025

NT WorkSafe engages future workforce at Central Careers Expo 2025

Great engagement at the VET Careers Expo

Online white card courses not recognised in the NT

Information available for home renovators to manage asbestos risk

New resources available to assist with Positive Duty requirements

Review of the engineered stone ban – public consultation now open

Consultation open on the draft model Code of Practice: Managing fatigue risks at work

Extreme heatwave conditions forecasted for the western Top End

Free gap training placements available for Overseas Qualified Electricians

Stronger regulations commence to protect workers against silica dust exposure

Important changes to electrical licensing in the Northern Territory

Improving crane licensing under the model work health and safety laws

WHS advice and information

A key role of the WHA is to provide advice and information on work health and safety to duty holders and to the community and publish relevant statistics. To deliver this, NT WorkSafe provides and maintains a website to publish relevant information and resources including information bulletins, guides, videos, safety alerts, information about legislation administered by NT WorkSafe, and general and industry specific safety information.

NT WorkSafe's Strategic Plan 2021-2026 also drives a number of key activities focused on improving knowledge around work health and safety.

NT WorkSafe continued to engage with key stakeholders in the work health and safety area with respect to wellbeing of all employees, including union organisations.

A Sexual Harassment and Prevention Officer was temporarily appointed for a two year term in 2024 to assist NT WorkSafe in providing employers and employees with specialist information, education, training and support in relation to sexual and gender-based harassment, and to improve systems and data collection on the prevention and response of sexual harassment in NT workplaces.

In particular, the Sexual Harassment and Prevention Officer conducted a number of information sessions for persons conducting a business or undertaking, workers and others in 2024 to 2025. Further, guidelines for working psychosocial hazards and workplace sexual harassment were developed. Comprehensive training was also made available to NT WorkSafe inspectors.

This position will also help achieve commitments under the [Domestic, Family and Sexual Violence Reduction Framework 2018-2028 – Action Plan 2](#) and recommendations from the Australian Human Rights Commission's [Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces Report](#).

Training

NT WorkSafe has a responsibility to ensure that legislatively required training is available to union officials who wish to exercise a right of entry for the purpose of assisting workers in the NT with matters of work health and safety. Training must be completed to enable an entry permit to be issued. In 2024-2025 NT WorkSafe provided a free one-day course twice to six union officials to enable issue of an entry permit. In accordance with the requirement to renew an entry permit every 3 years, nine permits were renewed. There are 39 entry permits current in the NT.

In this financial year, an extensive 'new inspector' training program was provided to 8 recently appointed work health and safety inspectors, in a series of training blocks. The training focussed on understanding legislated duties, functions and powers and the practical skills of operating as an inspector. The sessions in the four block programs covered topics including:

- WHS Regulatory Framework (and objectives of the Act)
- Duties and duty holders
- Managing risk
- Inspector functions and powers
- Consultation, representation and participation
- Notifications, registrations and licenses
- Entry permit holders
- Inspector practices including providing advice and assistance, regulatory decision-making and issuing notices
- Return to Work legislation for WHS Inspectors
- Dangerous Goods and Radioactive Ores and Concentrates legislation for inspectors
- Various underpinning technical topics

An individualised shorter training program, addressing key training sessions required to function in the role, was delivered separately to one work health and safety inspector who was appointed later in the year for on fixed term contract.

Inspectors also attended internal campaign related training or briefings, as required by their allocation to specific campaign activities, including:

- Fireworks site suitability
- Territory Day Fireworks briefing (shopgoods fireworks)
- Inspecting amusement devices and/or Show inspections

Internal training in relation to regulatory change has this year focussed on the implementation of positive duty in anti discrimination laws which relates to the implementation of psychosocial regulations introduced in WHS legislation in 2023. Twenty seven staff elected to attend a webinar on the Introduction of Positive Duty Laws provided by the former Executive and Sexual Harassment Prevention Officer.

The Sexual Harassment Prevention Officer also provided a series of 4 to 5 sessions on sexual harassment .

The implementation of Resolve as a new case management system included an external training phase and an internal training phase which ran in two stages.

- Resolve, as part of the system implementation contract provided initial familiarisation training to a core group of users involved in system testing and the development and delivery of subsequent internal training.
- Internal training was initially provided on a team by team basis, taking into account of the different uses of the system by those teams.
- Internal fresher training focussing was provided on key aspects.

Staff were also supported to attend external events or training, from large courses to free webinars, related to extending our internal knowledge of understanding and controlling risks, how to best support duty holders in this space and how to conduct our own operations effectively. Example events included:

- Empowering Workplaces: A fresh take on Psychosocial Safety and Sexual Harassment Management
- Safe bodies, safe minds
- De-escalation training
- Creating accessible documents
- NMAS Mediator Training and Accreditation Assessment
- Preparing for new respiratory standards
- Safety Leadership: Shaping the Future of Falls Prevention
- Suicide General Awareness Training
- Respond ((normalising workplace response after a death or critical incident).

Individual staff have taken up a range of corporate training opportunities available through other NTG agencies, both in person and online. Examples include the Essential OneNTG MyLearning courses, Merit selection, How to write in plain English, the Job Evaluation System (and JAQ). Minute taking. A group arrangement with the Anti Discrimination Commission saw 18 staff complete the Unconscious Bias workshop.

Nationally accredited First aid and CPR training has been arranged for nominated First Aid Officers. First aid and CPR training is also routinely offered to inspectors who spend a significant portion of their work time out of the office and without access to nominated first aid officers. With a similar safety focus, four electrical inspectors attended Live Rescue from a low voltage panel.

Competent Authorities Panel

CAP is the national panel of state and territory Competent Authorities for the transport of dangerous goods by road and rail in Australia. It has been established under state and territory transport of dangerous goods laws, which are based on the national model legislation Transport of Dangerous Goods by Road or Rail. The WHA is the Competent Authority for the NT legislation

The group meets to discuss and make decisions affecting road and rail transport of dangerous goods allowing the decision to be effected Australia wide, as opposed to operators approaching all States and Territories to gain individual decisions. The group meets twice a year and is hosted in all jurisdictions on a rotating basis to allow local operators opportunity to present and discuss transport of dangerous goods issues.

Members of this group also provide technical advice regarding the Australian Dangerous Goods Code which sets the technical requirements of dangerous goods transport.

SafeWork Month 2024

Safe Work Month is held nationally each year in October to shift the national focus on work health and safety. Employers are encouraged to organise safety related events in the workplace, or to participate in events organised by state or territory work health and safety regulators. Seven information sessions were held for the following topics which had a combined attendance of 277 people.

- Amendments to the Work Health and Safety Regulations relating to electrical safety;
- Psychosocial hazards WHS update;
- New Positive duty requirements to manage psychosocial hazard
- What is Risk Management, why, how and what for?
- Getting compensated for being injured at work - Information for workers and their families
- Managing the risks of excavating around underground infrastructure; and
- Investigating and prosecuting a work health and safety breach.

NT WorkSafe also held a SafeTea event on the Darwin Esplanade. The event incorporated a tug of war event with teams from the Attorney-General's Department to coincide with the National Safe Work Month weekly theme of Working together to protect workers' mental health. The event was attended by 80 people.

Licensing and Advisory Services

The licensing and advisory services team play a critical role in the administration of the powers and functions of the WHA, and provide following services:

- approving health and safety representative courses
- providing specialist advice and support to businesses and workers
- issuing licences, permits and registrations
- approving course delivery by training providers
- issuing high risk work licence assessor accreditations
- administration and triage of legislated notifications, notifiable incidents and safety concerns.

Rehabilitation and Compensation

The rehabilitation and compensation unit provide quality services and expertise in the administration of the *Return to Work Act 1986* and Regulations, including:

- providing advice and information to employers, workers, insurers and the public about workers' compensation matters
- coordinating mediations between claimants, employers and insurers/self-insurers;
- arranging permanent impairment reassessments
- approving insurers and self-insurers in the Northern Territory
- approving vocational rehabilitation providers
- collecting data from insurers and self-insurers used for jurisdictional and national reporting to Safe Work Australia and to help prioritise work health and safety activities

The Northern Territory Scheme is a privately underwritten scheme in which approved insurers and self-insurers carry the financial risk and are responsible for liability decisions and managing workers' compensation claims.

Insurance companies approved under the Return to Work Act 1986

- Allianz Australia Insurance Ltd
- CGU Workers' Compensation
- GIO General Ltd
- QBE Insurance (Australia) Ltd

Self-insurers approved under the Return to Work Act 1986

- Coles Group Limited
- Wesfarmers Limited
- Westpac Group
- Woolworths

The Territory Government is self-insured under the *Return to Work Act 1986* and carries the financial risk for its own workers. Gallagher Bassett are responsible for managing the workers' compensation claims on behalf of the Territory Government.

The nominal insurer, committees and councils

The *Return to Work Act 1986* establishes:

- the nominal insurer for instances where an employer fails to insure or in cases where the insurer defaults
- a scheme monitoring committee, whose role is to monitor the viability and performance of the NT workers' compensation scheme
- the Workers Rehabilitation and Compensation Advisory Council to keep the operation of the workers compensation scheme under review.

Actuarial review of the scheme

Scyne Advisory, provided the 'NT WorkSafe Actuarial review of Northern Territory workers compensation scheme as at 30 June 2024, which will be provided to the Minister. The review indicates that the scheme remains stable on a financial basis with the break-even premium rate remaining relatively stable over the recent years.

Vocational rehabilitation providers

One of the objects of the *Return to Work Act 1986* (the Act) is to provide for the prompt and effective management of workplace injuries, in a manner that promotes and assists the return to work of injured workers as soon as practicable.

The WHA adopted the Head of Workers' Compensation Authorities (HWCA): Principles of Practice for Workplace Rehabilitation Providers (Principles of Practice), subject to any variations made by the 'Northern Territory Guidelines for approval as an accredited vocational rehabilitation provider' (the Guidelines). The Guidelines are to be read in conjunction with the Principles of Practice and these set the standard for the Northern Territory.

A person, agency or body is not to provide a vocational rehabilitation service to an injured worker unless the service is provided by an accredited vocational rehabilitation provider approved by NT WorkSafe. There are currently fourteen approved providers operating in the Northern Territory.

An approved vocational rehabilitation provider provides, for an injured worker, an independent party to support, liaise and negotiate with everyone involved in the injured worker’s rehabilitation.

NT workers’ compensation injury management e-learning program

The rehabilitation and compensation team continue to offer the *NT WorkSafe Northern Territory Workers’ Compensation Injury Management e-Learning Program*; a joint e-learning program with the Personal Injury Education Foundation. The program provides the minimum level of knowledge required for all scheme participants in the NT and supports a consistent approach to claims management including the terminology used. The program is mandatory for all insurers and self-insurers who manage claims for Territory workers and is available for enrolment by all workers compensation stakeholders and remains fit for purpose.

Table 3 – Rehabilitation and Compensation Key Deliverables

Item	No.
Total claims received by insurers	2628
Total claims accepted	2253
Workers’ compensation education and advice activities	32,467
Workers’ compensation mediations completed	353
Permanent impairment reassessment applications received	78
Approved vocational rehabilitation providers	14
Appointed mediators	7
Approved insurers	4
Approved self-insurers	4

Regulatory Compliance

The role of the regulatory compliance team is to monitor and enforce compliance with the legislation administered by the WHA by responding to notifiable incidents, directing compliance, and assisting in the resolution of work health and safety concerns. Compliance inspectors are often the first point of contact following a dangerous incident, serious injury or illness of a person, or death of a person and may assist investigators.

NT WorkSafe have undertaken compliance activities at events such as Alice Springs, Tennant Creek, Katherine, Darwin and Fred’s Pass annual shows, the NT Muster, Greek Glenti and Nepalese festivals, which included amusement ride audits and enhanced gas and electrical safety amongst some of the food vendors. The regulatory compliance team have also had an increased presence at fireworks displays.

Work Health and Safety Assurance

The work health and safety assurance team use data intelligence to develop and implement targeted safety focuses to identified high-risk sectors and as per the NT WorkSafe Strategic Plan 2021-26 and Key NT work health and safety statistics. The role of the team is to identify and prioritise key industries and activities to provide information and advice with the goal of improving standards of safety and reducing injury rates.

NT WorkSafe Safety Focus Campaigns

The Work Health and Safety Assurance team conducted six safety focuses, providing information and advice to Territory workplaces to ensure businesses are aware of legislative obligations as they relate to work health and safety. This involved visiting workplaces covering a range of topics including asbestos registers, engineered stone installers, associated industries working with legacy engineered stone, vegetable growers, slip, trips and falls and manual handling in the retail sector. The team also worked with the NT Health department on formulating and dispersing of the health survey in all NT Hospitals on aggression in the workplace.

The team continue to provide ongoing support to health and safety representatives (HSR), the work health and safety assurance team also attended six HSR courses throughout the year to provide essential information relating to the role of NT WorkSafe, to meet and greet new HSR's and offer support in their role within workplaces.

As part of the Young Worker campaign, the team provided several presentations to years 10 to 12 grade students at a number of high schools within the NT such as Darwin, the Tiwi Islands, Alice Springs, Katherine and Gove, in readiness for the school's work experience programmes. This programme is becoming popular with all schools (public, private and Catholic) with several bookings received for 2025/26 financial year.

The team has also been working with the Department of Trade, Business and Asian Relations small business champions providing work health and safety advice and assistance to small-medium businesses.

In 2024-25 the team had stalls at five student/business expos in Darwin and Alice Springs and delivered presentations to business and other industry which included Sunbuild constructions, Halikos constructions, Darwin Port safety days, Real Estate Institute of the NT, Department of Corporate and Digital Development, NT Electoral Commission.

The team has also been performing proactive visits in both residential and commercial construction sites to maintain a constant visibility and presence in this sector.

Electrical Safety

The former Part 4.7 of the *Work Health and Safety (National Uniform Legislation) Regulations 2011* that dealt with general electrical safety in workplaces and energised electrical work has been repealed. These provisions are now contained within the Electrical Safety Regulations 2024 and electrical safety operations going forward will be reported in the Electrical Safety Regulator's annual report.

Technical Services

The technical services team provide expert technical assistance to internal and external stakeholders and represents the WHA on a national level and provides:

- high level technical advice and support to stakeholders in relation to resource sectors (mining, petroleum and geothermal), major hazard facilities and dangerous goods transport industry sectors matters
- specialized technical advice during investigations
- research and analysis of technical matters impacting the NT
- recommendations on legislative changes and technical advances

Summary of inspectorate and advisor activity

Table 4 provides a summary of the inspectorate and advisor activity in 2024-25 showing the number of engagement sessions, and site interactions overall. Table 5 provides a breakdown of interactions by industry group.

Table 4 - Summary of inspectorate and advisor activity for 2024-25

Description of Activity	No.
Information / education sessions	100
Interactions (site visits and virtual)	5890*

*Based on data run date 03 September 2025 and includes lag data for workplace visits entered retrospectively after the end of each month.

Table 5 - Interactions carried out by industry group 2024-25

Description of Industry	Visits
Accommodation, cafes and restaurants	229
Agriculture & fishing	220
Construction	179
Cultural and recreational services	2165
Education	474
Electricity, gas and water supply	123
Government administration and defence	75
Health and community services	15
Hydrocarbon exploration and production	125
LPG manufacture	193
Manufacturing	218
Mining	116
Personal and other services	141
Property and business services	251
Retail trade	984
Transport and storage	166
Wholesale trade	216

Note: Table 5 includes interactions carried out under *Work Health and Safety (National Uniform Legislation) Act 2011*, *Return to Work Act 1986*, *Dangerous Goods Act 1998*, *Transport of Dangerous Goods by Road and Rail (National Uniform Legislation) Act 2010*, *Radioactive Ores and Concentrates (Packaging and Transport) Act 1980* and the *Electrical Safety Act 2022*.

Investigations and Prosecutions

The investigations unit is comprised of a Principal Investigator, two senior investigators, a NT WorkSafe prosecutor and the NT WorkSafe Support Officer - who is the point of contact for injured workers and families. The Support Officer provides updates on investigations and ensures prosecution parties are informed about court proceedings. The unit conducts investigations and prosecutions in accordance with the legislation administered by NT WorkSafe.

The unit is responsible for investigating work-related incidents to determine if a breach of legislation has occurred and determine the most appropriate regulatory response. The unit is required to investigate all work-related fatalities reported to NT WorkSafe due to the serious nature of fatalities in the workplace. Where a breach has been identified, charges may be filed at court and a prosecution will commence. The unit is responsible for preparing briefs of evidence and managing the prosecution progress through the Local Court and Supreme Court to its conclusion.

In 2024-25, the investigation unit had 50 cases referred. This compares with 30 referrals in the previous financial year. Of the incidents referred in 2024-25, 23 involved deaths, 6 involved serious injury, 1 involved dangerous incident, 1 court election and 18 related to other potential breaches of the *Work Health and Safety (National Uniform Legislation) Act 2011* and *Work Health and Safety (National Uniform Legislation) Regulations 2011*. An additional 24 investigations were carried over from the 2023-24 financial year.

Ten prosecutions were finalised in 2024-25. Six resulted in conviction and/ or court ordered monetary penalties to the total of \$655 000 (excluding victims' levies). The courts imposed a 12 month community corrections order against one defendant. The WHA accepted an enforceable undertaking with financial commitments to the total of \$200 000 resulting in the withdrawal of the prosecution against two defendants. Charges were withdrawn against one defendant.

Five prosecutions were finalised through a plea negotiation. The WHA secured several convictions by withdrawing certain charges as agreed between the WHA and the defendant's legal representative. One prosecution led to a conviction after a full local court hearing and a subsequent appeal was dismissed. The Work Health Authority was awarded costs for the local court hearing and the appeal.

Table 6 – Prosecutions finalised

Date	Case	Offence	Outcome
02.08.24	WHA v Roof Power Pty Ltd	r 79 Failure to minimise the risk of a fall by providing adequate protection against the risk	Charges withdrawn.
03.09.24	WHA v Vermelha Pty Ltd and Hoang Diep NGUYEN (Director)	s 32 Failure to comply with WHS duty (cat 2)	Charges withdrawn - enforceable undertaking accepted - financial commitment/ total minimum expenditure of \$200 000.
13.11.24	WHA v Mpriza Group Pty Ltd	s 32 Failure to comply with WHS duty (cat 2)	Convicted and fined \$18 000.
13.11.24	WHA v Mpriza Group Pty Ltd	s 32 Failure to comply with WHS duty (cat 2)	Convicted and fined \$8 000.

Table 6 – Prosecutions finalised continued

13.11.24	WHA v Nicholas ZIKOS	s 32 Failure to comply with WHS duty (cat 2)	Convicted and fined \$4 000.
13.11.24	WHA v Nicholas ZIKOS	s 32 Failure to comply with WHS duty (cat 2)	Convicted and fined \$2 000.
14.11.24	WHA v Australian Ilmenite Resources Pty Ltd	s 33 Failure to comply with WHS duty (cat 3)	Pleaded guilty, fined \$5 000.
06.12.24	WHA v Lindsay Clive ELLIOT (Manager)	s 32 Failure to comply with WHS duty (cat 2) s 33 Failure to comply with WHS duty (cat 2)	Pleaded guilty and the Courts imposed a 12 month community corrections order.
16.05.25	WHA v Kalidonis	s 32 Failure to comply with WHS duty (cat 2)	Convicted and fined \$400,000 for count 1 & \$550,000 for count 2, to be concurrent. . Ordered to pay NT WorkSafe's combined costs of \$70,000.

Enforceable Undertakings

The *Work Health and Safety (National Uniform Legislation) Act 2011* enables the WHA to accept a written undertaking (a WHS undertaking) given by a person relating to a contravention or alleged contravention of the Act (with the exception of a category one and industrial manslaughter offence).

Duty Holder	Charges or alleged breaches	Date accepted	Value	Status	Discharge spend
City of Palmerston	s 32 WHS Act s 33 WHS Act r 39 WHS Act r 42 WHS Act r 43 WHS Act	06.11.23	\$76 500	Ongoing	n/a
Vermelha Pty Ltd and Mr Hoang Diep Nguyen	s 32 WHS Act	29.08.24	\$200 000	Ongoing	n/a

Written Directions of the Minister

Part 2 (6) of the *Work Health Administration Act 2011* provides:

- (1) In exercising powers or performing functions, the Authority is subject to the written directions of the Minister.
- (2) A copy of a direction given under subsection (1) in a financial year must be included in the Authority's report for the year prepared under section 7.

In 2024-25, the WHA was subject to a written direction by the Minister being that:

- the inspector policy and approval processes of issuing infringement notices be reformed; and
- NT WorkSafe prioritise education regarding improving workplace safety and compliance and place investigation and enforcement as a secondary function where education has failed.

Request for Regulator Response

A request for regulator response arising from a statutory intervention request received from a person conducting a business or undertaking (PCBU) means:

- Failure of negotiations to form a work group s54
- Failure to allow access to assistant of HSR s71(6)
- Dispute regarding the obligation to train HSR s72(5)
- Constitution of HSC s76(5)
- Referral of issue resolution for resolution by inspector s82
- Cessation of unsafe work s89
- Review of a PIN s100 – 102
- Disputes about EPH Entry s141

In 2024-25 there were three requests for regulator response. All three requests were for review of a PIN in accordance with section 100 of the Act.

Table 8- Activities pursuant to WHS (NUL) Act

Section	Description	2023-24	2024-25
38	Incidents notified ¹	554	603
65	Disqualification of health and safety representatives	0	0
155	Exercise of powers of regulator to obtain information	121	91
162	Regulator's directions to inspectors	0	0
191	Improvement notices issued	396	415
195	Prohibition notices issued	118	104
213	Recovery of costs of remedial or other action	0	0
215	Application for injunctions for non-compliance with notices	0	0
216	Enforceable undertakings accepted	1	1
220	Order following contravention of WHS undertaking	0	0
221	Withdrawal or variation of WHS undertaking ²	0	0
224	Application for Internal Review (Notices issued)	4	4
231	Written request to Regulator that prosecution be brought	1	2
260	Proceeding for contravention of civil penalty provision	0	0

¹This figure includes incidents still under investigation and the figure maybe revised down if the investigation finds an incident does not meet the definition of notifiable as per section 35 of the *Work Health and Safety (National Uniform Legislation) Act 2011*.

²The total number of variations of a WHS undertaking (agreement) is taken to be the total number of applications submitted to NT WorkSafe for consideration. A single application may request more than one variation to the agreement.

Regulation	Description	2023-24	2024-25
21(1A)	Approved training for health and safety representatives	4	1
93 and 319	Licence documents issued – High Risk Work and White Card	12 380	13 914
95	Reassessment of competency of licence holder	0	0
133	Regulator may suspend or cancel accreditation of assessor	0	0
142	Notice of demolition work	25	29
243 and 246	Registration of plant designs and items of plant	563	619
325	Entered into agreement with RTO to issue white cards	9	4
348	Hazardous Chemicals – manifest notifications	17	17
393	Lead process determined	0	0
403(1)	Lead risk work notified	6	3
415 (2)	Removal of worker from lead risk work notified	9	3
442	Asbestos health monitoring report received	0	0
466	Notification of asbestos removal received	284	271
492	Application for asbestos removal or assessor licence	22	21
520	Suspension or cancellation of asbestos licence removal	0	0
535	MHF - Exemption of determined facility	0	0
536	MHF Notifications - Existing Facilities/Modifications (includes re-notifications if Schedule 15 chemicals increases)	0	0
537	MHF Notifications – proposed facilities	2	5
539	Regulator may conduct inquiry regarding MHF	1	0
541	Determination in relation to facility on inquiry	0	0
542	Determination in relation to over-threshold facility	0	0
543	Determination of suitability of facility operator	1	1
544	Conditions on determination	0	0
546	Regulator revocation of a determination	0	0
548	Notification by new operator (of determined facility)	0	0
549	Application for MHF licence	1	0
551	Safety case outline provided	0	0
553	Alter Safety Case outline	0	0
560	Safety Case must be provided	3	5
580	Grant of MHF licence	3	1
583	Refusal of MHF licence	0	1
586	MHF licence document issued	1	4
595	Renewal of MHF licence	1	5
600	Transfer of major hazard facility licence	0	1
601	Cancellation of MHF licence – on operator's application	0	0
602-605	Suspension or cancellation of MHF licence by Regulator	0	0
606	Suspension of major hazard facility licence	0	0

Regulation	Description	2023-24	2024-25
678	Application for internal review (Licences, Authorisations & Exemptions)	0	0
684	General Exemptions granted	5	7
686	High risk work licence exemption granted	0	0
688	MHF licence exemption granted	0	0
689A	Engineered stone exemption granted	0	1
690	All Applications for exemption received	6	9
696	All Refusal of exemption	0	1
697	All Amendment or cancellation of exemption	0	1

Note: MHF refers to a Major Hazard Facility as defined under regulation 5 of the *Work Health and Safety (National Uniform Legislation) Regulations*.