COMPLYFLOW



CONTRACTOR COMPLIANCE GUIDES

Environmental Services: the contractor compliance guide.

What Australian law asks of organisations when waste, asbestos, and remediation contractors work on their sites, and how to prove you met it.

Current to November 2026
Model WHS laws as at 5 December 2025; Victoria's OHS Regulations as at 20 October 2026, its Environment Protection Act as at 30 June 2026, and its Environment Protection Regulations as at 20 October 2026; the ACT WHS Regulation, republication R47; sources read on 14 and 17 November 2026

Includes
A checklist, a worked example, and a waste and removal chain map

Covers
Waste, recycling, liquid waste, asbestos removal, remediation, and environmental consulting contractors; WHS law in every state and territory, with Victoria and the ACT's asbestos rules named; environment law for Victoria, NSW (as the EPA gives it), and Queensland

START HERE

The short version.

What is your business responsible for when environmental services contractors work on your sites, and what should you check before they start?

Councils, facility owners, and waste generators bring in other businesses to collect, carry, remove, and clean up. The waste driver, the asbestos removalist, and the remediation crew all work under your duty.

1 **Engaging a contractor does not hand over the duty.** A worker includes a contractor and a contractor's employee, and the duty, so far as is reasonably practicable, reaches workers the business engages, causes to be engaged, or influences or directs (page 5).[1]

2 **Commissioning asbestos removal carries duties of its own.** Where the work needs a licence (in the ACT, any amount), the business that commissions it must ensure a removalist licensed for that work does it, and, for licensed work, that an independent person carries out a clearance inspection when the work is done; that person issues a clearance certificate before the area is re-occupied (pages 11 to 13).[2]

3 **Your waste duty does not end at the gate.** In Victoria, before handing industrial waste to a carrier, you must take all reasonable steps to ensure it goes to, and is received at, a place authorised to receive it, which includes checking that the place is authorised (page 16).[6]

4 **Contaminated land has its own reporting test.** In Victoria, whoever manages or controls land notifies the EPA of notifiable contamination, as the Act and Regulations define it, as soon as practicable after becoming aware of it, or when it reasonably should have. In NSW, assess whether the contamination meets the section 60 notification criteria and report where required (page 17).[6, 10]

5 **Approved once is not checked today.** A contractor approved for the panel says little about the plant operator at the tip face today. Our recommendation: check each worker's licence, ticket, and competence for the task, at the site, before the work; for a high risk work licence, seeing it first is the law under the model Regulations (page 3).[2]

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01 THE PRACTICAL TEST

The practical test is what you can show.

A contractor is approved once. Its drivers and crews then arrive at sites the panel never sees. The question a regulator asks: who was on site, and what did they hold on the day?



An approved contractor is not a ready worker.

Most checks stop at the company. The law reaches further. A contractor's employees who carry out work for the business are its workers too, for WHS purposes (section 7(1)),[1] and before anyone does high risk work that needs a licence, the business directing or allowing it must see written evidence of that licence.[2] A contractor on the panel since 2023 says little about the loader operator it sends today.

OUR RECOMMENDATION: ASSESSED ONCE, REVIEWED ON ANY CHANGE

The company

- ✓ Assessed for the panel or the job, its safety record included; again on a change of scope, an incident, or a lapse
- ✓ Its environmental permission for the waste it carries or treats, and any asbestos removal licence, with class and status, apart from each worker's licence
- ✓ Its workers compensation and public liability cover, and their dates (page 21)

OUR RECOMMENDATION: A STATUS CHECK AT EACH SITE, EACH VISIT

Each worker, at each site

Weighbridge | Removal area | Remediation site

- ✓ Any high risk work licence, of the right class and current, sighted before the work: that one is law[2]
- ✓ The tickets the job needs, such as asbestos removal training or confined space entry
- ✓ Inducted to this site, signed in, authorised for the task, and supervised to match the work

Where it usually breaks.

Four common gaps, each one leaving a site owner unable to show who was on site and what they held.

A licence, not the right one.
A removalist's licence is on file, but nobody checked its class or that it is current.

Checked by hand.
Dates live in a spreadsheet, until a clean-up brings four carriers in a week.

Sites with nobody there.
An unmanned transfer station has no front desk, and a book in the hut says nothing about who is in the pit.

No view across the sites.
Nobody can say which carriers are current, or which crew worked on last month's spill.

One standard, every site. One process for every contractor, requirements matched to the site, the task, and the state. Each gap above makes the verification step of an officer's due diligence harder to show: the model Act says due diligence includes taking reasonable steps to verify the provision and use of the business's health and safety resources and processes (section 27(5)(f)).[1]



02 THE DUTY HOLDERS

Engaging a contractor does not transfer your duty.

Work health and safety law puts its main duty on a "person conducting a business or undertaking", a PCBU, whether or not it is conducted for profit or gain. A council, a facility owner, a waste operator, and a principal contractor are each one.[1] The duty reaches the cleaner at the depot as surely as the asbestos crew.

> **"A duty cannot be transferred to another person."**
>
> Model Work Health and Safety Act, section 14[1]

02 THE DUTY HOLDERS

Who the business owes the duty to.

Three sections of the model Act decide it. Read together, they reach well past the people on your own payroll.

Contractors are workers.

A person is a worker if they carry out work in any capacity for a PCBU, including as "a contractor or subcontractor" or "an employee of a contractor or subcontractor" (section 7(1)). [1]

Engaged or directed is enough.

The business must ensure, so far as is reasonably practicable, the health and safety of workers "engaged, or caused to be engaged" by it, and of workers whose activities in carrying out work are "influenced or directed" by it (section 19(1)). That can reach a carrier's subcontracted driver you never contracted with. [1]

Each site carries its own duty.

Whoever manages or controls a workplace must ensure, so far as is reasonably practicable, that the workplace, the ways in and out, and anything arising from it are without risks to the health and safety of any person (section 20(2)). [1]

Who is on an environmental services job.

The business that engages sits at the top. Everyone below it brings people onto the site, and each needs a place in your checks.

The business that engages

The PCBU: a council, a facility or land owner, a waste generator, a waste or resource recovery operator, or a principal contractor on a build

Operations, property, and waste services

Internal teams or external providers, as applicable: name the actual entities and who controls each area, because each may engage and direct its own contractors

The executive

Officers: the directors and company secretary, and anyone else who meets the officer tests (page 7); the role decides, not the title

Other duty holders on site

Whoever manages or controls the workplace, the facility that receives the waste, and any principal contractor on a construction project

Contractors

Collection and liquid waste drivers, plant operators, sorters at a recovery facility, asbestos removalists and assessors, remediation crews, industrial cleaners, environmental consultants, and security

Subcontractors and labour hire

The carriers' own subcontractors, agency sorters and labourers, and apprentices

Specialists brought in for one job

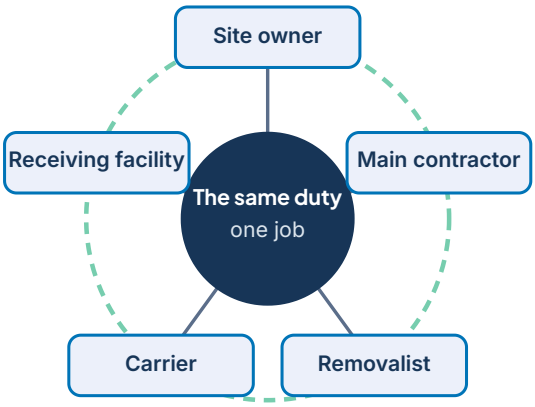
The occupational hygienist, the laboratory, the hydro-vac or vacuum tanker crew, and the demolition contractor

A one-day job is not an exception. A vacuum tanker crew in for one afternoon is a worker of the business that engages or directs it, like any other. Our recommendation: check every crew against the same record, at sign-in, before it reaches the work. Running a council's own services? The Local Government guide in this series covers the council side, at complyflow.com/ebooks-reports.

02 SHARED DUTIES

Shared, but never handed over.

Clearing an old shed puts the site owner, the main contractor, the asbestos removalist, the carrier, and the receiving facility on one job. Four rules apply to every one of them.



Consult, cooperate, and coordinate

1. **Held at once, each to its own control.** "More than 1 person can concurrently have the same duty" (section 16(1)). Each keeps responsibility for its own duty and must discharge it to the extent of its capacity to influence and control the matter, or the capacity it would have had but for an agreement or arrangement that tries to limit or remove it (section 16(3)).[1]
2. **Worked together.** Each "must, so far as is reasonably practicable, consult, co-operate and co-ordinate activities with all other persons who have a duty in relation to the same matter" (section 46).[1]
3. **Workers consulted too.** So far as is reasonably practicable, each consults the workers who carry out work for it, contractors' workers included, who are, or are likely to be, directly affected by a health and safety matter, and involves their health and safety representative where they have one (sections 47 and 48(2)).[1] Our view: a meeting between businesses does not meet it.
4. **Never transferred.** "A duty cannot be transferred to another person" (section 14). A contract term that tries to exclude, limit, or modify a duty, or transfer it, is void (section 272).[1]

> **"WHS duties cannot be contracted out to another party, such as a subcontractor."**
> Safe Work Australia, WHS duties in a contractual chain, fact sheet published 5 April 2022[13]

In Victoria.

In Victoria's OHS Act, the consult, cooperate, and coordinate duty between duty holders (s 35A) applies where a worker is a labour hire worker. The employer's duties to its independent contractors and their employees (s 21(3)) and to other people (s 23), and the duty of whoever manages or controls the workplace (s 26), still apply, each to the business that holds it (page 9).[4]

Three moments the duties overlap most.

Our view: shared duties are hardest to keep straight when waste or a work area changes hands. Each card is one of those moments, and what to settle in writing before it comes.

The load leaves your site.

The carrier takes the waste, but your business decided what it is and where it goes. Settle who classifies it, who checks the carrier's permission, and where it is taken (page 16).

The removal area is handed back.

The removalist finishes, but the area is not yours to reopen yet. Settle who arranges the clearance inspection, and who keeps people out until the certificate is issued (page 13).

The waste reaches the facility.

The receiving facility runs its own site and its own rules. Settle what it needs from the carrier and from you, and what happens to a load it refuses.

03 OFFICERS

Due diligence is personal.

Under the model WHS Act, an officer of a PCBU "must exercise due diligence to ensure that the person conducting the business or undertaking complies with that duty or obligation" (section 27(1)). An officer can be convicted whether or not the business itself is (section 27(4)).[1]

Who is an officer.

Is the business a company, a government business, or a public authority?

A company director or secretary is an officer, and so is anyone who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business, who can significantly affect its financial standing, or whose instructions the directors usually follow (section 4, taking the Corporations Act meaning). For the Crown and for a public authority, an officer is a person "who makes, or participates in making, decisions that affect the whole, or a substantial part" of its business or undertaking (sections 247 and 252). An elected member of a local government acting in that capacity is not an officer (section 4). What counts as a public authority is for your jurisdiction's Act.[1, 16]

Then

Name the officers by what they decide.

At a council or a waste business, that can include the chief executive, the board, and the executives who run waste services, property, and operations: the role decides, not the title.

What an officer risks.

Under the model Act, a Category 1 offence, the most serious of the three categories of health and safety duty offence (conduct that, without reasonable excuse, exposes a person to a risk of death or serious injury or illness, with gross negligence or recklessness), carries a fine, up to 10 years in prison, or both, for an officer (section 31). For a business that is a body corporate, the model's Category 1 maximum is a fine of AU$12,321,000 for the year from 1 July 2026, as indexed (s 31; Schedule 4)[26]. Each jurisdiction sets its own penalties: check yours.[1] It is not the ceiling: the model Act leaves room for an industrial manslaughter offence, and Victoria and WA are two that have one (below, and page 9).[1, 4, 14]

In Victoria.

The OHS Act 2004 (Vic) takes "officer" from section 9 of the Corporations Act (s 5(1)). An officer commits an offence where the body's contravention is attributable to the officer's failure to take reasonable care (s 144), and the workplace manslaughter offence also reaches officers (s 39G).[4]



03 OFFICERS

Due diligence includes taking reasonable steps to:

Each card gives one of the six steps the model Act lists, then what it can look like where contractors handle waste, asbestos, or contaminated land. The last, verify, checks that what (c) to (e) put in place is provided and used.

a

Know.

Acquire and keep up to date knowledge of WHS matters.

In environmental services: a briefing when your state changes its asbestos or waste rules.

b

Understand.

The operations, and their hazards and risks.

In environmental services: knowing which sites hold asbestos, where mobile plant and people mix, and which pits and tanks are entered.

c

Resource.

Make sure the business has, and uses, appropriate resources and processes to eliminate or minimise risks.

In environmental services: one funded contractor process, used on every site and every job.

d

Hear and respond.

Make sure it has appropriate processes to receive and consider information on incidents, hazards, and risks, and to respond in a timely way.

In environmental services: contractor incidents, spills, and near misses reported to the same place as staff ones.

e

Comply.

Make sure it has, and implements, processes for complying with its duties, such as reporting notifiable incidents.

In environmental services: a written route for who notifies the WHS regulator, and who tells the EPA where your state's law requires it.

f

Verify.

Verify that the resources and processes in (c) to (e) are provided and used.

In environmental services: a regular report that shows the checks happened, not only that the policy exists.

The model WHS Act, section 27(5)(a) to (f);[1] the examples are ours.

What the executive can ask for.

Our recommendation: four regular reports that show the checks happen, not only that they are planned, as evidence for the verify step above. One of them samples the work itself.

Contractors engaged this quarter, by site and job, and how many were checked before their first shift.

Licences, permits, and registrations due to lapse in the next 30 days, and any whose status changed (suspended, cancelled, or conditions added), by contractor.

Asbestos jobs commissioned, and how many have a clearance certificate on file; confined space entries authorised, and a sample of permits and SWMS compared with the work done.

Incidents, spills, and near misses, which regulator was told, and the corrective actions still open past their due date.

04 WHERE THE LAWS DIFFER

Two sets of law, and every state its own.

Safe Work Australia says: "Victoria is the only jurisdiction who has not implemented the model WHS laws."[3] Environmental services adds a second layer: each state's environment protection law, which this table reads for three states.

State	Work health and safety	Environment protection
Victoria	Occupational Health and Safety Act 2004 (Vic). An employer's duties extend to independent contractors it engages, and their employees, "in relation to matters over which the employer has control or would have control if not for any agreement purporting to limit or remove that control" (s 21(3)(b)), and it must ensure, so far as is reasonably practicable, that people other than its employees are not exposed to risks from its undertaking (s 23). Whoever manages or controls a workplace must ensure, so far as is reasonably practicable, that it and the means of entering and leaving it are safe and without risks to health, for matters it manages or controls (s 26).[4] Its OHS Regulations 2017 carry their own asbestos rules (page 14).[5]	Environment Protection Act 2017 (Vic): a general environmental duty to minimise risks of harm from pollution or waste, so far as reasonably practicable (s 25); duties on industrial and priority waste (page 16) and on contaminated land (page 17).[6]
New South Wales	The WHS Act and Regulations. SafeWork NSW says the Work Health and Safety Regulation 2025 (NSW) commenced on 22 August 2025, and it refers to that Regulation's provisions as sections.[15]	As the NSW EPA's own pages give it: licences, waste tracking, and reporting contamination (pages 16, 17, and 19).[8, 9, 10] This guide states NSW points only as the EPA gives them.
Queensland	The WHS Act and Regulations.[3]	Environmental Protection Act 1994 (Qld): a general environmental duty to take all reasonably practicable measures to prevent or minimise environmental harm (s 319), and an environmental authority for each environmentally relevant activity, such as transporting regulated waste (page 16).[11, 12]
Western Australia	Work Health and Safety Act 2020 (WA). It binds the Crown (s 10), and has its own industrial manslaughter offence (s 30A).[14]	Its environment protection law is outside this guide: check the Department of Water and Environmental Regulation.
Every other state and territory	Each jurisdiction's own version of the model WHS Act and Regulations; text and numbering can differ. ACT asbestos licensing differs (page 11).[3]	Each has its own environment protection regulator and law, outside this guide. Name it on the chain map (page 25) before the first load.

Unless another law is named, section and rule numbers in this guide are the model WHS Act's and Regulations'. Your state's numbers may differ, and Victoria's is a different Act.[1, 2]



05 ASBESTOS REMOVAL

The business that commissions it has duties too.

Asbestos removal is the licensed removalist's work. But the model Regulations give the business that commissions it duties of its own: the right licence, a closed-off area, and a clearance before anyone goes back in.[2]

> **The business that commissions the removal of asbestos "must ensure that the asbestos removal work is carried out by a licensed asbestos removalist who is licensed to carry out the work".**
>
> Model Work Health and Safety Regulations, regulation 458(1)[2]

05 ASBESTOS REMOVAL

Which licence the job needs.

The class depends on what is removed. Friable asbestos is in powder form, or can be crumbled, pulverised, or reduced to powder by hand pressure when dry; non-friable is the rest (r 5). [2]

Class A.

Removing friable asbestos, or asbestos-contaminated dust or debris (ACD) other than ACD from removing non-friable asbestos or a minor contamination, needs a Class A licence (rr 485, 486). [2]

Class B (model).

Removing more than 10 square metres of non-friable asbestos or asbestos-containing material, or the ACD associated with it, needs a Class B or a Class A licence (r 487). [2]

Smaller jobs (model).

No licence is needed for 10 square metres or less of non-friable asbestos and its ACD, or a minor ACD contamination not from removing asbestos; the commissioning business must ensure a trained competent person does it (r 458(2), (3); r 445). [2]

The ACT is different. The 10 square metre exception is the model rule, not a national one: in the ACT, all asbestos removal, of any amount, needs a licensed removalist (ACT rr 458, 487). [19, 20] Victoria limits it (page 14).

Before the work starts.

Six things before the first sheet comes off, each with its duty holder.

1

Find it first.

Whoever manages or controls the workplace gives the business doing demolition or refurbishment the asbestos register, which it must obtain (keeping the register is also yours); with no register, a competent person inspects first. Whoever manages or controls the workplace, or the structure or plant, also ensures asbestos likely to be disturbed is identified and, so far as is reasonably practicable, removed first (not at homes).

rr 425, 449 to 452, 456 [2]

2

The removalist's plan.

The licensed removalist obtains the register, prepares an asbestos removal control plan, and gives you a copy.

rr 463, 464 [2]

3

The regulator told.

The removalist gives written notice at least 5 days before licensed work, naming who does the clearance; in an emergency, by phone at once and in writing within 24 hours.

r 466 [2]

4

The method written down.

Construction work likely to disturb asbestos is high risk construction work: the business doing it ensures a SWMS is prepared before it starts.

rr 291(d), 299 [2]

5

The supervisor named.

For Class A work the removalist's supervisor is present throughout; for Class B, readily available. Its workers hold the certification for the class.

rr 459, 460 [2]

6

People told.

The removalist tells whoever controls the workplace; that person tells its workers, others there, and you, and takes all reasonable steps to tell neighbours.

rr 467, 468 [2]

05 ASBESTOS REMOVAL

While the work is done.

Three duties run during the work. The first two fall on the business that commissions it; the third is the removalist's, and you will want to hear about it.

Keep people out.

The removalist puts up signs and barricades (r 469). The business that commissions licensed work, and whoever manages or controls the workplace and knows the work is being done, must ensure, so far as is reasonably practicable, that only the removal workers, others associated with the work, and anyone the law allows can enter the area, and may refuse anyone who will not follow the controls (r 470).[2]

Monitor the air (Class A).

For Class A work, the business that commissions it must ensure an independent licensed asbestos assessor monitors the air immediately before the work (unless glove bags are used) and while it is done, and that the results go to workers, their representatives, and others at the workplace (r 475).[2]

Act, then stop, if it rises.

At 0.01 fibres/mL or more, but not more than 0.02, the removalist must investigate, put controls in place, and prevent further release. Above 0.02 fibres/mL it must order the work to stop, notify the regulator, and investigate; the work resumes only when monitoring shows below 0.01 (r 476).[2, 25] Clearance has its own criteria (page 13).

What the removalist must have in place.

Controls to verify with the licensed removalist, not to specify yourself. Ask for confirmation that each is in place, and who confirmed it; the technical detail stays with its qualified people.

Decontamination.

Facilities to decontaminate the removal area, plant, workers, and others must be available (r 471).[2] For friable removal the model code sets out decontamination units with a dirty area, a clean area, and a clean changing area kept apart (code, clause 4.6).[24]

Respiratory protection and clothing.

Respiratory protective equipment is worn in the removal area until the appropriate stage of personal decontamination; a fit test should be done, and disposable coveralls provided. Used protective equipment is disposed of as asbestos waste or decontaminated (code, clauses 4.5 and 4.6).[24]

Health monitoring.

The removalist, as the PCBU, provides health monitoring to workers doing licensed removal who are at risk of exposure to asbestos, starting before they begin that work (r 435); the reports are kept as a confidential record for at least 40 years (r 444).[2] Ask for confirmation it is arranged, not for the clinical records.

The waste leaves in sealed, labelled containers.

The removalist contains and labels the asbestos waste before it leaves the removal area, and disposes of it as soon as practicable at a site authorised to accept asbestos waste (r 472).[2] Our recommendation: ask for the receiving site's name and the disposal record, and keep it with the job; your own duties on waste leaving your site are on page 16.

05 ASBESTOS REMOVAL

When it is finished: the clearance.

For licensed work, the area is not yours to reopen until the clearance is done. Except at residential premises, the business that commissioned the work arranges it (r 473).[2]

1

An independent inspection.

By an independent licensed asbestos assessor for Class A work, or an independent competent person otherwise: someone not involved in the removal or in a business that is. A competent person has the knowledge and skills of asbestos removal industry practice and holds the asbestos assessor VET certification or a tertiary qualification in occupational health and safety, occupational hygiene, science, building, construction, or environmental health. The inspection includes a visual check and may include air monitoring.

rr 5, 473[2]

2

A certificate, in writing.

The assessor or competent person who inspected issues it before the area is re-occupied, only if the area and its surrounds are free from visible asbestos contamination and, where air was monitored, the level is below 0.01 fibres/mL.

r 474[2]

3

Friable: after the enclosure.

The enclosure stays up until air results inside are below 0.01 fibres/mL; the business that commissioned friable removal then obtains a clearance certificate from a licensed asbestos assessor.

r 477(4), (6)[2]

Our recommendation: book the right class, and keep the proof. Check the removalist's licence class and current status before the job is booked, not on the day. A licence from another jurisdiction counts under the model Regulations, but not one suspended, cancelled, or expired there (r 488); Victoria's rule on this is outside this guide.[2] In the ACT, an independent licensed asbestos assessor does the clearance inspection after any licensed removal, and only a licensed assessor may do asbestos identification, sampling, risk assessment, air monitoring, or clearance work (ACT Regulation rr 473, 489).[19] Keep the notice, any air results, and the clearance certificate with the job, and do not reopen the area without the certificate in hand.

05 ASBESTOS REMOVAL, IN VICTORIA

In Victoria, before and during the work.

Victoria's OHS Regulations 2017 run their own asbestos scheme. These three cards are its rules on who does the work, who is told, and the air.[5]

Who may do it.

Class A work (friable asbestos) is done only by a Class A licence holder or its employee, and Class B work (non-friable) only by a Class A or Class B licence holder or its employee. Unlicensed "limited" removal of up to 10 square metres of non-friable material is allowed only where the business does no more than 1 hour of removal work in a 7-day period (rr 250, 264, 265).[5]

Who is told.

The licence holder notifies the regulator at least 5 days before (24 hours for 10 square metres or less of non-friable material in a building, structure, ship, or plant) and gives you a copy of the notice (r 298). Before the work starts, the business that commissions it tells all employers and occupiers of premises in the immediate and adjacent areas (r 301(2)).[5]

The air.

The business that commissions Class A work arranges paraoccupational air monitoring before and throughout the work where it is indoors, or outdoors and a risk to others (r 292), gives the results to the licence holder as soon as they arrive, and keeps them accessible to affected workers and their health and safety representative (r 293).[5]

In Victoria, at the end of the work.

In Victoria, the business that commissioned Class A or Class B work carries the clearance steps itself. None applies where the work was only removing 10 square metres or less of non-friable material in total.[5]

1

Inspect.

It arranges a visual inspection by an independent person, and makes sure that person has the knowledge, skills, and experience for the job.

rr 294(1), (1A), 296[5]

2

Monitor inside (Class A).

Where air monitoring was required, it arranges monitoring inside the enclosed area to show less than 0.01 fibres/mL, and gives the inspection and monitoring results to the licence holder.

rr 294(2), 295[5]

3

Certify.

It obtains a clearance certificate from an independent person before the area is re-occupied.

r 297[5]



06 LICENCES AND THE WASTE CHAIN

Check where the waste goes, not only who takes it.

A carrier with a truck is not the end of your part. In Victoria, the law asks the business handing industrial waste over to check the place it is going and, for reportable priority waste, that the carrier holds the permission.[6]

> **Before handing industrial waste over for transport, a person "must take all reasonable steps to ensure that the industrial waste is or will be – (a) transported to a place or premises that is authorised to receive industrial waste; and (b) received at a place or premises that is authorised to receive industrial waste."**
>
> Environment Protection Act 2017 (Vic), section 135(2)[6]

06 LICENCES AND THE WASTE CHAIN

In Victoria: four duties on the business with the waste.

Industrial waste is waste from commercial, industrial, or trade activities or from laboratories (s 3(1)). These four duties sit on whoever manages or controls it before it leaves.[6, 7]

1

Classify and contain it.

Priority waste is classified, and all reasonable steps are taken to contain it so it cannot escape, keep it isolated so resource recovery stays practicable, and hand it over with information on its nature and risks, where reasonably available.

EP Act s 139; Regulations sch 5[6, 7, 21]

2

Check where it goes.

Before handing industrial waste over, all reasonable steps to ensure it goes to, and is received at, an authorised place, including classifying it, giving the carrier enough information, and verifying that the receiving place is authorised.

EP Act s 135[6]

3

Check the carrier's permission.

Reportable priority waste may be transported only under a permission, and causing or permitting its transport otherwise, consigning it included, is an offence unless all reasonable steps were taken. The permission is a permit or a registration, by waste code, asbestos waste included.

EP Act s 143; Regulations sch 1 items 15, 16[6, 7]

4

Record the hand-over.

Consigning, transporting, and receiving reportable priority waste are recorded transactions; the consignor gives its details to the carrier before the waste is transported, through the EPA's approved system, Waste Tracker. The receiving site records the receipt; keep the completed record, not only the dispatch.

EP Act s 142; Regulations rr 73 to 75[6, 7]

In New South Wales and Queensland.

The NSW points are as the EPA's own pages give them. Each card names its source.

NSW: licences.

The NSW EPA says it issues environment protection licences for industrial premises under the POEO Act, and that every licence holder must comply with its conditions and immediately notify pollution incidents that cause or threaten material harm to the environment. The duty is wider than licence holders (page 19).[8, 22]

NSW: tracking.

A business moving asbestos waste inside NSW tracks it in the EPA's Integrated Waste Tracking Solution (IWTS) for a load of 100 kilograms or more, or 10 square metres or more of asbestos sheeting.[23] That is not the removal licence threshold (page 11). Other listed hazardous waste is tracked too, and the producer, carrier, and receiving facility are all responsible.[9]

Queensland.

No environmentally relevant activity without an environmental authority (EP Act s 426). Transporting regulated waste in a vehicle is one, except no more than 175 kg of asbestos, self-hauling no more than 250 kg, or a State or local government entity moving waste from building or maintaining a State-controlled road, local government road, or railway corridor between sites a State or local government entity owns or operates (EP Regulation sch 2 s 57).[11, 12]

Our recommendation, in every state. Before a carrier's first load, hold its environmental permission for that waste, with scope and status, the receiving facility and its authorisation, and who records each hand-over. Waste moved by heavy vehicle can also bring the chain of responsibility, depending on the state: see our Transport and Logistics guide.

07 LAND, LIQUIDS, AND ENCLOSED SPACES

Contaminated ground brings duties of its own.

Remediation crews dig into contaminated ground; liquid waste crews work at pits and tanks. Duties follow both.



Contaminated land: identify, manage, report.

In Victoria, land is contaminated where waste or a chemical substance on or under it is above the background level and creates a risk of harm to human health or the environment (s 35). Whoever manages or controls it must minimise the risks so far as reasonably practicable, including identifying, investigating, and assessing it and informing people who may be affected (s 39), and must notify the EPA of notifiable contamination as soon as practicable after becoming aware of it, or when it reasonably should have (s 40). Notifiable means what the Regulations prescribe: soil above set thresholds, and likely to stay there, where people are or are likely to be exposed, or where it has moved or is likely to move to adjacent land (r 8); friable asbestos in or on soil where people are likely to be exposed above 0.01 fibres per millilitre (r 9); surface water, or groundwater that is used or may be used for drinking, contact, stock, or irrigation or that discharges to surface water, above guideline values and likely to stay there, and any non-aqueous phase liquid (r 10); and vapour and retained-soil cases (rr 11, 12), with exemptions (s 40(4), r 13). The AU$50,000 remediation cost test (s 37) is a fall-back, used only where the Regulations prescribe nothing for that substance.[6, 7] In NSW, assess whether the contamination meets the section 60 notification criteria of the Contaminated Land Management Act and report where required: the EPA looks to contaminant levels, exposure, and whether it has moved or will move off the land, and not every stain or detected contaminant is notifiable.[10] Our recommendation: a competent consultant documents the assessment against the EPA's duty-to-report guidance. In other states, check yours.

Before anyone digs. Under the model Regulations, whoever manages or controls the workplace takes all reasonable steps to obtain current underground essential services information, such as gas and water, before excavation starts, and gives it to whoever digs (r 304).[2]

07 LAND, LIQUIDS, AND ENCLOSED SPACES, CONTINUED

Pits, tanks, and interceptors: the test, then the controls.

Under the model Regulations, a confined space is enclosed or partly enclosed, not designed or intended primarily for people, at normal atmospheric pressure while anyone is in it, and a risk from its atmosphere, contaminants, or engulfment (r 5). Victoria's Regulations use their own definition, with a restricted way in or out as one test (r 5).[2, 5] A pit or tank is not one by default. These duties fall on each business that manages or controls the space (r 62(2)): where the pit or tank is under your management or control, they are yours, whoever does the work, so settle in writing who controls it during the job. Our recommendation: classify the space and the task. Construction work in or near a confined space, in an atmosphere that may be contaminated, or in or near a trench or shaft deeper than 1.5 metres is high risk construction work (r 291(f), (g), (l)).[2]

Before entry.

A written risk assessment by a competent person (r 66); connected plant and services isolated, so far as is reasonably practicable (r 70); no ignition source that could cause a fire or explosion (r 73); signs at each entry (r 68); continuous communication and a standby person (r 69); first aid and rescue set, practised, and started from outside (r 74).[2]

The atmosphere.

A safe oxygen level while anyone works inside: from 19.5%, the floor published in the model WHS Regulations as at 5 December 2025, to 23.5% by volume, the ceiling published in the model WHS Regulations as at 5 December 2025; where that is not reasonably practicable and oxygen is below that range, air-supplied respiratory equipment (r 71(2)). Purging or ventilation never with pure oxygen or a mix richer than air (r 71(1)). Flammable gas kept below 5% of its LEL so far as is reasonably practicable; workers come out at 5% unless a calibrated, continuous-monitoring detector is used, and at 10% regardless (r 72, as published in the model WHS Regulations as at 5 December 2025).[2]

The permit.

No worker is directed in without a written entry permit, completed by a competent person, naming the space, the people, the time, and the controls, with room to sign that everyone has left (r 67). It records the controls; it does not replace them. Workers who enter or work in the space, who support the work or the rescue from outside, and those who supervise them are trained, and the record kept 2 years (r 76).[2]

Three different reports, three different routes.

A spill, old contamination in the ground, and a serious injury are separate duties with separate authorities. One report does not stand in for the others.

Contaminated land.

Contamination already in the ground. In Victoria, whoever manages or controls the land tells the EPA when it is notifiable; in NSW, landowners and responsible parties report when the section 60 criteria are met (page 17).

A pollution incident.

A leak, spill, or escape causing or threatening material harm to the environment, happening now, just happened, or likely to happen. The NSW route is below; other states have their own, so check yours.

A WHS notifiable incident.

A death, serious injury or illness, or dangerous incident (and, under the model Act as at 5 December 2025 where adopted, a violent incident), told to the WHS regulator (page 21).

07 POLLUTION INCIDENTS AND WORK HAZARDS

A pollution incident in NSW: emergency first, then the authorities.

The NSW EPA sets the route. Settle it for each site before the job, and write it on the site card.[22]

1

Immediate threat: 000 first.

Fire and Rescue NSW, NSW Police, and the NSW Ambulance Service are contacted first; the other authorities must still be told after that.

NSW EPA[22]

2

Then notify, immediately.

The person carrying on the activity, an employee or agent carrying it on, an employer carrying it on, and the occupier of the premises each have the duty. Notify the appropriate regulatory authority, the EPA if it is not that authority, SafeWork NSW, the local authority if it is not that authority, and Fire and Rescue NSW. A licence can add requirements.

NSW EPA[22]

3

Name a lead and a backup.

Our recommendation: agree in writing with each contractor who makes each call, and the backup if they cannot; each business keeps its own duty. Check the current authority list when completing the site card.

Good practice

The hazards behind recycling, liquid waste, and remediation work.

The confined space checks on page 18 are not a full hazard assessment. These are prompts to ask the contractor about, not a control set for every site. Under the model Act, each business that engages or directs the work must ensure, so far as is reasonably practicable, safe plant, safe systems of work, and the safe use, handling, and storage of substances (s 19(3)). Our recommendation: a competent person assesses the actual waste stream and task.[1]

Plant and stored energy.

Is plant isolated before anyone clears a blockage in a shredder, baler, screen, or conveyor, and is stored energy released first?

People and moving plant.

Are walkways, sorting lines, tip faces, and weighbridges laid out so pedestrians and mobile plant are kept apart?

Hoses, pressure, and vacuum.

How are hose, high-pressure, and vacuum tanker hazards controlled when loading, unloading, and cleaning?

Waste that reacts.

How are incompatible wastes kept apart, and what happens to an unidentified load before anyone opens it?

Sharps and biological waste.

What stops needle-stick injuries and biological exposure on sorting lines and in liquid waste?

Dust and toxic gas.

Beyond oxygen and flammable gas, what is the plan for dust and toxic gases such as hydrogen sulfide in tanks and sewers?

08 WORKED EXAMPLE

Clearing a council depot in Victoria.

A regional Victorian council is clearing an old works depot for a new use. The workshop has asbestos cement wall sheets and old pipe lagging, the strip-out leaves other waste, and the yard has a stained patch under a slab. The numbers below are Victoria's own laws. [4, 5, 6]

What is live	Why it matters	What gets checked and kept
The removal	The lagging is friable, so removing it is Class A work; the sheets are non-friable, Class B work. Class A work is done only by a Class A licence holder or its employee, and Class B work by a Class A or Class B licence holder or its employee (OHS Regulations rr 264, 265). The licence holder notifies the regulator at least 5 days before and gives the council a copy of the notice (r 298); the council tells the employers and occupiers nearby (r 301(2)). [5]	The removalist's licence class and status, checked when the job is booked; the copy of the notice; the removal plan; the note of who nearby was told, and when
The air	The lagging is inside the workshop, so the council, as the business that commissions the Class A work, arranges paraoccupational air monitoring before and during it (rr 292, 293). [5]	The monitoring results, given to the removalist as soon as received and kept accessible to affected workers and their health and safety representative
The handback	Nobody re-occupies the workshop until the council has arranged an independent visual inspection and, because air monitoring was required, monitoring inside the enclosed area showing less than 0.01 fibres/mL, has given those results to the removalist, and has obtained a clearance certificate from an independent person (rr 294, 295, 297). [5]	The inspection and monitoring results; the certificate, kept with the job; the area kept closed until it is issued
The waste	The asbestos waste is pre-classified as reportable priority waste (Regulations sch 5), so it goes only with a carrier holding the permission (s 143), and the hand-over is recorded before transport (s 142). Before the council hands any waste to a carrier, it takes all reasonable steps to ensure the waste goes to, and is received at, an authorised place (s 135). The other strip-out waste is classified on its own facts. [6, 7, 21]	The classification of each waste stream; the carrier's permit or registration; the receiving facility's authorisation; the transaction record and the receipt for each load
The stained slab	The council manages the yard, so it identifies and assesses the contamination and minimises its risks (s 39); if it proves notifiable (page 17), it tells the EPA as soon as practicable (s 40). [6]	The consultant's assessment; the date the council knew; the notice, if one was needed
The workers on site	The employer's duties reach independent contractors and their employees on matters it controls or would control but for an agreement (OHS Act s 21(3)), and people other than its employees (s 23). [4]	Each crew signed in and out; inductions; who reports an incident to which regulator, agreed first

The same week, on paper and joined up.

An illustration, not a survey: the same checks done two ways.

On paper

The removalist's licence was checked at tender; the clearance certificate is in someone's inbox; the carrier's permit is assumed; nobody can say where the waste went or who was in the workshop on Thursday.

Joined up

Each crew signs in at the gate, licence class and status checked against the record; the notice, the air results, and the certificate sit on the job; the carrier's permission and the receiving facility are on file before the first load.

09 THE RECORD

What to hold for every contractor.

Numbers are the model WHS laws' unless another law is named; your state's may differ (page 9).

LAW Act, Regulations, or Rules POLICY policy or contract terms

REGULATOR guidance GOOD PRACTICE our recommended way; your contract, policy, or the law may still require it

Level	What to hold	Status and source
The company	Its environmental licence, permit, registration, or authority for the waste it carries, treats, or receives, with scope and status; any asbestos removal licence, with class and status; public liability and other cover the contract asks for, with dates; its workers compensation cover	LAW the state's permission scheme, such as Vic EP Act s 143 or Qld EP Act s 426, page 16; the licence class, page 11 [6, 11] POLICY the contract's cover
The worker	Written evidence of any high risk work licence (such as for a forklift, a crane, or dogging), sighted before the work and kept at least 1 year after; class, scope, conditions, and status checked, and reviewed on a suspension, an incident, or a change of scope; a renewal never re-approves by itself	LAW r 85(1) and (4) [2] GOOD PRACTICE the status check
	Asbestos training for workers you engage whom you reasonably believe may do asbestos removal or asbestos-related work, recorded and kept 5 years after they leave; for a licensed removalist's crew, sight its training records; confined space training for everyone who enters, supports, or supervises the work, recorded and kept 2 years	LAW r 445; r 461; r 76, page 18 [2] GOOD PRACTICE asking for the removalist's record
The asbestos job	The asbestos register given to the contractor before demolition or refurbishment; the asbestos removal control plan; the notice (in Victoria, your copy); Class A air monitoring results; the clearance certificate; confirmation that the removalist's health monitoring is arranged	LAW pages 11 to 13; rr 435, 444; Vic r 298(3) [2, 5] GOOD PRACTICE asking for the notice outside Victoria and the health monitoring confirmation
The waste	How the waste was classified; the carrier's permission for that waste; the receiving facility and its authorisation; each hand-over and its receipt at the destination (Victoria: reportable priority waste, asbestos included; NSW: trackable waste, asbestos in the IWTS)	LAW Vic, page 16 [6, 7] REGULATOR NSW EPA, waste tracking [9] GOOD PRACTICE holding them in other states
The site and the visit	A site induction suited to the work and its risks; a SWMS for high risk construction work; a written confined space entry permit, kept until the work is done, and its risk assessment, kept at least 28 days after it (each 2 years after a notifiable incident); for lone or remote work, a system of work with effective communication, such as a check-in plan; the contamination assessment and any notice to the EPA; sign in and out by site	LAW rr 39, 299, 67, 77, 48; contaminated land, page 17 [2, 6] GOOD PRACTICE the induction form, the check-in plan, and sign-in
	Keep each record for the longest of the legal minimum, any government records rules that bind you, and any incident or claim hold. The employee records exemption covers only an employer's own employees' records, not what you hold about a contractor's workers. Keep personal information to what each role needs, restrict health records, and dispose of them when retention ends, unless held	GOOD PRACTICE the retention schedule LAW Privacy Act 1988 (Cth) s 7B(3) [18] REGULATOR OAIC, employment [17]
The incident	Under the model Act as at 5 December 2025, where adopted: violent incidents notifiable, notifiable suicides (immediately) and extended absences (within 14 days) added, one notice per event; records kept at least 5 years; the site and the evidence, including electronic and digital records and witness details, preserved, so far as is reasonably practicable, until an inspector releases the site; notifier and site controller tell each other at once; no business's own duty moves; a serious event escalated at once. A pollution incident has its own route (page 19)	LAW ss 35, 35A, 35B, 38, 39, 39A, where adopted [1] GOOD PRACTICE the escalation

09 CHECKLIST

Before a contractor starts.

Each line is tagged: the law, or our recommendation. Fill in the owner and evidence as you go. It runs over three pages.

	Check	Owner	Date and evidence ref.
	Before engagement		
☐	We know which WHS law and regulator, and which environment protection law and EPA, apply to each site and each contractor. **Law, page 9** **Good practice** the chain map, page 25		
☐	The company's insurance and workers compensation cover are on file, with dates, apart from its workers' licences. **Policy** the contract, page 21		
☐	Each carrier, treater, or receiving facility holds the environmental licence, permit, registration, or authority its work with that waste needs, with scope and status checked. **Law, page 16 (Vic, Qld)** **Regulator** NSW EPA **Good practice** other states		
☐	For asbestos removal, the removalist holds the licence class the job needs, current and not suspended, cancelled, or expired; a smaller unlicensed job is done by a trained competent person (a model rule: not in the ACT, where all removal is licensed; in Victoria, within the 1 hour in 7 days limit). **Law, pages 11 to 13**		
	Before the work starts		
☐	Before demolition or refurbishment, the asbestos register is given to the contractor, or the structure inspected by a competent person (in the ACT, a licensed asbestos assessor); asbestos likely to be disturbed is identified and, so far as is reasonably practicable, removed first. **Law, page 11**		
☐	We hold the asbestos removal control plan and know the regulator was notified (in Victoria, we hold the licence holder's copy of the notice). **Law, pages 11 and 14** **Good practice** asking for the notice elsewhere		
☐	A SWMS for each kind of high risk construction work, including disturbing asbestos, work in or near a confined space or a trench or shaft deeper than 1.5 metres, work where the atmosphere may be contaminated or flammable, and work where powered mobile plant moves. **Law, r 291(d), (f), (g), (l), (o)** versions and dates		
☐	Each worker's high risk work licence and tickets are on file, with class, scope, conditions, and current status. **Law, page 3 (the licence)** **Good practice** the tickets and the status check		
☐	Waste is classified (asbestos waste in Victoria is reportable priority waste), and before it leaves we know the carrier's permission and the receiving facility's authorisation, and who records the hand-over and the receipt. **Law, page 16 (Vic)** **Regulator** NSW EPA **Good practice** other states		
	On the day, at the site		
☐	Every worker signed in and out, and any high risk work licence sighted before the work, not after. **Law, page 3 (licences)** **Good practice** sign-in by site		
☐	The asbestos removal area is signed and barricaded, and only the removal workers, others associated with the work, and anyone the law allows can enter it, so far as is reasonably practicable. **Law, page 12**		

09 CHECKLIST, CONTINUED

On the day.

The second half of the checklist: what to check at the site, while the contractors work.

	Check	Owner	Date and evidence ref.
	On the day, at the site, continued		
☐	For Class A work, an independent licensed asbestos assessor monitors the air before and during the work, and the results are passed on. In Victoria: where the work is indoors or a risk to others, we arrange paraoccupational air monitoring, give the results to the licence holder, and keep them accessible to affected workers and their health and safety representative. **Law, pages 12 and 14** results on file		
☐	A confined space classified first; if it is one: written risk assessment, connected plant isolated, no ignition source, signs at each entry, standby and communication, purging or ventilation that never uses pure oxygen or an oxygen-enriched mix, a safe oxygen level (or, where that is not reasonably practicable and oxygen is below the safe level, air-supplied respiratory equipment), flammable gas within the limits or workers out, rescue equipment (r 75) and practised rescue, training for everyone who enters, supports, or supervises, and a written entry permit. **Law, page 18, r 75** permit numbers		
☐	Mobile plant and people kept apart, plant isolated before a blockage is cleared, and the other hazards of the waste and the task assessed, each so far as is reasonably practicable, at the tip face, the weighbridge, and the yard (page 19). **Law, the primary duty, s 19** **Good practice** the traffic plan, isolation before clearing, and a competent person's assessment		
☐	Before any excavation, whoever manages or controls the workplace takes all reasonable steps to obtain current underground essential services information and gives it to whoever digs. **Law, page 17** the services plan		
☐	A worker alone or remote, such as a driver on an early round or a crew at an unmanned site, has a way to call for help that works there; someone watches the check-ins and escalates a missed one. **Law, r 48** **Good practice** who watches, and the escalation		
☐	The removalist confirms its controls: decontamination arrangements, respiratory protection with fit testing, protective clothing, and health monitoring for its removal workers. **Law, rr 435, 471** **Good practice** the confirmation; the model code of practice (Safe Work Australia), page 12		

09 CHECKLIST, CONTINUED

At the end of the job, and if something goes wrong.

The last part of the checklist: the handback, the receipts, and the standing checks.

	Check	Owner	Date and evidence ref.
	At the end of the job		
☐	Each load's receipt is on file: destination, movement ID, and acceptance date. A rejected load is kept contained and redirected only with the approval required; a load with no confirmation of receipt is investigated. **Good practice** the receipt record, page 26		
☐	After licensed removal (in Victoria, Class A or Class B work, unless it was only 10 square metres or less of non-friable material), nobody re-occupies the area until the independent inspection is done and the clearance certificate is in hand (friable: after the enclosure comes down; Victorian Class A with air monitoring: after monitoring inside the enclosure shows less than 0.01 fibres/mL). **Law, pages 13 and 14** the certificate		
☐	Contamination found during the work is assessed against your state's notification tests, with the assessment documented, and notified to the EPA where required (not every detection is notifiable). **Law, page 17 (Vic)** **Regulator** NSW EPA		
	If something goes wrong, and standing		
☐	We have agreed with each contractor who gives the notice (as lead notifier, where your state has adopted the model rule), immediately as the law requires, who preserves the site until an inspector releases it, and who makes the pollution incident notifications your state requires, with a named lead and a backup; each business keeps its own duty. **Law, page 21 (incident)** **Good practice** the agreed route		
☐	Officers receive a regular report that verifies the checks happen: lapsed licences, missing clearance certificates, overdue actions, and a sample of permits and SWMS checked against the work done. **Good practice; verifying is part of due diligence, page 8**		

09 TEMPLATE

The waste and removal chain map.

One row per job; the first row is an example. It settles, before the job starts, what the work or waste is, which licence or permission it needs, who holds each duty, and what proves it was done.

Job and site	The work or the waste	Licence or permission needed	Who commissions, who controls the site	What proves it was done	Spaces, lone work, and who reports
Example: clearing the old workshop at a council depot in regional Victoria	*Asbestos cement wall sheets (non-friable); pipe lagging (friable); industrial waste from the strip-out*	*A Class A licence, which covers both; the carrier's EPA permit or registration for the asbestos waste (reportable priority waste); other strip-out waste classified on its own facts*	*The council commissions and controls the depot; the removalist controls the removal area*	*The notice copy; air results inside the workshop; the clearance certificate; the waste classification (the asbestos is reportable priority waste) and the transaction record, with the receipt for each load*	*No confined space on this job; no lone work; the council and each contractor agree who notifies WorkSafe Victoria and the EPA, and each keeps its own duty. Reviewed 10/11/2026*

How to keep the map true.

A map nobody keeps current is worse than none, because the gate trusts it. Our recommendation: three habits keep it right.

Fill it in together.

Waste services, property, safety, and procurement should agree each row. Where they disagree, there is a gap in who does what, and the duty does not wait for it to close.

Review it on any change.

A new carrier, a different receiving facility, a change of licence class, or contamination found mid-job changes the row. Give each row a review date.

Keep it with the record.

The map is only useful if the gatehouse, the site supervisor, and the on-call manager can see it when a contractor arrives.

09 TEMPLATE, CONTINUED

The receipt record.

One row per load. The chain map settles the job; this record proves each load arrived. A transaction at departure does not by itself prove lawful receipt. Our recommendation: if a facility rejects a load, keep it contained, redirect it only with the approval required, update the record, and investigate any load with no confirmation of receipt.

Waste class and code, and quantity	Carrier and vehicle	Destination and its permission scope	Movement ID	Accepted: date and receipt	Rejected or unconfirmed: action taken
Example: asbestos waste, N220, 400 kg	*Carrier name, permit number, truck registration*	*Named facility, authorised for asbestos waste*	*The transaction number*	*Received 12/11/2026; receipt in the file*	*None*

10 ONE STANDARD ACROSS EVERY SITE

The same standard at every site.

Every check in this guide has to work at every site, staffed or not, from the first load of the day to the last clearance of the job.

Questions to ask about how you manage it today.

1. If a regulator asked who worked in the removal area last Thursday, and what each held, how long would the answer take?
2. For every asbestos job you commissioned this year, can you put your hand on the clearance certificate?
3. When a carrier's permit or a removalist's licence is suspended or lapses, who finds out before the next load?
4. Do you hold a contractor's licence and each worker's tickets separately, so one is never taken as proof of the other?
5. Do you know where your waste went last month, and that the facility was authorised to take it?
6. At an unmanned transfer station, who knows a contractor is in, and who answers when check-ins stop?
7. Have you agreed with each contractor who reports a notifiable incident, and who tells the EPA?
8. How many hours a month go on chasing certificates?

What to look for in a system.

Seven capabilities that keep these checks working at every site.

- **Company and worker, kept apart.** A contractor's panel approval and each worker's clearance, on one record but never confused.
- **Requirements matched to the waste and the class.** Requirement sets by waste type and licence class, with extras per site, so a Class A job is not booked to a Class B removalist.
- **Expiry tracked for you.** Reminders and re-approvals sent before a licence, permit, or ticket lapses.
- **A check at the gate.** The record checked at the gate or the weighbridge, including after hours and at unmanned transfer stations: not cleared, not in.
- **Permits on the same record.** Confined space, hot work, and hazardous chemical permits, each closed with a time-stamped record.
- **Inspections that close.** Every failed item becomes an owned, dated action.
- **A record for the audit.** One searchable record per site, with scheduled reports.

START SMALL

Start with one job.

Take one job or one carrier, fill in its row of the chain map on page 25, and run the checklist on pages 22 to 24 against its contractors. Close the gaps first: the right licence, the waste going where it should, the clearance in hand. Then ask anyone offering a system to show each point above on your own sites.

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Every source, with the date it was read.

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This guide is general information, not legal advice. It summarises the model Work Health and Safety Act and Regulations published by Safe Work Australia (as at 5 December 2025), the ACT's Work Health and Safety Regulation 2011, Victoria's Occupational Health and Safety Act 2004, its OHS Regulations 2017, its Environment Protection Act 2017, and its Environment Protection Regulations 2021, Queensland's Environmental Protection Act 1994 and Environmental Protection Regulation 2019, the Western Australian WHS Act 2020, the Corporations Act 2001 (Cth) s 9AD, the Privacy Act 1988 (Cth) s 7B(3), and regulator guidance, including the NSW EPA's own pages, and Safe Work Australia's model code of practice How to safely remove asbestos (November 2026), as read on the dates above. NSW points are stated as the EPA gives them. Each jurisdiction enacts its own WHS and environment protection law, so text and numbering can differ. For a decision about your own sites and contractors, read the law that applies to you and take legal advice. It is a contractor management guide, not a technical manual.

Published by Comply Flow Pty Ltd (ABN 92 137 044 494), Unit 3/12 Sydney Rd, Manly NSW 2095. hello@complyflow.com.au. November 2026.

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