

Australian WHS obligations against the clause that satisfies each, and how compliance is evaluated

ISO 45001 is not law and does not replace it — the model WHS Act and Regulations are the legal obligation, and the management system is how the duty is evidenced. Clause 6.1.3 requires you to determine obligations; Clause 9.1.2 requires you to EVALUATE compliance with them, which is where most registers stop. WHS law is state-adopted and the detail differs by jurisdiction — confirm the instrument that applies where you operate. This is a training artefact, not legal advice.

REF	OBLIGATION	TYPE (LEGAL / OTHER)	INSTRUMENT OR SOURCE	WHAT IT REQUIRES IN PRACTICE	APPLIES TO (HAZARD REF)	HOW COMPLIANCE IS EVALUATED	FREQUENCY	EVIDENCE RETAINED	OWNER	ISO 45001 CLAUSE	NOTE
LR-01	Primary duty of care	Legal	Model Work Health and Safety Act, as adopted in your jurisdiction	Ensure health and safety of workers so far as is reasonably practicable	All hazards	Management review of the risk register and control effectiveness	Quarterly	Risk register with review dates; management review minutes	Managing Director	5.1, 6.1.2, 9.3	WHS law is state-adopted and differs - confirm the instrument that applies where you operate
LR-02	Duty of officers to exercise due diligence	Legal	Model WHS Act, officers' duty	Acquire and keep up to date WHS knowledge; understand operations and hazards; ensure resources	All hazards	Board and executive WHS reporting pack; evidence of resourcing decisions	Quarterly	Board minutes; WHS budget approvals; officer training records	Board / Officers	5.1, 9.3	Industrial manslaughter offences exist in most jurisdictions - officer duty is personal, not corporate
LR-03	Consultation with workers	Legal	Model WHS Act, consultation provisions	Consult workers who are or are likely to be directly affected by a WHS matter	All hazards	Consultation records reviewed against decisions actually made	Monthly	Consultation register; HSR meeting minutes; what changed as a result	HSE Adviser	5.4	This is also ISO 45001 Clause 5.4 - the most commonly failed clause in an OH&S MS audit
LR-04	Health and safety representatives	Legal	Model WHS Act, HSR provisions	Facilitate election of HSRs on request; provide training; respond to provisional improvement notices	All hazards	HSR register and training currency check	Six-monthly	HSR election records; training certificates; PIN register	HSE Adviser	5.4, 7.2, 7.4	HSR entitlements and training requirements differ by jurisdiction
LR-05	Managing psychosocial hazards	Legal	WHS Regulations - psychosocial risk provisions, as adopted	Identify psychosocial hazards and eliminate or minimise risk so far as is reasonably practicable	HZ-05, HZ-06, HZ-07	Psychosocial risks present in the register and controls verified	Quarterly	Risk register entries; consultation records; control verification	HSE Adviser	6.1.2, 5.4, 8.1	The newest obligation and the least mature control set in most organisations
LR-06	High risk work licences and plant registration	Legal	WHS Regulations - high risk work and plant provisions	Hold current licences for high risk work; register prescribed plant; verify competence	HZ-01, HZ-02, HZ-03	Licence and registration currency audit	Quarterly	Licence register with expiry dates; plant registration certificates	Plant Manager	7.2, 8.1	Verify at site rather than at induction - licences expire mid-project
LR-07	Respirable crystalline silica	Legal	WHS Regulations - crystalline silica provisions and the relevant code of practice	Control dust at source; air monitoring; health surveillance for exposed workers	HZ-04	Air monitoring results against exposure standard; health surveillance completion	As scheduled	Monitoring reports; health surveillance records; control verification	HSE Adviser	6.1.3, 8.1, 9.1	Requirements have tightened materially - confirm the current provisions in your jurisdiction
LR-08	Notification of notifiable incidents	Legal	Model WHS Act, incident notification	Notify the regulator immediately of death, serious injury or illness, or a dangerous incident; preserve the site	All hazards	Incident register reviewed against notification criteria	Per incident	Notification records; site preservation evidence; investigation reports	HSE Adviser	10.2	The test is the incident type, not the outcome - a near miss can be notifiable
LR-09	Managing risks from other duty holders	Legal	Model WHS Act, duties of multiple duty holders	Consult, cooperate and coordinate with other persons who owe a duty over the same matter	HZ-10	Contractor interface records; joint site inspections	Monthly	Prequalification records; SWMS reviews; coordination meeting minutes	Contracts Manager	8.1.4, 5.4	Duty cannot be transferred to a subcontractor by contract

REF	OBLIGATION	TYPE (LEGAL / OTHER)	INSTRUMENT OR SOURCE	WHAT IT REQUIRES IN PRACTICE	APPLIES TO (HAZARD REF)	HOW COMPLIANCE IS EVALUATED	FREQUENCY	EVIDENCE RETAINED	OWNER	ISO 45001 CLAUSE	NOTE
LR-10	Client and prequalification requirements	Other	Head contract and principal's WHS management plan requirements	Meet client WHS specifications, which frequently exceed the regulatory minimum	All hazards	Contract review at tender and monthly project WHS reporting	Monthly	Contract WHS schedules; project WHS management plan; client reports	Project Manager	6.1.3	The most commonly forgotten category of obligation - and often the strictest

Free to use and adapt. This template is published in full by [Aegentra Academy](#), an official PECB authorised training partner in Australia. Get the rest of the set and the course it accompanies at [aegentra.com.au/academy/iso-45001-lead-implementer](#).